



A Fortune 500 global technology consulting company improves the speed and accuracy of candidate assessments with impress.ai

The Challenge

The client, a Fortune 500 company, provides management and technology consulting services and solutions for global enterprises. Due to their reliance on manual candidate assessments and generic evaluation criteria for all candidates, it had become increasingly challenging to hire quality tech candidates. The client was also experiencing a slow hiring process and the occurrence of unconscious bias.

The Background

As a Fortune 500 tech consulting company, the client focused on hiring quality tech candidates to fulfill its commitment to offering top-notch technology consulting services and solutions to enterprises. With the existing manually driven hiring process, they were experiencing multiple problems like:

- The inability to personalize assessments based on candidate persona
- Poor candidate engagement, leading to an increased drop-off
- The occurrence of conscious or unconscious bias
- A slow and inefficient hiring process
- Failure in assessing candidates accurately
- Non-availability of recruiters around the clock to answer candidate queries

The Solution

impress.ai's recruitment automation platform automated the entire candidate assessment process to ensure the client hires the best tech talent in the market. The AI-powered platform personalized the assessments based on the candidate's persona and technical skill set.

It shortened the length of -reviews, potentially reducing the candidate's frustration and drop-off. The platform offered technical skills evaluation and coding simulations leveraging machine learning and gamification to make assessments more accurate and efficient. impress.ai's platform seamlessly integrated with a third-party coding assessment provider and combined its own assessment scores with that of the third-party provider to offer cumulative scores. Intelligent virtual assistants were available 24/7, keeping interested candidates engaged. It also helped reduce the manual effort involved in addressing candidate queries and offered flexibility in applying outside working hours. Comprehensive candidate analytics and real-time insights also enabled recruiters to make quality hires seamlessly.

The Results

impress.ai's recruitment automation platform automated the entire candidate assessment process resulting in

- Reduced candidate drop-off by 41%
- Saved 396 hours of recruiter productivity during the assessment and evaluation process
- Achieved an accuracy of 88% while responding to candidate queries
- Ensured 24/7 candidate assistance (close to 49% were interacting outside working hours)