ACHIEVING HIGH SUCCESS IN HIGH-VOLUME RECRUITING

Tech-enabled, e-interviewing and candidate-care 'bot creates seamless, effective experience for hiring managers and candidates alike.

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High-volume recruiting and hiring. In the past, the process was often costly, time consuming and ineffective, as finding the right candidates who would not only take the job - but stay - was difficult.

Increasingly, hiring managers are turning to experienced RPO leaders, such as Korn Ferry, to drive, streamline and modernize the process.

The firm recently launched KF Recruit – Nimble. Nimble is a tech-enabled recruiting solution where "Juno", the candidate-care 'bot, ensures a candidate is supported from the start of the hiring process all the way through to hire.

Nimble uses the latest and greatest AI technology and interface to create a seamless positive experience for candidates and hiring managers alike. It is also backed by decades of Korn Ferry's unmatched IP, ensuring the best processes and outcomes.

Nimble is designed to leverage a client's brand, shifting to a candidate-driven experience by sourcing, attracting, assessing, selecting and onboarding the right people for the job at an affordable cost-per-hire.

How Does it Work?

Nimble starts at the beginning of the high-volume hiring journey, by first working with our clients to best understand the underlying business need for the hiring and what success looks like. Nimble then draws upon this knowledge and uses best-in-class success profiles to ensure the right fit for a role and increase chances of longer tenure once the candidate is on the job.

It then creates a sourcing strategy using AI to find the widest pools of internal and external candidates. Juno provides 24/7 candidate support, where candidates are guided through each phase of the process, having their questions answered and

Korn Ferry's AI enabled chatbot, "Juno", helps guide the high-volume hiring process.

being updated on where they stand in the process.

Candidates that meet the skills, eligibility and compliance requirements are stack ranked and then are moved into an interview that leverages Robotic Process Automation (RPA) tools to simulate an interview with a recruiter. The competency-based automated interview determines which of the top candidates best fit the success profile, and they are then short listed and move onto hiring manager presentations.

The "always on" campaign approach allows candidates to apply online or even text to apply.

Qualified candidates are then automatically scheduled for interviews with the help of the AI assistant. Background checks are automatically initiated, and references are checked. Offers and contracting are managed as per the client process. Before their first day on the job, the chosen candidates will be contacted with onboarding information.
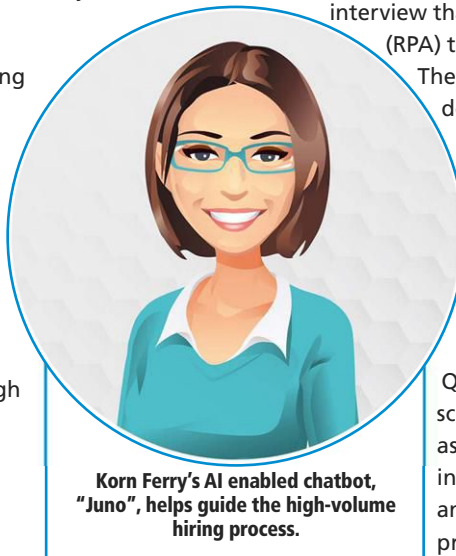
Why Does it Matter?

In most industries with high-volume recruiting needs, finding qualified candidates is fiercely competitive and turnover is extremely high. For example, a recent Korn Ferry analysis shows that in retail, the turnover rate for part-time store employees is 76 percent. Nimble not only helps widen the net of qualified candidates, it offers a positive candidate experience that increases the chances someone will want to work for your company.

Candidates are getting more real-time feedback on their opportunity with potential employers, providing a higher level of candidate satisfaction with the hiring process they are experiencing.

Hiring managers have one point of contact throughout the process but can also rely on the power of One Korn Ferry to assist on a broad range of efforts, from RPO, to professional search, compensation, succession and leadership development.

THOUGHT LEADERSHIP