Virtual HR

Vladimir Butkov, Founder, Virtual HR
Anatol Filin, Head of Dev Team, Gramant
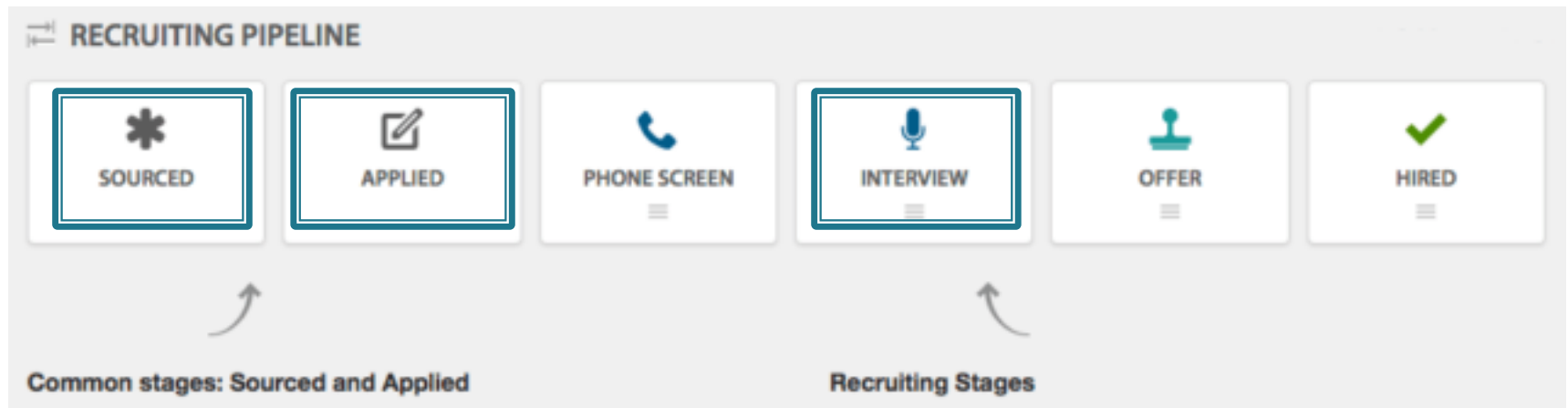
Recruiting automation with video-interview and elements of AI

▸ US market for recruiting automation

▸ Project goals

▸ VHR.AI – applicant tracking and video-interview

Geography of the Team

Sourcing pipeline

The Goals

▸ Save Time

▸ Save Cost

▸ Show Innovation

▸ Skip the process and jump to the candidate

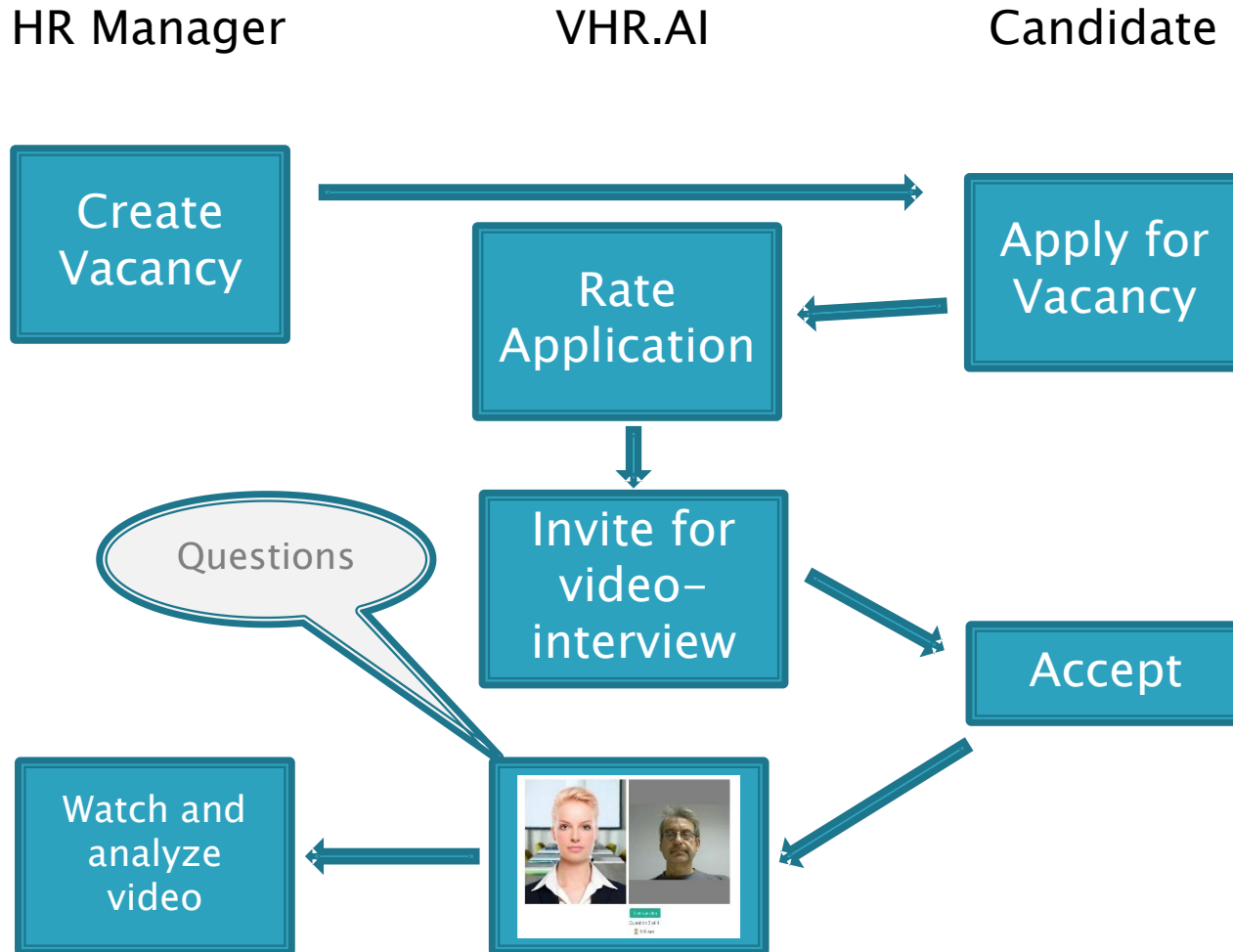▸ Watch the recorded videos to see if they fit the culture of the organization

Features

- Sourcing resumes
- Screening resumes
- Applicants tracking
- Candidates rating
- Scheduling video interviews
- Conducting live video interview with Dora
- Preset corporate-wide questions
- Flexible questions by HR
- Resume-based questions
- Triggered questions generated by AI

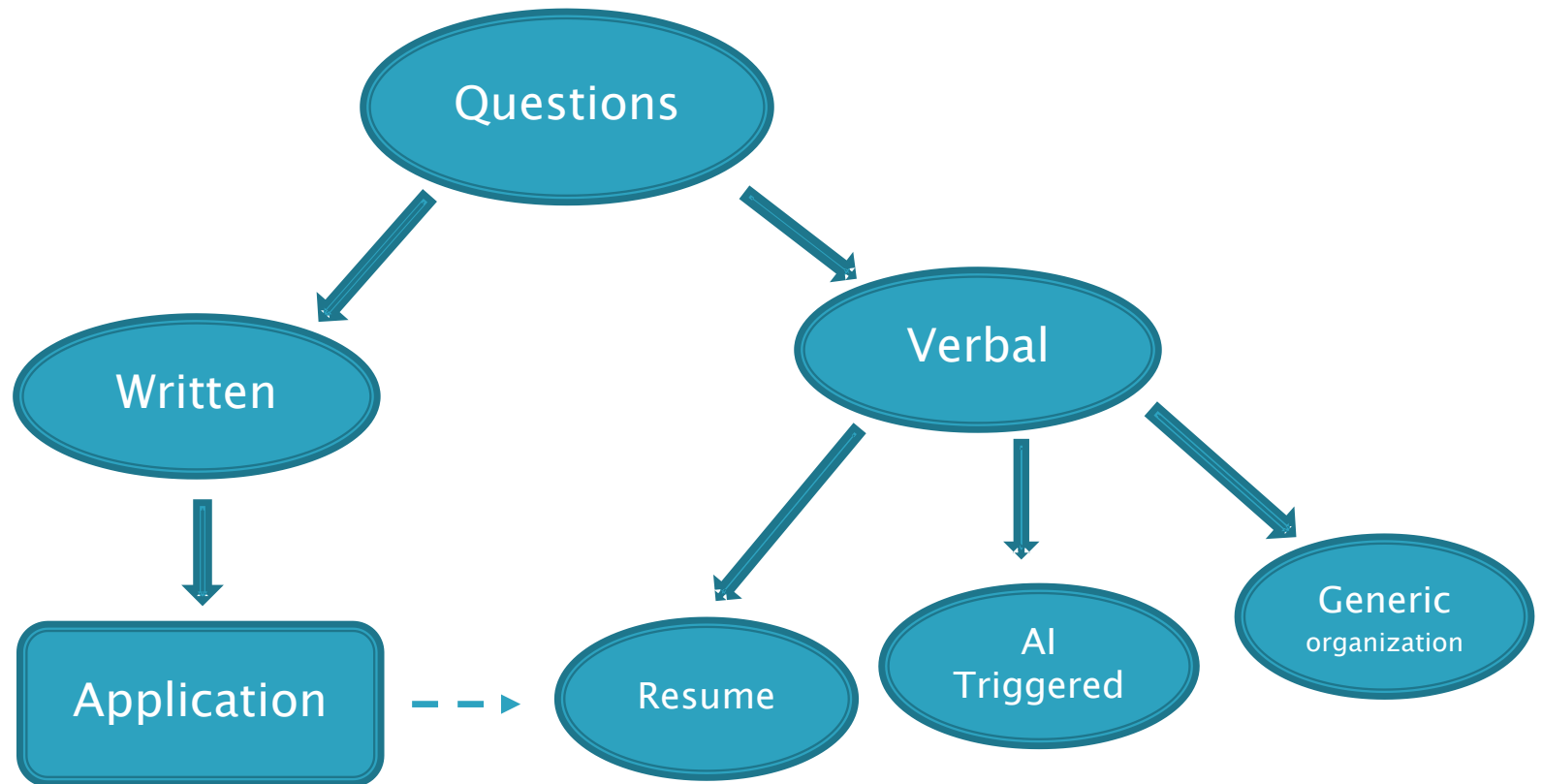- The future of recruiting is here. Virtual HR presents to you Dora; the newest virtual HR assistant that will conduct video interviews and more!

Flowchart

Question types

Employer Dashboard:

Creating a Vacancy

▸ Narrowing requirements

▸ Filtering through resumes

▸ Creating the parameters for the candidates score

Type your job requirement in form of a question or desirable skill

Category of answers

Number ▼

Desirable answer

Importance

Low   Medium   High

The importance level affects the candidates score. Please evaluate how important it is for the candidate to have this specific question or skill.

Required

If you check this box then candidates without matching or less than your desirable answer will not pass

Close   Save

Creating a Vacancy

▸ Other requirements:

Create other requirements and/or questions for candidates

Name	Type	Desirable Answer	Importance	Required		
Do you have experience in CRM	Yes-No	**Yes**	Medium	False	Edit	Remove
Do you have experience with Excel?	Yes-No	**Yes**	High	False	Edit	Remove
How many years of Customer Service experience do you have?	Number	3	Medium	False	Edit	Remove
Are you willing to work evenings and some Saturdays	Yes-No	**Yes**	Medium	False	Edit	Remove
Do you have a personal car to use?	Yes-No	**Yes**	Low	False	Edit	Remove

Add New

Creating a Vacancy

▸ Verbal Questions:

What interests you most about this position?	Edit	Remove
Tell me about a time you had a difficult working relationship with a colleague. What was the challenge, how did you address the situation and what did you learn from the experience?	Edit	Remove
What are you targeting for a salary?	Edit	Remove
How do you keep up to date on your target market?	Edit	Remove
In your last position, how much time did you spend cultivating customer relationships versus hunting for new clients, and why?	Edit	Remove
What's your approach to handling customer objections?	Edit	Remove
Describe a time when you had a difficult prospect, and how you handled that situation to win the sale.	Edit	Remove

Add verbal question

Creating a Vacancy

▸ Resume Questions

Tell me a bit about yourself! Why would you be a good fit for the position of [position] in [employer]	ON
Let's get more specific about your position of [position1] at [company1]. What were the responsibilities of that position?	ON
Let's talk about your accomplishments at [company1] and which skills you used. What were your achievements there?	ON
What did you like the most and the least from your job at [company1] and [company2]?	ON
Tell me your biggest success story related to job at [company1] and [company2]?	ON
What was your experience implementing [skill1]?	ON
What was your experience implementing [skill2]?	ON
What was your experience implementing [skill3]?	ON
This role is located in [job location]. How would you do your daily commute?	ON

Creating a Vacancy

▸ AI–Triggered Questions

Triggered questions are questions generated by our artificial intelligence engine. Triggered questions are created for each candidate individually based on candidate's application. Final list of triggered questions will be shown on candidate's application page in interview video section.

Application Score

Applications for vacancy "NY-00001"

New: 1

Score range [   ] - [   ]

#	Created	First name	Last name	Status	Education	Experience Years	Score	
18	9/19/19, 5:01 PM	John	Smith	New	bachelor	7	77.19	Details

Application for **Sales Representative** in **Test1**

Reject   Invite to interview

Personal info   Status New

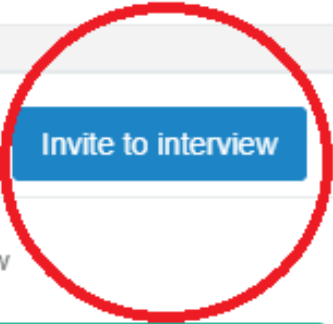| Created	Sep 19, 2019, 5:01:18 PM	⭐ 77.19 Score
Email		
First name	John	

Application: Reject or Invite

Applicant Invitation

▸ No scheduling required and candidate can do interview at their convenience

Video Interview Invitation with Test1 for Sales Representative ⟩ Inbox ✕

robot@vhr.ai via mailspot.info   5:16 PM
to me ▾

Hi John Smith,

You are invited for a video interview with Test1 for Sales Representative position.

When you are ready please click on the link below but please note the link will expire in 3 days.

Link here: https://app.vhr.ai/interview/ZDkzLWlxNTUtYTZmMDMz

Please dress the way you would for an in person interview as this is a live interview that will be recorded and reviewed by our team.

If you have any technical difficulties please email IT@vhr.ai

Regards,

Applicant Interview

Interview for Java developer at Gramant

Next question

Question 1 of 10

VHR.AI at Conferences

World's largest HR technology Conference – "HR Tech 2019"

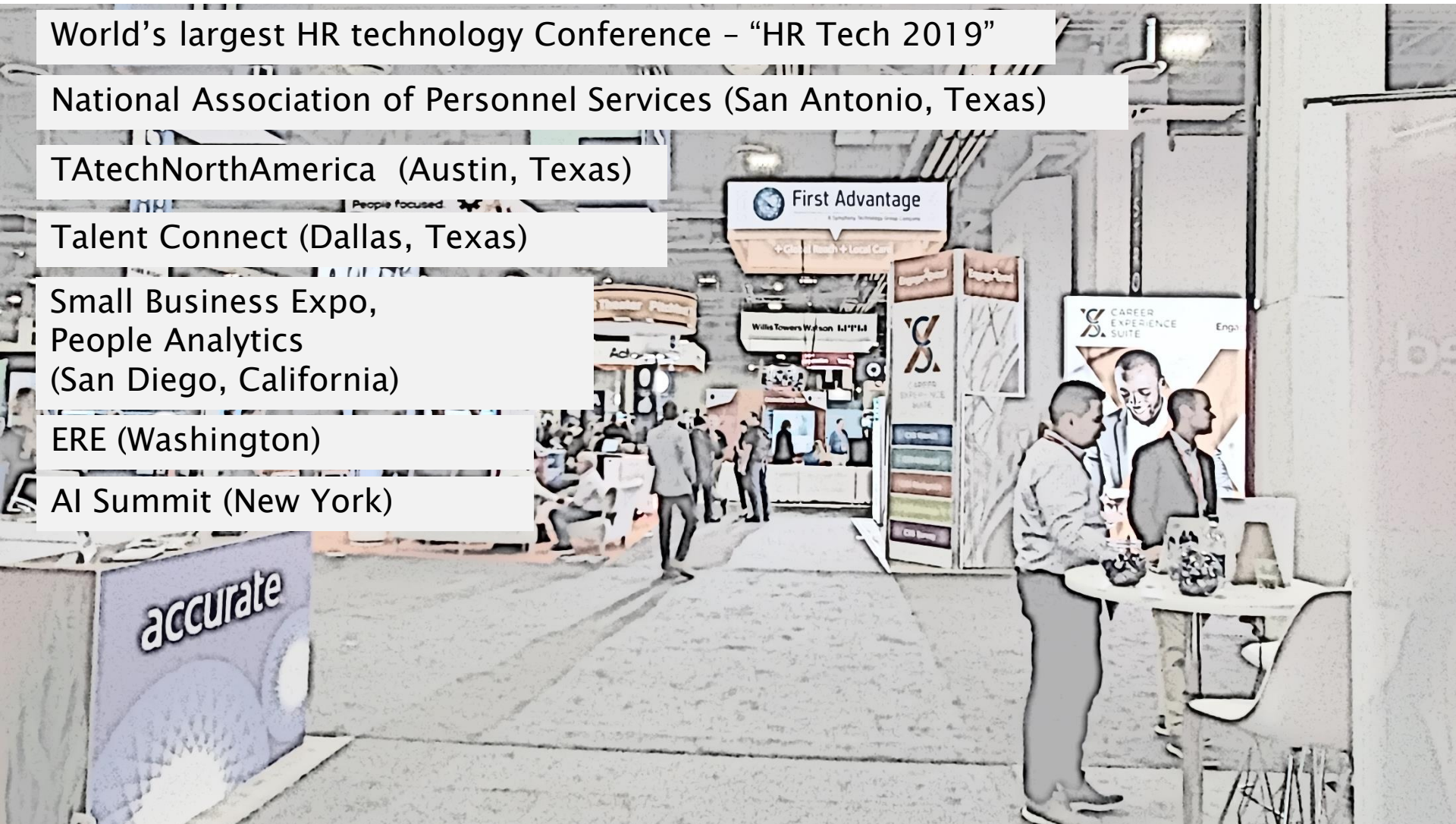National Association of Personnel Services (San Antonio, Texas)

TAtechNorthAmerica (Austin, Texas)

Talent Connect (Dallas, Texas)

Small Business Expo,
People Analytics
(San Diego, California)

ERE (Washington)

AI Summit (New York)

Current stage

07.2019 – start of development
08.2019 – pilot version
09–10.2019 – HR–tech exhibitions participation
10–11.2019 – customer development

Development for start-ups

- 10+ years development for start-ups
- Flexible agile team
- Domain expertise
- Pragmatic approach to development
- Using pre-built and open-source
- MVP in 1-2 months
- Help hire and train internal team

Thank you!

Vladimir Butkov, Virtual HR, vb@vhr.ai
Anatol Filin, Gramant, anatol@gramant.ru