

INTERVIEWING: Pre-Recorded Video Interviews

As COVID-19 has proven, employers are getting creative in how they are making connections with potential candidates. Pre-recorded video interviews (PRVIs) are one of the ways in which employers are doing so. In short, a PRVI is an interview where the interviewer isn't present when the candidate answers the questions. That's why they're also known as "one-way interviews".



Once a candidate submits their video the recruiter can then review and evaluate it in order to assess if the candidate would be a good fit and decide whether to invite them to a face-to-face interview.

Recruiters pre-set the questions concerning a specific job and send candidates a link through which they can record their answers within a deadline.

What's in it for both recruiters and candidates?

Pre-recorded video interviews **empower recruiters** to make a better screening of the candidates, as the videos provide useful insights that you can't find by looking at a resume.

As for the candidates, they benefit from having a chance to show themselves beyond their resume and to **convey their motivations** in a more personal way, which can really help them to stand out from the rest of the candidates.

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5 Things You Should Know About PRVIs

1

They break time and space barriers. All candidates need is to have access to the Internet and a device (pc, tablet, smartphone) to record the interview answers. Applicants can do the interview anywhere and whenever they see best fit (within the deadline).

They enable a more efficient and transparent recruitment process. This process allows recruiters to screen more candidates when compared to phone calls. Recruiters also save a great amount of time because thanks to the insights from the video interviews they'll only invite the best candidates for a next round interview.

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They're not meant to replace resume or face-to-face interviews. Keep in mind that pre-recorded video interviews are mainly used to improve the initial screening of candidates.

They help find the right candidates. Recruiters can see the person behind the CV and make a more accurate pre-assessment.

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They boost candidate experience. Having a video interview step will make candidates feel that they have more opportunity to showcase their skills and reinforce their application. This will also create a new level of engagement that contributes for a more positive candidate journey.