

## CONTACTLESS RECRUITMENT SOLUTIONS

HOBAN understands the importance of physical distancing and the ability to manage staff remotely. Our suite of recruitment technology solutions allows us to screen, shortlist and select top talent whilst providing a safe and supportive candidate experience.

### How does it work?

HOBAN has invested in smart technology that allows every step of the recruitment process to be carried out online.



From anywhere



By anyone



At any time



On any  
web-enabled device

### HOBAN's Typical Recruitment Methodology



### Online Screening & Shortlisting

Choose from a range of tools and technologies to consistently deliver best-fit shortlists: written responses, roleplays, video interviewing, probity checking and more

- Our online screening technology ranks candidates based on responses given to questions
- Customise questions and other screening tools to suit your needs
- Each candidate receives feedback and thanks them for their participation

### Online Testing

Assess candidate motivations and values from their first application to identify best fit. HOBAN has access to over 600 online tests providing you with additional insight into the candidate's psyche

- Skills testing
- Personality and Employability Tests
- Wide range of Psychometric Assessments



### Online Assessment Centres

Go beyond video interviews via our range of online interviews or even virtual assessment centres that ensure a personal experience, whilst being delivered remotely

- HD video and audio, enabling multiple participants and videos on-screen
- Multiple participants can share their screens simultaneously and co-annotate for a more interactive meeting
- End-to-end encryption for all meetings, role-based user security, password protection, waiting rooms, and place attendee on hold

### Online Reference Checking

Make faster hiring decisions with HOBAN's virtual reference checking platform. HOBAN's referees return their reports in as little as 9 hours, with an average of just 21 hours.

- Referee reports can be tailored to suit the requirements of each campaign/exercise
- Automated reminder service to referees to complete the process
- Referees provided are verified for authenticity i.e. ensuring the referee is legitimate

### What are the benefits?

Secure best-fit candidates using HOBAN's custom recruitment solutions, whilst saving time and reducing your costs via:

- Automated processes
- Fully optimised efficiency
- Increased talent pool sizes
- Consistency
- Speed and accuracy
- Compliance
- Detailed insights and reporting
- Freeing you up to spend time on what matters

No time to read applications? Tap into our consulting expertise to obtain a ready-screened shortlist. Or simply ask us to provide top talent from our extensive database and networks. Contact us on 1300 560 272.