

MODERNIZING RECRUITMENT

IMPACT ON CANDIDATE EXPERIENCE

HIGHLIGHTS TRADITIONAL EXPERIENCE

The interactions were notably personal, which was a positive aspect.

In a completely conventional approach, candidates frequently experienced **extended durations of uncertainty**.

Slower communication methods, like mailing a resume and waiting weeks for a reply.

Limited feedback is given, and candidates who are not selected might not receive any communication.

MODERN CANDIDATE EXPERIENCE

Candidates are informed and engaged



Mobile bases job application



Career sites and chatbots for query assistance



Interview via video



CRM tools with insights for recruiters and updated for candidates



NEW-GENERATION TOOLS

EXPLICITLY FOCUS ON IMPROVING CANDIDATE EXPERIENCE

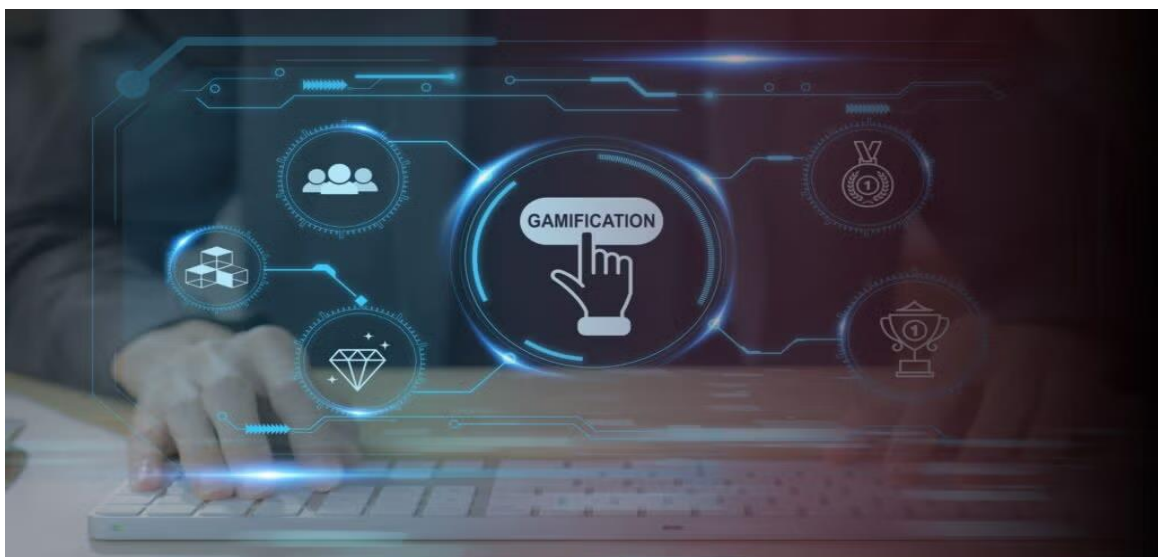


Speed and Transparency

Candidates value a fast process. Automated status updates and online interview scheduling offer clear, timely communication, helping candidates avoid feeling overlooked.

Convenience

One-way video interviews and virtual assessments let candidates participate anytime, while mobile access enables on-the-go communication and status checks—offering flexibility uncommon in traditional hiring.

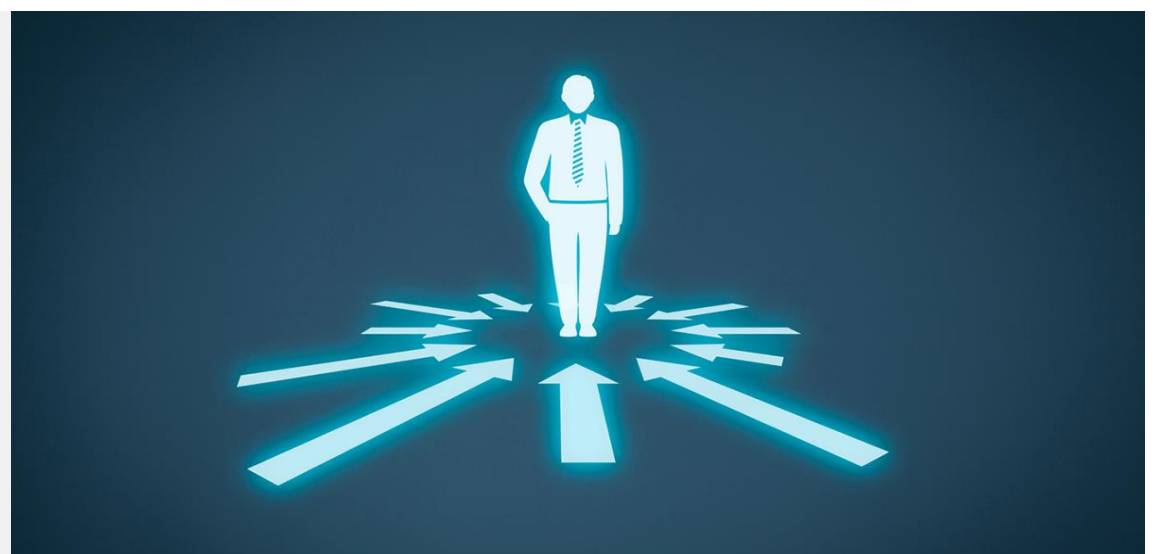


Engagement

Some companies use gamified tests or interactive assessments to better showcase candidates' skills and keep them engaged. Chatbots can also create conversational experiences that maintain early interest.

Personalization

Technology enables personalized communication at scale, such as automated emails that address candidates by name and mention details from their application, something humans can manage only for a few candidates.



Overall, updating recruitment processes tends to improve the candidate experience by increasing efficiency and transparency, provided that organizations incorporate personal engagement at key stages.