

Unlocking Your Biggest Bottlenecks:

Decrease your time to hire and increase
recruiters' performance



www.qualifi.hr

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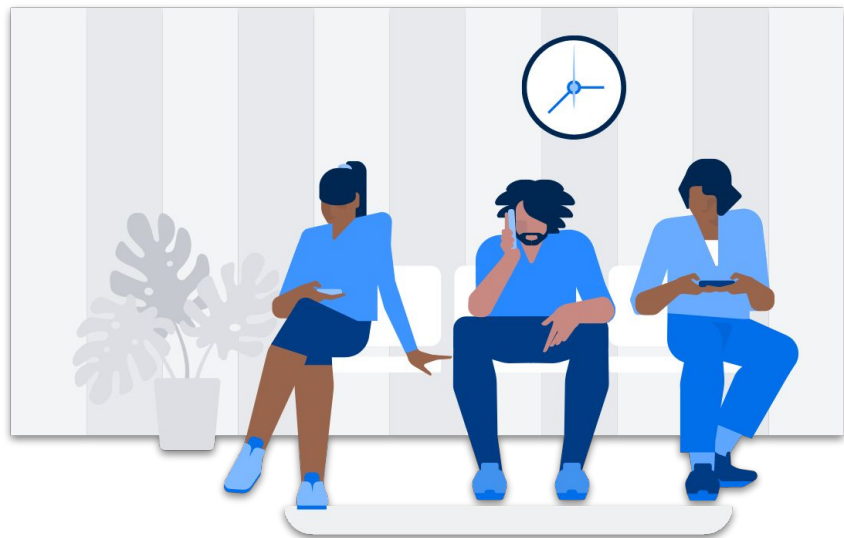
***Who is your
favorite superhero
and why?***

DARRIAN MIKELL, CEO/Co-Founder



- Husband and father of 3
- Based in Noblesville, IN
- Enjoys playing basketball and golf
- Student athlete at Indiana Wesleyan - Finance and Entrepreneurship
- Former VP @ Viral Launch
- Co-Founder / CEO at Qualifi

WHY BOTTLENECKS?



- Unfilled jobs cost **\$680/day per job**
- The typical hiring process takes **23 days**
- The top candidates get hired within **10 days**
- Bottlenecks are a huge source of recruiter **burnout**
- A long hiring process makes for a negative candidate experience

“

**What is the slowest
step in your hiring
process?**

TYPICAL BOTTLENECKS IN HIRING



- The Recruiter + Hiring Manager Workflow
- The Hassle of Scheduling
- Screening



HIRING MANAGER BOTTLENECKS

HIRING MANAGER BOTTLENECKS



- Recruiters + Hiring Managers might not be on the same page about the hiring process and what they're looking for
- Misalignment can slow down the hiring process
- Hiring Managers might be slow to respond and give candidate feedback

Goal is for recruiters and hiring managers to develop trust!

“

**What solutions
have you found to
be successful for
hiring manager
bottlenecks?**

HIRING MANAGER SOLUTIONS

- 1.** Alignment before posting
 - a. Intake Meeting
 - b. Consider an SLA
- 2.** Get the Hiring Managers input early and often throughout the process.
- 3.** Make it easy for them. Understand that hiring might not be their top priority.



SCHEDULING BOTTLENECKS



SCHEDULING BOTTLENECKS

- In-between stages of the hiring process, like scheduling, create more friction and drop off opportunities.
- When you're juggling 10's or 100's of candidates, getting calendars to line up can be impossible.
- Exchanging texts and emails only prolongs the issue.

Scheduling is one of the main steps holding your hiring process back!

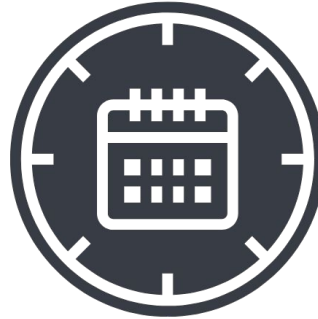
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**What solutions
have you found to
be successful for
scheduling
bottlenecks?**

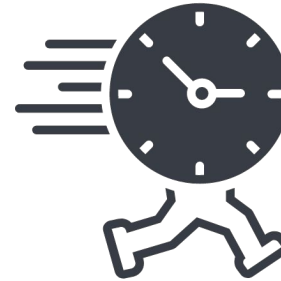
SCHEDULING SOLUTIONS



**Use
Technology**



**Time
Blocking**



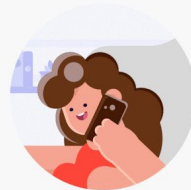
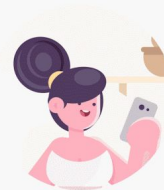
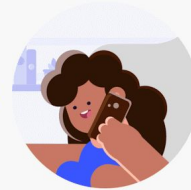
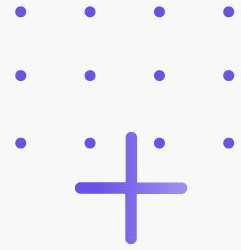
**Schedule Next
Steps Immediately**

SCREENING BOTTLENECKS



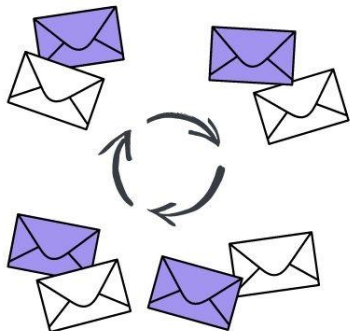
The Old Way

6-8 Day Process



1-by-1 PHONE SCREENS

THE BIGGEST BOTTLENECK IN RECRUITMENT



Back and forth coordination messages with each candidate.



Busy calendars + lack of immediacy



Endless hours spent on the phone daily

THESE STEPS ADD 6-8 DAYS TO THE HIRING PROCESS!

HIRING EFFICIENCY POLL

How long does it take your recruiting team to schedule an interview with a candidate?

(From initial point of contact to first-round interview.)

- A.** 1 - 4 days
- B.** 5 - 9 days
- C.** 10 -14 days
- D.** 14+ days

SCREENING POLL

How many candidates does your team phone screen per month?

- A.** 1-50 candidates
- B.** 50 - 100 candidates
- C.** 100 - 300 candidates
- D.** 300+ candidates
- E.** We don't do phone screens







SCREENING SOLUTIONS

- Standardize your interviews
- Record and capture for sharing
- Use asynchronous tech to create a scalable, convenient candidate experience



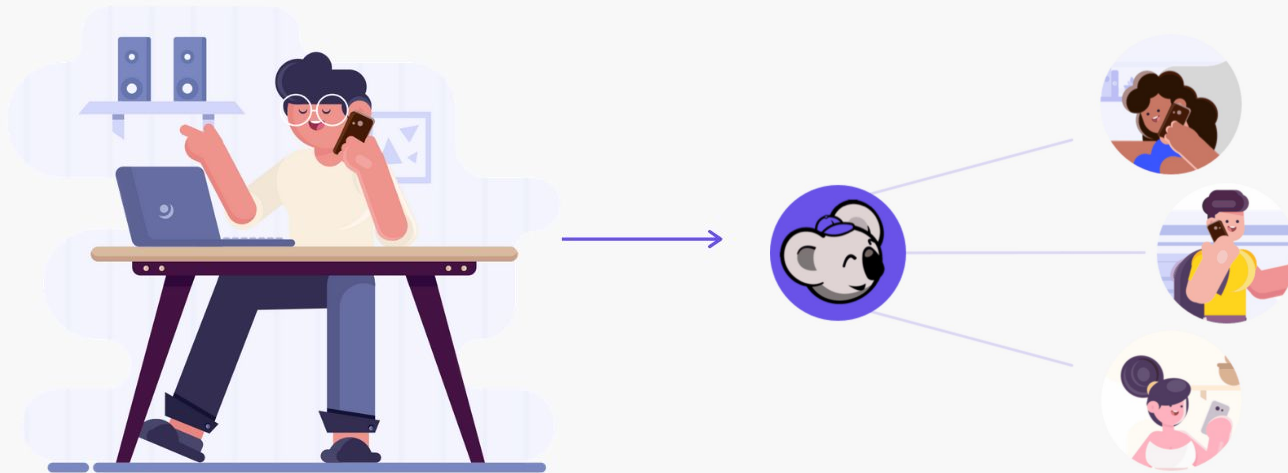
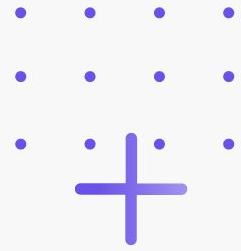
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**Let's compare
screening
methods...**

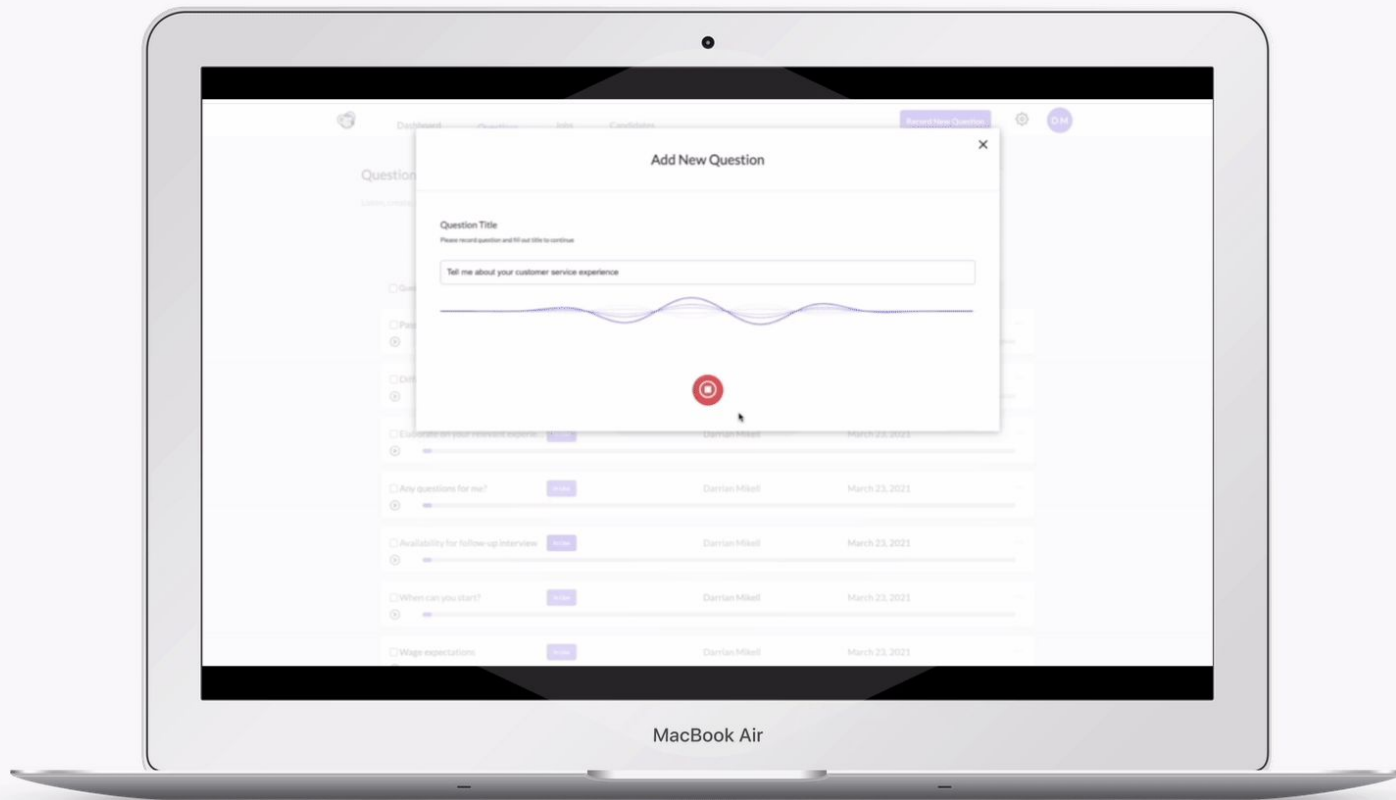
Category	1	2	3	4
	Qualifi	Automated Texting	Automated Video	Normal Phone Screening
 Response Rate	50-60%	25-50%	40-60%	50-80%
 Bias & Diversity Protection	High	High	Low	Medium
 Speed	High	High	Med	Low
 Accessibility	High	High	Med	Low
 Efficiency	High	High	Med	Low
 Decision Making Ability	High	Low	High	High

The Qualifi Way

1 Hour Process



Phone Interviewing At Scale



Frictionless Candidate Experience

Really there was
nothing not to
like about it.

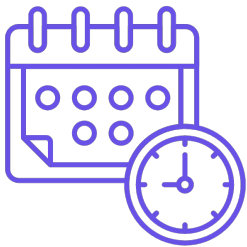
I loved it. It was still
like speaking with a
live recruiter.

It was easy and
quick!

I was able to record
my response without
feeling nervous



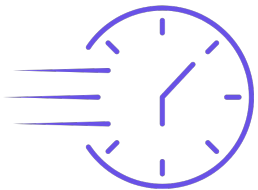
BENEFITS OF AUDIO-BASED INTERVIEWS



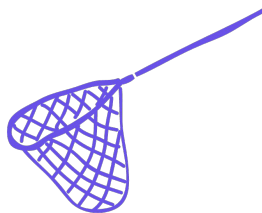
Eliminate Scheduling



Mitigate Bias



Interview Faster



Cast A Wider Net



THE RESULTS OF QUALIFI

Time spent
interviewing 1
candidate

(from client testimonial)

30 minutes



5 minutes

Number of
candidates
they can
interview
daily

(from client testimonial)

6 candidates

If only screening that day



50 candidates

No scheduling involved

Time
recruiters
could be
screening

(from client testimonial)

9am - 5pm



24/7

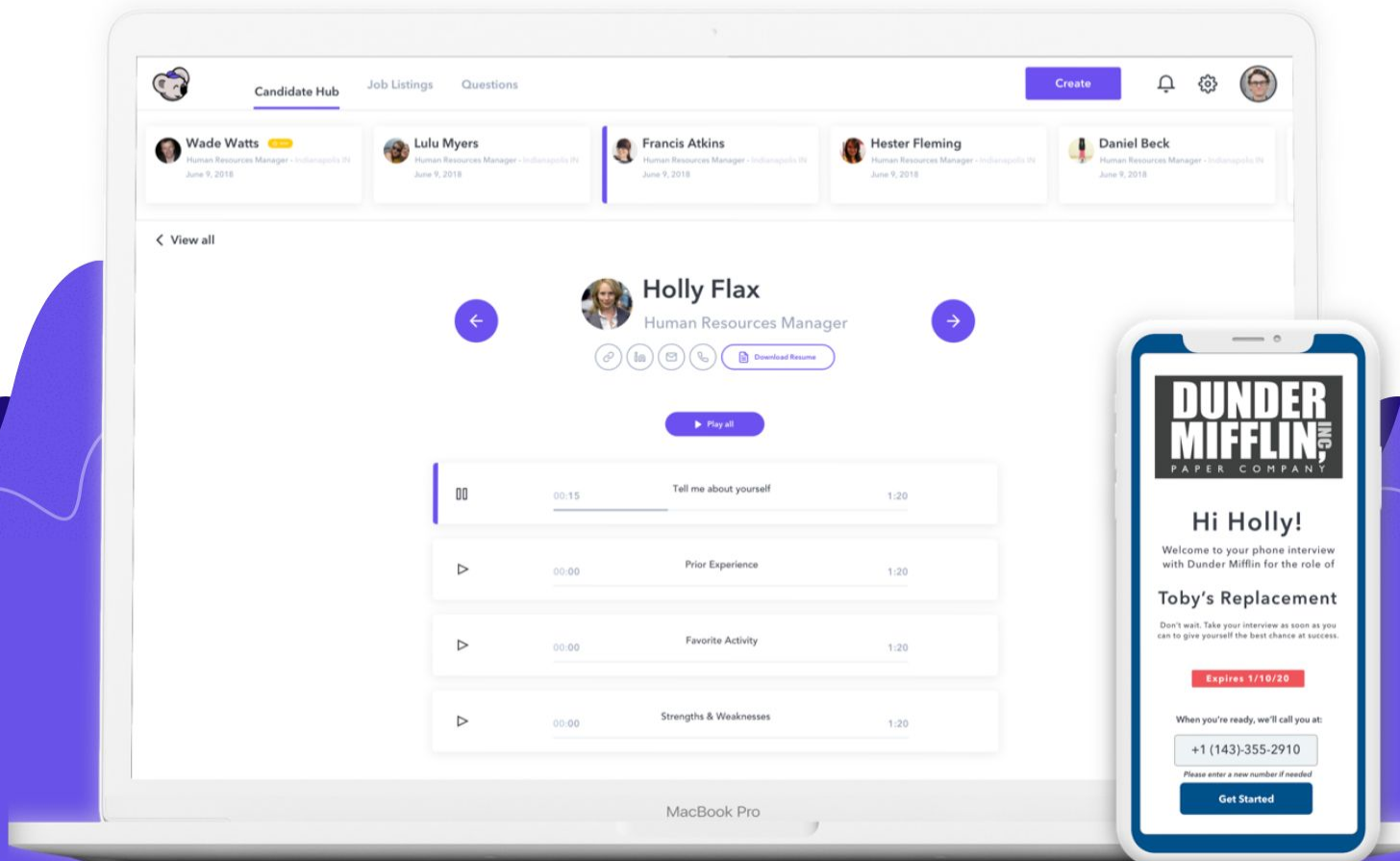
What our customers are saying...

“My recruiters are getting way more
done in the day than they ever
have”

Alison Milhollen
Regional Manager, Talent Acquisition
Saint Agnes Medical Center



The Fastest Phone Interviews in the World





QUESTIONS?



Referral Code: DEAMCon22

Book a meeting with Qualifi by Friday 10/1 to be entered to win a FREE registration ticket and RT airfare to DEAMcon 2022.

*** Take a test interview on our website for a bonus entry!
(meeting must be scheduled for bonus entry to count.)**



Qualifi

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[/in/darrianmikell](https://www.linkedin.com/in/darrianmikell)

What the team is saying...

“It gives me more information going into my first actual conversation with someone rather than the standard back and forth. It warms up the call before it takes place so I can talk more in depth about what they’re actually looking for.”

Miller Moore
Talent Acquisition Partner

