



Modern Hire

Connecting Clients and Candidates:

Modern Hire Transforms Hiring for Leading Organizations



Modern Hire transforms enterprise hiring for professional roles with trusted science and proven technology. With Modern Hire, recruiters engage candidates' interests and identify fit and hire faster than ever, for single positions and at scale. They're gaining efficient and effective hiring manager participation sooner in the process, and reducing time to hire and cost per hire. With hiring for any type of professional role, our intelligent hiring platform can meet the needs of every step of your hiring process.



WHY RECRUITERS PARTNER WITH MODERN HIRE

AUTOMATION

Modern Hire's automated workflows drive speed and efficiency without yielding quality of hire or candidate experience. Recruiting teams that need to hire best-fit candidates fast for professional roles can reach deeper into their talent pool to quickly engage candidates with less effort and time.

CANDIDATE ENGAGEMENT

Recruiters will never give up on the personal touch in hiring. With Modern Hire, you create branded, personal hiring experiences for every candidate, every role, with every workflow. Use Modern Hire's advanced technology to handle the routine while you handle the relationships.

ADVANCED SELECTION SCIENCE

Modern Hire's science-based hiring platform offers the deepest and broadest talent intelligence available, developed for fair, ethical hiring. Our advanced hiring tools are the best at predicting performance and job fit for external and internal candidates. Use Modern Hire to build your most diverse, engaged, and qualified workforce.

ALL-IN-ONE HIRING SOLUTION

Our platform is made for configurable, seamless, end-to-end workflows across all positions in all industries, and Modern Hire's Hiring Blueprints can be your starting point. Hiring Blueprints are recommended, ready-to-go hiring templates built around scientifically validated, job-specific assessment and interview content to engage and screen, assess and interview, and evaluate and hire your top talent faster.

Professional Hiring Blueprints offer a combined assessment and interview experience that measures the competencies we have identified as predictive of success in the following professional roles:

- Clerical
- Individual Contributor
- Individual Contributor (with Business Case)
- Individual Contributor (with Technical Exercise)
- Individual Contributor (with Problem Solving)
- Manager/Leader

SEE WHAT RECRUITING LEADERS SAY ABOUT MODERN HIRE

Leading regional, national, and global organizations have partnered with Modern Hire to transform hiring for professional roles. Hear from practitioners like you - the challenges they face and the innovative solutions they've found in these client stories.

PERFORMANCE STARTS WITH SERIOUSLY BETTER HIRING

MULTINATIONAL TECHNOLOGY COMPANY

Top scorers were

38%

better at acclimating quickly as software development managers

ROCHE DIAGNOSTICS

100%

increase in candidates screened in a faster hiring process

VERSION 1

Reducing time to hire by

70%

ROLLS-ROYCE

Increasing interview-to-offer from

10% to 50%

for engineering roles

NESTLÉ

IMPROVING

hiring efficiency and candidate experience



SOFTWARE DEVELOPMENT MANAGER

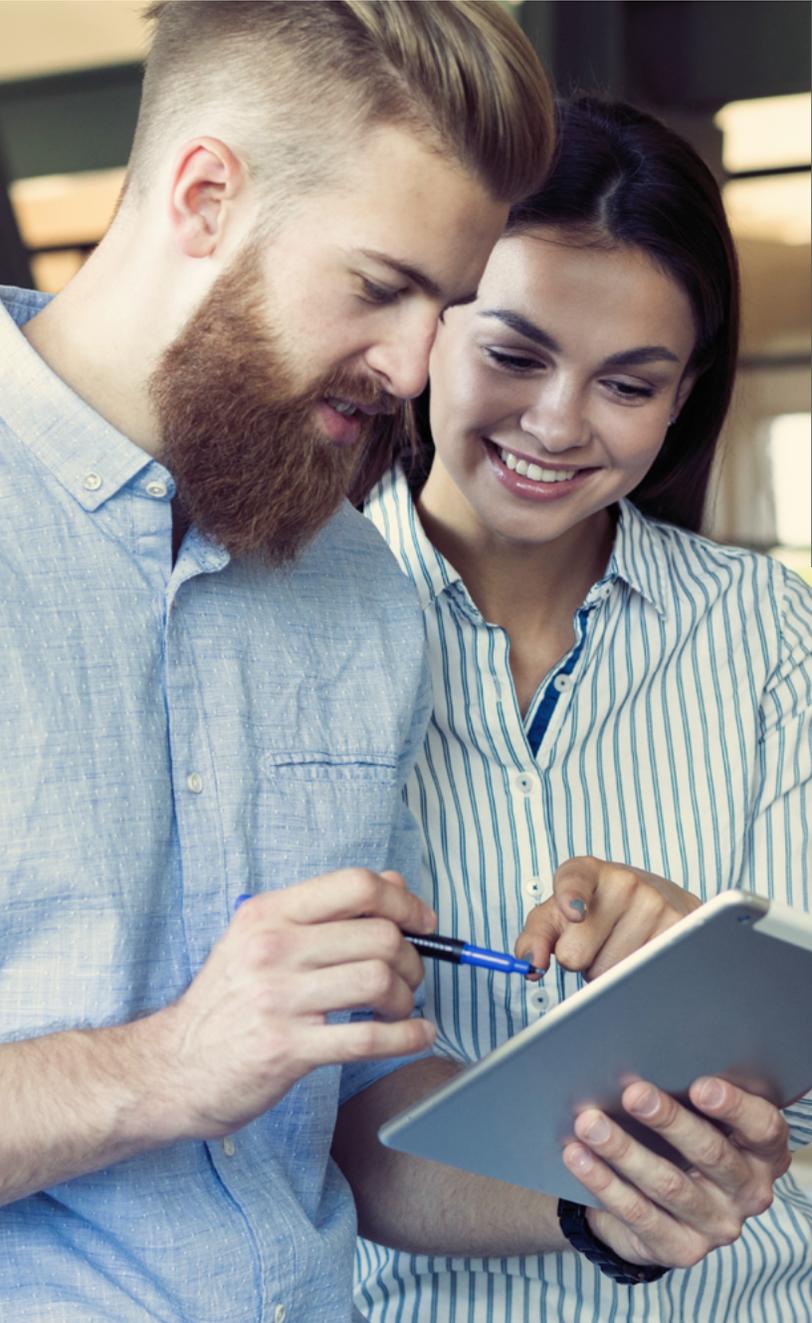
PREDICTING FIT FOR ROLE

For one multinational cloud and AI tech company, the solution to the tech talent shortage was promoting from within. Its recruiters wanted a strategy for assessing soft skills and fit for the software development manager position.

Modern Hire built a Virtual Job Tryout® with job simulation exercises that evaluated culture fit, work style, situational judgment, problem-solving, and other core competencies that drive success in the role. The Tryout also featured a realistic job preview that highlighted the company's core values and critical job responsibilities.

Top-scoring candidates were:

- 28% more likely to be rated by their manager as the best software development managers they ever had
- 38% better at acclimating to the role quickly
- 22% more adaptable to change
- 22% better equipped to manage and coach others
- 17% better able to lead and inspire others



Top-scoring candidates were 38% better at acclimating quickly to the role.

ROLLS-ROYCE

IDENTIFYING BEST-FIT CANDIDATES MORE EFFICIENTLY

Recruiters staffing a new engineering center in Bangalore, India quickly realized they needed a more streamlined, efficient hiring process. The volume of applicants invited to an Assessment Center was too high, especially when the team's average interview time per hire was 30 hours.

The Rolls-Royce team added Modern Hire on-demand interviews for pre-Assessment Center screening. With Modern Hire, the hiring team shortlisted candidates for an Assessment Center faster and more effectively. In addition, hiring managers with technical expertise could be more involved in the process earlier, with less time spent, reviewing 10 to 15 on-demand interviews in the time it took to interview three to five candidates in person.

Average interview time per hire has decreased from 30 hours to 1 hour, while the interview-to-

“From early on in this process, it was clear that the caliber of the written applications was at odds with the people we were meeting in person. With Modern Hire, we see a much better caliber of candidate coming through to the Assessment Centers.”

Lindsey Gamble, Global Resourcing Manager – Engineering, Supply Chain & CHQ, Rolls-Royce

	Application Form Only	Application Form + Video Interview
# Invited to Video Interview	N/A	10-15
# Invited to Assessment Center	20	8
Hiring Manager's Time to Interview	90 minutes per candidate	15 minutes per candidate
% Offered Position	5-10%	30-50%
Average Interview Time per Hire	up to 30 hours	up to 1 hour



ROCHE DIAGNOSTICS

TRANSFORMING CAMPUS RECRUITING

When college campuses closed during the pandemic, Roche Diagnostics' recruiting team transformed campus recruiting and advance diversity hiring with Modern Hire. Roche modernized intern and Accelerated Development program hiring by replacing campus visits with Modern Hire on-demand interviews, automated self-scheduling, and live virtual interviews.

It was important to Roche to give candidates the same, if not an enhanced, experience of in-person recruiting. With geographic barriers out of the equation, Roche could create its own virtual hiring events. Candidates enter Roche-branded virtual foyers to start their interview, and answer questions asked by Roche employees in a variety of roles for more insight. Candidates can do multiple takes on their answers to show the best version of themselves. With Modern Hire, Roche engages candidates on more campuses with a simple, streamlined, informative virtual hiring experience.

“There is no going back. This is the way forward for Roche. We owe a huge thanks to our partners at Modern Hire who showed us the value in a platform like this that can streamline our processes to make it simple and sustainable.”

Brianna Peak, Accelerated Program Development Associate, Roche Diagnostics



11%

increase in applications reviewed

100%

increase in candidates screened

57%

increase in diversity of new graduate hires

42%

increase in diversity of intern cohort

Hiring cycle shortened to
10 weeks

NESTLÉ

INCREASING HIRING EFFICIENCY WORLDWIDE

Nestlé aims to make its packaging 100% recyclable/ biodegradable by 2025. To meet its commitment, the world's largest food and beverage company requires a new and very skilled cohort of staff. To enable its recruiters across the world to manage a high volume of applicants more efficiently and effectively, Nestlé replaced phone screens with Modern Hire on-demand interviews. Modern Hire has saved Nestlé significant time and enhanced collaboration between the recruitment team and hiring managers.

"If we invited ten candidates for a phone interview based on CV review only, there would be a high probability of missing some relevant profiles," says Jonathan Fearn, Talent Acquisition Partner, Nestlé. "With Modern Hire, we can put many applicants through. That's where you make up your time; you're putting through the right ones. You're always hiring from Modern Hire."

"We use Modern Hire to ask technical questions which allow us to very quickly qualify that experience. It cuts out our talent team having 30-minute phone interviews in which they couldn't accurately assess technical knowledge. Now, we can say they have this or that background; we can qualify that experience very quickly."

Jonathan Fearn, Talent Acquisition Partner, Nestlé



92%

of candidates were satisfied with experience

98%

found Modern Hire easy to use

95%

felt it is fairer to have more than one person assess video interviews

18%

completed the video interview in their native language

VERSION 1

IMPROVING CONVERSION RATES AND COST PER HIRE

Version 1 is an award-winning IT services company in UK and Ireland that wanted to improve hiring speed and cost per hire. Prior to Modern Hire, it took 20 weeks to hire 60 graduates for Version 1's Accelerate IT Associate Consultancy Program. Version 1 transformed hiring with Modern Hire using on-demand interviews to narrow the candidate pool invited to an Assessment Center.

With Modern Hire, Version 1 saved entire days of staff time and \$22,000 by holding fewer assessment days with 34.5% fewer candidates. Its conversion rate jumped from 22% to 58%, and time to hire was shortened by 70%.

“Before Modern Hire, the only resources we had at our disposal to assess a potential graduate before meeting them were a result of an online assessment and a review of their CV. We had no line of sight before the Assessment Centers, and our conversion rates were meager and inconsistent. With Modern Hire, our conversion rate jumped from 22% to 58% which is a brilliant ROI.”

Alan Reilly, Head of Talent Development, Version 1

Assessment Center (AC) Metrics	Before Modern Hire	With Modern Hire
# of AC days run	15	10
# of AC days saved by screening out 34.5% candidates that would have been invited	N/A	8 or €20K
Offer Rate from ACs	22%	58%
# of Graduate Hire	60	60
# of Weeks conductin ACs	20 weeks	6 weeks



SERIOUSLY BETTER HIRING

When hiring for professional roles, continuous improvement in candidate engagement, speed, and quality of hire is essential for responding to whatever the 'next normal' brings. An intelligent platform like Modern Hire, backed by deep investment in the science of human performance in the workplace, enables that continuous hiring transformation. Seriously better hiring starts with Modern Hire.





Modern Hire

Seriously better hiring through better prediction of job performance and fit.

Modern Hire's intelligent hiring platform transforms each step of the process with screening, assessment, interview, and workflow automation tools that make hiring more effective, efficient, ethical, and engaging. Modern Hire is differentiated by its advanced selection science and is trusted by more than 700 leading global enterprises and nearly half the Fortune 100.

Find out more about Modern Hire's commitment to seriously better hiring.

modernhire.com