



Modern Hire

Connecting Clients and Candidates:

**Modern Hire Transforms Hiring for
Leading RPO/Staffing Organizations**



Research shows that your best candidates are off the market in as few as ten days. How can you keep your candidates' attention? How can you predict their performance on the job?

Modern Hire transforms RPO/Staffing placement and hiring with trusted science and proven technology. Our intelligent hiring platform can meet the needs of every step of your hiring process.

With Modern Hire, RPO/staffing firm recruiters engage candidates' interest, identify fit, and make placements or hires faster than ever, for single positions and at scale. You gain the tools to reduce your per-hire workload and improve business advantage and profitability.



WHY RPO/STAFFING ORGANIZATIONS PARTNER WITH MODERN HIRE

AUTOMATION

Modern Hire's automated workflows drive speed and efficiency without yielding on candidate quality or experience. Recruiting teams that need to make thousands of placements or hires can reach deeper into their talent pool to quickly engage thousands of candidates with less effort and time.

CANDIDATE ENGAGEMENT

PO/Staffing 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 in the business 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. 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 place your top talent faster.

Essentials Hiring Blueprints offer a combined assessment and interview experience that measures the competencies we have identified as predictive of success in the following job categories:

- Core
- Sales
- Service
- Operations
- Leadership
- Professional

SEE WHAT RPO/STAFFING LEADERS SAY ABOUT MODERN HIRE

Leading national and global RPO and Staffing firms have partnered with Modern Hire to transform hiring. 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

CROSS COUNTRY HEALTHCARE

72%

reduction in turnaround time

PRINCIPLE HR

Bringing candidates

FACE-TO-FACE

with clients

HUDSON RPO

Delivering

SUPERIOR

hiring experiences at scale



CROSS COUNTRY HEALTHCARE

STREAMLINING AND ACCELERATING CANDIDATE PLACEMENT

A nationally-recognized leader in hospital and post-acute care staffing, Cross Country Healthcare had a goal: Make the process from candidate submission to placement seamless. Cross Country replaced its phone screens with Modern Hire on-demand interviews to reduce friction and delays.

Now, candidates can complete an interview when their schedule is open, and recruiters can structure the interview according to specific job requirements. As interviews are completed, Cross Country quickly prioritizes and forwards top candidates to the client's nurse manager, who can review the interview at any time on any device and accept the candidate on the spot.

The renewal process has been transformed. As healthcare professionals complete an assignment, they don't have to start the application from scratch – their Modern Hire interview is already on file. Cross Country can forward that interview to a nurse manager, and the candidate is locked into a new placement within minutes.

“Our job at Cross Country Healthcare is to exceed our clients’ expectations. From the time a client gives us an assignment, speed and efficiency are paramount, but we have to balance that with a quality candidate experience. Innovation is key, and it’s one of the reasons we turned to Modern Hire.”

Hank Drummond, Chief Clinical Officer,
Cross Country Healthcare

72%
reduction in
turnaround time

94%
increase in
applicant renewals

108%
increase in
candidate placements



PRINCIPLE HR

BRINGING CANDIDATES FACE-TO-FACE WITH CLIENTS

Principle HR partners with MSP (Managed Service Provider) and RPO (Recruitment Process Outsourcing) providers to place contingent and permanent workers in technology, engineering, media, marketing, and human resources roles.

Seeking a better way to meet and assess candidates without the constraints of free video conferencing tools like Skype and FaceTime, Principle HR implemented Modern Hire's science-based virtual hiring platform. With Modern Hire, Principle's clients can meet and evaluate candidates rather than rely on recruiters' notes. Clients can also put candidates forward later for an alternative, more suitable role based on re-reviewing their video interview. With Modern Hire, Principle HR gains a competitive edge in staffing and delivers a superior client experience.

“Video interviewing helps us validate candidate CVs and verify their skills through competency-based questions. It's not just about who is on screen; it's the content of the answers they give. They must think on the spot, giving clients more insight into the candidate's abilities. This enabled a quicker selection process for face-to-face interviews.”

Audrey Hughes, Managing Director, Principle HR



Improved RPO hiring process

**Gained a competitive edge
in RPO/staffing**

**Delivered a superior
client experience**

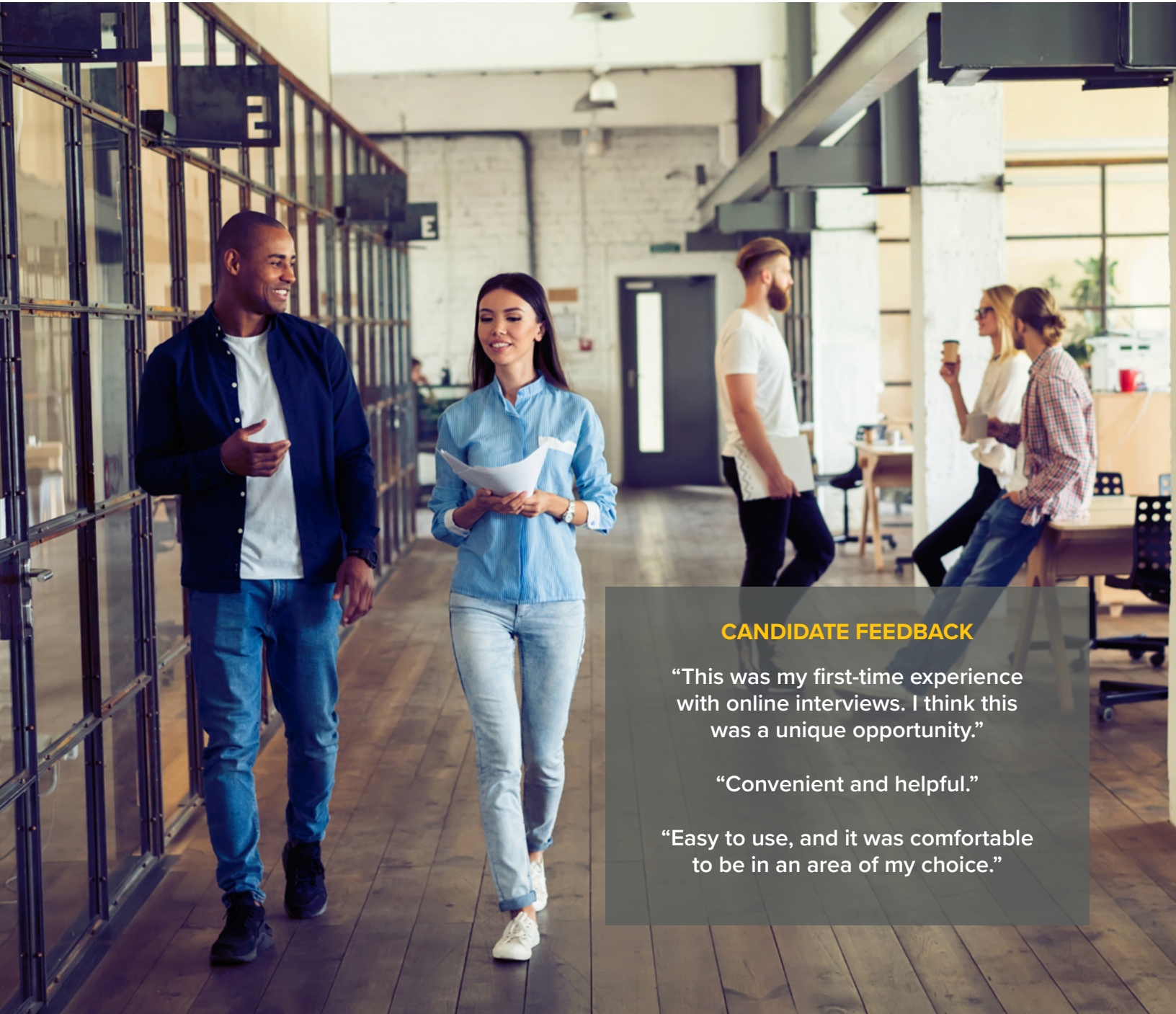
HUDSON RPO

IMPROVING HIGH-VOLUME CANDIDATE EVALUATION AND EXPERIENCES

Hudson RPO was selected to assist a government client in Australia with a significant business transformation project involving high volumes and internal and external applicants. Hudson RPO implemented Modern Hire on-demand interviews to manage the significant applicant volumes, tight timeframes, and complex client processes.

With Modern Hire, Hudson RPO involved all leadership team members in creating the question bank per job type, ensuring fairness and consistency. Hudson RPO and its clients also ran an internal pilot to confirm fit for purpose and ability to address any potential accessibility concerns.

Stakeholder feedback has been very positive. The client's team has found Modern Hire easy to use, accessible, and time-saving.



CANDIDATE FEEDBACK

“This was my first-time experience with online interviews. I think this was a unique opportunity.”

“Convenient and helpful.”

“Easy to use, and it was comfortable to be in an area of my choice.”

SERIOUSLY BETTER HIRING

In RPO/Staffing, 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