



VoiceScreener™ Customer Testimonial

Park & Motevassel

Company Overview

Park & Motevassel is a full-service strategic consulting and “boutique” high tech staffing firm based in the Austin Hill Country, Texas. The four-employee company specializes in placing permanent and temporary staff as well as project management teams and has an established pool of quality software and hardware candidates. Their client list is constantly growing and their business is expanding.

Case Study

Operating as a small business is always a challenge and given the current strains impacting small businesses in today’s economy, Park & Motevassel required a system where they could vet candidates with the right businesses in a much more streamlined way. The company began using VoiceScreener to pre-screen candidates and make recommendations to their clients in August of 2008.

The VoiceScreener solution has enabled this small, high-tech staffing firm with a very specific list of client needs, to eliminate candidates quickly; knowledgeably assess short-listing candidates; and pass along actual interviews to clients; and make sound decisions when recommending applicants for their clients’ open positions. The process has proven fast and efficient, saving the firm nearly ten man hours per week in coordinating interviews and allowing them to place up to three additional candidates each month. That time saved results in a potential revenue increase of over \$40,000 to \$50,000 per month for the company.

Solution

Park & Motevassel identified three key scenarios where VoiceScreener would benefit their business:

1. Technical interviews, particularly those with a specific set of criteria-required responses.
2. Assessing and short-listing candidates.
3. The ability to give clients access to an entire interview, or just a snippet of it, along with a respective candidates’ resume.

Success

1. Technical interviews, particularly those with a specific set of criteria-required responses.

Senior technical professionals that Park & Motevassel place with companies are often at such a high skill level that clients will engage top technical people participate in the hiring process. Using VoiceScreener, they have the ability to ask high level technical questions that, when asked in an interview situation without the ability to research or prepare, will better reveal the skill level of the candidate.

The technical members of the client’s team can then review the answers at their convenience on the VoiceScreener site, avoiding expensive and time-consuming interview meetings. Typical first phone screens for clients are completed with 10 candidates for any given opening and using VoiceScreener saves Park & Motevassel over 2 hours just in interview scheduling time.

2. Assessing and short-listing candidates.

In assessing short-listing candidates, Park and Motevassel uses VoiceScreener to easily go review all candidate VoiceScreen interviews at one sitting, allowing them compare candidates quickly and efficiently. This creates a better short-list of candidate recommendations to pass along to clients for first interviews with them.

Typical first phone screens for clients are completed with 10 candidates for any given opening and using VoiceScreener saves Park & Motevassel over 2 hours just in interview scheduling time. The process also enables them to easily identify the weakest candidates within the first five minutes of their voice screen interviews. Because approximately 30% of the candidates in any given 'campaign' are "weak" enough to make a "no" decision in five minutes, they save over an additional hour during a 10-person candidate screening scenario.

3. The ability to pass along an entire interview, or just a snippet of it, with a respective candidates' resume, to our end client(s).

Many candidates look good on paper, but listening to them uncovers capability holes or "fit" flaws. Park & Motevassel has found that end clients pass on about 20-25% of the screened candidates that they recommend. By eliminating candidates quickly through VoiceScreener, they save time coordinating phone interviews for candidates that really shouldn't be on the short list.

Quotes

"VoiceScreener is the single most important automation tool to allow me to streamline and scale my small, fast-growing recruiting business." – Jeani Park

"As a new VoiceScreener user, I save eight to nine hours per week. This translates into making one to three more placements a month, which translates into \$40,000 to \$50,000 more in gross profits!" – Jeani Park