



## VoiceScreener™ Fact Sheet

### Overview

HarQen's VoiceScreener™ is a human resources solution that virtually eliminates the need to conduct live phone interviews. VoiceScreener lets busy HR professionals use their phone and a simple web-based dashboard to create and distribute custom, recorded phone interviews. By leveraging social media, VoiceScreener allows a hiring manager to invite members of the hiring team to weigh in on the candidates, reviewing and ranking their responses. In comparison to traditional phone interviewing, VoiceScreener can reduce total screening time by up to 70%.

### Process

From the hiring manager's perspective, setting up VoiceScreener is as easy as setting up a voicemail box. Once the manager has opened an account at VoiceScreener.com Using a telephone, the manager simply records a greeting and a series of interview questions. VoiceScreener then allows the hiring manager to invite candidates to interview either through a link in a personalized email message or via an "Interview Now" button, which can be inserted into any online job posting. The candidates follow the link to a customized web page that has details about the company and job being offered. After answering an optional series of knock-out questions on the website, candidates enter their phone number and respond to the pre-recorded interview questions over their telephones. Once a candidate has completed an interview on VoiceScreener, the hiring manager receives an alert and can then listen to the response at a convenient time. In addition, hiring managers can invite team members to review candidate responses and rank them. VoiceScreener then automatically generates a report that lists the candidates who have completed the interview in order of team preference. The entire process is managed with a simple online dashboard without the need for IT or administrative support.

### Target Markets

- Online Job Boards
- Staffing Agencies
- Recruiters and RPOs
- Government Agencies

### Customer Benefits

- Creates significant time and cost savings by eliminating the hassle of coordinating and conducting in-person or phone interviews.
- Enables efficient vetting of candidates among multiple interviewers.
- Allows hiring managers to gather feedback from other members of the hiring team to facilitate quick, well-informed decisions.
- Identifies candidates who in spite of limited experience and/or lackluster resumes (e.g., recent college graduates) may have the interpersonal and communication skills necessary to excel at the job

## **Candidate Benefits**

- Enables candidates to interview easily across multiple time zones or after work hours
- Provides valuable insight into the hiring manager and company
- Closes the loop quickly, letting candidates know if they are moving forward in the interview process automatically
- Allows candidates to spend less time scheduling

## **Pricing**

The VoiceScreener service requires a small monthly platform fee and a per interview charge that is very competitive in the telephone screening industry.

## **Company Background**

HarQen (pronounced HAR-ken) is a leading web telephony company that develops smart, easy-to-use business applications that solve real world problems. VoiceScreener for HR is the principal application built on HarQen's platform. VoiceScreener is a low-cost, flexible, time efficient way to interview candidates that is easily deployed and optimized for small businesses, yet scalable for large enterprises. More information is available at [www.voicescreener.com](http://www.voicescreener.com).