

How Phenom Video Assessment & AI-Scheduling Helped Hire 100 IT Specialists in 45 Days



COMPANY INFORMATION

Industry: Technology

Phenom Feature Highlight: Video Assessment, AI-Scheduling, CRM



OUR OWN STORY

Phenom’s India Development Lab is an internal team made up of IT and software specialists that were tasked with a seemingly impossible goal — hire 100 early career professionals in 100 days.

Through social media and targeted outreach to more than three dozen universities and training institutes, they collected 3x the number of candidates needed to fill their talent pipeline. Using the Phenom CRM, the talent team then effectively communicated with 25,000 eager job seekers in the hiring funnel to collect their information in a single hiring workflow.

By leveraging Phenom’s Video Assessment capability and AI-Scheduling tools, the hiring team accelerated candidate qualification and unlocked a new dimension of interview screening that enabled them to share responsibilities and group calendars to move hundreds of late-stage candidates closer to job offers.

With the help of AI-powered technology, Phenom’s India team *surpassed their goal and successfully hired 100 candidates in under 50 days.*

“Phenom’s Video Assessment opens a new dimension for screening. It helps both recruiters and interviewers learn behavioral traits of candidates — which not only eases the screening process, but helps us choose the right culture fit for the organization.”

Ranjith Badri
Manager Talent Acquisition | Phenom

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