Why every hire you make should go through Vervoe

and here's how to do it

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Improve hires across your business

Vervoe skills assessments are unique in that they test both the job-specific and soft skills of every candidate. This gives you a complete profile of their abilities and insight into how they will contribute to your business. Both of these are crucial factors in any successful hire you make from a C-suite executive through to your office assistant.

Skills assessments are not just for particular roles or certain stages of the hiring funnel. They're adaptable, insightful and, when used effectively, they reduce turnover and improve business performance in quantifiable ways.

While hiring processes and values can differ greatly from department to department, the path to finding great people shouldn't. Our platform is flexible and robust and can scale from a single candidate being considered to tens of thousands of applicants per role instantly, depending on the role requirements. So we can handle everything from unskilled labor such as cleaners to highly skilled roles such as data scientists, and everything in between.
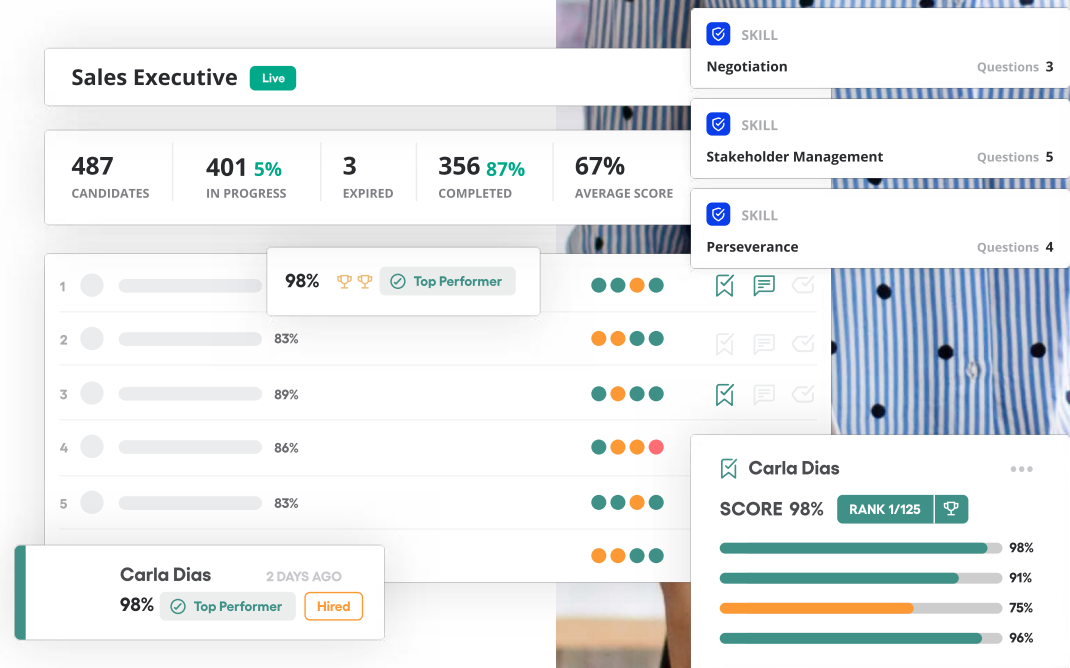
Know your audience

Where you decide to use Vervoe in your funnel depends on the following factors:

The complexity and seniority of the role.

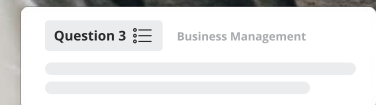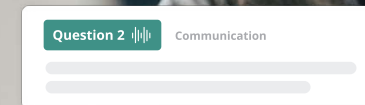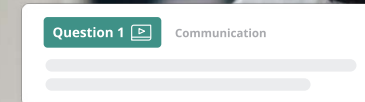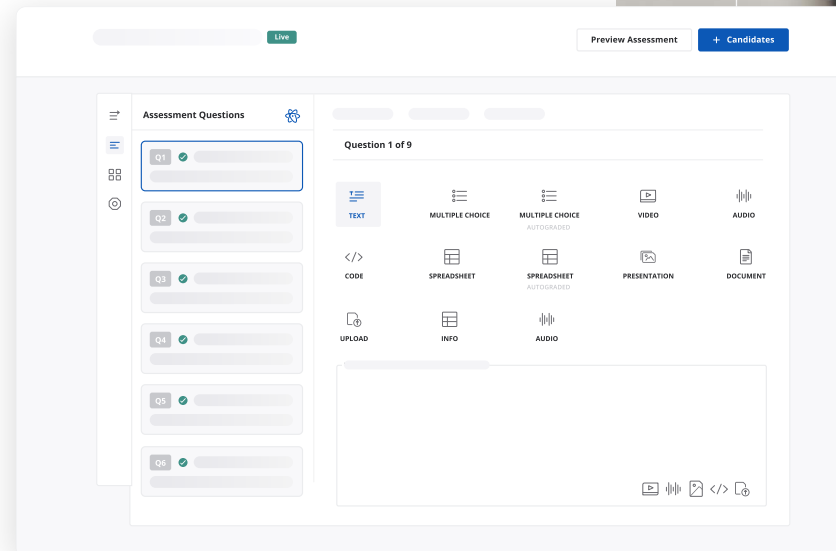**Your company's employer brand and ability to attract applicants.**

Market conditions.

A customized Vervoe skills assessment can suit any stage of your hiring funnel. You can use multiple assessments for different stages to screen candidates quickly with a top-of-funnel assessment and then automatically progress your validated shortlist on to another assessment further down the funnel. Alternatively, you could take candidates offline for an in-person stage and then complete the process with a comprehensive bottom-of-funnel take home test that's completed online.

If you're hiring a Head of Product in Silicon Valley you are going to want to speak to people first to get them excited about the role and your company. People at that level expect to be courted. But that doesn't mean you should compromise your standards. Once they're bought in you can consider putting candidates through an evaluation process.

Conversely, for a graduate program it makes sense to invite every applicant to complete an assessment immediately after they apply.

Assessments for every stage of the funnel

|	Top Funnel	Middle Funnel	Bottom Funnel
Overview	Screen candidates at the top of the funnel with interactive multiple choice, video, document uploads and quick text based questions. You'll be able to test knowledge quickly and keep candidates engaged in the process.	Combine a variety of question types like multiple choice with media, and video responses to see how they communicate. Plus a couple of task based challenges to dig deeper into their on the job knowledge.	A great opportunity to focus on a single outcome and test extensively with a more elaborate task based challenge or simulation of a real on the job scenario. Follow up with some documentation around the process.
Length	~ 20min to complete	~ 40min to complete	~ 90min to complete
Skill Level	Basic knowledge and qualifications	In depth review of all fundamental job skills with several key tasks	Comprehensive dive into abilities with focus on delivering one simulation task
Question Types	Multiple choice, text, video	Multiple choice, text, video, audio, spreadsheets, code challenges, presentations, documents	Text, spreadsheets, code challenges, presentations, documents
Compatibility	Mobile Friendly	Code challenges, spreadsheets and presentations require desktops	Code challenges, spreadsheets and presentations require desktops

Hiring across any role, skill level or qualification

We've tested millions of candidates across hundreds of roles for thousands of different job-specific and soft skills. We've built up a definitive skill taxonomy from seeing where successful candidates excelled both during the assessment process and further down the track once they're in the role kicking goals. This taxonomy allows us to guide you through the assessment process to make a great hire regardless of the role or skill level.
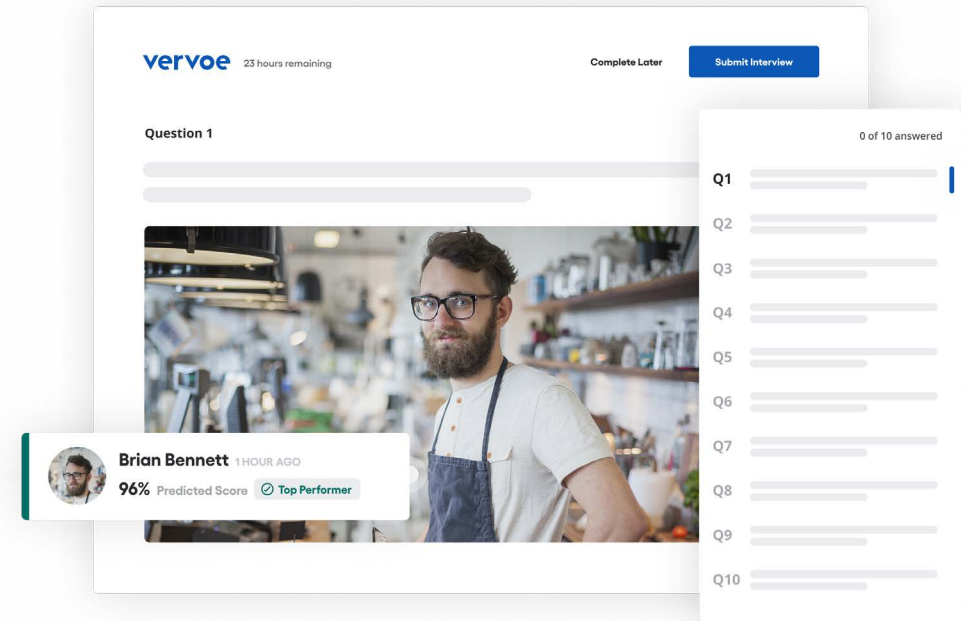
Skills taxonomy

Marketing	Support	Sales
Growth Marketing Manager Acquisition, organization, stakeholder management	**Customer Service** Patience, persuasive communication, adaptability	**Enterprise Sales Manager** Sales, communication, rapport, admin
Digital Marketing Manager Campaign management, digital marketing, collaboration	**Call Center** Communication, multitasking, resilience	**Sales Development Representative** Adaptability, out of the box thinking, Active listening
Marketing Coordinator Learning agility, marketing, content marketing	**Technical Support** Computing, communication, organization	**VP of Sales** Leadership, industry knowledge, sales, communication

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Skills taxonomy

Finance

Accountant
expenses, attention to detail, accounting, tax deductions

Payroll
Business acumen, payroll, communication

Financial Analyst
statistical analysis, excel, attention to detail, financial forecasting, communication

HR

Head of People & Culture
human resource management, risk management, legislation

HR Manager
Training and developmental, communication, Decision-making

Talent Acquisition Manager
Human Resources Management, communication, business administration

Product

Product Manager
Analytical, researching, technical knowledge

Head of Product
Technical, People management, creative, business acumen

Product Marketing Manager
Customer insights, critical thinking, marketing, strategic planning, problem solving

IT

Software Developer
Java, python, communication

Data Scientist
Machine learning, tensorflow, communication, python

Network Engineer
Networking, communication, troubleshooting

Design

Graphic Designer
Design, photoshop, attention to detail, trend orientated

UI Designer
visual communication, design, user empathy

UX Designer
Interaction design, UX, coding, research, wireframing

Executive

CEO
Open-mindedness, Growth mindset, Collaboration, Ethics, Decisiveness

Sales Development Representative
Integrity, competence, insight, dedication, effectiveness

Combine testing across different funnel stages and different role types across your business.

We've mapped out three different roles across one company to demonstrate how Vervoe can be used by multiple departments to hire.

Question 1 ☰ Communication

Beginner

Software Developer

Ⓥ Vervoe in **Development**

+1

⭐ **4.3** (1027) | Details

Intermediate

MYOB AccountRight - Payroll Skills Assessment

Ⓜ **MYOB Assessments** in **Accounting/Finance**

+2

⭐ **4.9** (2910) | Details

Beginner

Call Center Representative

Ⓥ Vervoe in **Design**

⭐ **4.9** (984) | Details

Hiring across multiple departments in your company

Marketing
Growth Marketing Manager

100

Candidates are invited to the assessment after some screening

Mid funnel assessment tests candidates on technical marketing skills like website optimization, marketing strategy and soft skills like culture fit and communication

5 top performing candidates shortlisted and progressed to offline stage with hiring manager

Support
Customer Support

500

Top funnel assessment tests candidates on basic skills like empathy, resilience and customer service

Automatically knockout unsuccessful candidates and progress top performers into an assessment centre style test dives into their communication skills
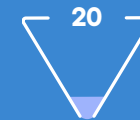
Progress top performing shortlist to offline stage or offer

IT
Data Scientist

20

Candidates may be passive or unwilling to complete a complex assessment as a first step so offline stage process can continue here to shortlist candidates

Shortlist might meet with hiring manager

Bottom funnel assessment 3 top performing candidates are sent a take home test that will dive into complex knowledge around technical skills and their ability to extrapolate and communicate their findings

See Vervoe in action

Learn more today at
vervoe.com/demo

⚡ Faster candidates screening

▣ Instant AI-powered grading and marking

👥 Increased hiring diversity

🎖 Improved candidate experience

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