



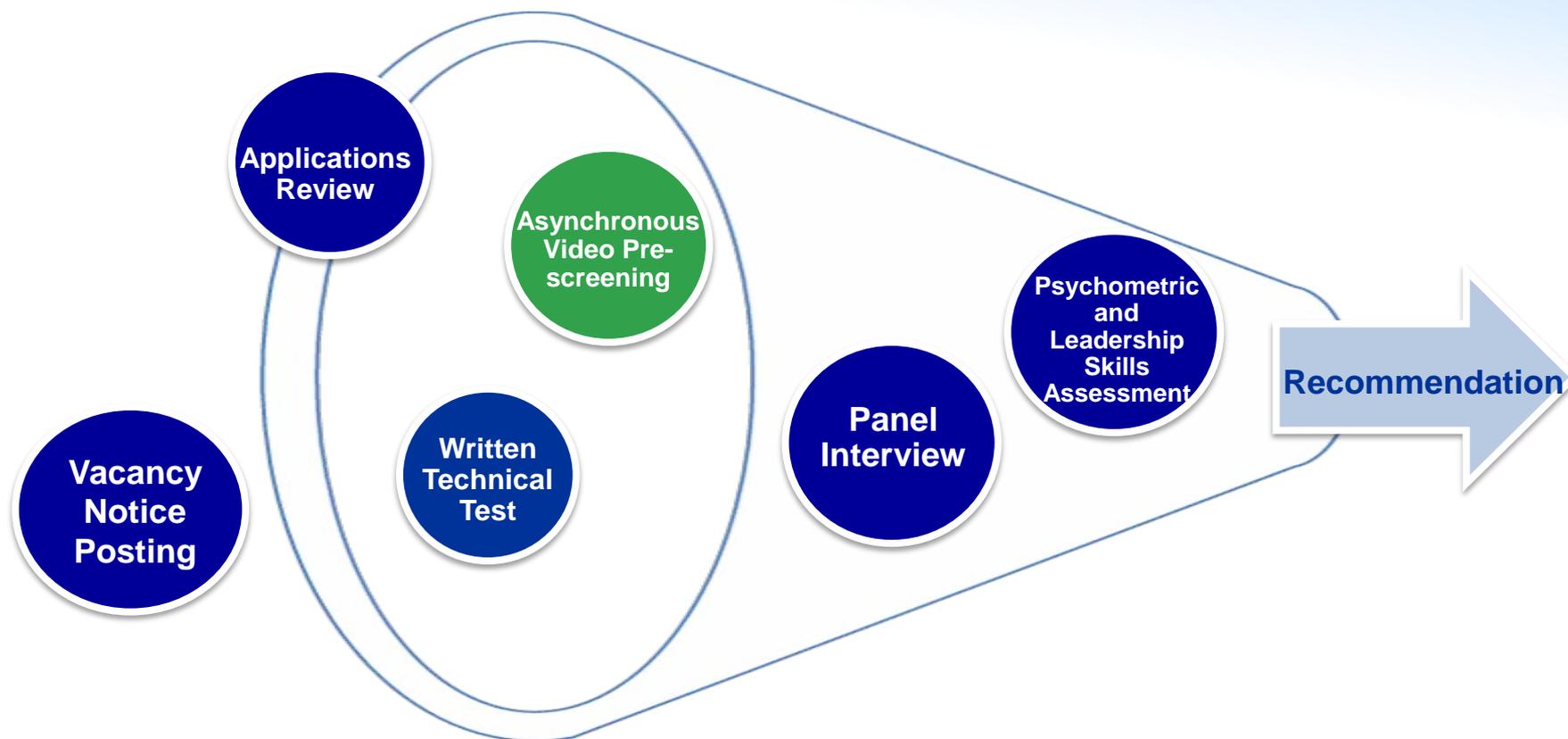
IAEA

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Pre-Screening Process (Asynchronous Interviews)

ANL – IAEA Workshop
November 2019

Evidence-based recruitment



Candidate assessment is conducted at various stages



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Asynchronous Video Interview



Learning Objectives:

- Explain and understand pre-screening processes
- Overcome the fear
- Tips, hints and recommendations to prepare and undertake a Sonru interview

Your Sonru Experience

Fact or Fiction:
Challenging Video Interviewing Misconceptions



*Challenges? Benefits?
Thoughts? Ideas? Suggestions?*

What is an Asynchronous Video Assessment?



Asynchronous interview =
interviewer and interviewee
are not online at the same
time

For screening purposes, we
use asynchronous interviews



Synchronous interview =
interviewer and interviewee
are online at the same time

At a later stage, selected
candidates will undergo a
video-conference panel
interview, which is
synchronous

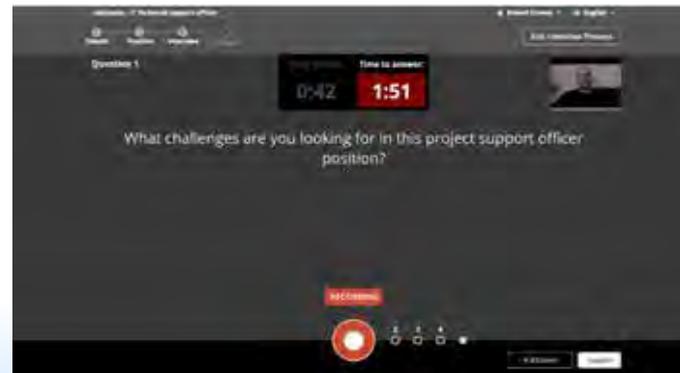
Why Use Asynchronous Video Assessment?

- Greater resource for technical expertise and/or cultural fit
- Less biased approach to interviews through a lack of interviewer bias
- Flexibility of interview completion
 - Location
 - Technology
 - Time



How do we evaluate Sonru interviews?

- *Hiring managers and recruiters will be focused on the content of your answers*
- *Communication style (structure of the answer, focus and clarity)*
- *Depth and complexity of the examples that you will bring (when applicable)*
- *Body language and posture are important but not essential*
- *Hiring managers are looking for a good fit for their team: convey a positive attitude!*



If you are selected for the next round...

- 1 • Invitation E-mail
- 2 • Instructions E-mail
- 3 • Reminder E-mail



sonru

Hi John Smith,

Thank you for your application to rebecca123. I am pleased to tell you that you have been shortlisted for the next stage of our recruitment process which involves an automated online video interview. Good luck and we look forward to seeing you talk through your skills and experience.

Interview Title
Sales Assistant

Closing Date
March 18, 2016
23:59 GMT

Interview Code
544567

Complete your video interview on a computer:

Access your Video Interview

Complete your video interview on a mobile device:

Download on the App Store | Get it on Google play

This is a great opportunity to tell us more about yourself and we really appreciate the time and effort you will be putting into this interview.

To prepare yourself you should set aside a bit of time to get familiar with the tool. The whole process should take no longer than 30 minutes to finish, which includes checking your setup, doing some practice questions and completing the interview from us. The questions you are about to answer are based on your knowledge of us, the role you have applied for and some generic questions.

Kind regards,

Test User Name
rebecca123

What are the Sonru Assessments Like?

5

Average Number of Questions

3
Minutes

Average amount of time to answer per question

2
Minutes

Average amount of time to read a question and prepare for a response

7
Days

Average Number of Calendar Days to complete interview

Examples of Sonru questions that can be asked

Motivational: *Please tell us what motivated you to apply for this position and explain what specific skills and abilities that you possess make of you the best candidate.*

Job related generic: *Tell us briefly about your experience in project management. Please specify the different steps in the implementation of a project management cycle that you typically use.*

Job related technical/specific: *Please describe the differences between managing the Core Budget and managing the Development Fund Budget of an International Organization?*

Managerial: *Describe a time when you were supervising a team where a staff member's performance and/or attitude was negatively impacting the team and explain how you dealt with it.*

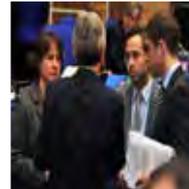
Scenario: *How would you lead and coordinate programme development, implementation, monitoring and ensure targeted delivery levels are met within the Section?*

Competency based: *Please tell us of a time when you had exceeded the expectations of an internal client or key stakeholder.*

Useful Tips



Choose a quiet room



Treat it like a normal face to face interview

Find uninterrupted time to complete the interview



Do a trial run



Test your audio visual tools



Have a pen and paper to take notes

Useful Tips & *Non-Verbal Communication*



Speak in a
conversational
voice



Dress
professionally

Be confident,
Smile when
appropriate



Be mindful of
hand gestures
and posture





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Thank you! Questions?