



## Recruiting the Best Talent with TestReach

[testreach.com](https://testreach.com)

[info@testreach.com](mailto:info@testreach.com)

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# The Recruitment Challenge

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With the backdrop of a highly competitive hiring market, during the recruitment process organisations are often faced with a challenge when it comes to balancing the needs of applicants vs. the needs of their organisation.

While it is essential to apply due rigor to properly screen candidates, this has to be done in a way that ensures applicants actually participate in the process and have a positive experience irrespective of the outcome. It is also crucial that the screening process enables organisations to test applicants objectively, while ensuring that the assessment correctly evaluates whether or not they have the necessary skills and capabilities to do the job.

Often in the initial stages of the screening process, having a very rigid approach where applicants are forced to travel to a specific location on a set date for an interview or assessment, may lead to them dropping out of the process, especially if they have to travel significant distances. Co-ordinating and scheduling such appointments can also add delays to the overall process, increasing the likelihood that applicants will take up alternative offers.

So how do the recruiters of the future screen candidates in a way that is flexible, convenient and reflects well on the organisation?

## An Innovative Solution

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TestReach has a unique solution for candidate screening, that:

- Provides full flexibility for the candidate to go through initial screening at a place and a time of their own choosing, with no travel, no expenses and no time off work.
- Ensures that all applicants, irrespective of location, have a similar quality experience.
- Allows employers to reach candidates in all geographies globally and extend their catchment area.
- Enables candidates to be properly and comprehensively screened in a structured and controlled way.



# TestReach for Recruitment

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TestReach is a cloud-based solution that fully supports the candidate screening process, by providing a comprehensive range of assessments covering everything from situational fluency, knowledge and decision-making through to behaviour and psychometrics. Running timed situational tests on an innovative platform like TestReach reflects well on the organisation, and the results help managers objectively determine which of the candidates really has the right capabilities to do the job.

There are many different ways to provide these assessments within TestReach, and one option is **'remote invigilation'** – this is when a screening test is run online, and the candidate is monitored in real-time over the web by a trained supervisor, who connects to the candidate using video, audio and remote screenshare. This ensures that the correct person has presented to do the test and that they did not cheat. You can therefore be confident that the result is a true reflection of the individual's capabilities.

- There are over 50 question types that allow for comprehensive assessment across all areas, including recording of voice and video playback.
- Question banks can be used so that tests are randomly generated for each candidate, which helps prevent cheating. Questions can also be associated with different topics, so that multiple areas can be covered in the one test and each test (or section of a test) can be timed.
- There are options to allow applicants to download and upload information, so for example an applicant may download a PowerPoint template, update it and then upload their file as part of a submission. This option can also be used to upload specific documents that provide evidence of qualifications.
- Timed tests with specific tasks to be done can really help in determining if a candidate has the right capabilities for a job. For example, you might ask shortlisted candidates to write an email to an unhappy customer, fill out figures in a budgeting spreadsheet, or watch a video and answer questions, but they only have 15 minutes, after which the test is automatically submitted. It can really help to differentiate applicants and weed out those who perform well at interview, but who, for example, do not have good writing skills.
- For the duration of the test, TestReach invigilators can remotely supervise candidates via video, audio and remote screen share. With just a computer and internet connectivity, candidates can take the test in any location at any time, and the full integrity of the test is maintained.
- As well as questions that can be auto-scored, hiring managers, HR managers and senior management can easily review responses given e.g. recording of a response, or a written answer and capture comments or scores for each response given.
- There is comprehensive reporting that allows full objective analysis of marks awarded and overall scores.

# Benefits of TestReach for Recruitment

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There are many benefits enjoyed by our clients who use TestReach for candidate screening.

These include:

- A very comprehensive level of candidate screening is provided, irrespective of location, to ensure that the necessary competency and capability levels are met.
- Given the high levels of automation, the overhead associated with applicant screening is significantly reduced.
- Multiple managers can be involved in the process and can review (and re-review) applicant responses in their own time, without having to co-ordinate diaries.
- Only properly screened candidates are shortlisted, thus considerably reducing the interviewing effort, which can be very time consuming for all involved.
- Applicants perceive the hiring organisation as being cutting-edge and have a very positive and flexible experience.
- Overall timeframes can be significantly reduced.

The range of options for assessment creation, the innovative nature of the delivery and the high levels of security mean that TestReach is redefining how recruitment processes are run.

No matter how many roles you're looking to fill, if you're hiring, then TestReach can help.

***“This brings recruitment screening to a whole new level. We have received really positive feedback from applicants and the process couldn't be simpler.”***

- Talent Acquisition Manager, Top 20 global pharmaceutical company