

# Volume hiring starts with Harver.

Harver is the only purpose-built volume hiring solution designed to help innovative global companies hire better, faster, and in a fundamentally fair manner.

Our unique combined approach is a proven way to overcome the challenges attributed to volume hiring.



## Matching

Leverage fast, engaging, and impactful assessments for both hourly and professional roles. Our proprietary two-way matching technology helps hiring managers measure what matters, so they don't spend time with the wrong candidates.

- **Candidate Assessments:** Test candidates on a wide range of dimensions ranging from behavioral understanding to cognitive ability.
- **Behavioral Assessments:** Get critical behavioral feedback on how a candidate will perform on the job, as well as how they'll fit into your organizational culture.
- **Situational Judgement Test:** Provide candidates with a realistic job preview while testing their abilities to perform well on the job.
- **Cognitive Assessments:** Capture insightful data on key requirements for great job performance. Includes logical reasoning, numerical reasoning, verbal reasoning, and more.
- **Matching Profile Library:** Out-of-the-box industry best practice assessments for over 900+ jobs.



## Automation

End-to-end automation for optimal efficiency. Get rid of the manual tasks in your hiring process and automate laborious processes from 'Apply' to 'Hire'.

- **Integrations:** Access seamless integrations with the world's most popular Applicant Tracking Systems (ATS) like Workday, iCIMS, and more.
- **Automation Flows:** Add another layer of intelligence to the hiring process by automating candidate workflows based on assessment results.

- **Interview Scheduling:** Qualified candidates can easily self-schedule interviews based on your set availability and criteria.
- **Multilocation Routing:** Maximize your talent pool by routing applicants between store locations.
- **Work From Home System Diagnostics & Internet Speed Test:** Check if candidates have the right set-up to work remotely or can take an assessment, at scale.



## Experience

Create an engaging, fast, and mobile-first experience for candidates. The Harver platform enables you to offer a fully customized, branded experience that showcases your company brand and impresses candidates.

- **Hosted Apply:** Create an uninterrupted candidate experience by letting them move through your career site to the job application on your ATS.
- **Pre-recorded Video Interviewing:** Save time by letting candidates pre-record interview responses.
- **Live Video Interviewing:** Meet and assess candidates face-to-face using live video.
- **Custom Screening Questions:** Add custom questions to get the information you need from candidates.
- **Feedback Survey:** Survey candidates and get feedback on how to improve your hiring experience.



## Business Intelligence

The hiring data you need at your fingertips. Harver Insights comes equipped with an enterprise-grade business intelligence suite that shows you every metric and KPI you need to be fully in control.

- **Insights & Analytics:** Track and analyze key metrics such as completion rate, drop off, sourcing channels, recruitment brand sentiment, candidate volume, and more.
- **Live Dashboards:** Get your Harver Insights data visualized in real-time.
- **Report Exporting:** Easily export and share reports across your team.
- **Report Scheduling:** Automated delivery of reporting based on the hiring manager's schedule and business needs.
- **Report Alerts:** Set up alerts to notify you when your hiring data changes or crosses a threshold.

## Interested to learn more?

Request a demo today to learn more about the Harver platform.

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