



ORDER A REPRINT OF THIS STORY

Remote recruiting

October 04, 2011 | Rene Letourneau, Managing Editor

1

tweet

retweet

From the October 2011 print issue

HireVue technology saves time and money

On any given day, recruiter Rebecca Kalivoda is trying to fill upwards of 30 positions at DaVita, a nationwide kidney care provider.

"Remote recruiting is all I do. I'm based in Houston, but I support a lot of teams and fill positions all over the country. It's very decentralized so it's nice that one person can manage it all from start to finish."



"The efficiency piece is where the real savings are. You don't have to finish every interview out of courtesy."
- Chip Luman

For the past four months DaVita has been doing a pilot program with HireVue, a video management platform that gives its customers the ability to schedule and capture video interviews. Formats include one-way virtual, two-way live recorded and two-way live non-recorded interviews.

"It's been really great because not only are my positions all over the country, but the hiring managers are all over the country, too. HireVue is saving us money on flights," said Kalivoda. Although a full financial review has yet to be completed, she added, "I think the ROI is definitely going to be there."

Kalivoda has seen some minor resistance to the remote recruiting technology but finds the opposition to be short-lived. "Once they do it,

they are totally hooked," she said. "I just had a manager do her first three interviews this morning, and she already loves it."

Using HireVue makes the hiring process "much more efficient," said Chip Luman, the company's COO. "You can get to hundreds of candidates. Recruiters love the process because it speeds things up."

According to Luman, it's not just the recruiters and hiring managers who see the benefit. "Candidates recognize the value. They know more people can see them and this gives them a better shot because several people are reviewing the interview. They also know all candidates are getting the same interview so it's a fairer shot at the job."

Luman believes the product is a substantial time saver, especially the one-way virtual interviews, which are pre-recorded by the candidates. Recruiters and hiring managers can watch the interviews at their convenience and have the flexibility to watch part of or the entire recording.

"The efficiency piece is where the real savings are. You don't have to finish every interview out of courtesy," said Luman.

Molly Weaver, director of employment at Kansas City-based Children's Mercy Hospitals & Clinics, agrees that HireVue saves time and money and is such a supporter of the product that she even uses it for local graduate nurse recruiting, as well as for interviewing out-of-town candidates.

"I think as we are asked to do more with less like everyone else it's another way of getting to candidates without investing the full price of bringing them in," said Weaver.

The HireVue process has been easily adopted by hiring managers at Children's Mercy. "Managers are clamoring to have us expand using it because they see the time savings. There's been no resistance," added Weaver.

When asked if remote recruiting is the wave of the future, Stephanie Drake, executive director of the American Society for Healthcare Human Resources Administration says, "Yes, without a doubt. A variety of our members have started to do it, especially with the increase of for-profits purchasing smaller healthcare systems. We'll probably see much more of it."

Luman says HireVue has already seen an increase in usage across the hiring

Related Resources

Lawson Analytics for Healthcare: Minimize waste, manage expenses and enhance your ability to deliver quality patient care

Finance Leaders Rethink Transcription: Six Critical Criteria in a Changing Landscape

Clinical documentation: Advance the gathering, reporting and sharing of information

October 26th @ 3PM ET - Probate: A Provider's Guide to Increasing Recoveries

Sharon Regional Health System Saves \$500,000 on Support Services with a Strategic Solution

continuum. "From the hourly frontline caregiver to the C-suite, we are being used for the recruitment of all these positions," said Luman. "(Our system) saves money and time and has also expanded the hiring reach."

For more on workforce management, see bit.ly/hfn-workforce.

Related Topics: [October 2011](#) [Chip Luman](#) [DaVita](#) [HireVue](#) [Houston](#) [Molly Weaver](#) [Rebecca Kalivoda](#) [Rene Letourneau](#) [Workforce Management](#)

Reader Comments (0)

[LOGIN TO POST A COMMENT](#)
