



# HireVue Integrated with SAP SuccessFactors is the Right Prescription for Healthcare Hiring

Healthcare is an extremely rigorous profession — requiring practitioners to acquire years of education, hands on training, and certifications before providing patient care. Finding the right people to deliver the best patient experience can be challenging and time-consuming.

To give healthcare recruiters the tools they need to fill vital positions, 3D Results developed an exclusive integration between the HireVue Digital Platform and SAP SuccessFactors.

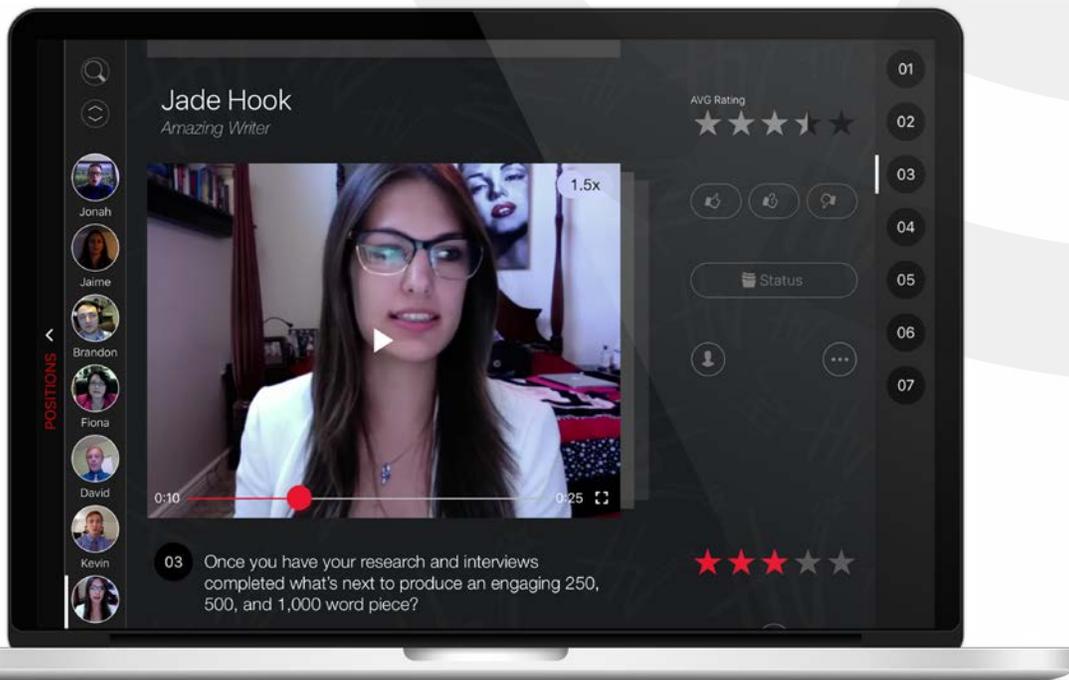


## Our Services

HireVue makes it possible for healthcare job candidates to proactively introduce themselves with a video introduction. Or, to respond to a request for a digital interview right from their mobile device. And, given that more than 60% of interviews take place outside of the normal 9-5, hiring managers, such as chief nurses, can view those videos any time — during any shift — when a face-to-face interview might not be possible.

A written resume is only one dimension of a candidate's qualifications. A video interview gives you instant visibility into the behavioral attributes that matter — things like personality, bedside manner, communication skills, cultural fit, and patient empathy.

The integration with SAP SuccessFactors developed by 3D Results makes all the functionality of HireVue accessible within the SuccessFactors interface, and passes critical data between the systems. For a high-compliance environment like healthcare, it's important to have one central location for all the information gathered about a candidate during the hiring process, including video interviews.



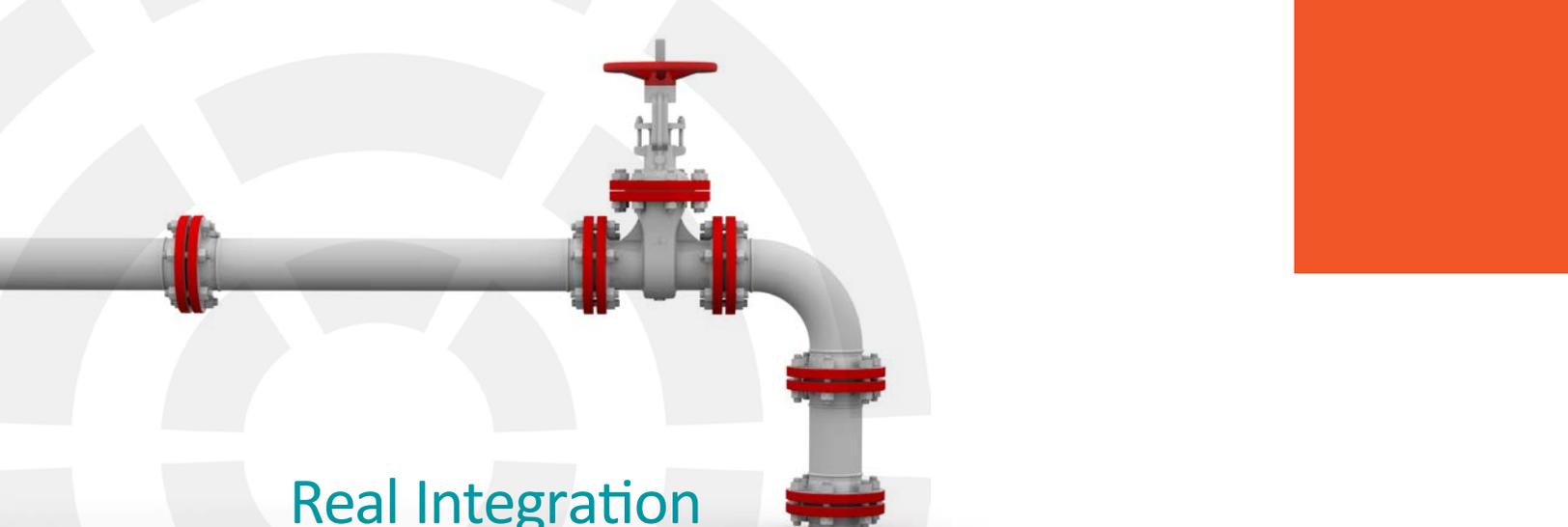
## Real Integration Success: Under Armour

Under Armour, a sports apparel and equipment retail company, receives an average of 30,000 resumes a month. The sheer volume of candidates slowed the company's ability to staff and open retail locations — they just couldn't process candidates fast enough.

Under Armour uses HireVue to allow candidates to upload digital interviews, which gives store managers a powerful way to hire talent quickly. With the SuccessFactors/HireVue integration developed by 3D Results, the systems send candidate information back and forth automatically.

*Without this integration, recruiters had to spend valuable time linking candidate information between the two platforms.*





## Real Integration Success: Williams

Hundreds of companies around the world compete for the specialized talent needed in the oil and gas industry. Williams, a leading natural gas infrastructure company, realized that in order to fuel its strategic growth initiatives, it had to take a new and innovative approach to talent acquisition.

A pillar of that approach included integrating HireVue's digital interviewing platform with SAP SuccessFactors to create a seamless experience for candidates and recruiters alike. HireVue enables Williams to effectively screen candidates and interview them using a standardized video process. As a result, Williams has dramatically cut the time recruiters spend outside the system by automating communication to candidates.

For more information on HireVue, contact:  
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### ABOUT 3D RESULTS

3D Results® provides consulting and data science as a service for SAP SuccessFactors and IBM Kenexa HCM suites. Our Process on Purpose® methodology ensures a successful implementation while connecting data and aligning systems with talent strategy. Our experienced, practitioner professionals offer a consultative style that delivers Results on Purpose®.



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