

What is Sparkhire?

Spark Hire, the world's fastest growing video interviewing platform, delivers robust and affordable online video interviewing solutions for employers and staffing firms. Since its launch in early 2012, Spark Hire has helped thousands of companies eliminate phone screens, streamline recruiting efforts, and gain more insight into candidates.

Some quick facts about one-way video interviews on Spark Hire:

- Video recordings can be from 0.5 to 3 minutes per answer.
This will be indicated when the job seeker goes to answer the question.
- The company that invites the job seeker to an interview sets a limit for how many times a candidate can re-record their answer.
- The company that invites the job seeker to an interview has the option to set a limit on how long a candidate can think about their answer before they're required to start recording.
- All one-way video interviews have a deadline so job seekers must submit their interviews before the deadline.



What's a live video interview?

A live video interview enables you to connect face-to-face in real-time with a hiring professional via webcam. For more information, please view: <https://www.sparkhire.com/candidates/intro-to-live-video-interviews>

Why use Sparkhire?

- So the company can learn more about you through a one way interview.
- It's very convenient. Applicants will be answering questions on their computers, or even via mobile app for iOS and android devices.
- It's not a replacement to the in-person interview, but gives an opportunity to showcase your personality and why you're a great fit for the position.
- Having the opportunity to do the interview on your own time gives you the ability to prepare and set up in a comfortable setting so you can put your best foot forward

Who gets to watch the videos?

- The company trying to hire watches the applicant's video from a private and secure account
- Only those involved with the hiring process from the company are watching and reviewing your videos



Frequently Asked Questions

Here are FAQs from the applicants regarding the interview process and how to use Sparkhire:

1. Why do companies use one-way video interviews?

In many cases, a company is overwhelmed by the number of job applications they receive for a particular position. Enter the one-way video interview! Instead of being limited on the number of candidates that can be interviewed via the phone, companies have the ability to interview more candidates via the one-way video interview. As a result, more candidates get an interview opportunity so their story can be heard. Plus, this interview format empowers companies to standardize the interview process, learn more about their candidates, and improve collaboration with team members so a decision isn't based on one person's evaluation of a candidate.

2. Why do companies use live video interviews?

Live video interviews are mostly used when a company is unable to meet a candidate in-person. This could be a result of geographical or scheduling barriers. Since a live video interview enables companies and candidates to connect whenever and wherever, no job is out of reach!

3. Is this similar to a "normal interview"?

Hundreds of thousands of candidates have completed video interviews on Spark Hire which demonstrates the growing popularity of video interviews. Soon, video interviews will be a normal part of the interview process for most companies. However, most candidates are usually asking if a video interview is similar to a phone or in-person interview. Our answer to that is: yes. Treat a video interview just like any other interview you've ever taken. It's a mandatory part of the interview process and offers many benefits for candidates just like you.

4. Is this a replacement for the in-person interview?

No! Companies use video interviewing in many different ways to suit their industry and to be more efficient and effective with their hiring. The bottom line is that a video interview is an excellent opportunity to showcase why you're a great fit for the position. Typically, companies do a video interview right before an in-person interview.