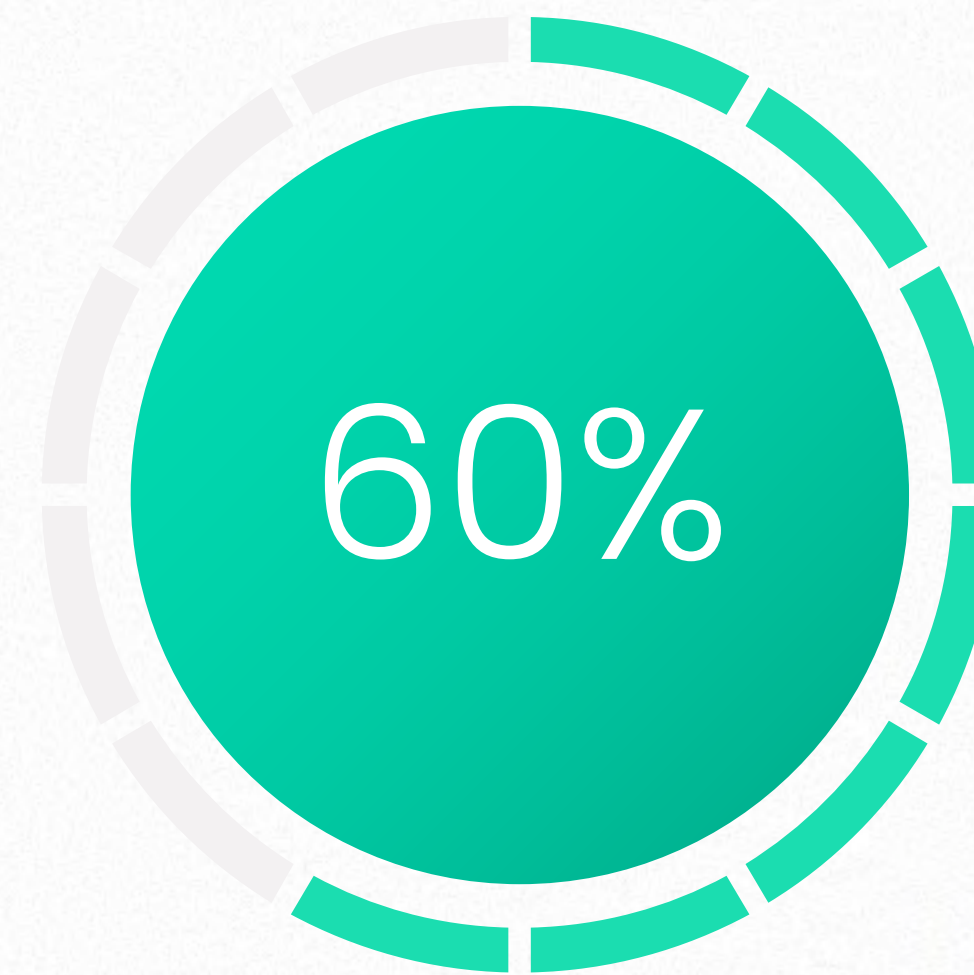# duck'n'owl

Talent Screening & Assessment

Transform your hiring with the Ducknowl platform

WHAT'S GOING ON?

In the war for talent, recruiters are under pressure to increase efficiency while also enhancing candidate hiring experience
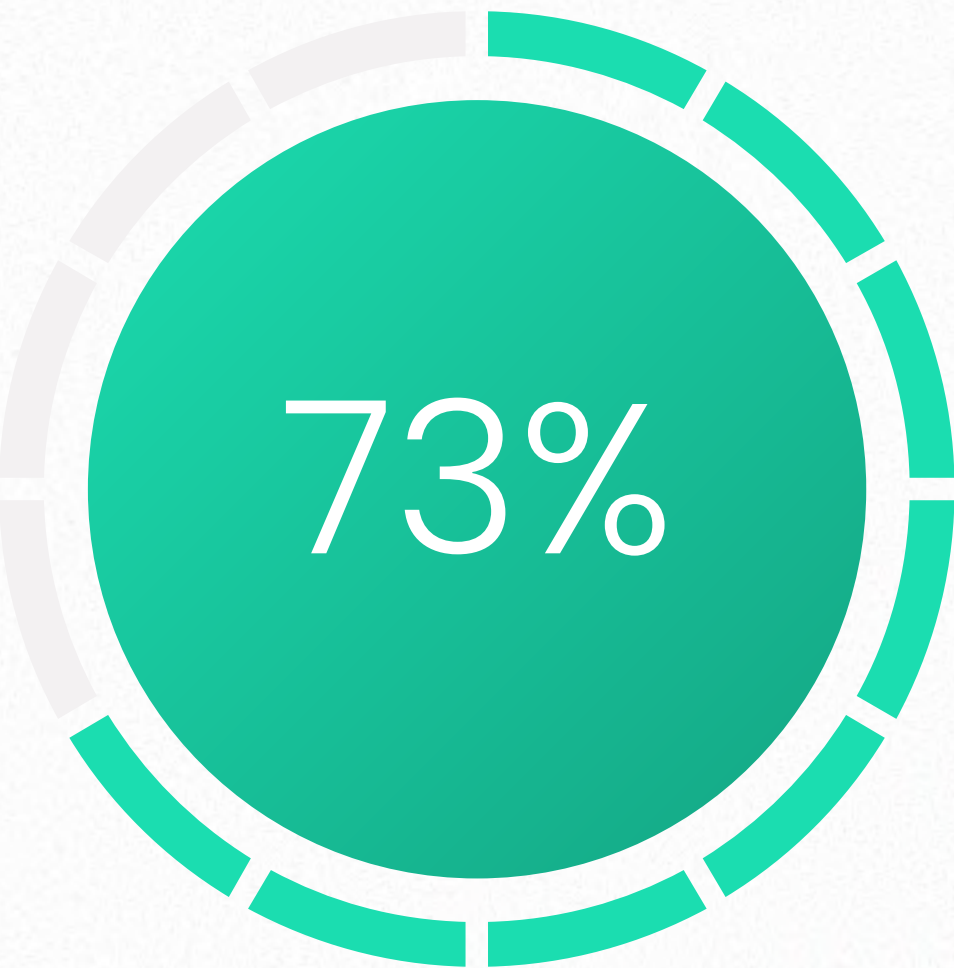
60%

TRANSACTIONAL

According to a McKinsey study, over 60% of a recruiter's time is **spent on repetitive low-value tasks**. This takes valuable time away from them to focus on more strategic work

30%

LABOR INTENSIVE

Interview scheduling & coordination can take up to 30% of a recruiter's time and resources, resulting in unnecessary inefficiencies, delays, and inconsistencies

Source: McKinsey, The CEO's guide to competing through HR, July 2017.

CANDIDATE EXPERIENCE CAN MAKE OR BREAK
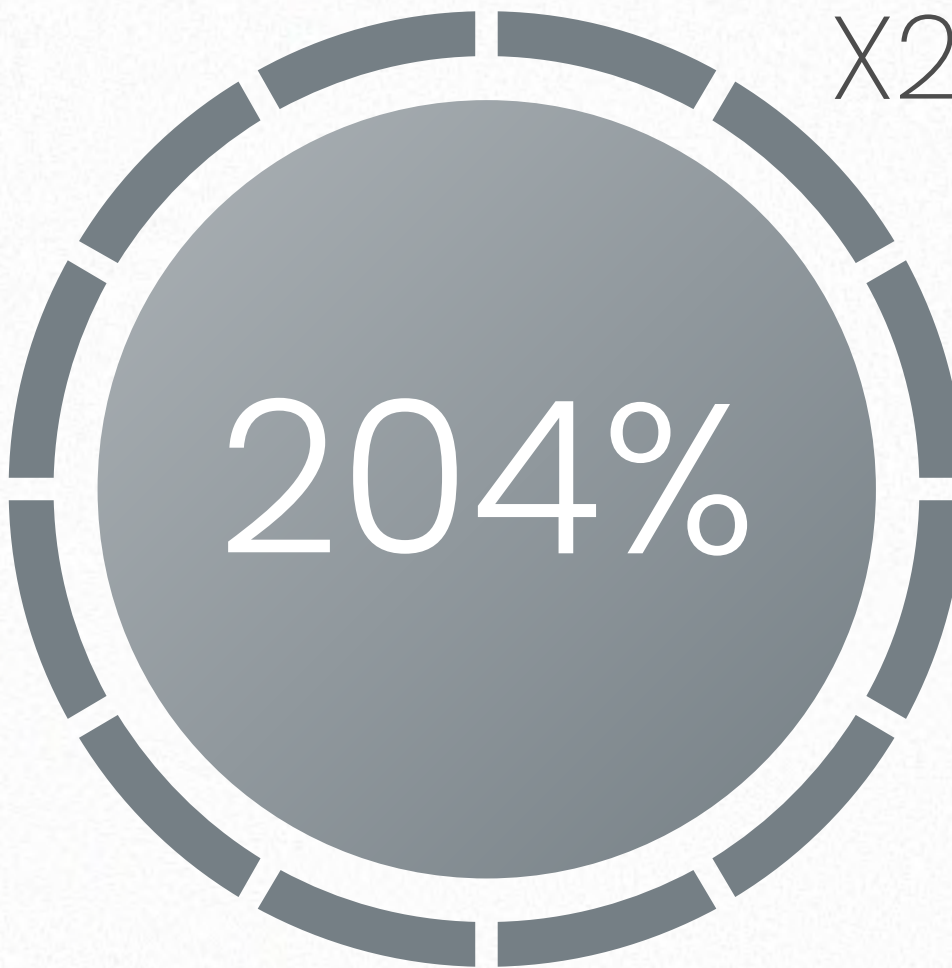
73%

of people say that the job search process is **one of the most stressful things in life**[1]

50%

of candidates who had a poor hiring experience said they would **break off their relationship as a customer** with that company[2]

78%

say the overall candidate experience they receive is an **indicator of how a company values its people**[1]
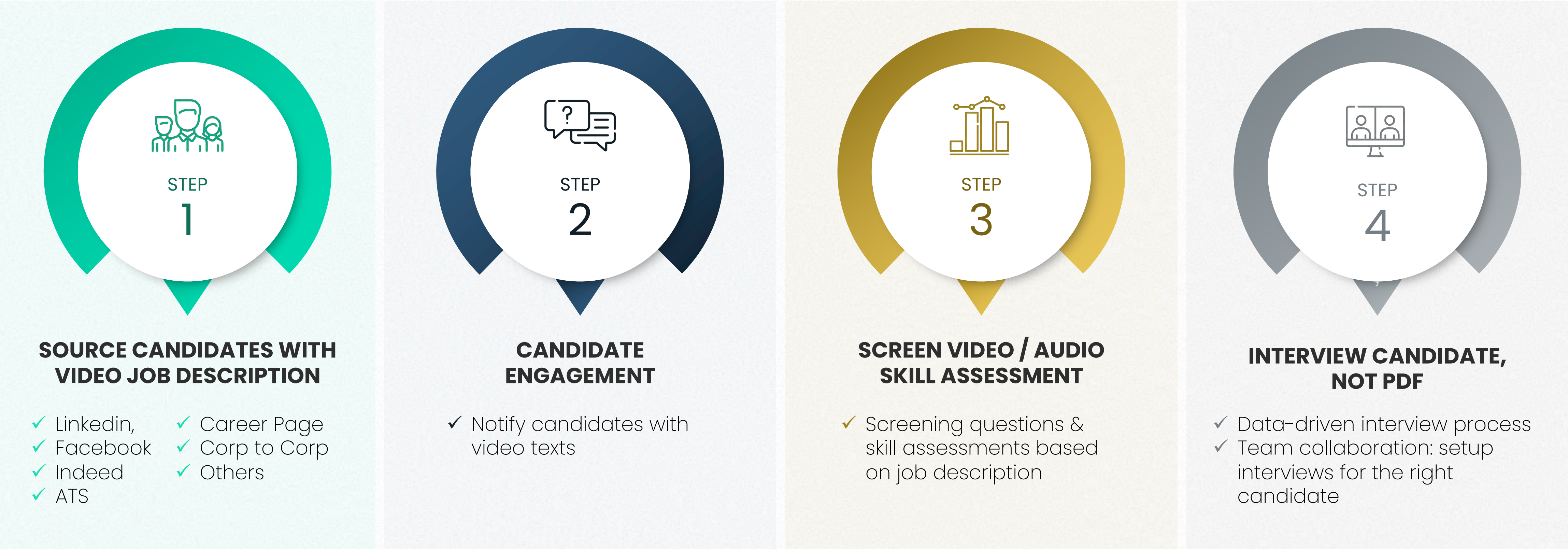
X2

204%

more likely to increase relationship with employer when candidates perceive the **hiring process as fair**[2]

DUCKNOWL: FOUR EASY STEPS FOR HIRING

STEP 1

SOURCE CANDIDATES WITH VIDEO JOB DESCRIPTION

- ✓ Linkedin,
- ✓ Facebook
- ✓ Indeed
- ✓ ATS
- ✓ Career Page
- ✓ Corp to Corp
- ✓ Others

STEP 2

CANDIDATE ENGAGEMENT

- ✓ Notify candidates with video texts

STEP 3

SCREEN VIDEO / AUDIO SKILL ASSESSMENT

- ✓ Screening questions & skill assessments based on job description

STEP 4

INTERVIEW CANDIDATE, NOT PDF

- ✓ Data-driven interview process
- ✓ Team collaboration: setup interviews for the right candidate

DUCKNOWL: ALL-IN-ONE SOLUTION

Establish your organization as 'Employer of Choice': Candidates who have high-quality relationships with their recruiters are more likely to tell them about other opportunities they are pursuing, and any competing job offers they are considering

GREAT CANDIDATE EXPERIENCE

MITIGATE UNCONSCIOUS BIAS

SAVE TIME & REDUCE COSTS

HIRE THE CREAM OF THE CROP

Establish a high-touch, personal relationship with your candidates from the get-go with your video job description to the end

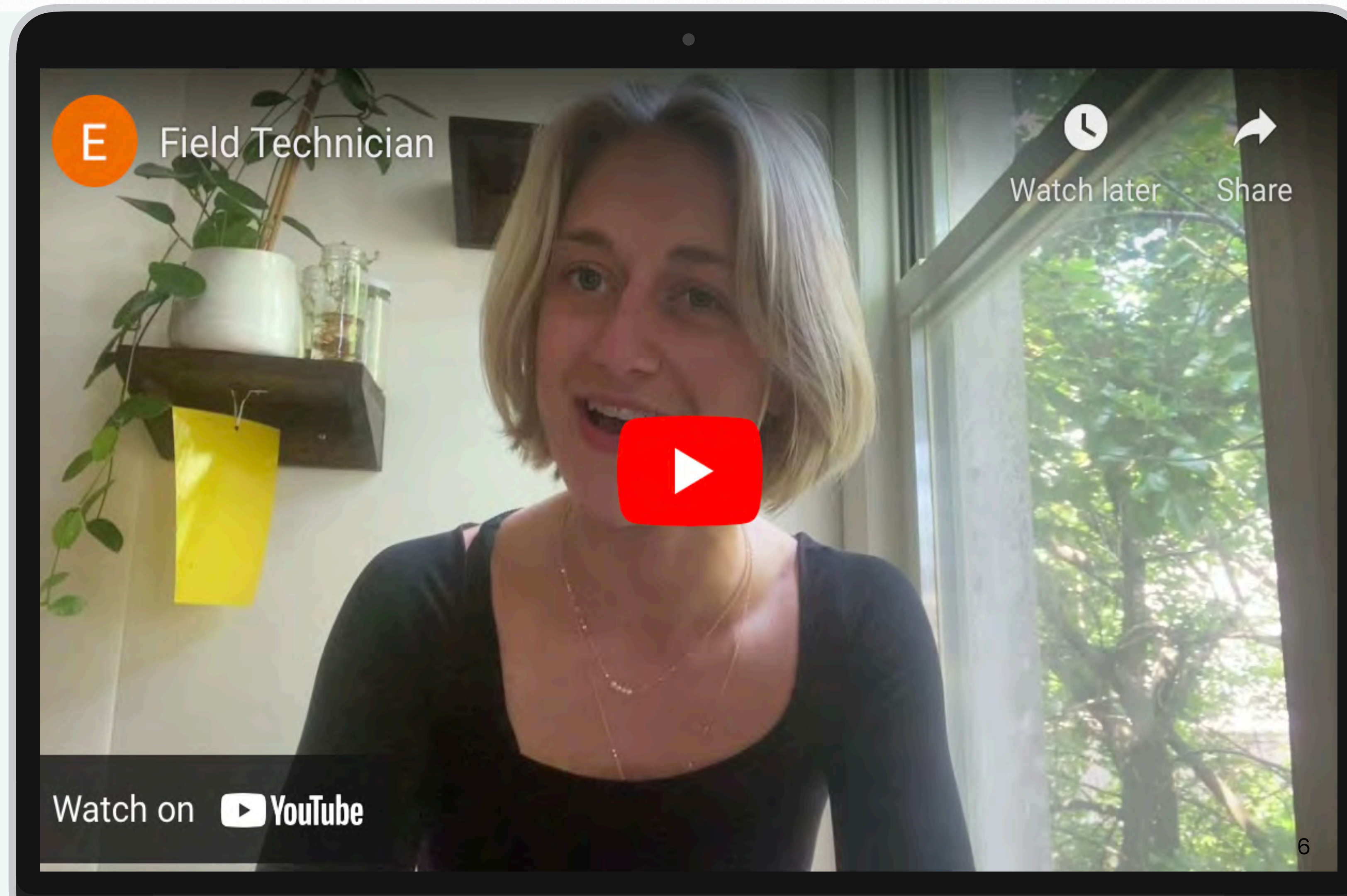**Build a more diverse & inclusive workplace** by mitigating bias when hiring employees using our data-driven approach

Transform your recruitment process by **cutting down on screening time by 80%**, reducing work toll without sacrificing quality

Close high priority candidates and sell them on your value proposition. Give everyone a **positive candidate experience**

VIDEO JOB DESCRIPTION

- ✅ Say goodbye to wordy job descriptions

- ✅ Stand out from your competition & get creative!

- ✅ Build a relationship with candidates immediately

- ✅ Easy to use: upload a video or add YouTube/Vimeo link

6

RESUME SCREENING

- ✅ Find the best matching resumes in less time

- ✅ Say goodbye to irrelevant resumes

- ✅ No more manual keyword searches

- ✅ Change matching criteria and view the updated results in real time
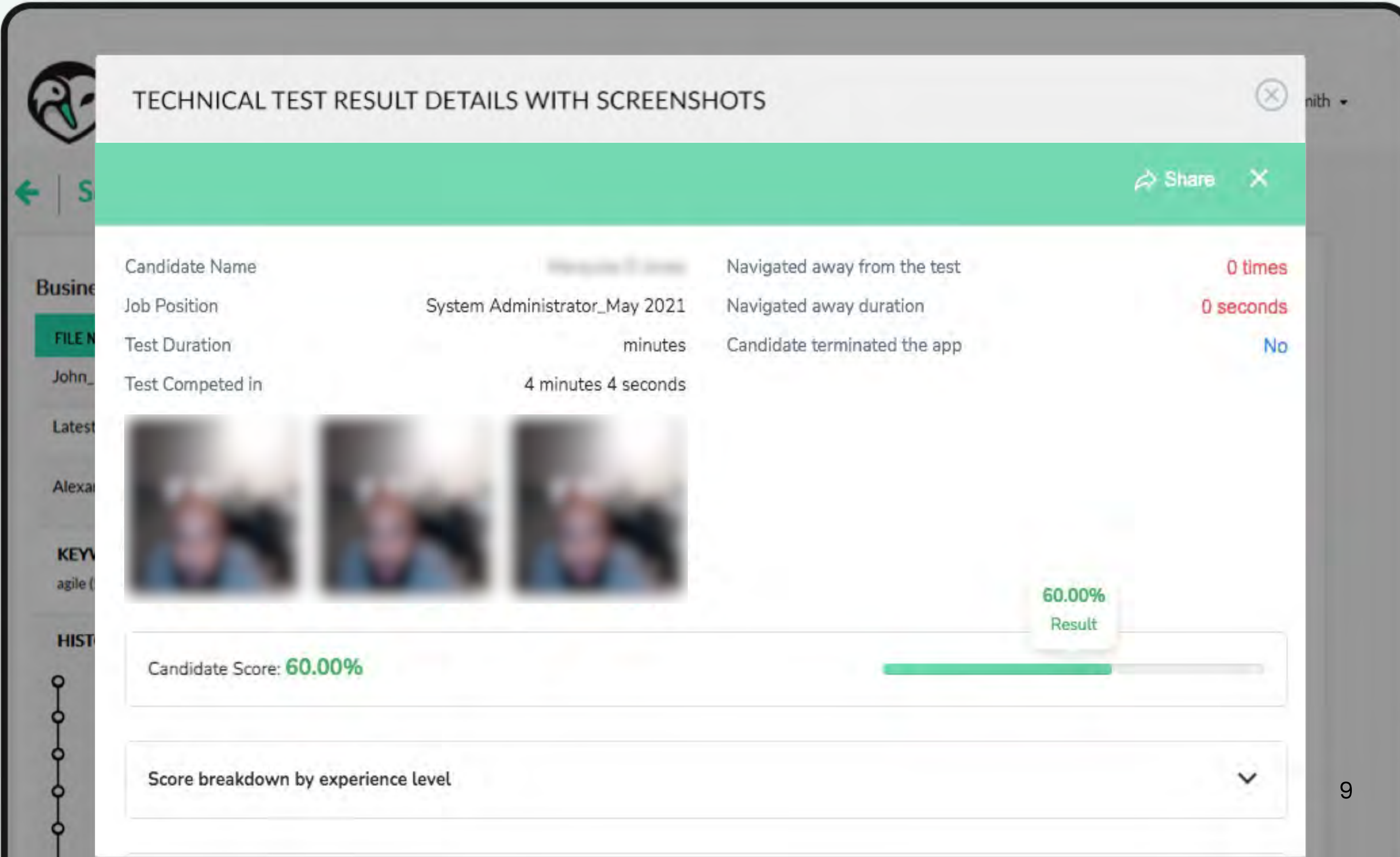

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VIDEO / AUDIO SCREENING

- ✅ Create custom questions to send to candidates

- ✅ Guarantee genuine responses by including "think time"

- ✅ Give candidates a chance to speak beyond their resume

- ✅ Create an inventory of audio/video responses

SKILL ASSESSMENT: AUTOMATED PROCTORING

- Create a custom test or select from available skill tests

- Automated proctoring ensures the candidate is the one taking the assessment. Avoid bait-and-switch scenarios

- Hire candidates based on concrete results

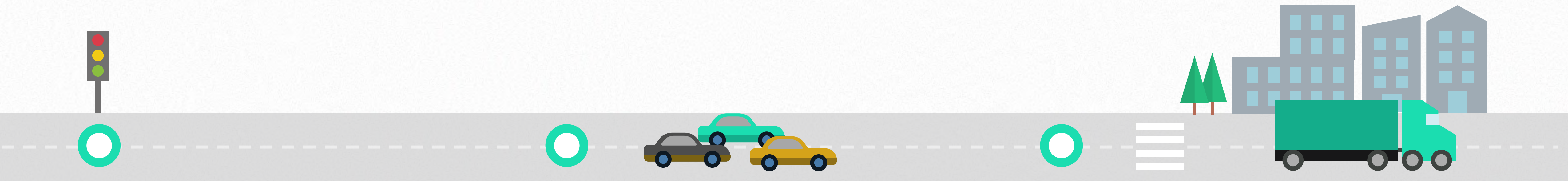- Score breakdown with experience level as well as subject level

VIDEO TEXTING

- Keep candidates updated with a video message to eliminate "ghosting"

- Personalize greetings to make candidates feel special

- Send messages to candidates via mobile text

- Easy to use + save time: send one video to multiple candidates with one click

WE PRACTICE WHAT WE PREACH

Our hiring method has proven successful

2007

We started as a staff augmentation company to serve the staffing needs of our clients

2017

Ducknowl was developed to enable our clients to use our 'secret sauce' in their own hiring process
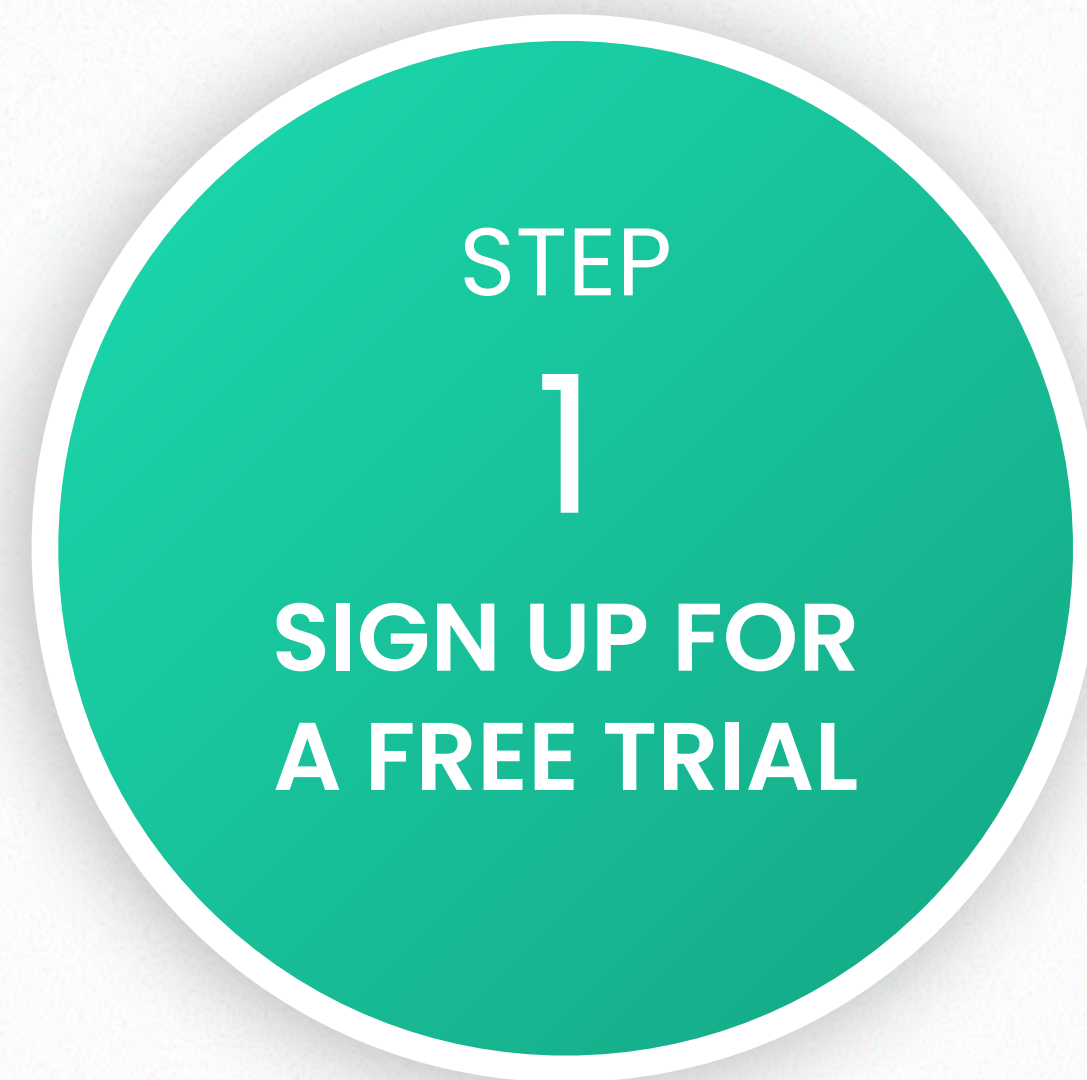
Today

With a need for a revolutionary SaaS product in the marketplace, Ducknowl is now available to companies around the world

SOME OF OUR CLIENTS

NEXT STEPS

STEP

1

SIGN UP FOR A FREE TRIAL

STEP

2

PROCESS REVIEW & TRAINING

Are you ready to transform your recruitment process? If so, sign up for a live demo and **30 day free trial** to discover the magic of Ducknowl for yourself

After your 30 day trial, we will offer your organization a **personalized usage-based plan**, empowering you to only take advantage of and pay for the features you need.

ducknowl.com/live-demo

Our team will provide **comprehensive training** to set you and your team up for long-term success

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WHAT IS DUCKNOWL?

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duck'n'owl

CONTACT

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CURIOUS ABOUT OUR NAME?

The Duck: Empowers recruiters to engage candidates directly with video job descriptions and easily 'wade' through hundreds of resumes using our automatic sorting capabilities.

The Owl: Imitating an owl's razor sharp eyesight and keen wisdom, our skill assessment and proxy prevention tools, as well as our comprehensive library easily verifies candidate skill levels while eliminating bait-and-switch scenarios with automated proctoring.