**Excellence in Innovation- Technology**

**Holly Ivanko and Nancy Eaton-Doke, Nexen Energy ULC**

Nexen continuously finds way to be creative, innovative and look for solutions to improve the student and manager experience during the campus recruitment process.

In 2014 Nexen purchased a video interviewing tool called HireVue.

Here's how HireVue works. The candidate experience begins by submitting video responses to interview questions on their own time. Once potential candidates are shortlisted, they can either come to the office for a traditional interview, or hold a live one-on-one video conference interview through HireVue.

Managers at Nexen are raving about the benefits of interactive interviewing. Seeing and hearing candidates helps managers gain a deeper insight into personalities and abilities, reduces in-house and outsourced recruiter time spent on screening talent, and overcomes costs associated with travel.

Using the interactive video tool puts candidates at ease, removes barriers such as geographical location and time difference, and brings a more personal experience back to the hiring process.

Key Facts:

- Since HireVue was purchased the Campus Relations team has sent over 150 HireVue (on-demand and live) interview invitations;

- The team has been able to connect with students on the west and east coasts of Canada and Canadian students attending US universities where we may not physically visit;

- Managers are able to review interview(s) and compare candidates as both the on-demand and live interviews are recorded and securely stored in the system;

- Hirevue invitations are sent and linked directly to managers outlook email which adds convenience;

- On-demand interviews can be done on an IPad or smartphone which adds easy accessibility;

- Hirevue allows candidates to review a video tutorial to ensure they are prepared for interview;

- Since student and new grad offers are typically given months in advance of the actual start date the team will also be using HireVue to connect with students over the course of the year to ensure they have all their questions answered before starting to work at Nexen.

This tool is a cutting-edge video recruiting tool that enhances the interview experience, and is helping Nexen achieve its Cost Management Key Result. In today's global and fast-paced work environment, HireVue allows the hiring process be more efficient less costly and confidently secure while helping us reach talent across Canada.

**What was the budget range of this project?**

High ($10,000+)

**What was the size of the team working on this project?**

2 members