Rchilli
PARSE | MATCH | ENRICH

LEVERAGING
HRTECH
TO IMPROVE
CANDIDATE
EXPERIENCE

Candidate Experience - What does it Mean?

Candidate Experience (CX) is one of the essential aspects of attracting talented professionals. This popular buzzword signifies how candidates feel about your company once they've experienced the hiring process. Regardless of what they think, good or bad, the candidate's decisions are influenced to apply or leave your company's offer.

How does this impact your business? There shouldn't be any room for delays or a laidback hiring process when you're contesting to get a professional on board. The candidate's experience, despite getting hired or not, will eventually contribute to build or tarnish your company's repute, all the while signifying your workplace culture.

Only 25% of candidates report a positive candidate experience while 69% of candidates would want to experience an improved employer response time.

Don't forget- a positive candidate experience results in making nearly 38% of candidates accept the job offer.

Benefits of a Positive Candidate Experience

Gives your company a competitive edge among talented professionals.

The candidates get a realistic image of the work culture.

There's a feeling of being valued and respected that further enhances work quality.

The brand value as an employer increases.

The candidates, whether successful or not, will have a positive impression of the company.

A quick and uncomplicated application process is good for the candidates and business.

Less of your team's time is devoted to filling the position. This cuts down the cost-to-hire digits.

Lengthy application forms result in 60% of the candidate drop-out rate from the recruitment process.

81% of candidates, on the other hand, tend to share a positive experience with the direct network.

The Challenges of Developing a Positive Candidate Experience

Lengthy Application Form

Candidates usually end up wasting time in filling the details that are already mentioned in their CV and that's what makes them exit the page. There are high chances of them switching to the competitor's career page and you end up losing a potentially qualified professional.

No Awareness

A survey conducted found that nearly [82% of the employers](#) believe that a bad candidate experience has little to no impact on the company's brand or reputation. This explains why candidate experience isn't given any heed.

An Increasing Recruiter Deadlines

The average number of open applications that a recruiter needs to close is somewhere around 30-40. Without the recruiting tools to assist, the recruiters find it difficult to offer a speedy response and maintain constant communication with job seekers looking for a positive candidate experience.

Expectations VS Processes

One of the candidate's prime requests is to be timely notified even if they've been rejected for the position. This imperative disconnect suggests that a major chunk of the employers will lose out on a great talent pool until they have tools and software that helps to create an efficient and streamlined recruiting procedure.

Tips to Enhance Candidate Experience

Revamp Your Application Process

Making the candidates fill in the details that are already mentioned in their CV repeatedly isn't necessary. With the automated system in line, the bottlenecks that otherwise frustrate the candidates are erased from the system, thus reducing the drop-off rate.

Include Situational Tests

A great approach to enhance the candidate experience is by adding interactive judgment tests within the hiring process. As the name suggests, the candidates are given a situation that they might experience in the job and what shall be their strategy to tackle it. This way, the candidate's response can be assessed.

A Crisp Job Description

Providing enough details about what's required and expected should be included, but that in no way means that it needs to be extended into paragraphs. Ensure that enough information is offered but isn't exaggerated to the extent that it frustrates the candidates.

Timely Follow-up

Whether it's an interview invite or a rejection mail, the candidates deserve to be apprised in both situations. A positive candidate experience can be achieved if you follow a two-day rule.

Cooperate with their Schedule

One of the best approaches for a positive candidate experience can be to confirm the candidate's time for an interview. With the information in hand, you'll be better able to chalk out an interview call, even if it means scheduling it for later in the day.

An Inbound Recruiting Strategy

It's one strategy where you work proactively to seize the candidate's attention aiming to make them select you as their next employer. Connecting with passive and active candidates via a strategy that's a blend of creating content that shows their career growth with you, connecting with them through social media platforms, and how your company's culture will harness their interpersonal growth.

Candidate Feedback is Equally Important

Providing feedback to the rejected candidates is important. It has been proved that if the candidate finds the feedback constructive, they will consider applying for the roles in your company in the future 4 times more. But, don't forget that recruitment is a two-way road. Getting the candidate's feedback is equally important for him to feel that their opinion matters. Plus, the insights shared can prove valuable in enhancing your candidate experience.

A Positive Candidate Experience with RChilli

Parse

Once RChilli resume parser is integrated with the Applicant Tracking System (ATS), it facilitates quick resume submissions. The candidates only need to upload the resume and the parser automatically fills the data fields.

Match

RChilli's matching technology helps by providing job recommendations matching their resumes, and even a specific job position.

Taxonomy

RChilli enhances the candidate experience by showing them the recommended job titles while searching.

RChilli and its FIVE Verticals

Resume/JD Parser

A deep learning framework that identifies complete info from resumes & enriches it through taxonomies.

RChilli resume parser extracts the resume information in 140+ data fields.

Configuration of data fields available for bias-free recruitment.

Bulk import allows parsing multiple resumes/jobs in a go.

Allows users to parse resumes/jobs from single or multiple email inboxes.

Search & Match Engine

RChilli's Search & Match API allows you to search and match candidates & jobs with great relevancy and accuracy.

Find a localized candidate with geographical search

Get complete data in batches through pagination

Refine your search with faceting/filters

Custom weightage/scoring to differentiate your search with good-to-have/ must-have

Enrichment Marketplace

Augment and update your resume/CV data in real-time

Update resumes/CVs with verified details

Augment data with recently acquired skills and & social media details

Integrate and connect with your data enrichment partners.

Taxonomy

RChilli Taxonomy 3.0 offers a comprehensive collection of skills and job profiles, along with their related information.

Taxonomy 3.0 can easily map with the local govt. databases.

Organize resumes with Ontology: A step-by-step classification of resumes and jobs.

Enhance search results by getting keyword recommendations through related skills/jobs.

Get recommended skills and job titles with skills/jobs alias.

Data Migration

Streamline the process of onboarding new clients into an ATS by seamlessly migrating their data from their old ATS/CRM to the new ATS.

Easily migrate data keeping the data security intact

Reduce data migration costs

Simplify the complex data structures

About RChilli

RChilli is the trusted partner for parsing, matching, and data enrichment, providing companies, in 50+ countries, with solutions built for the future of technology and recruiting. RChilli's innovative products, backed by an industry-leading tech stack, power the processing of 4.1 billion+ docs a year for 1600+ top global recruiting platforms. Enabling companies to hire better talent faster since 2010, RChilli is ISO 27001:2013, SOC 2 Type II, and HIPAA certified and GDPR compliant.

RChilli also has its multilingual resume parsing app available on Oracle Cloud Marketplace and Salesforce AppExchange.

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