As COVID-19 has proven, employers are getting creative in how they are making connections with potential candidates. Pre-recorded video interviews (PRVIs) are one of the ways in which employers are doing so. In short, a PRVI is an interview where the interviewer isn’t present when the candidate answers the questions. That’s why they’re also known as “one-way interviews”.

Once a candidate submits their video the recruiter can then review and evaluate it in order to assess if the candidate would be a good fit and decide whether to invite them to a face-to-face interview.

Recruiters pre-set the questions concerning a specific job and send candidates a link through which they can record their answers within a deadline.

What’s in it for both recruiters and candidates?

Pre-recorded video interviews empower recruiters to make a better screening of the candidates, as the videos provide useful insights that you can’t find by looking at a resume.

As for the candidates, they benefit from having a chance to show themselves beyond their resume and to convey their motivations in a more personal way, which can really help them to stand out from the rest of the candidates.
They break time and space barriers. All candidates need is to have access to the Internet and a device (pc, tablet, smartphone) to record the interview answers. Applicants can do the interview anywhere and whenever they see best fit (within the deadline).

They enable a more efficient and transparent recruitment process. This process allows recruiters to screen more candidates when compared to phone calls. Recruiters also save a great amount of time because thanks to the insights from the video interviews they’ll only invite the best candidates for a next round interview.

They’re not meant to replace resume or face-to-face interviews. Keep in mind that pre-recorded video interviews are mainly used to improve the initial screening of candidates.

They help find the right candidates. Recruiters can see the person behind the CV and make a more accurate pre-assessment.

They boost candidate experience. Having a video interview step will make candidates feel that they have more opportunity to showcase their skills and reinforce their application. This will also create a new level of engagement that contributes for a more positive candidate journey.