



SmartRecruiters

DISCOVER EVERYTHING ABOUT INTEGRATING WITH ASSESSFIRST



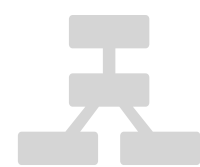
THE “ALL IN ONE” SOLUTION FOR ALL YOUR HR CHALLENGES.

Using AssessFirst from your ATS means:

- ✓ A pleasant and integrated user experience
- ✓ An efficient process: reducing recruitment time by half
- ✓ Improving the quality of your recruitments with objective decision-making
- ✓ Secure recruitment activities with centralised data
- ✓ Developing collaboration with your managers while analysing applications



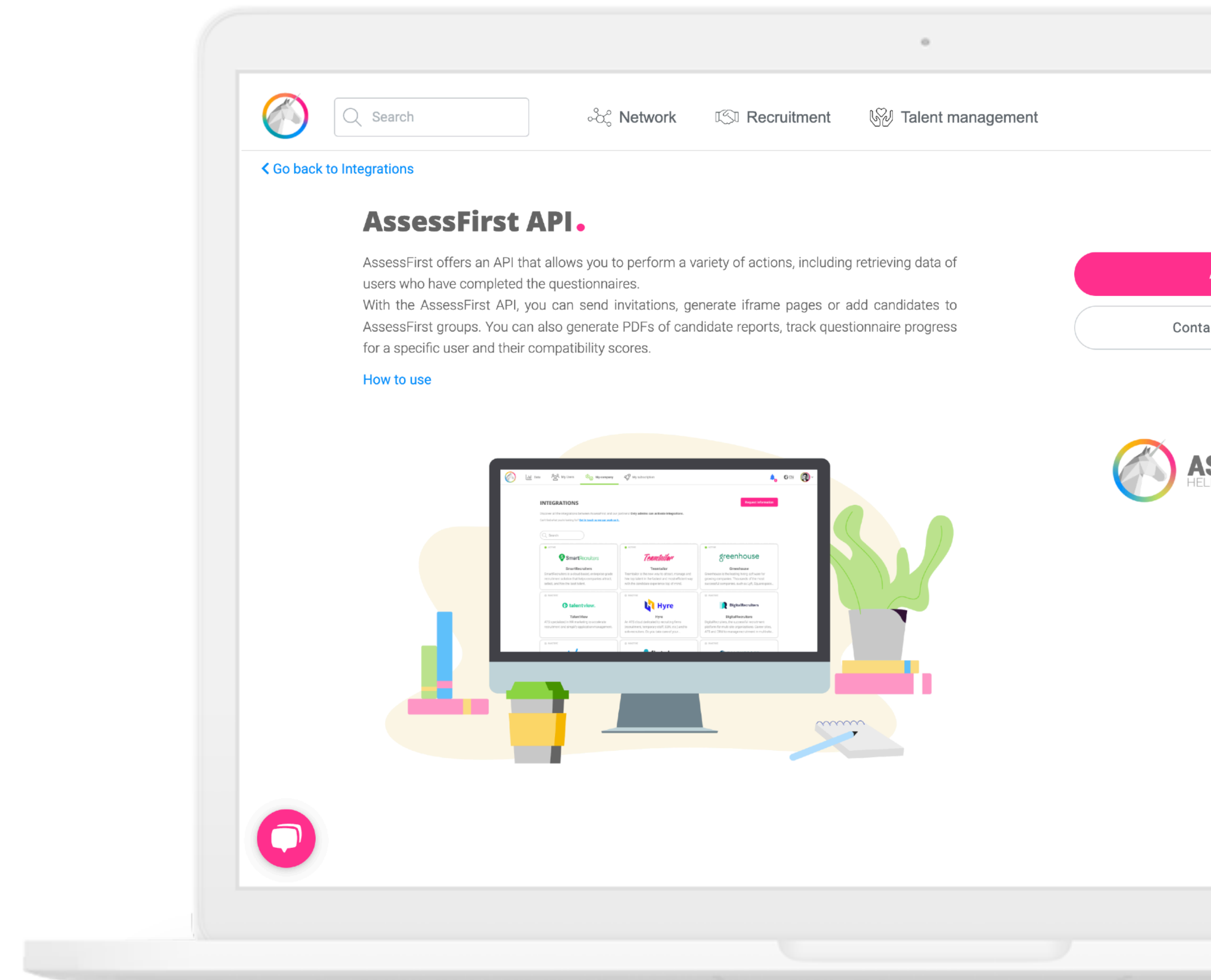
Recruitment



Professional mobility



Internal collaboration





Direct access to features.



Sending questionnaires.

- By candidate
- Automatically based on candidate status



Analysis reports.

- 3 summaries
- 3 in-depth reports
- 1 key behaviour report
- 1 adequacy report

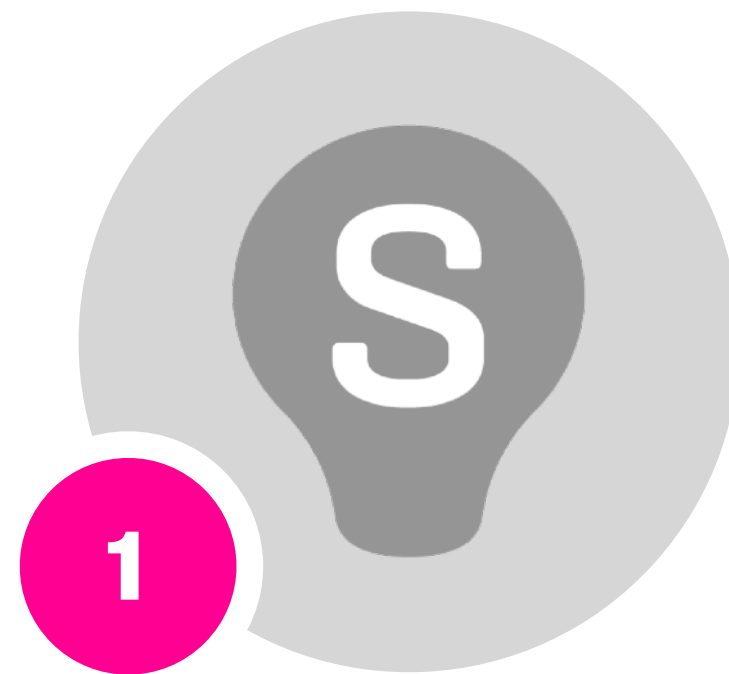


Matching.

- Choice of predictive model
- Overall fit score
- Suitability score by questionnaire
- Sorting of candidates by suitability score

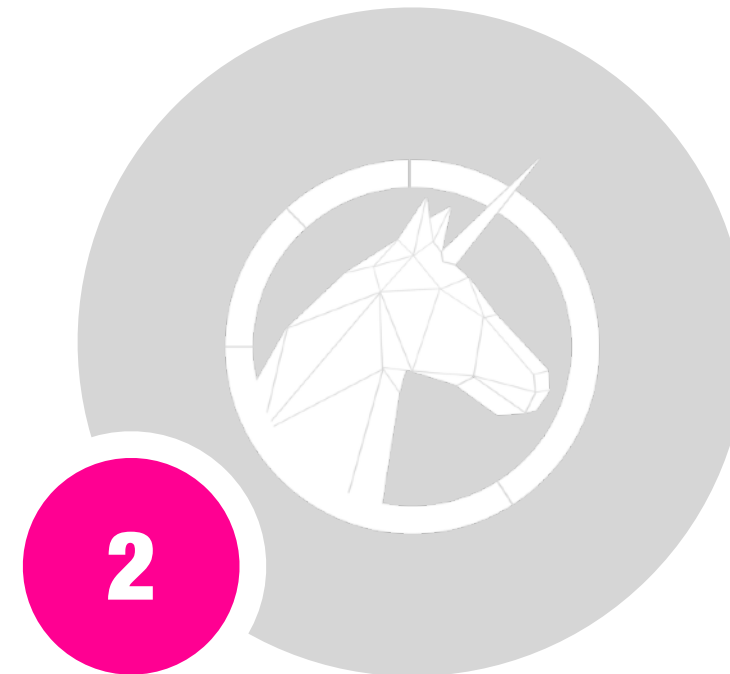


Activating the integration.



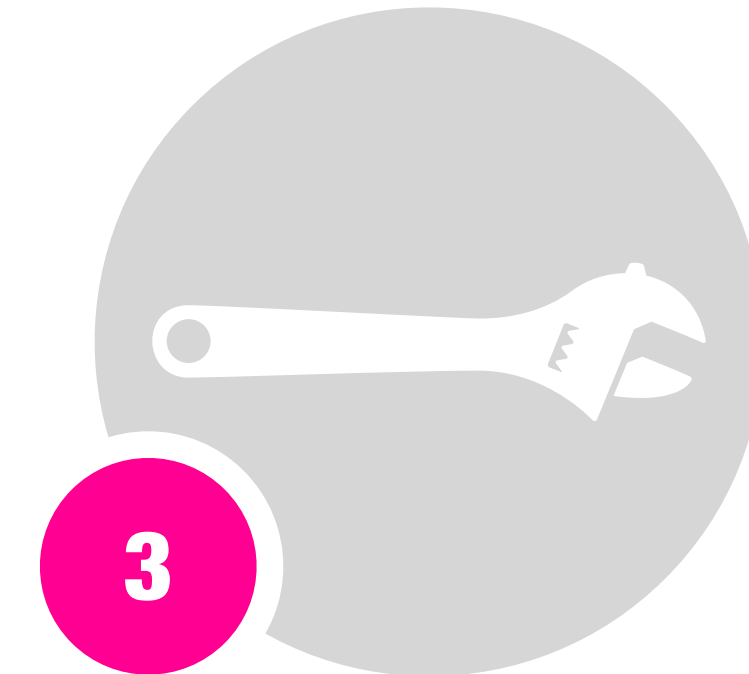
MARKETPLACE SMARTRECRUITERS

From your SmartRecruiters account, go to « **Settings / Admin** » and select « **Apps & Integrations** »



FIND ASSESSFIRST

Select "**AssessFirst**" in the SmartRecruiters marketplace.



ACTIVATE THE INTEGRATION

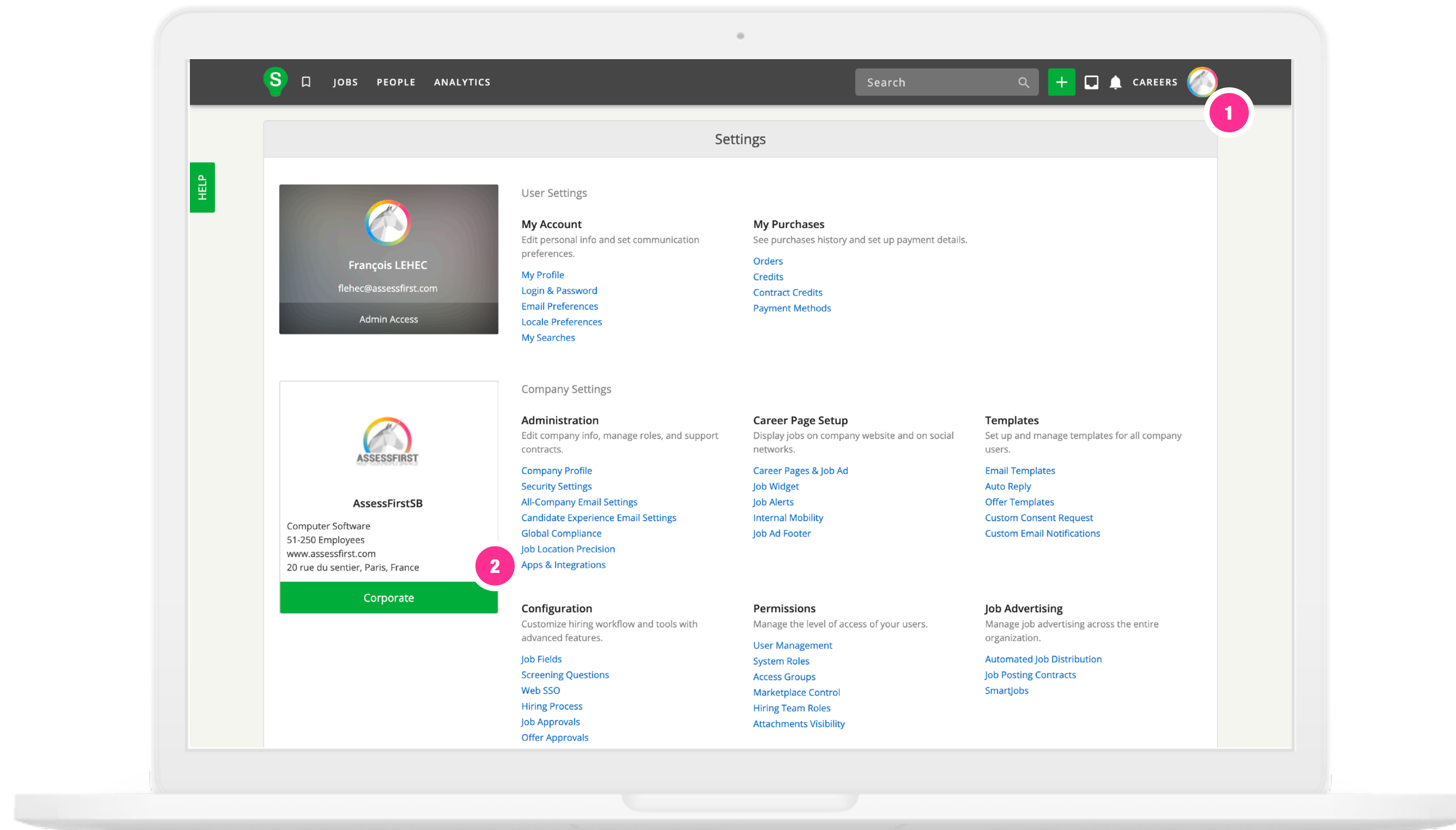
Click on « **Connect** » plus « **Allow and continue** ».
Enter your AssessFirst login details.
You're ready to go! 🦄



Find AssessFirst in SmartRecruiters.

From your SmartRecruiters account :

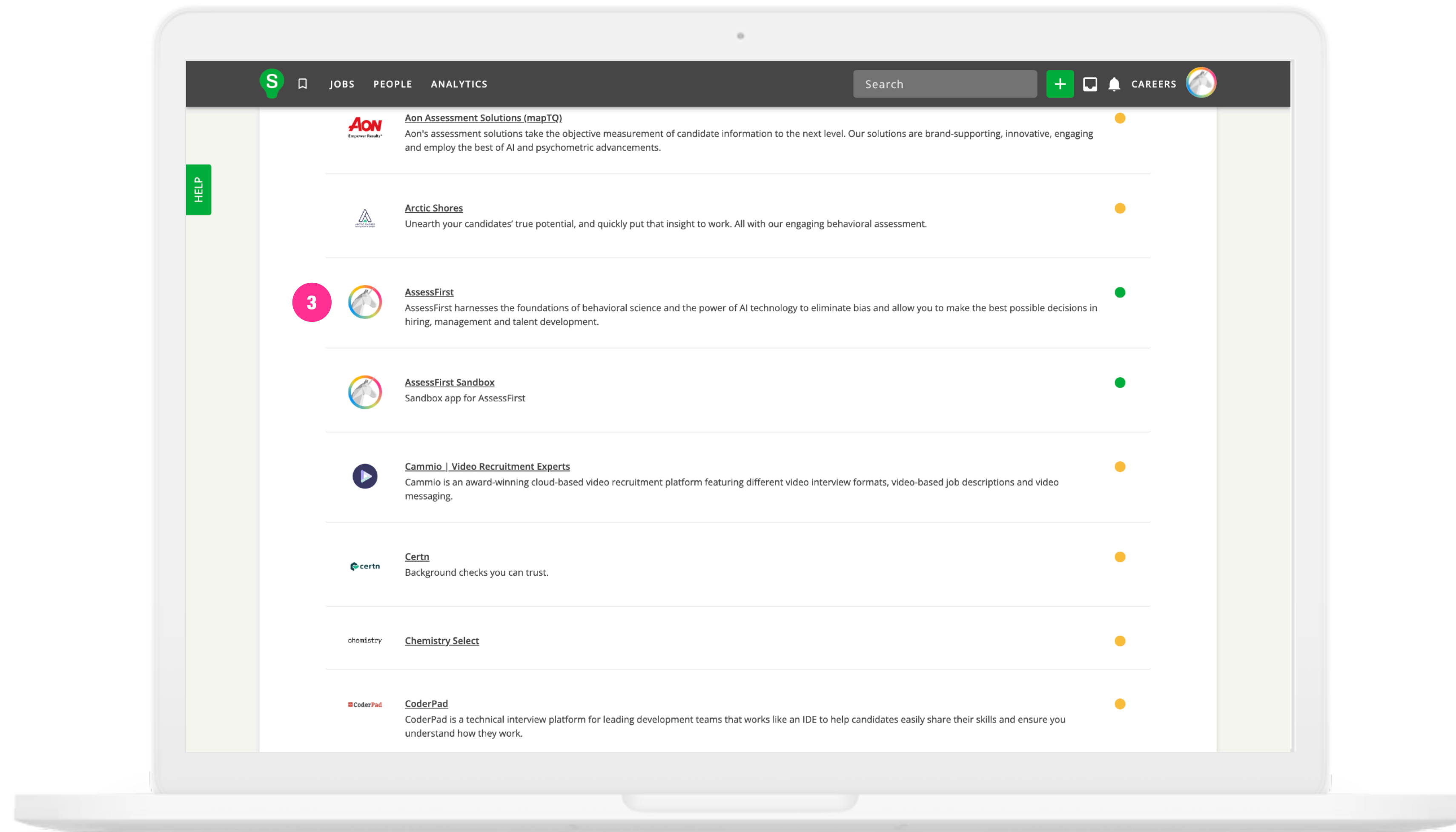
1. Navigate to « **Settings / Admin** »
2. And select « **Apps & Integrations** »





Find AssessFirst in SmartRecruiters.

3. Select « **AssessFirst** » in the SmartRecruiters marketplace

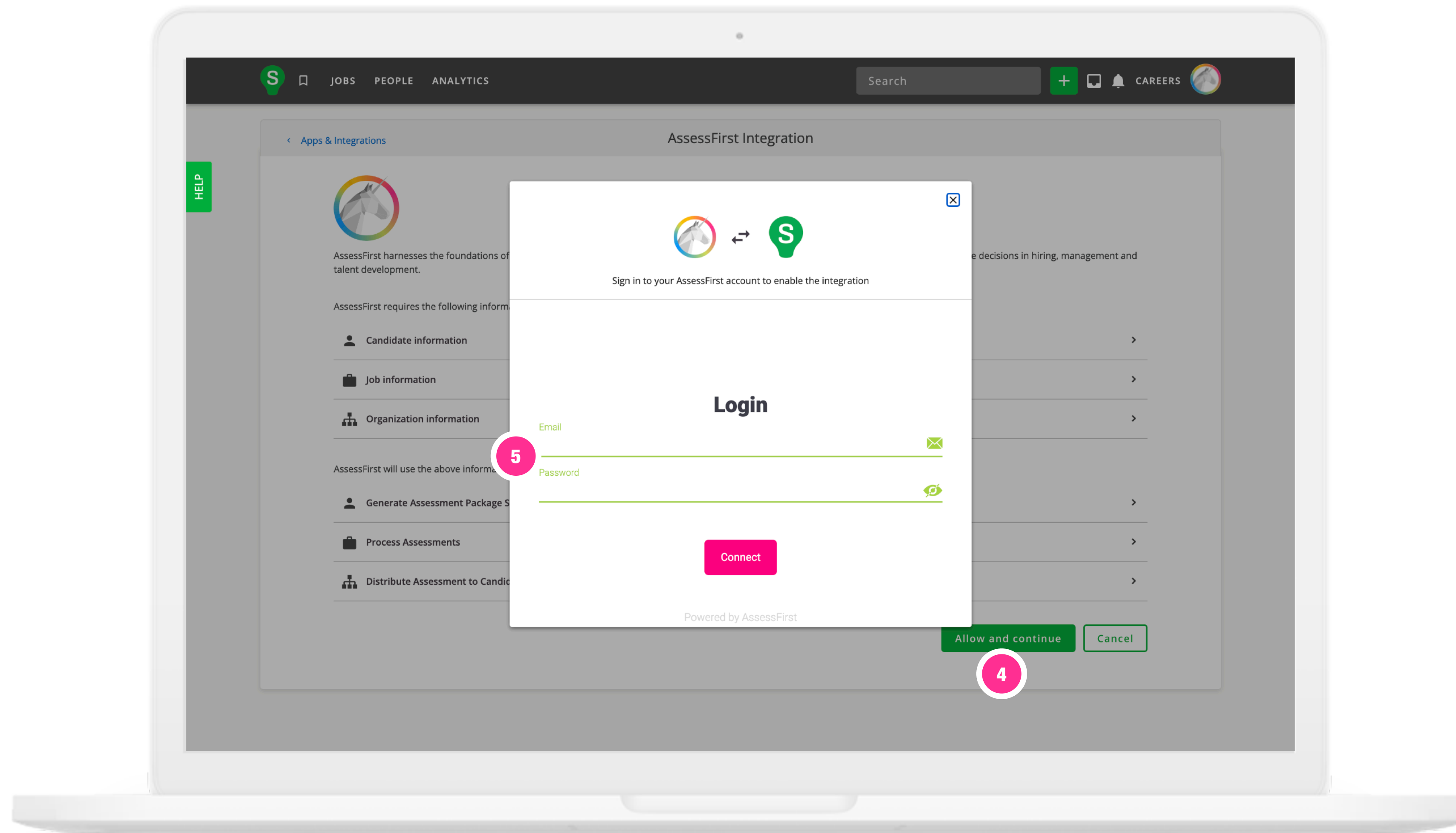




Find AssessFirst in SmartRecruiters.

4. Select « **Allow and Continue** »
5. Enter your AssessFirst login details.

You are ready to start! 🦄

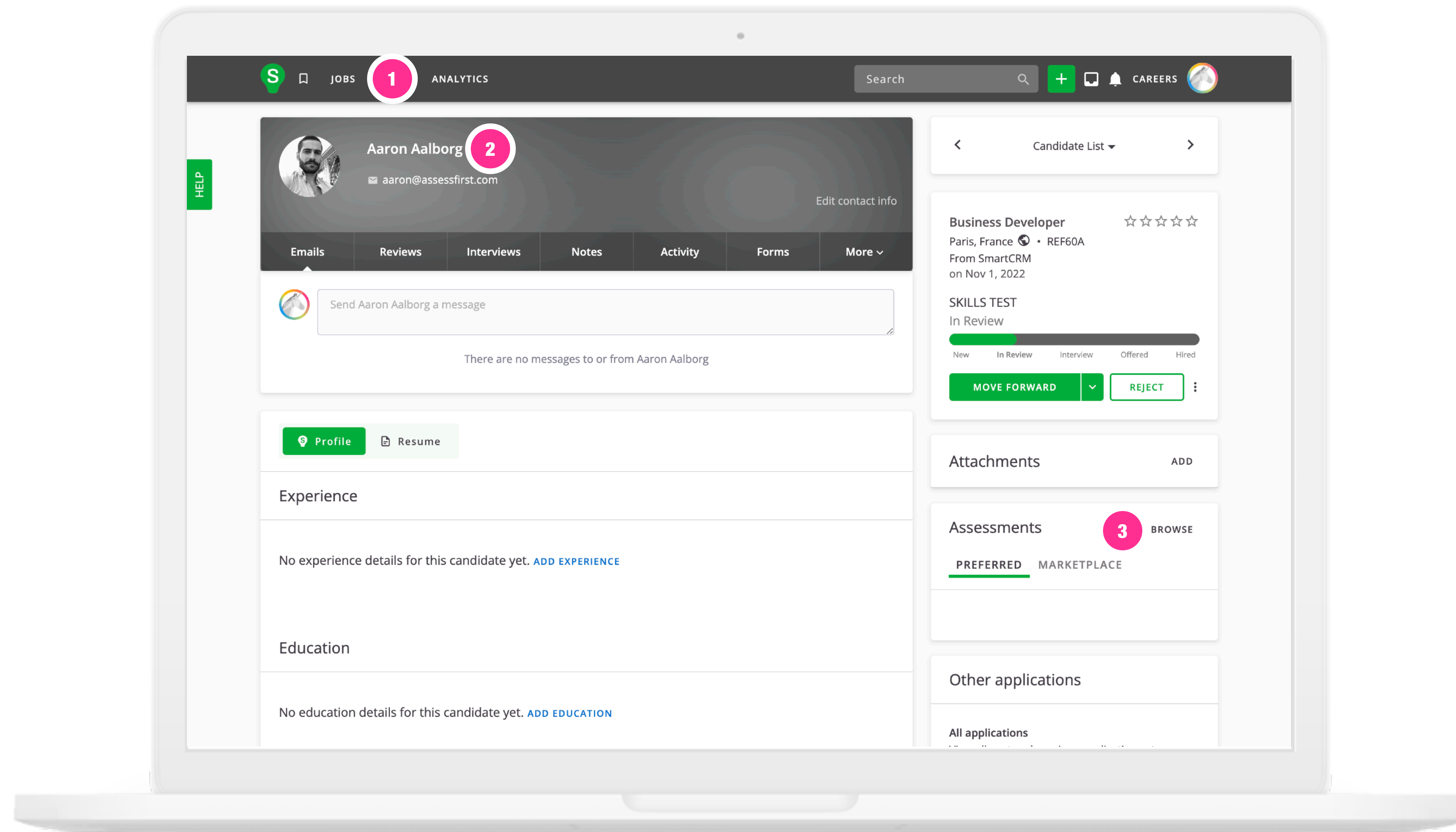




Send your invitations manually.

It's easy as can be:

1. Navigate to « **Jobs** »
2. Choose a candidate
3. Click « **Browse** » on the « **Assessments** » tab

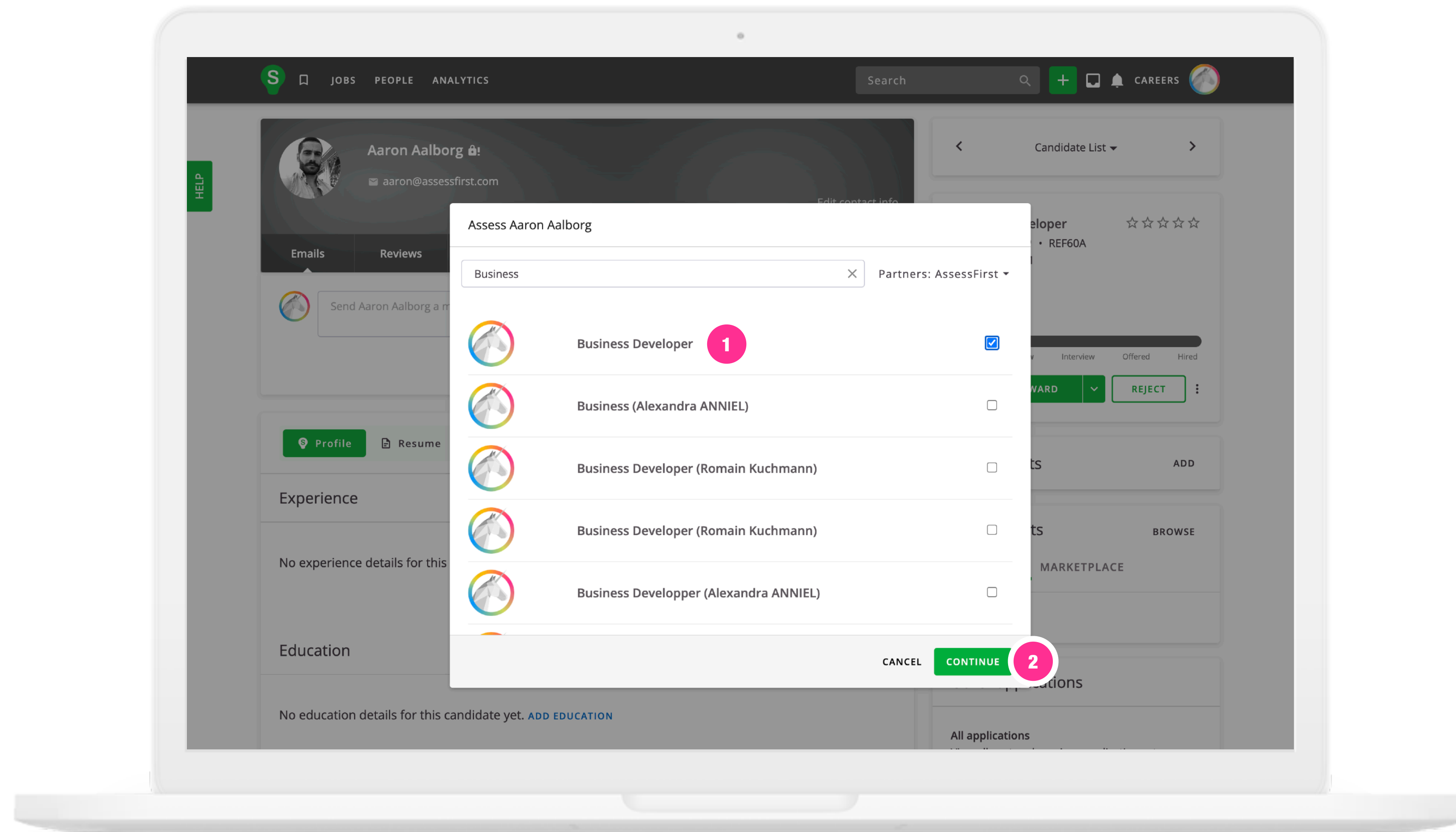




Set up a predictive model.

If you want, you can set up a predictive model to accompany the assessment:

1. Select your predictive model
2. Click on « **Continue** »



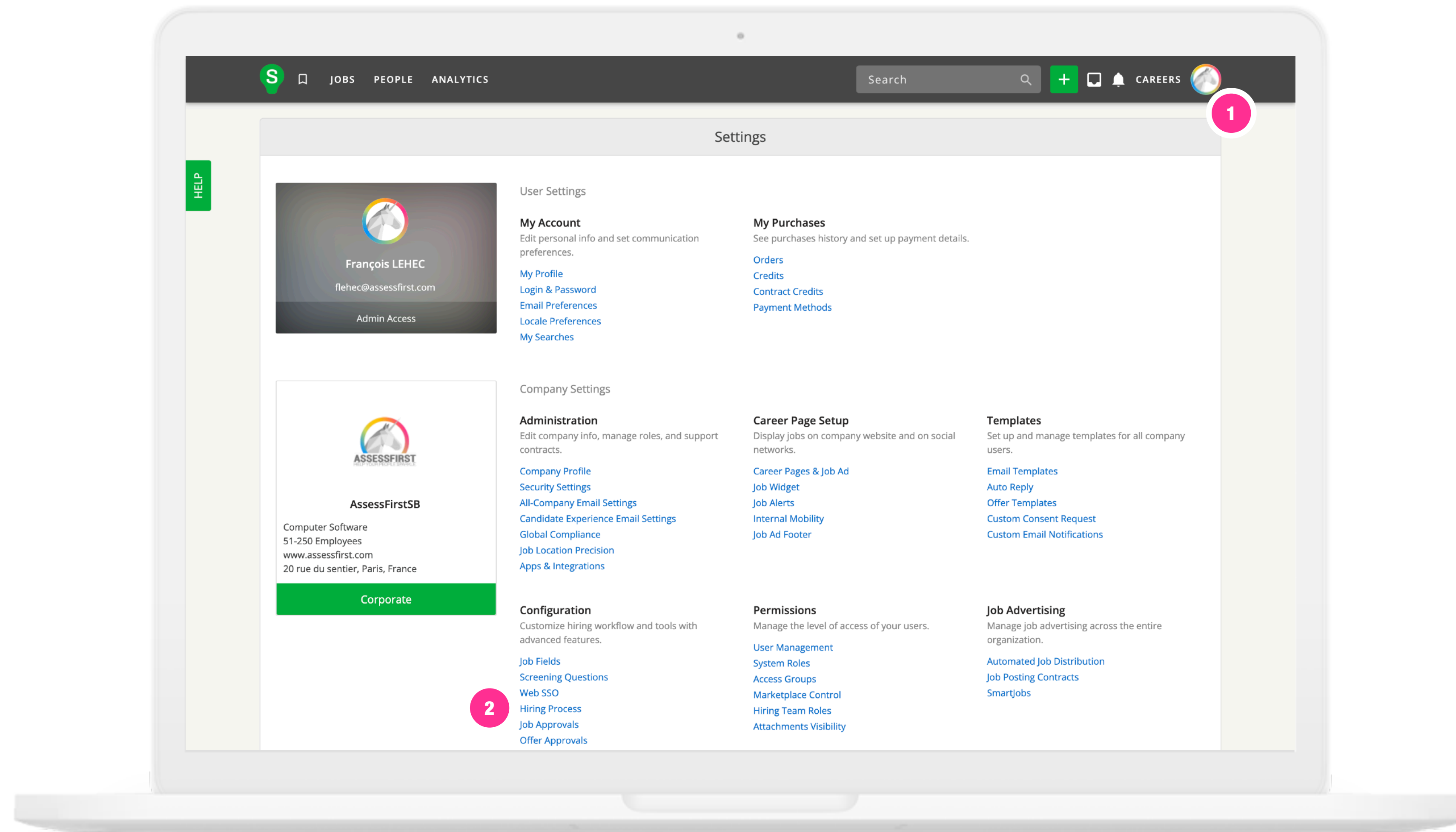


Send your invitations automatically.

First of all, make sure you set up a hiring process for the position in question:

From your SmartRecruiters account :

1. Navigate to « **Settings / Admin** »
2. And select « **Hiring Process** »

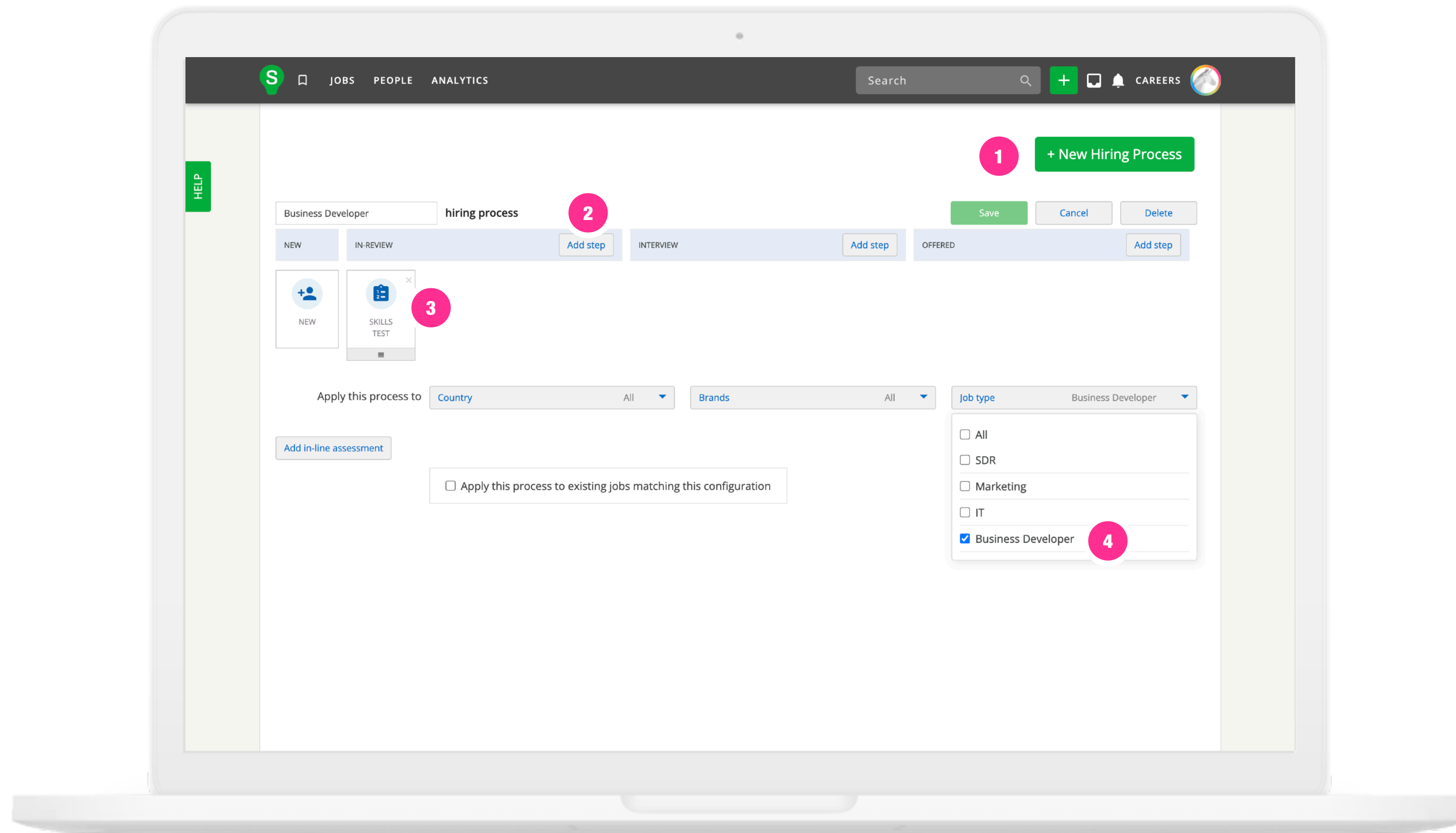




Send your invitations automatically.

To create a new hiring process:

1. Click on « **New hiring process** »
2. Select « **Add step** »
3. Add the step « **Skills Test** »
4. Check the Job type for which you want to apply your automatic invitation

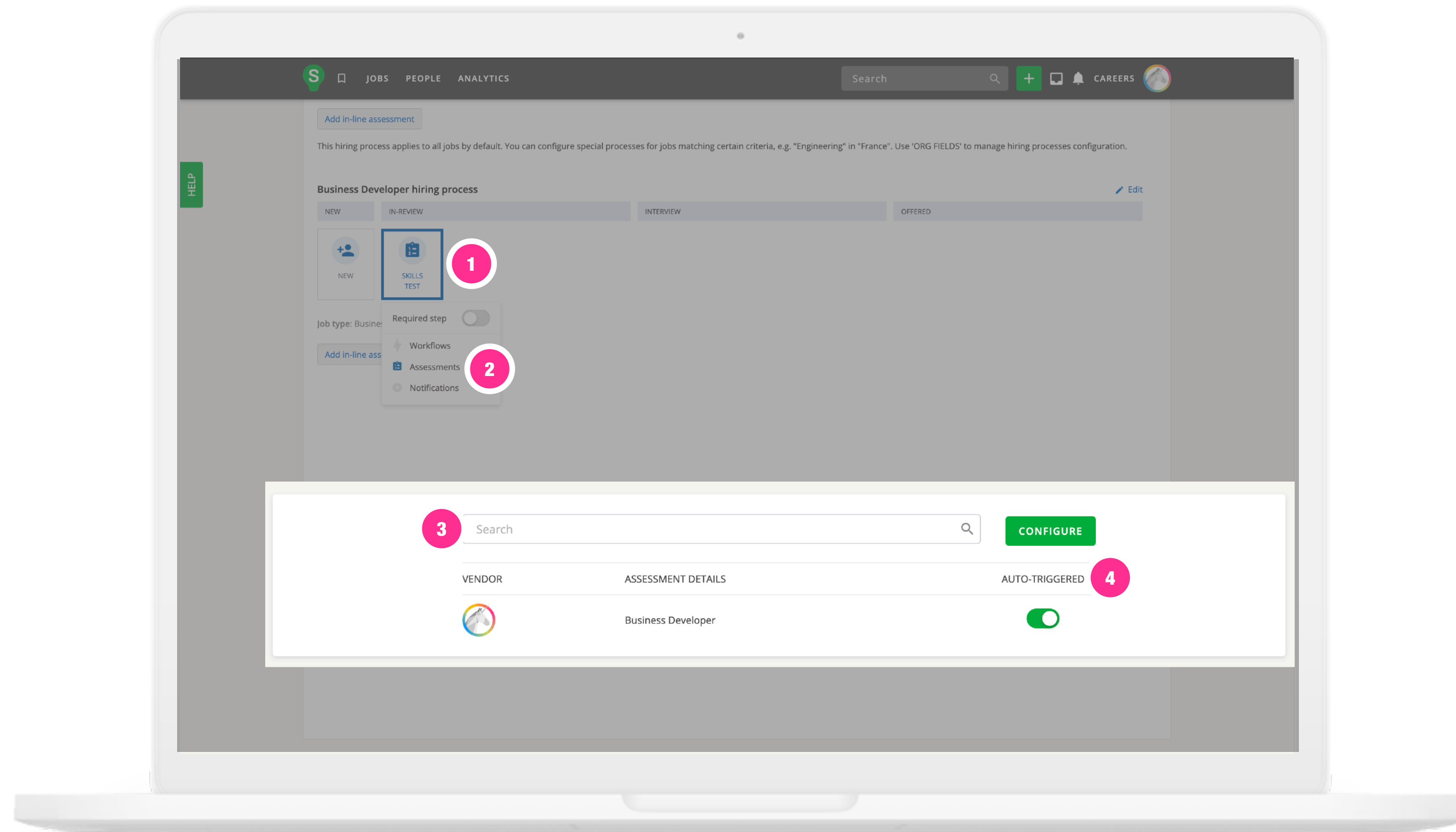




Send your invitations automatically.

Finally, all you have to do is select the predictive model:

1. Click on « **Skills Test** »
2. Select « **Assessments** »
3. Search for the predictive model to be applied
4. Check the « **Auto-triggered** » option

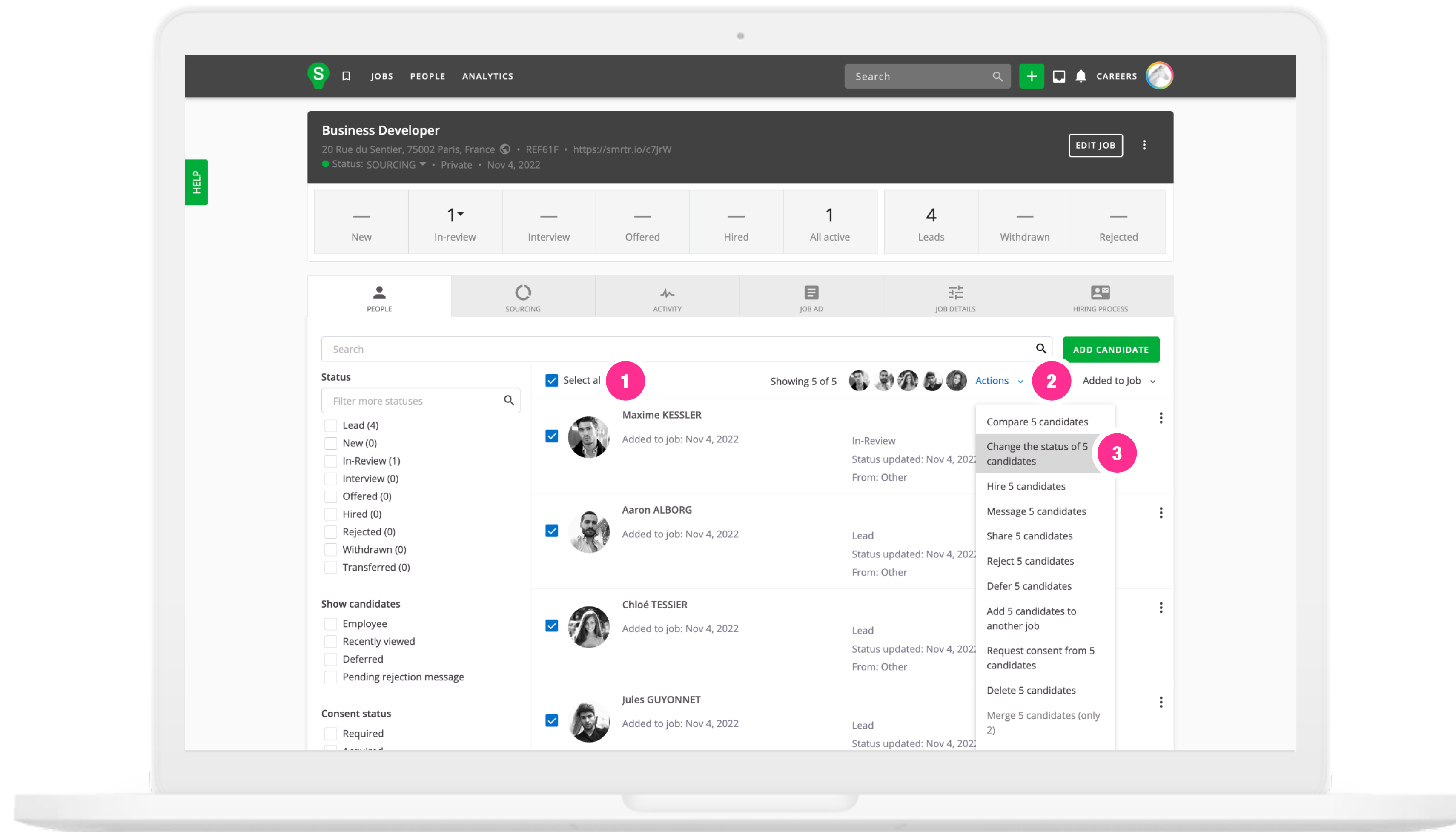




Send your invitations automatically.

Once the position in question is associated with the hiring process configuration:

1. Select all your candidates
2. Click on the « **Actions** » button
3. Then click on « **Change the status of candidates** »

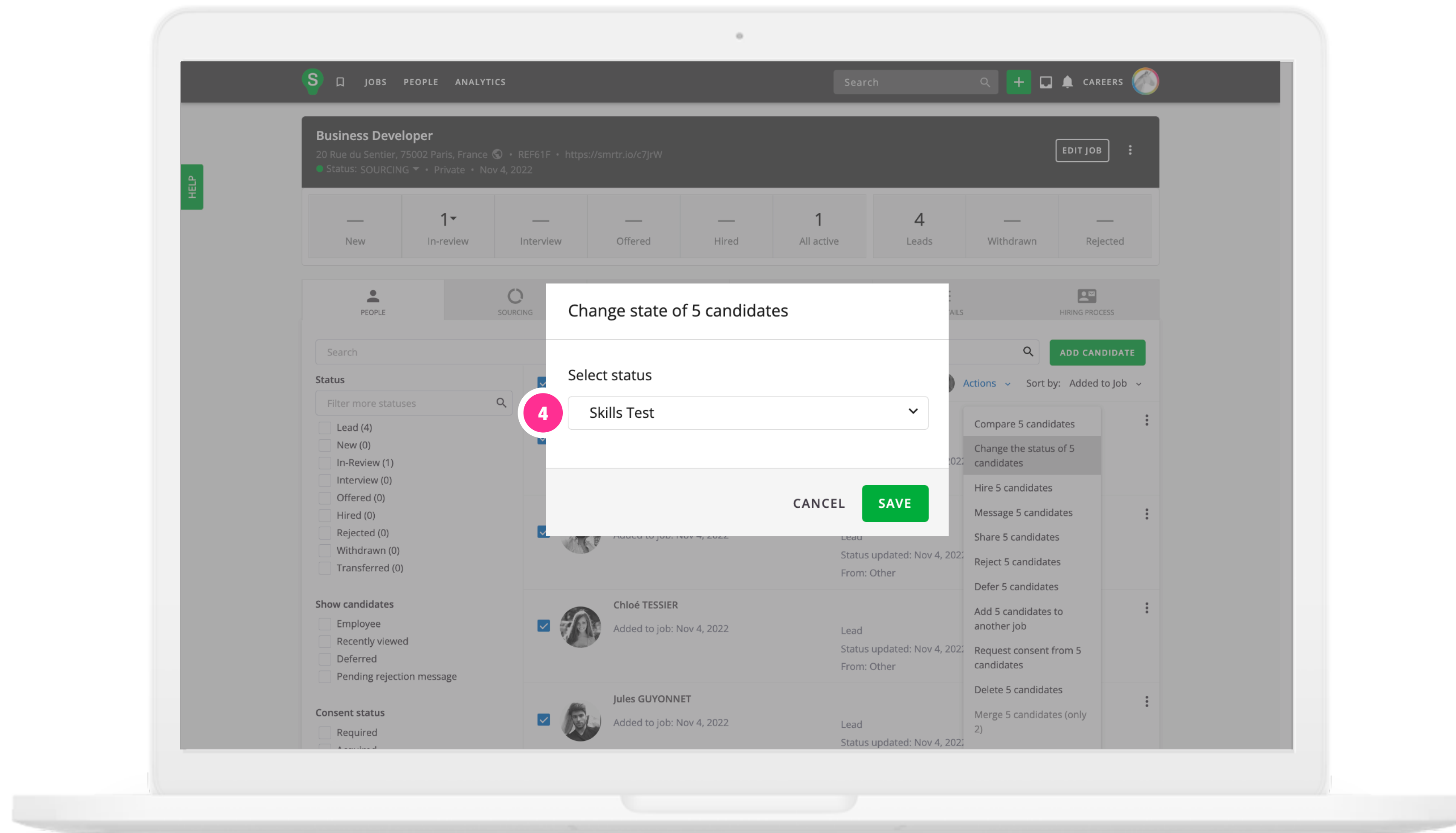




Send your invitations automatically.

4. Finally, change the status of the candidates to « **Skills Test** »

The AssesFirst invitation has been sent to your candidates. 🦄

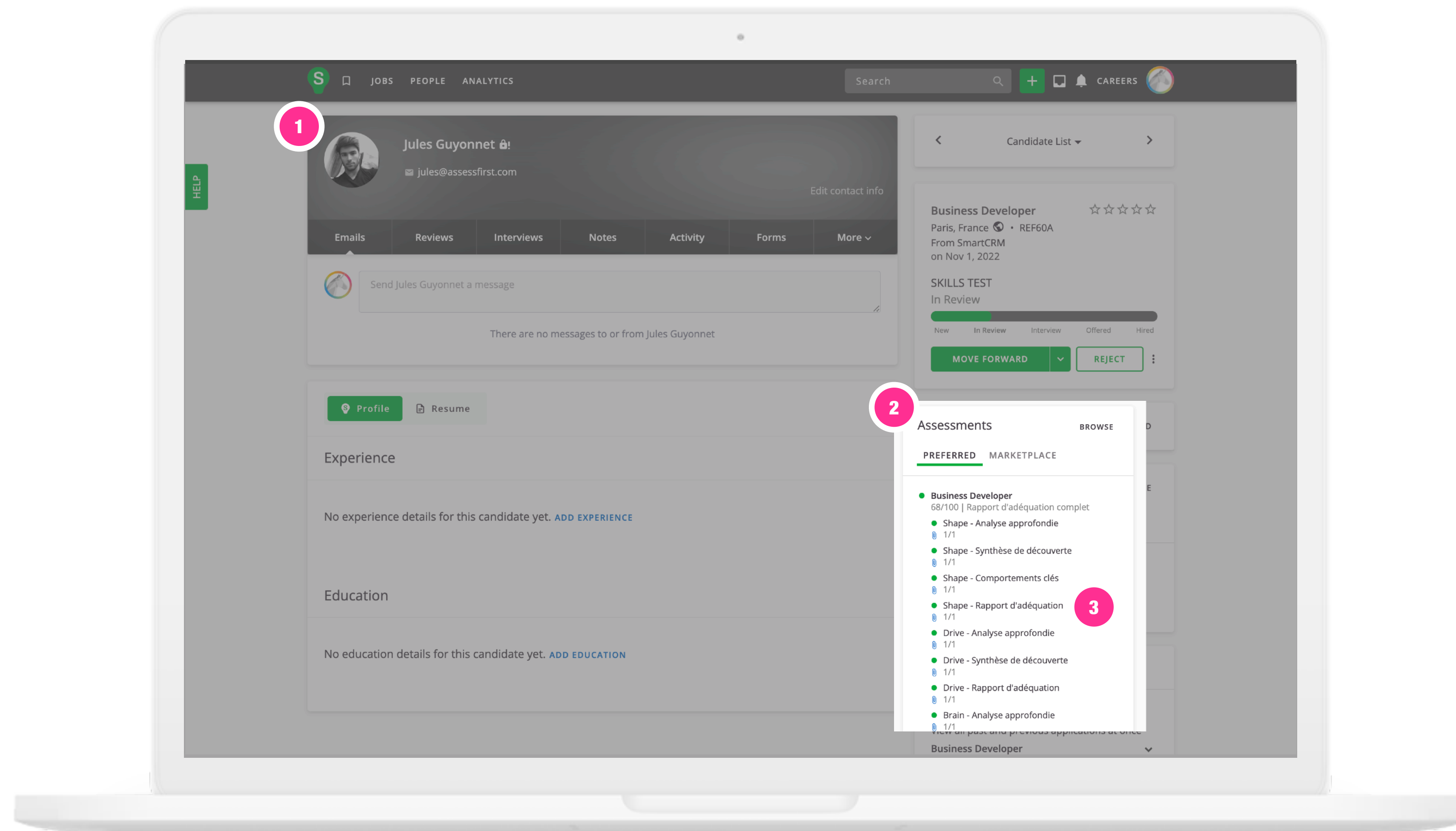




Recover a candidate's results.

Once your candidate has completed the assessments:

1. Go to the candidate's profile
2. Navigate to the « **Assessments** » tab
3. Discover assessment reports directly on the AssessFirst application





Sorting out the candidates.

You have the possibility to filter the candidates according to their suitability score:

1. Go to the « **Jobs** » tab and select your Offer
2. Open the « **Assessment results** » menu
3. Select « **AssessFirst** » and your « **Predictive Model** »
4. Adjust your filter according to the desired fit score

The screenshot displays a recruitment software interface for a 'Business Developer' role. The interface is divided into several sections:

- Navigation Bar:** Includes 'S', 'JOBS', 'PEOPLE', 'ANALYTICS', a search bar, and 'CAREERS'.
- Job Details Header:** Shows the job title 'Business Developer', location '20 Rue du Sentier, 75002 Paris, France', and status 'SOURCING'. A 'HELP' button is visible on the left.
- Status Filter:** A row of buttons for job stages: New, In-review (1), Interview, Offered, Hired, All active (1), Leads (4), Withdrawn, and Rejected.
- Filters Applied:** A section showing 'Business Developer: (60-100)' with a 'CLEAR' button.
- Candidate List:** A table of candidates with their suitability scores (5 stars each):

Name	Status	Score
Maxime KESSLER	In-Review	★★★★★
Aaron ALBORG	Lead	★★★★★
Chloé TESSIER	Lead	★★★★★

Contacts.



ASSESSFIRST
CONNECTING WITH MEANING

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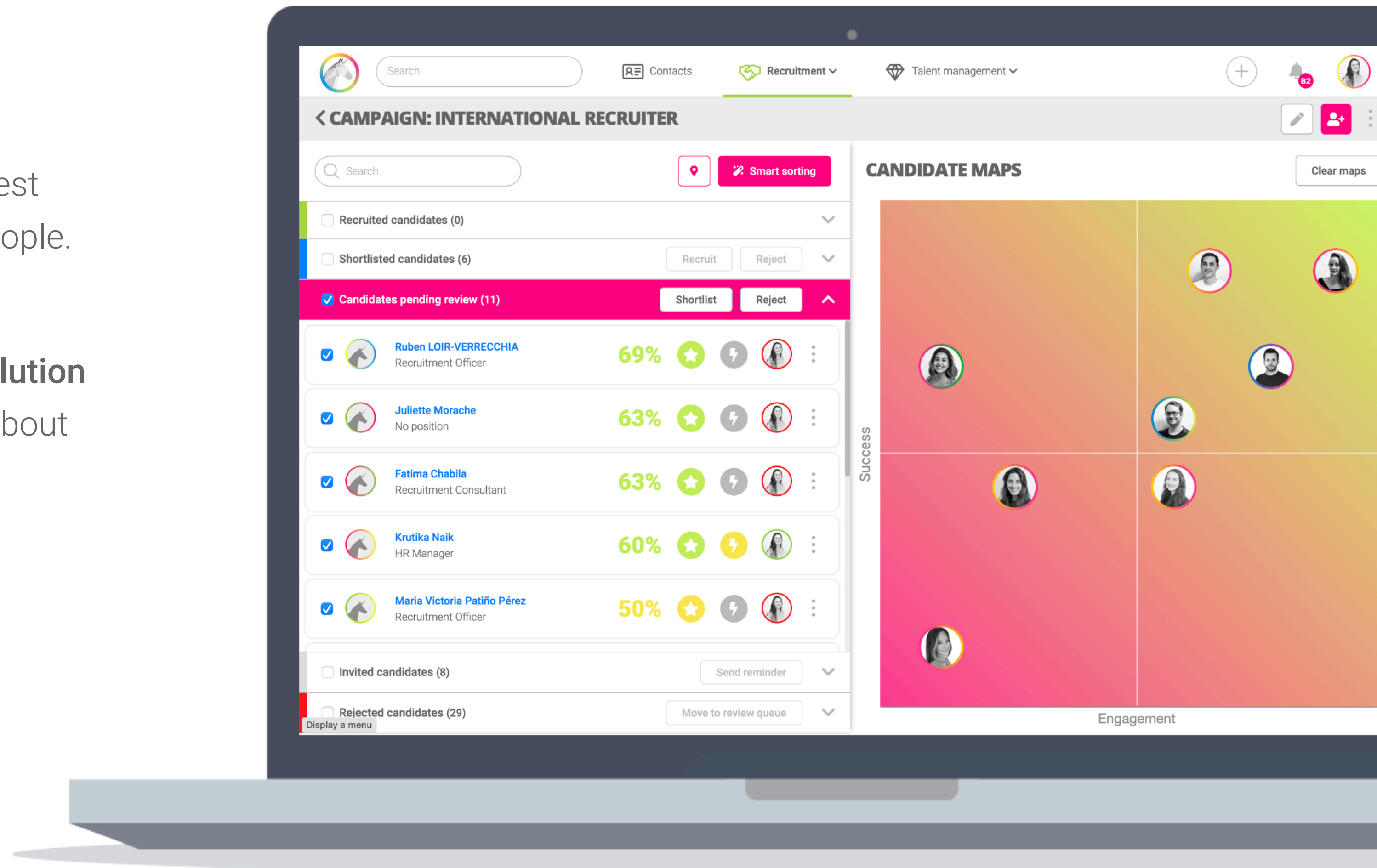


Make better talent decisions.

AssessFirst is powered by behavioural science and A.I. technology: **eliminating bias** so that you can make the best decisions in recruiting, managing and developing your people.

AssessFirst offers a **reliable, innovative and practical solution** that enables you to collect useful, accurate information about your people.

Access multiple product modules to tackle challenges in recruitment and internal employee development.





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