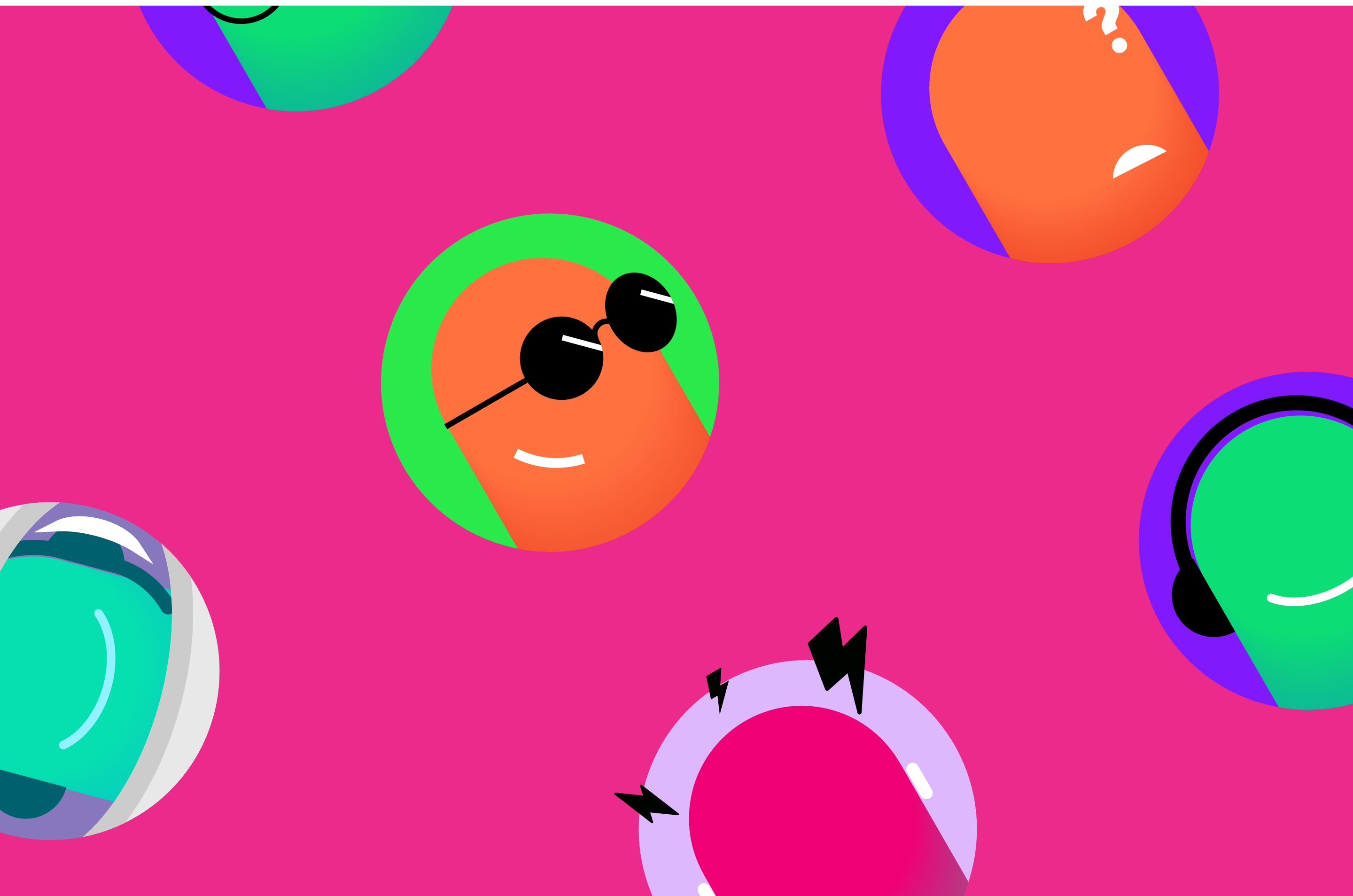

SmashFlyX On-Demand Interviewing

Meet, screen and qualify candidates virtually anytime.

SYMPHONY TALENT

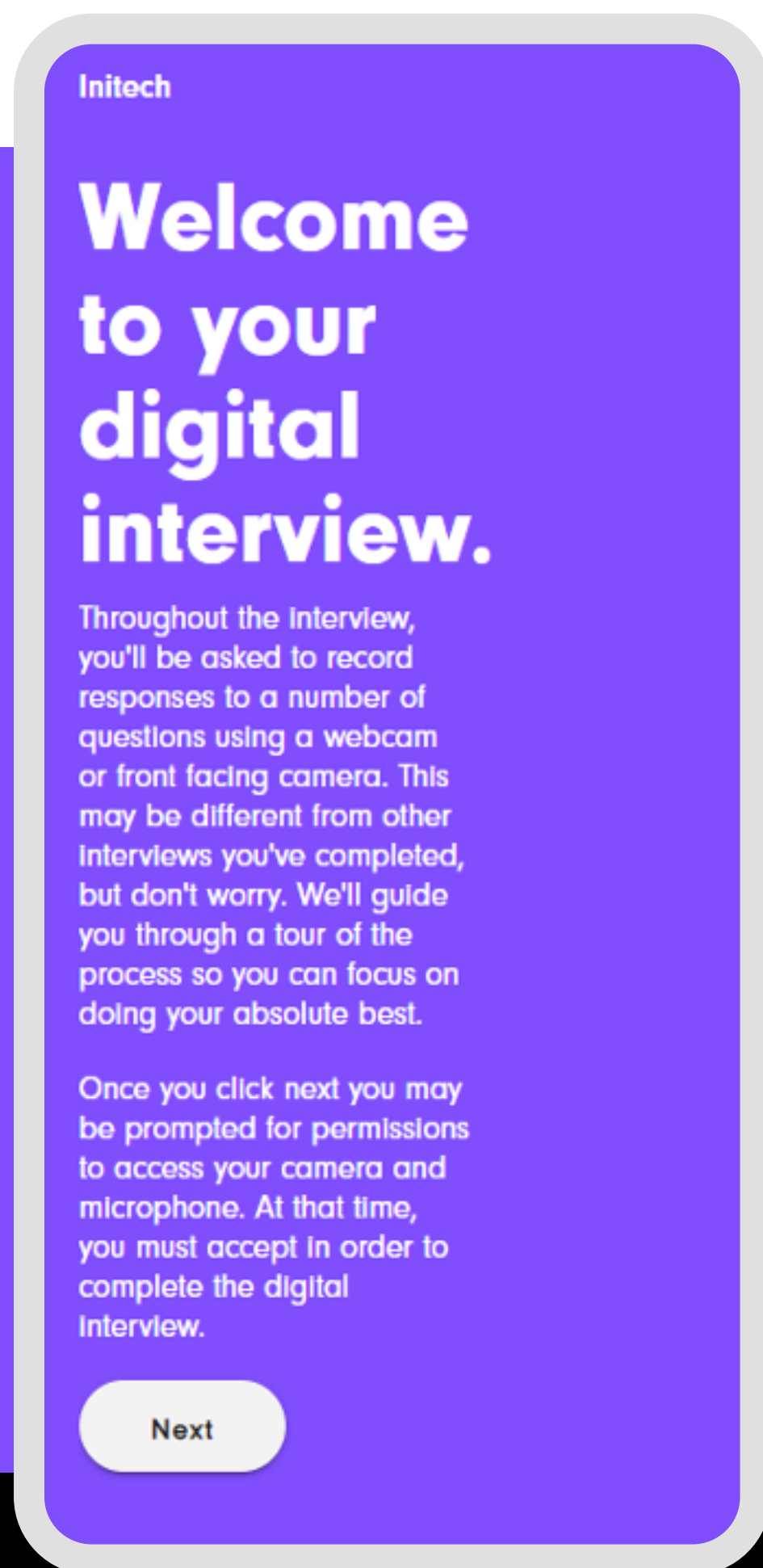
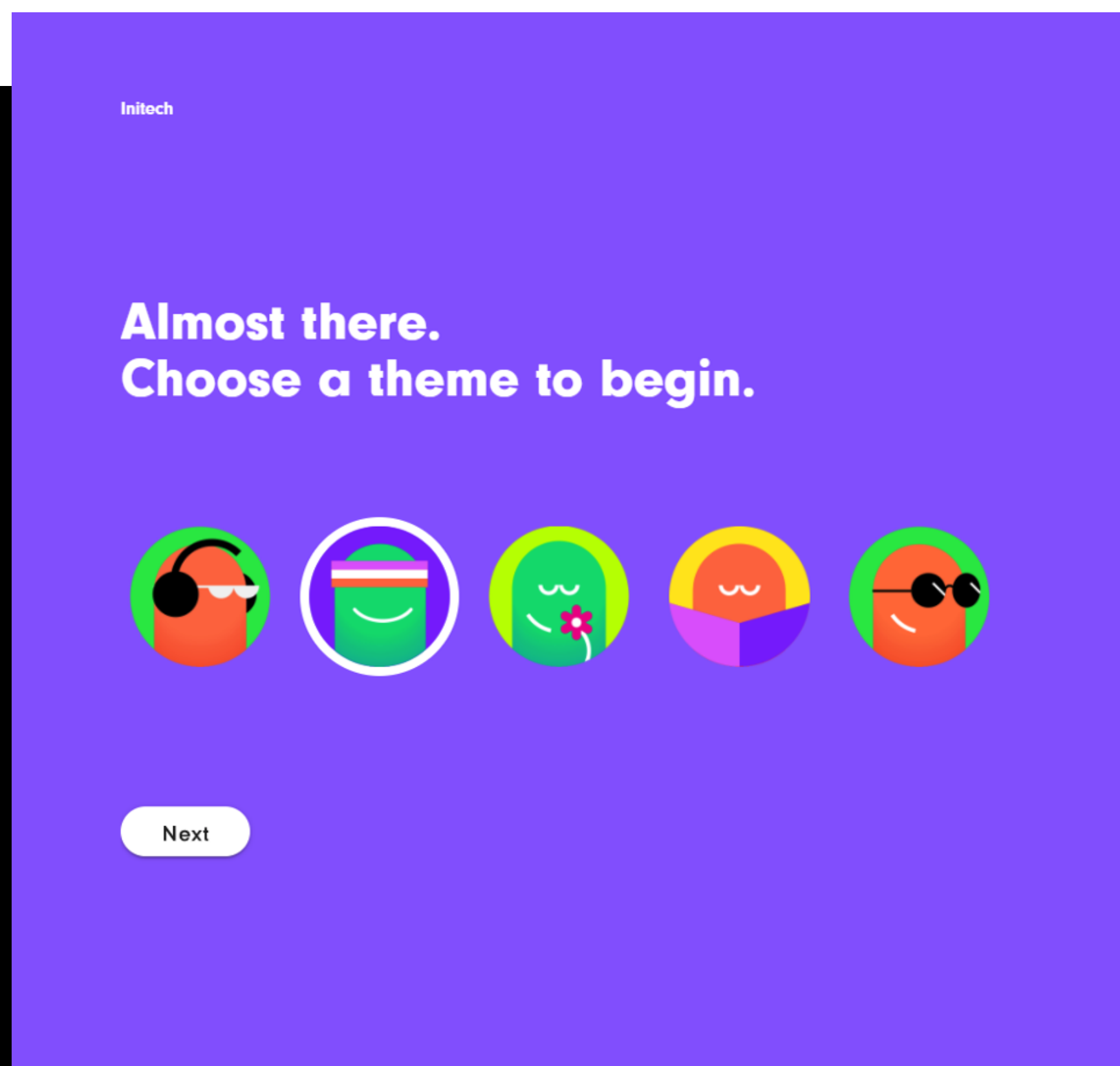


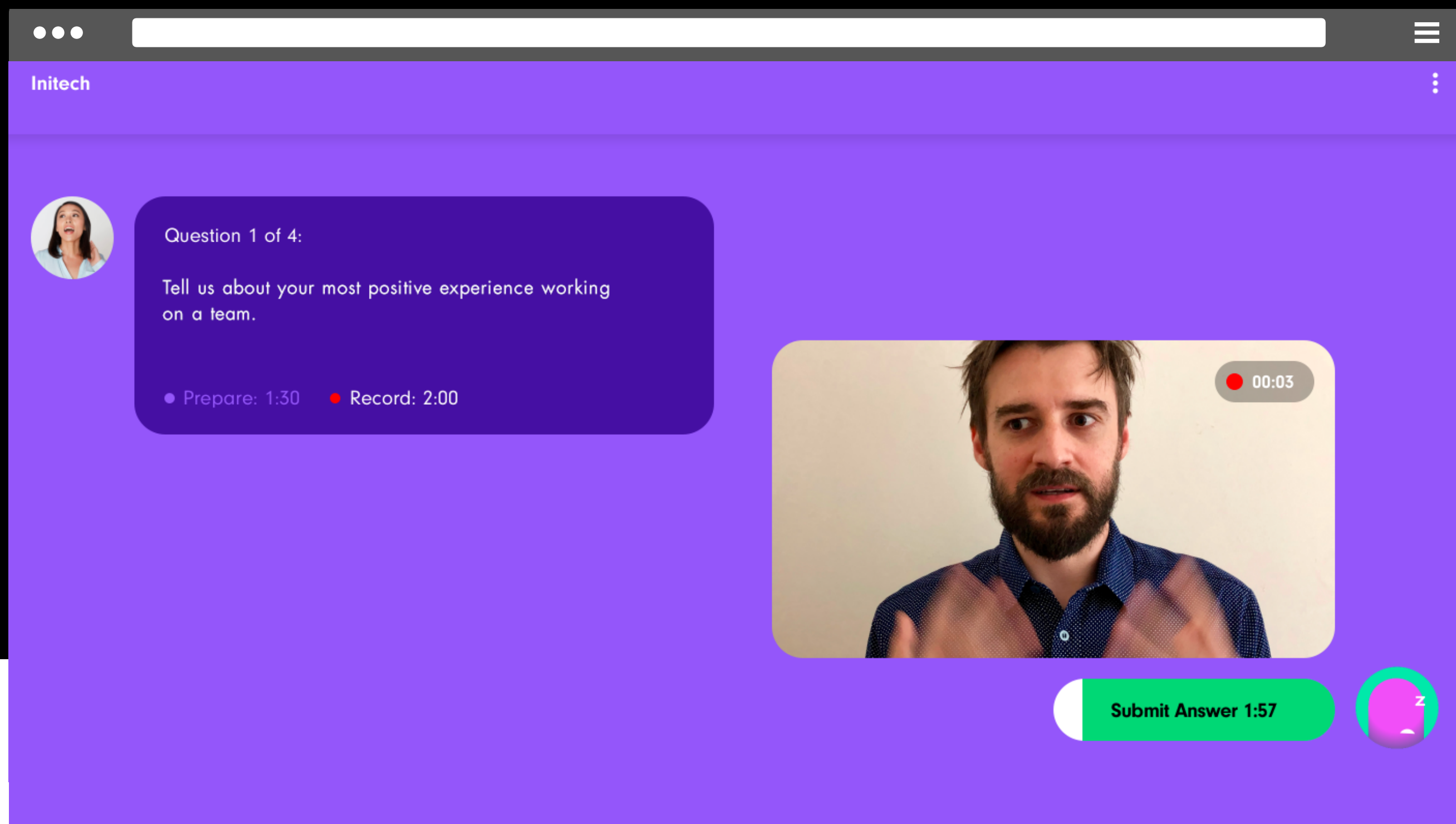
Conversational. Convenient. Candidate- friendly.

On-demand interviewing enhances the SmashFlyX CRM to help you “meet” talent sooner, at scale. Guided, conversational prompts and recorded responses make the process simple for candidates and recruiters.

SmashFlyX On-Demand Interviewing empowers you to:

- Spend less time scheduling interviews and first-touch screening
- Help hiring managers meet screened talent faster
- Build a stronger candidate profile to expand the resume





Jumpstart hiring, one interview at a time.

On-demand interviews introduce you to potential teammates without the headache of matching up candidate, recruiter and hiring manager schedules.

Shorten the time from interview to offer and qualify talent more efficiently with:

Limitless Configurations

Use our interview templates with question sets designed for popular job categories — like entry-level or customer service — or select questions from the interview library.

Strategic Recruitment Workflows

Screen candidates for high-volume roles, engage interested talent after events, or pinpoint your finalists from a shortlist.

Cohesive Brand Experience

Spotlight your employer brand with custom welcome and thank-you videos immersed within the interview experience, all in a conversational user experience.

Direct CRM Integration

Strengthen your CRM contact records and pipelines by accessing interview responses right from the candidate profile.

An approachable and memorable interview experience, all around.

SmashFlyX keeps the candidate screening process conversational and simple from hello to hire.



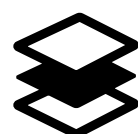
Candidates

- Engaging, guided instructions for every recording
- Convenient completion on their own time and at their own pace
- No need to download an application, access online from any device



Recruiters and Hiring Managers

- Audio-only option to screen candidate answers and deliver recommendations without bias
- Automated keyword-based scoring gives a starting point for assessing every candidate
- Pre-configured, role-based question sets streamline hiring for specific roles or high-volume
- Custom interview builder and easy access to an interview template library with 500+ questions



Platform and Organization

- Seamlessly integrates with your ATS or HRIS to securely transfer contact data
- Access recorded interviews and scoring directly within the SmashFlyX CRM
- Build interview workflows that automate specific actions within talent pipelines
- Transcribes candidate responses for greater accessibility

The screenshot displays the SmashFlyX interview interface. On the left, a video player shows a candidate with a beard and a blue shirt, with a play button and a 0:16 timer. Below the video is a 'VIEW VIDEO TRANSCRIPT' button. The transcript text reads: "So I was working on a project that was originally assigned just to me and eventually others were added to the project to create a team. The project quickly grew in scope so we had a lot of moving pieces and deliverables at different time points. After each new member was added we held a quick call with all team members to discuss roles and responsibilities and where the new member would fit in and what tasks they should focus on right away. We were able to meet all of the changing requirements as the project grew without skipping a beat."

On the right, a question 'Q1' asks: "Tell us about your most positive experience working on a team." Below the question is a text input field labeled 'Add comments'. Underneath is a scoring dimension 'DIMENSION 1: COLLABORATION' with a 5-point scale. The scale shows a pink bar under the number 5, indicating a score of 5. The text below the scale reads: "Worked as a team to set expectations and meet deadlines." Below this is another dimension 'DIMENSION 2: OPTIMISM' with a 5-point scale. The scale shows a pink bar under the number 4, indicating a score of 4.

Your partner for talent marketing greatness.

SmashFlyX is the ultimate engine for talent pipelining, sourcing, campaigning, interaction and reporting. As your needs shift, it remains your central hub for every talent touchpoint.

Interested in a demo?

Let's chat!

About Symphony Talent

Symphony Talent is a global leader in transforming employer brand experiences through talent marketing software and services. Its talent marketing platform, SmashFlyX, unifies CRM, career site, talent mobility and programmatic advertising to help talent acquisition teams automate tasks for efficiency and empower interaction. Symphony Talent has won major awards in creative and employer brand services for EVP strategy, employer brand campaigns, career site design, and more. The company supports more than 600 customers across the globe, with headquarters in New York, London, Bangalore, and Belfast.

Software that scales with you

The platform is built on open APIs and seamlessly integrates with a wide range of applicant tracking systems and HR technologies.

Technology and creative perfectly aligned

Symphony Talent can help tell your story and deliver it— when, where and how your candidates want to engage with it — offering creative services for employer branding, marketing campaigns, content and social media.

Initech

**Nice work!
You've
completed
the interview.**

How would you rate your
interview experience?

Love it 👍

Meh 👎