

1. How does Spark Hire help speed up the recruitment process?

Using Spark Hire, we get better insight into how candidates conduct themselves before bringing them on campus. The hiring teams review interviews faster, learn more about candidates, and bring the best candidates in for in-person interviews faster with video interviews.

2. When during the selection process do I use Spark Hire?

We are recommending that Spark Hire be used to replacing traditional phone screens during the first round of interviews.

3. How does Spark Hire enhance diversity and inclusion efforts?

We want to provide the same opportunities that should be made accessible to everyone regardless of their background. Doing so will naturally make our campus more diverse. There are three ways Spark Hire enhances inclusion efforts. One way is to have a more structured interview process. Spark Hire gives every candidate the same set of questions and eliminates the urge to go down a path of chit-chatting as you would see on a phone screen. Secondly, everyone from the hiring team has the opportunity to watch and review the videos rather than one person like you see traditionally on a phone screen.

4. During the Spark Hire process, can candidates stop and come back whenever they want to?

No, the system doesn't allow for that. Once the candidate starts the interview, they are required to complete the entire interview from start to finish.

5. Do candidates get to test the video before they accept the invitation?

Yes, there are options that allow for testing which include audio and video.

6. Is there a place for candidates to ask hiring teams a question like they could during a phone screen?

No, this is a one-way video interview tool. Candidates are not given the opportunity to ask questions with the hiring team responding back in real-time as you would see on a live video or phone call. We have seen hiring teams use a question like “do you have any questions for the hiring team?” as one of their questions with the intent of responding back to each candidate during the follow-up.

7. Are there limitations to the type of questions I can ask the candidates?

Assuming that the questions being asked of candidates are legal, we recommend that questions be as open-ended and broad as possible. In this case, the interview questions you ask in a video interview will likely be geared the same way as those in a phone interview. You should ask general questions such as “why are you interested in this position” or “why are you interested in working at the University of Minnesota”.

8. When will I get to see the completed videos?

Once all videos have been completed for your particular job, the recruiter supporting your request will reach out to you with a link to access all the completed videos.