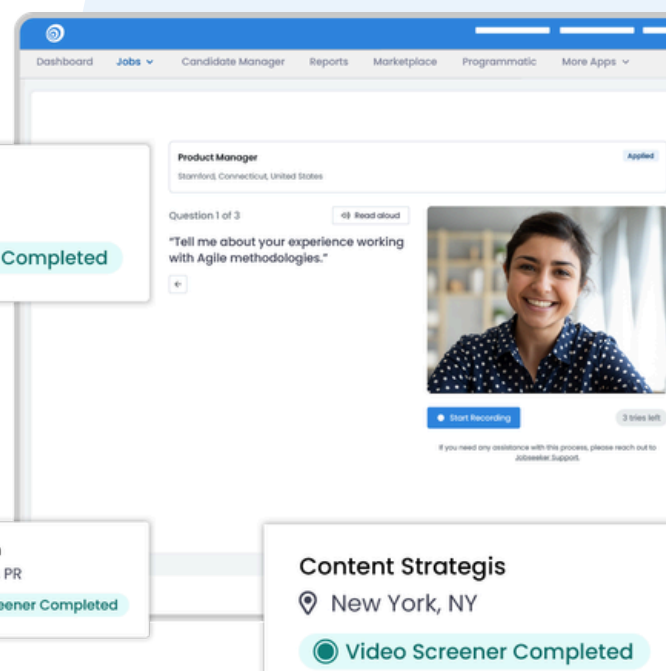


Replace the phone screen.
Get better candidate signals in less time.

Video Screener: How It Works



The Problem

The Phone Screen Bottleneck

Multiply that across 20 to 30 applicants per role, and the phone screen stage alone can consume a full work week per requisition. As AI tools make mass-applying easier, application volumes are climbing while signal quality drops.



45 min

Average recruiter time per phone screen (including scheduling, call, follow-up, and notes)

The Solution

How Video Screener Works

1

Step 1: Set Up Your Questions

Create a short question set or choose from default templates. Tailor questions to the role or use pre-built templates to launch immediately.

2

Step 2: Invite Candidates

Send screeners to applicants, referrals, event contacts, or passive candidates. Anyone can receive a link, not just JobTarget applicants.

3

Step 3: Candidates Respond on Their Schedule

Candidates record video or audio answers on their own time. They have multiple attempts to record for each response. No scheduling coordination required.

4

Step 4: Review Responses at Your Pace

Watch or read transcribed responses. Evaluate communication, energy, and engagement signals in a fraction of the time a live call would take.

5

Step 5: Share and Advance

Share responses with hiring managers. Automatic follow-ups via email and SMS reduce candidate drop-off.

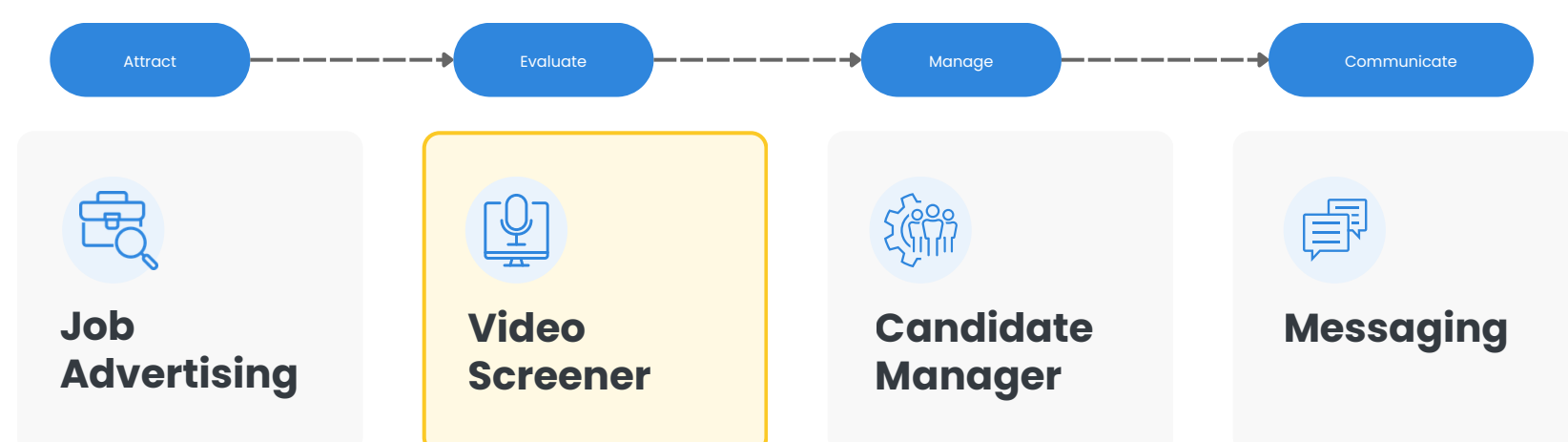
Signals That Predict Success

Signal	What it Reveals	Why it Matters
Communication	How clearly a candidate explains ideas	Predicts collaboration and client-facing performance
Engagement	Energy level and interest in the specific role	Separates motivated candidates from mass-applicants
Problem-solving	How someone thinks through a question live	Indicates adaptability and critical thinking

Where It Fits

Part of the JobTarget 360 Plan

Video Screener connects to the full JobTarget hiring workflow. Candidates flow from job advertising through screening to pipeline management and communication. All from a single platform.



See Video Screener in Action

Replace your most expensive hiring step with better candidate signals, faster decisions, and less recruiter time.

[Get a Demo](#)

