



Start the conversation
with real-time recruitment chat.

Real-Time Recruitment Chat

Learn about the five reasons FlashRecruit was created.



Why FlashRecruit was created

In today's recruitment world, we have hundreds of tools at our disposal. There's applicant tracking systems, company websites, job boards, social media, and a world of smart automation technology... the industry is saturated with options.

With that said, this is recruitment, where the pace never seems to slow and recruiters are always hungry for that next game-changing piece of software that will help them work quicker and smarter.

So why was FlashRecruit created? Candidates and Recruiters crave a more effective way to start a conversation. Our customers use FlashRecruit to gain access to a new pool of candidates (through chat) and to make the recruitment process more efficient. Our tool makes it easier to set up an interview, qualify an application, or instantly connect with a quality job seeker in a new way.

The Case for Live Recruitment Chat

Live chat is already changing the landscape of e-commerce. A full third of consumers now expect live chat to be an available option when contacting a business. For 44% of consumer based companies, having a live chat agent answer their questions is one of the most important features a website could offer. Today 90% of consumers say live chat is helpful. 38% say it was the reason they made the purchase, which is why the largest online retailers use live chat as a part of their customer acquisition process.

Candidate behavior typically follows consumer behavior. We realized if online chat can help with the consumer buying process (and decrease the \$4 trillion in abandoned shopping carts), why can't it help in the recruitment space? So... we built it!

The Candidate Experience

Candidates are hesitant to go through an application process and/or submit a resume. Those who do often feel as though they are submitting their information to a black hole, never knowing when—or if—anyone will actually ever get back to them. Some candidates don't have the time, an updated resume, or simply are not sure if the job is a right fit. This all leads to candidate drop-off. When it comes to the application process, candidates only have a

Key Benefits of FlashRecruit

- The leader and first ever recruitment chat platform
- Web-based software with no need to download anything to your computer or mobile device
- Mobile friendly and responsive
- Customize your account to work with individual recruiters or teams
- Set your online status as online, away, or offline so candidates know when you're available

options: they can take the time to apply, or they leave and may never come back. We give them an option to instantly connect! And if a recruiter isn't online, guess what? We still capture their information for a recruiter to reach out.

What about candidates that aren't looking for jobs?

Don't worry, we have them covered! They are getting contacted by recruiters 40+ times per week either via phone or email/electronic messages. The most frustrating part is that they don't get very much information about the job, or the information that is provided is very vague. Most of the time the recruiter typically asks for 15 minutes of their time over the phone.

These candidates might not have time for a phone call (especially if they are employed), or the commitment to join a call is too much. **Our chat software allows these candidates to communicate with organizations where they wouldn't have otherwise.** They are receptive to chat because it's a non-committal way for them to learn more about the role, ask questions, and then decide if they want to dedicate more of their time. They love it, and recruiters are able to make better placements, faster!

The Recruiter Experience

Three words have been dominating the recruitment industry for a while now: "candidate-driven market". Candidates have many choices in a booming economy, and it's up to recruiters to woo them. We continue to see companies struggling to find qualified candidates to fill their openings, and it's tough to get in front of the best candidates before anyone else. We are all swimming in the same pool and that pool is getting smaller and smaller. **With the plethora of technological resources available to recruiters, there are still no simple and easy ways for candidates and recruiters to communicate instantly, and FlashRecruit solves that problem.**

FlashRecruit is helping recruiters be more productive, allowing them to screen and qualify candidates quickly

and move them through the next step in the recruitment process. Our tool can dramatically cut the time it takes to screen and schedule a candidate into the next step, compared to traditional methods. In some cases, that could equate to saving days- or weeks-worth of time.

FlashRecruit also helps our clients gain access to a new candidate pool. This pool might consist of candidates that may not press the "Apply Now" button, those who don't return phone calls or email/electronic communication, or those who start the application process but do not finish it.

Attract & Engage

The candidates of today want immediacy. They're used to instant availability: everything they're looking for can be found at the touch of a screen or the click of a button. Why should job hunting be any different? When it comes to recruitment, timing is everything. Offering live chat allows candidates to get in touch with your organization at the time that's convenient for them.

Start the Conversation

Candidates are accustomed to immediate responses and one-click communications. They want a recruitment service that fits in with their busy lifestyles, and FlashRecruit is the missing link. We make starting the conversation simple and convenient.

FlashRecruit is not a replacement for phone screens, video interviews or in-person interviews. It is a new tool that enables recruiters to quickly and efficiently get to know a candidate to see if they are a good fit for the job and move them forward in the interviewing process. It is cost efficient and allows for recruiters to go about their daily tasks while answering live chat inquiries when they pop-up.

Are you ready to Start the Conversation?

If you're looking for a recruitment tool that will help you stand out from the competition and make your recruitment team more productive FlashRecruit is a smart choice. Please visit us at www.flashrecruit.com for more information.

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