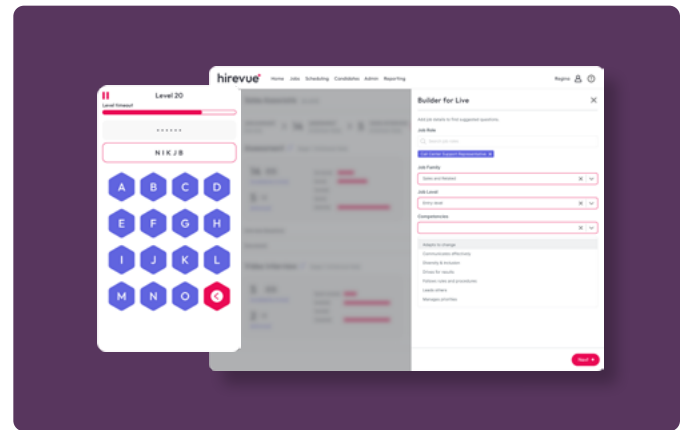


# How ICON plc transitioned to streamlined and skills-based hiring

- 480 days of recruiter time saved in year one
- 92% of candidates complete the assessment in one day
- Candidate satisfaction increased by 17%

**Industry: Pharma | Employees: 38,000**  
**Use Case: Professional**



## Streamlining their challenges

ICON plc is a multinational healthcare intelligence and clinical research organisation with 38,000 employees.

They were looking to make their hiring process more streamlined and efficient, to make it more engaging for candidates, and to also ensure it was fair and inclusive.

## Technology that surfaces skills

ICON implemented Hirevue's Agile Mindset Assessment, Video Interviewing, Interview Builder, and Interview Scheduling solutions. They also use the Hirevue for Workday integration and this greatly reduces admin and delivers powerful reporting.

ICON is now able to truly adopt skills-based hiring and identify talent with the competencies linked to success in each role.

## Fast, fair, and predictive hiring

ICON has been able to save 480 days of recruiter time in the first year, with 92% of candidates completing the assessments and taking just one day to do so.

Candidate satisfaction with the ICON recruiting process has also increased by 17%, with candidates highlighting that the new process gives them the opportunity to showcase their skills and experience.

[Watch the full case study video](#)

## Hirevue Solutions:

AI-Scored Video Assessments, Games-Based Assessments, OnDemand Video Interviewing, Interview Builder, Interview Scheduling