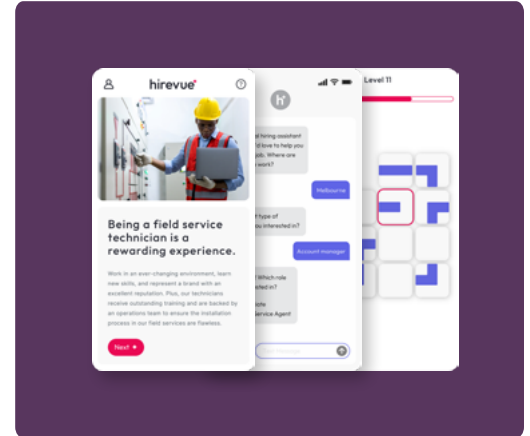


How Holcim predict candidate success at speed and scale

- 89% faster hiring
- 9X more candidates assessed
- 74% of recommended candidates verified externally
- 60% greater geographical diversity
- 60% of unsuitable candidates filtered out
- Candidates recommended by Hirevue progress furthest

Industry: Industrial Manufacturing
Employees: 60,000 | Use Case: Volume Hiring



A pipeline of proven talent

The Holcim Group is a Swiss multinational company and the largest global manufacturer of building materials. They were looking for a better way to manage volume hiring and wanted to create a pipeline of talent based on the competencies proven to predict job success at their organisation.

They had a specific skill gap within industrial manufacturing that they sought to address, and they wanted to compare both internal and external talent while also boosting internal mobility.

The north star of success

So Holcim created “Polaris”, an original project designed to discover who is considered a talent in Holcim by identifying a behavioral model to help hire, develop, and predict success in a role. This would allow them to create a highly-effective assessment and selection process and tiered candidate groupings based on the competencies proven to predict job success at Holcim.

Using Hirevue’s full enterprise suite of assessment, interview, and engagement solutions, Holcim can now consider internal and external talent for a role. The new process of filtering questions, followed by the Polaris culture-fit, and then a job -specific assessment, is easy, fast, scalable and highly predictive.

Validated AI accuracy

“We interviewed over 350 candidates to validate the recommendations of Hirevue’s AI, and it was incredibly accurate. When you meet candidates, it feels like you’ve met them before because of the Hirevue data. We’re now confident to push ahead with our use of the technology. I can honestly say that working with Hirevue has been so good that it ruined my perception of other vendors. They are a true business partner.”

- Fatma Hedeya

Head of Talent, Holcim

[Watch the full case study video](#)

Hirevue Solutions:

AI-Scored Video Assessments, Games-Based Assessments, OnDemand Video Interviewing, Live Video Interviewing, Realistic Job Previews, Interview Scheduling, Text Recruiting