



hirewitheve

How Capital IT reduced Hiring Bias with HirewithEve

A Case Study





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Introduction

Hiring bias is a significant challenge in the recruitment process, affecting the diversity and quality of hires. CapitalT, a seed stage venture capital fund, faced similar issues while striving to uphold its values of equality and diversity. This case study explores how CapitalT utilized Hirewitheve to overcome hiring bias, streamline their hiring process, and enhance their overall recruitment outcomes.

the Challenge

CapitalT, led by founding partner Eva de Mol, aimed to hire dynamic teams that could make a substantial impact on the world. However, the traditional resume screening process was time-consuming and prone to unconscious bias. With hundreds of candidates applying for each role, ensuring a fair and efficient hiring process became a pressing need.



Implementing **Hirewitheve**

Eva decided to implement Hirewitheve, focusing on its robust skills assessment capabilities. The primary concern was whether candidates would be willing to take these assessments. Eva's pragmatic approach was clear: if candidates found the process too demanding, they were unlikely to be the right fit for CapitalT.

Key Features

Utilised

Culture Add Test

To ensure candidates aligned with CapitalT's values.
Critical Thinking and Analytical Tests: To gauge the candidates' problem-solving abilities and analytical skills.



Anonymous Assessments

Hirewitheve's incognito mode masked candidates' personal information, reducing unconscious bias.
The Process

Key Features

Utilised

01 Initial screening

Candidates were directed to Hirewitheve assessments right from the start. This helped in quickly identifying serious candidates with the necessary skills and cultural fit.

02 Public Links for Assessments

Using Hirewitheve's public links, candidates could easily access and complete assessments. This streamlined the process and reduced administrative overhead.

03 Incognito Mode

To minimize unconscious bias, candidates' names, email addresses, and other identifiable information were hidden during the assessment review. This ensured that evaluations were based purely on skills and fit for the role.

Results

The results were transformative for CapitalT. For an investment associate position, which received over 600 applications, Hirewitheve helped shortlist 30 candidates efficiently. The anonymous nature of the assessments led to a diverse candidate pool. Ultimately, CapitalT hired two candidates from diverse backgrounds who were well-suited for the role.

Conclusion

For HR managers and talent acquisition specialists, Hirewitheve offers a comprehensive solution to reduce hiring bias and streamline the recruitment process. By focusing on skills and cultural fit through unbiased assessments, companies can enhance diversity and make more informed hiring decisions. Implementing Hirewitheve can significantly reduce the workload, allowing more time to focus on strategic tasks and ultimately improving the quality of hires.



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