



Leroy Merlin uses Yobs to increase their number of interviewed candidates by 20% while reducing time-to-hire by over 30%

CASE STUDY

THE CHALLENGE

Reduce the time-to-hire and interview steps in the recruiting process while increasing their pipeline of candidates.

THE OUTCOME

The Yobs video-based assessment platform made it possible to interview more candidates in less time, decreased significantly the bias in the recruiting process, and helped LM staff many high-performing hires.

OVERVIEW

- Leroy Merlin has **72,000** employees all over the world with a **\$13B** income in **11 countries**.
- Leroy Merlin worked with Yobs to staff a new retail store in the center of Italy.
- **150+** candidates interviewed over video across several retail positions using Yobs.

PROBLEM

Leroy Merlin board was looking for:

- An efficient tool to **reduce** time-to-hire, interview steps and cost per hire.
- An effective tool to **increase** the quality of new hires.

SOLUTION

- The Yobs platform delivered the **video interviews** as well as an **initial report** on the soft skills, personality, and cognitive traits of each candidate within **less than 24 hours of each interview**.



RESULTS

- The first two months showed an average **time saving of 30%**, same or better quality selection. (Compared with two rounds of in-person interviews with junior and senior employees).
- **82%** of times the data provided by Yobs **aligned** to the in-person recruiter process when it came to screen out candidates who were not a good fit.
- **40%** of the candidates that showed **positive scores** in the relevant traits for the company's role, passed all the further interview steps with the recruiting team.
- **62%** of candidates did the **video interview** vs. 41% answering to an in-person interview invite after having submitted the resume.



-30% REDUCTION IN TIME-TO-HIRE



82% MATCH BETWEEN YOBS AND RECRUITER RATINGS



40% OF CANDIDATES WITH POSITIVE YOBS SCORE WERE SCORED AS GOOD HIRES