Nova | Y

Nova Talent makes their selection process 25% shorter and 20% more predictive by replacing their legacy assessment with Yobs' API

THE CHALLENGE

Identify high-potential talent through a frictionless and non-biased selection process while reducing drop-off & friction.

THE OUTCOME

Nova turned their video interviews in a more predictive talent assessment than their existing one with the Yobs API. Allowing them to streamline their process and make better talent decisions.

> " We are **extremely happy** about our collaboration with **Yobs**. This is another step towards having a more digital and candidate-friendly selection process that can truly help us find and **assess candidates at scale.** By moving away from traditional, self-reported personality assessments, we are also being **more accurate at selecting the very best talent.** "

CO-FOUNDER & COO
NOVA TALENT

OVERVIEW

- Nova Talent is the global by-invitation-only top-talent network that connects high potential individuals amongst themselves and with the best professional opportunities. Nova identifies high-potential talent and provides them with resources to help with their professional development.

- Their proprietary selection process takes into account over 200 data points. Among those, they analyze academic and professional achievements, competencies such as communication, leadership, or problem-solving, or personal traits such as curiosity, drive, or self-awareness.
- Before using Yobs, the Nova selection process consisted of 5 steps: a background section, a references section, an IQ test, a personality test, and a video interview. Having so many steps caused a significant drop-off throughout the process, which lasted 40-45 mins

PROBLEM

- Nova was looking for a more **candidate-friendly, less biased, and more accurate** to issue their candidate assessments on personality, as the self-reported personality test took time from candidates and is not the most precise way to measure personality traits.

SOLUTION

- Nova used the Yobs API to turn their candidate video interviews into a **scientifically validated** personality assessment. This enabled them to **remove the personality test step in the process that previously created drop-off.**

RESULTS

- **Predictive:** Candidates selected for admission scored **~20% higher** than rejected candidates on 3 of the Yobs' big 5 traits (openness, extraversion, agreeableness).
- **Useful candidate data:** The Yobs assessment was better at identifying differences between selected and rejected candidates than the existing assessment.
- **Better & faster candidate experience:** The Yobs assessment improved the candidate experience by removing a step from the selection process as Nova was already conducting video interviews as part of their process.
- **Less time-to-hire:** Time-to-hire shortened by **25%** by using Yobs API
- **Easier collaboration:** The Yobs assessment data is easily collected and shared across Nova's collaboration tools thanks to its API. Allowing for greater collaboration across teams.

- 25%
TIME-TO-HIRE

- DROP-OFF & FRICTION IN THE SELECTION PROCESS

+ PREDICTIVE

+ APPLICANT SATISFACTION