

VICTORIA'S BIG BUILD

In 2020, Victoria's Big Build wanted to streamline efforts and drive efficiencies across their graduate recruitment.

With up to 100 graduate positions to fill in a short time period it became apparent that a digital solution was needed.

This meant consolidating graduate recruitment from 5 functionally aligned campaigns to 1 consolidated organisational drive.

In consolidating all graduate recruitment, Victoria's Big Build's objectives were to:

- ✓ **Standardise** the recruitment process for increased consistency
- ✓ **Improve probity and visibility** of how hiring decisions were made
- ✓ **Simplify and reduce** overall workload and paperwork for efficiency
- ✓ **Increase hiring fairness** with better visibility of applicant pool, assessment scoring and ranking

C-19 lockdown regulations also made it necessary to have all assessment centres and 1-to-1 interviews conducted virtually.



Gaining same-day consensus on who to progress made it far more efficient.

The program needed to be run efficiently and consistently.

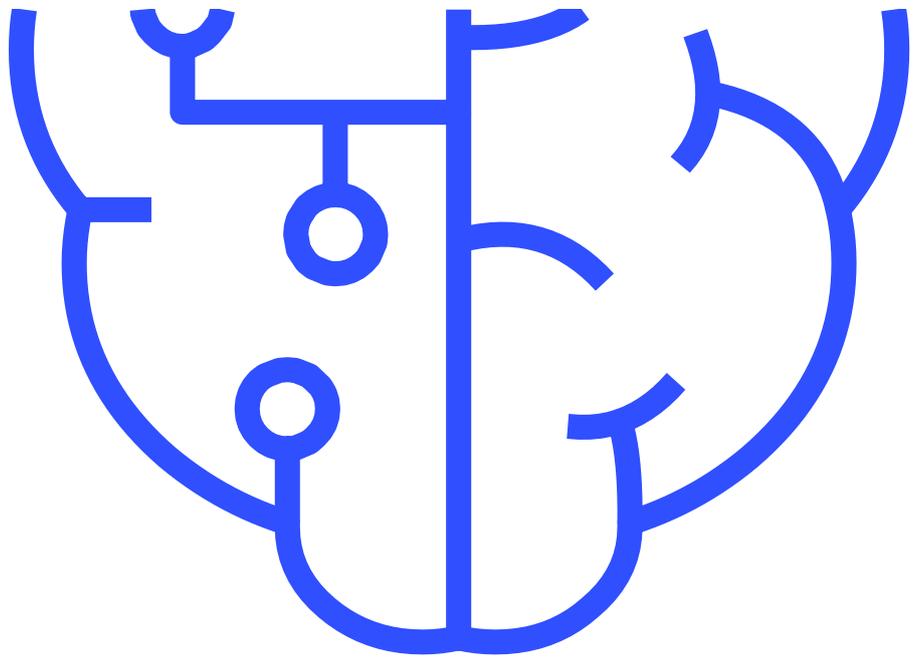
Over 4000 applications were received and the process went live during the same period as other grad programs in the market.

With all assessment scores being calibrated by LiveInterview, it meant decisions could be made the same day. To have that consolidated data immediately made the conversations more robust – less subjective.

It was easier to gain agreement there and then from all the assessors.

“ We were able to move with much greater speed to make offers at the same time as competitor programs. This is important to be able to secure the best graduates.

Winnie Wong
Employment Programs & Pathways Lead



40 assessment centres

417 candidates

316 assessors

90 hires



Making decisions was easier and faster.

LiveInterview introduced visibility and clarity. It made a difference to the quality of the calibration conversations being able to see consolidated scores, together with comments.

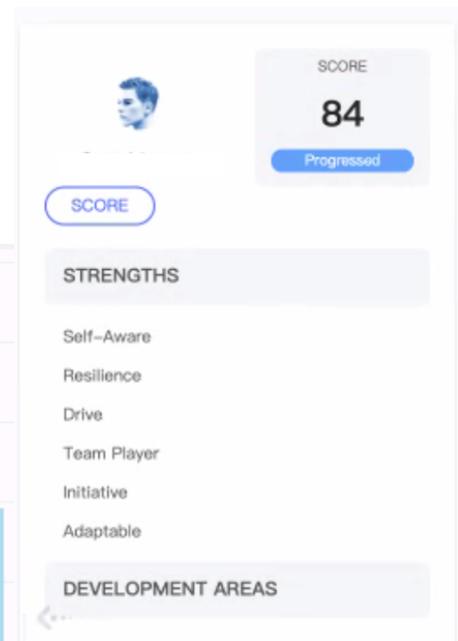
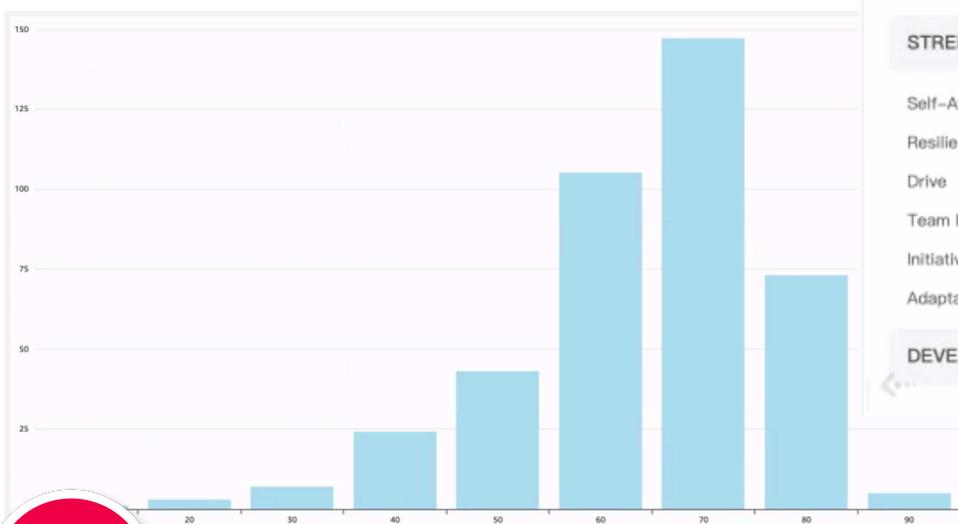
It kept the entire process fair. It meant an entirely standardised process across 40 assessment centres. Plus in final decisions, an even spread of top quality candidates were hired across Victoria's Big Build.

From a probity perspective, it also provided a significant improvement. Now data across all assessment centres are automatically collected and stored for future reference if ever required.

“ Before using LiveInterview, we needed another resource to input the data into a spreadsheet for the next day review. Automation saved us this step.

Winnie Wong
Employment Programs & Pathways Lead

Score distribution across all events



LiveInterview

