How TAO Works

WAHVE's Talent Acquisition Process (TAO) streamlines the hiring process and eliminates the need to review countless resumes and allows you to focus on interviewing only the best-fit candidates.

Our proprietary platform leverages AI to score applicants based on hard and soft skills specific to the position. It is recommended that the Hiring Manager complete the Job Request to capture the nuances of the position.

Your Client Adviser assists you in creating your account and completing the company setup. A Placement Specialist assists you in creating the initial job request. While the system is designed to be self-serve, your Placement Specialist will continuously communicate with you for each job request.

1. Preparation and Job Request Creation

- **Company Setup**: HR completes the one-time company setup which includes important information for both scoring and creating the Job Ad:
  - Company Description
  - Company Culture
  - Benefits
  - Job Boards Used
  - Users with Roles and Approval Rights

  Job Request Completion: The Hiring Manager completes a Job Request, detailing both hard and soft skill requirements, with guidance from our Account Managers as needed. Key questions include:
  - Job Responsibilities
  - Daily Job Functions
  - Areas of Expertise
  - Personal Characteristics for the Position
  - Education, Licenses, Certifications and Designations
  - A special question for the job ad: "What you'll love about this job."

  We recommend the Hiring Manager have available the job description to facilitate completion.

- **Hard Skills Selection**: The platform guides you in selecting the position's hard skills with criteria for each:
  - Years of experience
  - Proficiency (Beginner, Intermediate, Expert)
  - Importance (Slightly Important, Moderately Important, Important, Very Important)

- **Soft Skills Selection**: The soft skills included in the job request are:
  - Company culture characteristics selected during the Company setup.
  - Personal characteristics for the position.

2. Job Ad Creation

- **Ad Generation**: The platform creates a job ad based on company and job request information.
- **Ad Optimization**: Our Talent Acquisition Team works with you to optimize the job ad language to attract top applicants.
- **Job Posting Options**: If WAHVE is posting the job for you, our Talent Acquisition Team will discuss job boards and the job budget.

- **Approval**: When the job ad meets everyone's approval, either the Hiring Manager or HR, depending on approval rights, approves the Job Request.
- **Ad Posting**: The job ad is posted by you or by us based on your ad budget and timeline. The job ad includes a unique URL created by our platform which brings applicants to our application platform.

3. **Applicant Tracking and Scoring**
   - **Applicant Tracking**: Tracks all applicants, scoring each against the Job Request.
   - **Assessment and Progression**: Only applicants meeting or exceeding the defined criteria proceed to the next step, which includes completing a personality assessment, career goal questions and requesting references.
   - **Dashboard Updates**: The platform tracks all applicants and displays the number of applicants on your Job Request dashboard.
4. **Blind Interviews**
   - **Screening**: The next step is our Qualifiers who are insurance industry experts conduct blind interviews to assess if the applicant is a fit.
   - **Candidate Notification**: If a fit, the qualified applicant becomes a candidate and is placed in your Candidate Portfolio. You receive an email notification each time there is a candidate in your portfolio.
5. **Candidate Review and Selection**
   - **Candidate Portfolio**: Up to five of the best-fit and diverse candidates are placed in the job's portfolio.
   - **Review Materials**: Detailed candidate summaries, resumes, and Qualifier notes are available for review from the Job Request dashboard.
   - **Time-Sensitive Reminders**: To ensure timely hiring, we send reminders to review the candidates in your portfolio and to select those whom you would like to interview.
   - **Feedback and Confirmation**: From the Portfolio dashboard, you provide feedback on candidates and confirm the hire.
   - **Billing**: Billing occurs upon hire confirmation, split into two payments, with the second payment due in 90 days.
   - **Follow-Up**: We periodically check in to ensure the hire's success.

How we qualify applicants

- **Application Process**: Applicants apply through the job ad on our platform and complete a granular application with the same hard and soft skills tables and criteria.
- **Assessments**: Applicants complete assessments to determine further alignment with the position requirements.
- **Data-Driven Evaluation**: Our system uses proprietary data science to match applicant skills and experience with job requirements.
- **Reference Checks**: Carefully curated reference questions are sent from the platform to ensure a higher response rate.
- **Blind Interviews**: Insurance industry expert Qualifiers conduct blind interviews to further evaluate applicants.

Our Placement Specialists have extensive insurance industry experience and can assist you at any time.