



Efficient screening with Video Interviewing

Joining the RAF is choosing a lifestyle as well as a career, which means recruitment has unique challenges and has to be thorough.

The RAF are modern, cutting edge and innovative, they needed a recruitment process to match.

The challenge

With tens of thousands of applications each year, many for specialist roles such as Pilot, Air Traffic Controller and Engineer, recruitment could take up to a year.

During screening it's important that the RAF assess for specific attitudes and skills.

There aren't many roles where you're asked about your willingness to apply lethal force!

Across the country, in almost every major town or city there is an Armed Forces Careers Office (AFCO). The RAF aim to reduce the burden on these offices so that personnel can be better utilised.

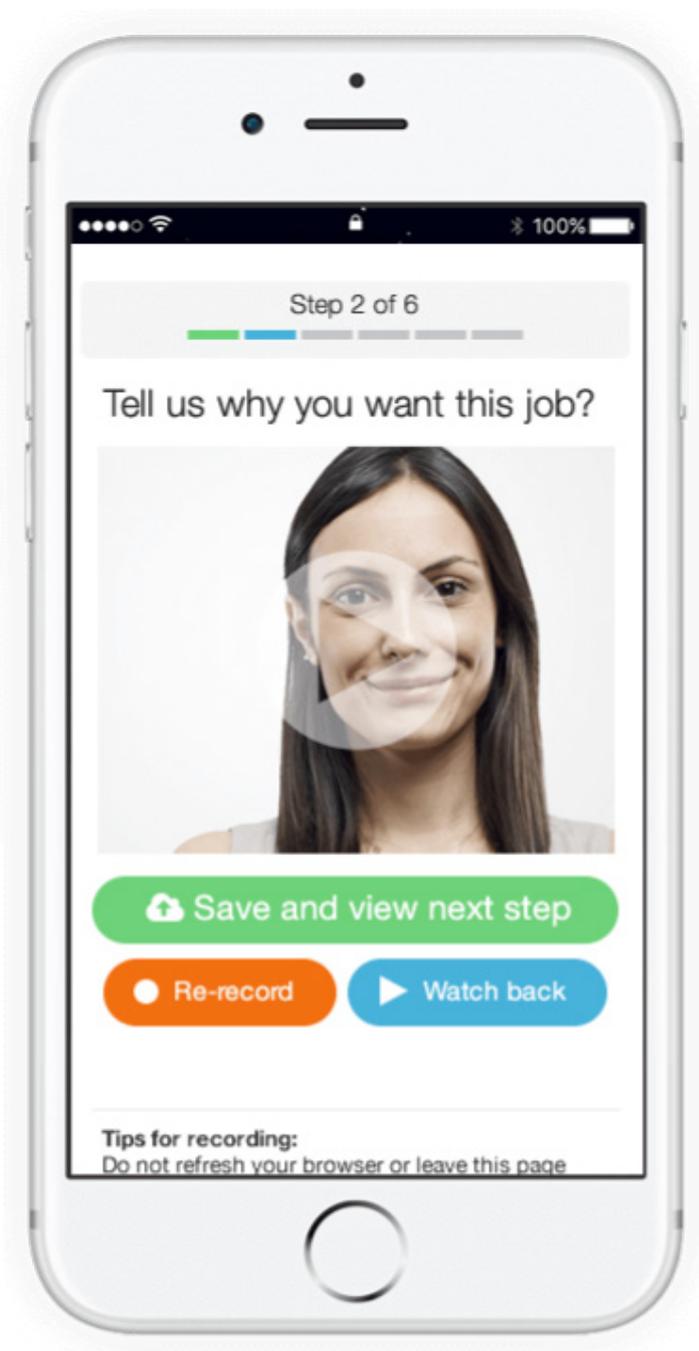
“Tribepad VI proved very user friendly for both candidates and assessors. It provided both groups with an incredible degree of flexibility compared to traditional face-to-face interviews.

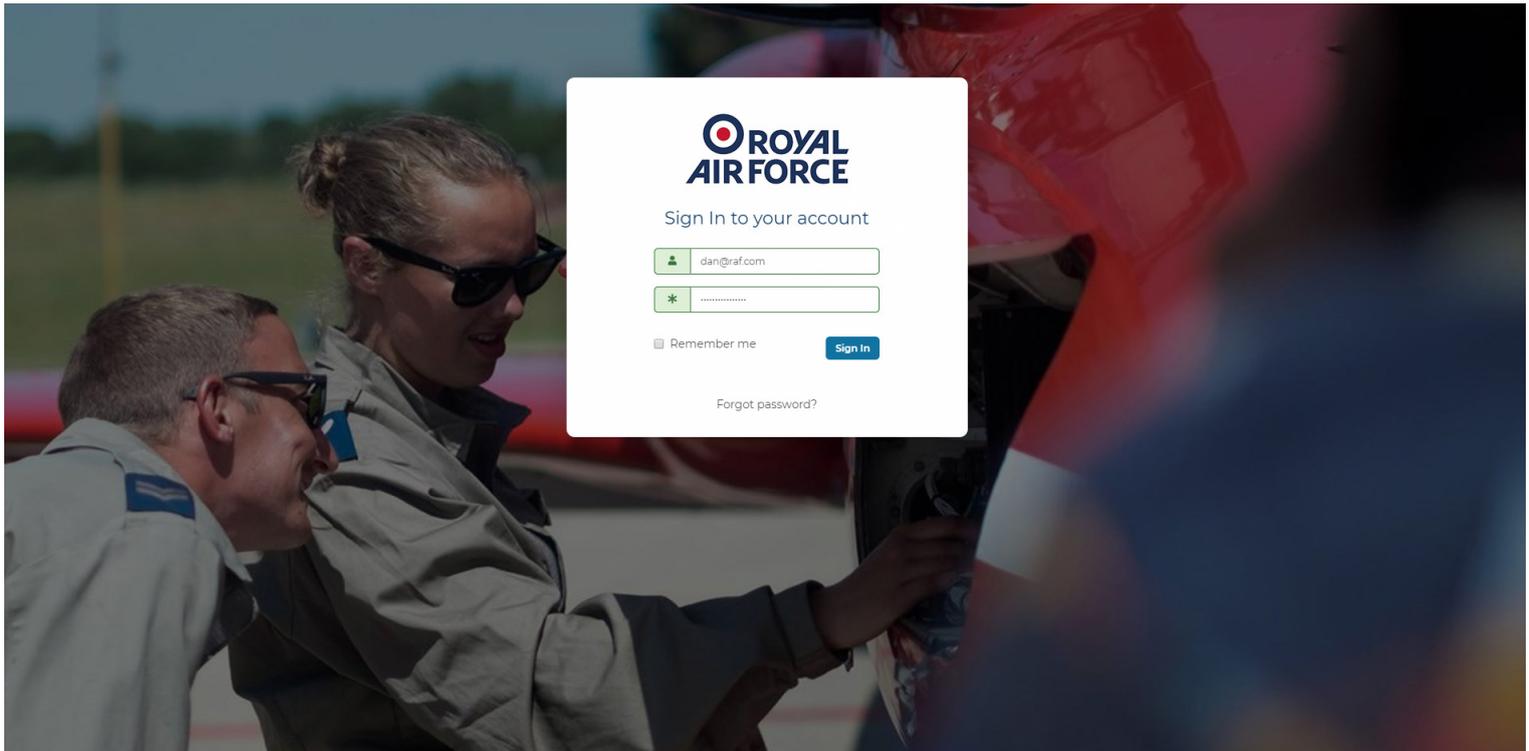
Furthermore, navigation around the system was intuitive and the platform was robust/stable across a range of devices.”



Ruary Edmond
Squadron Leader

Video Interviewing has enabled the RAF to reduce their interview time by 50%, with a process usually taking 6 weeks now taking 2 to 3 weeks.





Our solution

Powerful assessment and filtering

Working with the RAF and their occupational psychologists, Tribepad have created a video interview (VI) process which can efficiently assess and filter candidates.

Not only is it more convenient for the candidate, as they can complete the interview in their own home at a time to suit them, it is also more efficient and cost effective for the RAF.

Concerns around candidates sharing information on the video interview questions asked was solved with the 'group questions' feature. Different candidates receive different questions whilst still being assessed fairly for the same skills.

Save time, hire faster

Video Interviewing reduces the reliance on AFCOs. Key screening questions can be asked early on meaning VI is not just time saving for the candidate but also reduces

time of flight (TTH), cost and wastage, meaning resources can be better used elsewhere.

Engaging and future proof

VI is fully branded to the RAF's brand guidelines, helping to engage candidates early on in the process and ensure that key marketing messages are re-enforced.

Building a great relationship with the RAF team has meant that skills on both sides can be utilised. Tribepad takes care of the tech meaning the RAF can focus on designing a fair and effective interview process and selecting the right candidates.

Looking to the future

Functionality in VI Insights has allowed the RAF to experiment with new technology, with an eye for keeping pace with industry developments and trends to see how they may develop in the future.