

USA Hire Interview

Live and On-Demand Interviews for Applicants

What is USA Hire Interview?

USA Hire Interview provides agencies with the ability to conduct fully virtual interviews with applicants via their mobile device or computer. With USA Hire Interview, agencies can leverage a single platform to schedule and manage virtual interviews with applicants and conduct and rate applicant interviews.

Agencies use USA Hire Interview to deliver live and on-demand interviews to applicants as part of the assessment or selection processes. With live interviews, applicants and agency raters participate in virtual video interviews on the secure USA Hire Interview platform. With on-demand interviews, applicants provide recorded responses to structured interview questions for agency raters to review and score on their own time.

What are the advantages of USA Hire Interview?

- **Content Management** – Develop and maintain your own competency models and structured interview questions on the platform for consistent use across interviews.
- **Scheduling** – Allow applicants to select interview timeslots on a first-come, first-serve basis or schedule the interviews manually.
- **Rating** – Record interview ratings and notes on the platform. USA Hire Interview scores flow into USA Staffing® for combination with other assessment scores when delivered pre-certificate.
- **Rater Consensus** – Use the platform to facilitate live consensus discussions for hiring panelists. USA Hire Interview automatically identifies questions that require consensus, according to agency-specified protocols, and records the consensus results.
- **Records Management** – As a system of record, use USA Hire to store and maintain interview records.
- **Reasonable Accommodation** – Grant accommodations to applicants (e.g., additional time and ASL interpreters) by leveraging the normal USA Hire Reasonable Accommodation processes for interviews when delivered pre-certificate. Post-certificate reasonable accommodations are granted through a separate process.
- **Security** – As with USA Hire, meets all government-wide privacy and security requirements.

Contact:

For additional information, contact your USA Staffing Account Manager or the USA Hire Program Office at USAHire@opm.gov.