



RMS Recruits Around the Globe with Wepow

Rarely are volcanologists, hurricane experts and wind engineers clustered in one location. With Wepow, RMS can source unique expertise, quickly and cost-effectively.



CLIENT SYNOPSIS

More than 400 insurers, reinsurers, trading companies, and other financial institutions trust RMS solutions to better understand and manage the risks of natural and human-made catastrophes, including hurricanes, earthquakes, floods, terrorism, and pandemics.



CLIENT CHALLENGE

Specialized talent such as volcanologists, hurricane experts and wind engineers are hard to find so when you do, you want to fast track the hiring process.

“Wepow has been a fabulous partner – they are committed to our company’s success and make it easy for us and easy for the candidate. That goes a long way, as the people we don’t hire can end up as clients and that’s one of the big reasons we’re so focused on delivering a positive candidate experience.”

– Sr. Director Talent Acquisition & HR Operations



OBJECTIVE

Recognized as a repeat winner of Talent Board’s annual Candidate Experience Awards, RMS keeps this commitment to an outstanding candidate experience at its core by ensuring all candidates enjoy a fair and transparent interaction.

CHALLENGE

Risk Management Solutions (RMS) is the world’s leading catastrophe risk modeling company. From earthquakes, hurricanes, and floods to terrorism and infectious diseases, RMS helps financial institutions and public agencies understand, quantify, and manage risk. RMS employs more than 1,000 professionals with the advanced risk modeling and technology skills that are enabling the company to transform its industry. RMS needs to hire experts with advanced degrees who thrive on intense data-centric work powering many outcomes across a broad spectrum of risk scenarios.

Sourcing the specialized talent that powers these cerebral deliverables isn’t easy. Traditional “on-the-road” university recruiting isn’t optimal because none of the schools in the U.S. have a large concentration of these experts, so the goal is to connect quickly with the most qualified and accelerate time-to-hire. And while recruiting outside the U.S. augments the talent pool, in certain countries such as India, it results in much higher volumes of applicants, requiring reliable technology-based tools to deliver a positive candidate experience while identifying fit.

SOLUTION

Continually improving recruiting processes, RMS turned to video interviewing to help make things easier for candidates, recruiters and hiring managers. Team RMS selected Silicon Valley-based Wepow, an award-winning provider of video interviewing and talent selection solutions that shares its passion for providing a great user experience.

Keen to give candidates a chance to tell their stories – especially when it wasn’t practical to incur travel expenses or when fit was unsure – RMS launched Wepow as an integral part of their talent acquisition process.

- **Campus Recruiting:** whether onsite at the university or recruiting remotely, in response to a qualified resume, RMS issues a video interview link. While seemingly “informal,” candidates in this demographic are very accustomed to using video and welcome the chance to get their messages across.
- **Remote Candidates:** when a candidate isn’t near to an RMS office, a two-way video interview is conducted to reduce expense and time. Plus, RMS is a global organization and it’s not unusual for an employee in New Jersey to report to a manager in London. Using Wepow’s video interviewing solutions, a manager can white board a problem during the interview and ask the candidate to problem-solve, real-time. Both hiring managers and candidates give Wepow high-marks.

RESULTS

“Our screening time has been reduced by 70%. With Wepow, it’s much easier to make decisions on who moves forward, plus this platform enables candidates to share more info about their academic backgrounds, research, and motivation for why they are applying to our company. Wepow provides much more insight than just a resume and cover letter.”

– University Relations & Talent Acquisition Manager



ABOUT WEPOW

Wepow connects recruiters, job candidates and employers through easy-to-use mobile and video interviewing solutions. Hundreds of organizations rely on Wepow's video and communications platform to improve recruiter productivity, deliver engaging candidate experiences and make the right hires. As a result, organizations regain time, reduce costs and recruit effectively.

CONTACT US

wepow.com

marketing@wepow.com

(877) 659.5548

