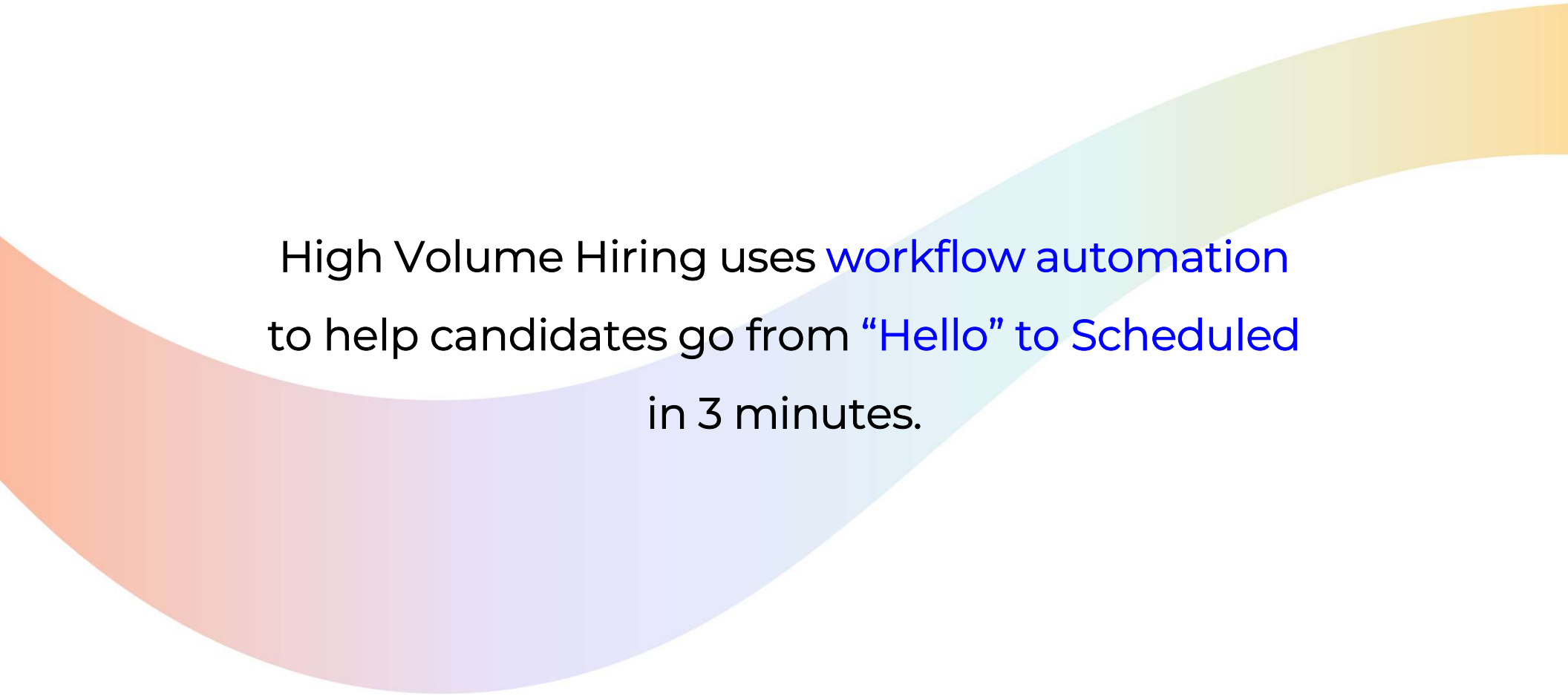


**RALLY HOUSE**  
LOCAL STUFF

# High Volume Hiring

Workflow Automations from  phenom

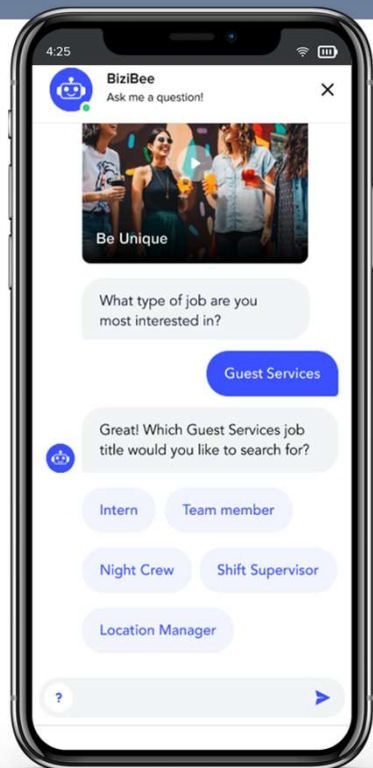




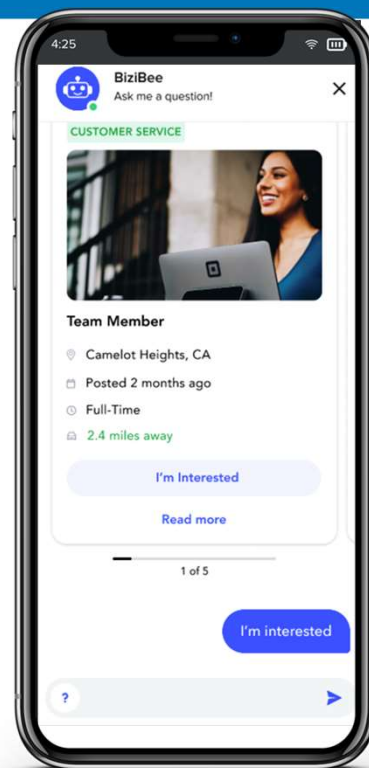
High Volume Hiring uses **workflow automation** to help candidates go from “Hello” to Scheduled in 3 minutes.

# Workflow Automation

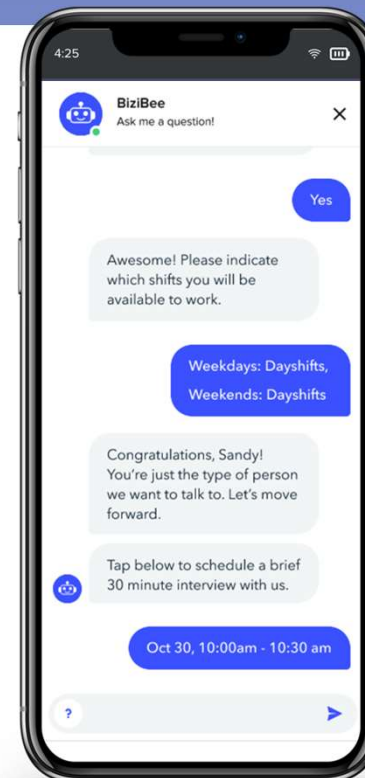
## Interactive Job Matching



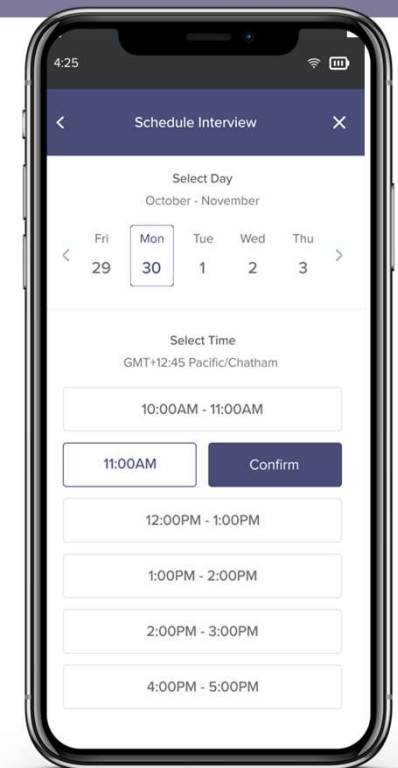
## Personalized Job Recommendation



## Auto-Screening for Qualifications



## Interview Self-Scheduling



# Candidate Experience

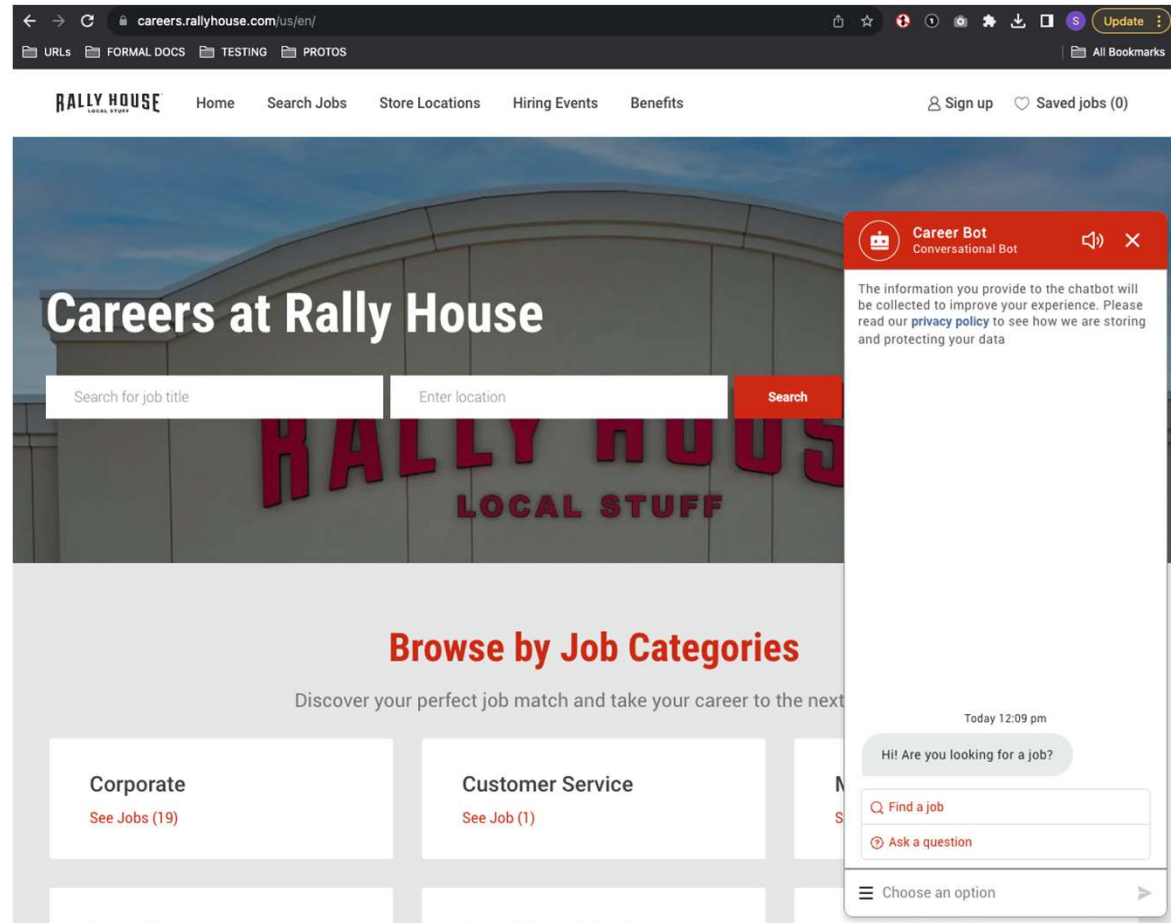
## Expression of Interest

# Candidate Experience

## How do candidates find jobs?

On the career site! Candidates can ...

- Use the search feature and filters
- Engage with **chatbot** to get personalized job recommendations



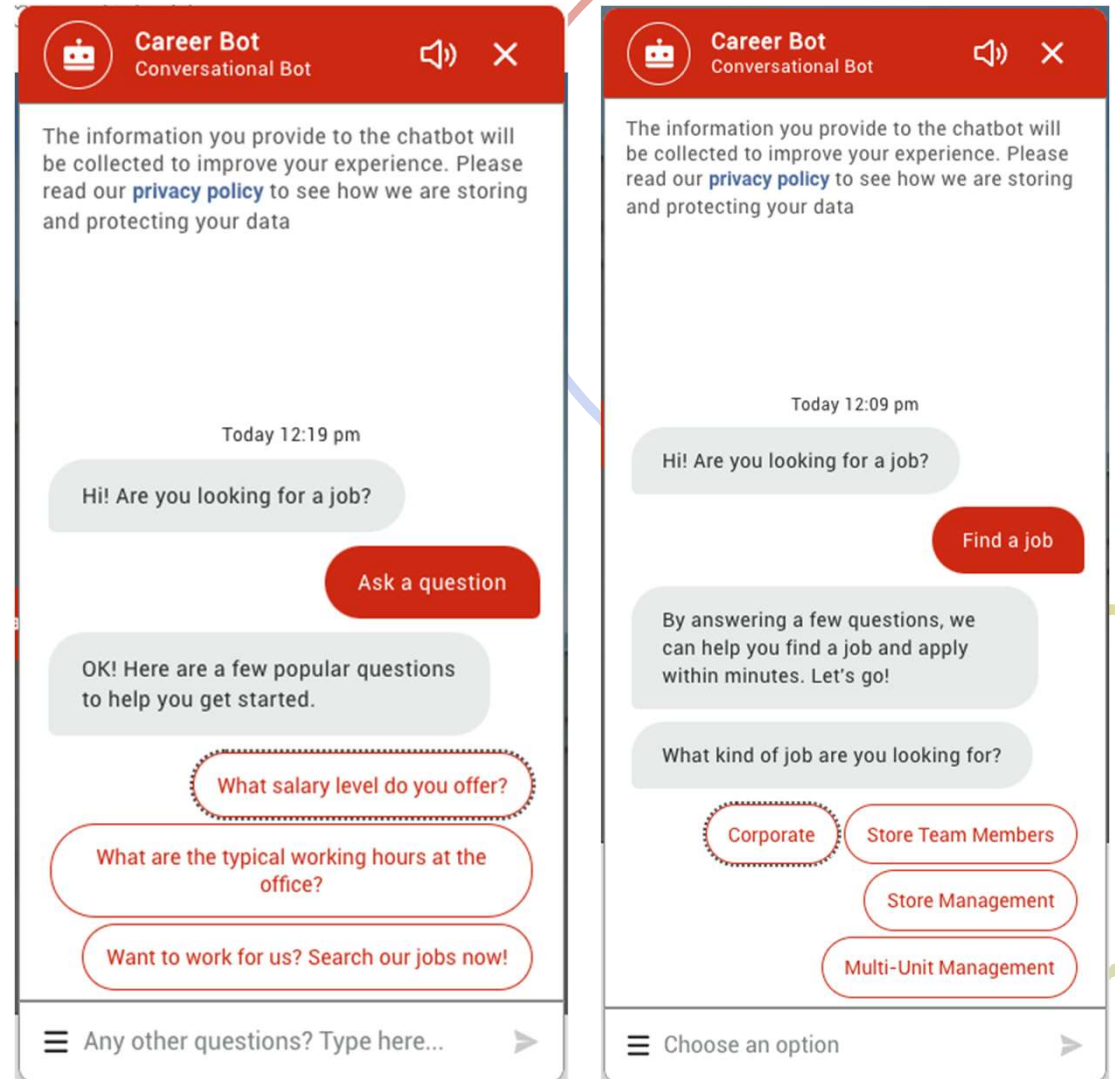
The screenshot displays the careers.rallyhouse.com website. The header includes the Rally House logo and navigation links: Home, Search Jobs, Store Locations, Hiring Events, and Benefits. A 'Sign up' button and 'Saved jobs (0)' indicator are also present. The main content area features a large banner with the text 'Careers at Rally House' and a search bar with fields for 'Search for job title' and 'Enter location', and a 'Search' button. Below the banner, there is a section titled 'Browse by Job Categories' with a sub-heading 'Discover your perfect job match and take your career to the next'. Two category cards are visible: 'Corporate' with 'See Jobs (19)' and 'Customer Service' with 'See Job (1)'. A chatbot interface is overlaid on the right side, titled 'Career Bot Conversational Bot'. It includes a privacy notice: 'The information you provide to the chatbot will be collected to improve your experience. Please read our privacy policy to see how we are storing and protecting your data'. The chatbot shows a timestamp 'Today 12:09 pm' and a message: 'Hi! Are you looking for a job?'. Below the message are two buttons: 'Find a job' and 'Ask a question'. At the bottom of the chatbot, there is a 'Choose an option' dropdown menu.

# Candidate Experience

## About the Career Site Chatbot...

When job seekers land on the career site, chatbot will greet them & offer assistance:

- **Ask a question** will use your FAQ content to provide guidance to users
- **Find a job** will provide personalized job matching



# Candidate Experience

Candidates can use the career site and bot to match and apply to any open jobs!

However, only some jobs use Phenom HVH to automate screening and scheduling.

Corporate No automation	Customer Service No automation	Multi-unit Management No automation
Store Management No automation	Store Team Members Phenom Workflow Automation!!!	Supply Chain Management No automation

# Candidate Experience

## Workflow Automation: Screen candidates, allow those who are qualified to self-schedule

### Step 1: Lead Capture

**Great! Let's get started right away.**

First Name:

Last Name:

Email Address:

Phone Number:

[Next](#)

### Step 2: Screening Knockout questions

Would you like to opt in to receive job related email campaigns from our Team?  
 Yes  No

Would you like to opt in to receive job related updates by SMS? Standard data rates may apply.  
 Yes  No

Are you 16 years of age or older?  
 Yes  No

Can you provide the necessary documentation to prove that you are a U.S. citizen, permanent resident, or a foreign national with authorization to work in the United States?  
 Yes  No

Being a sports fan helps when working at Rally House, but it's not required! What's your favorite sports team? Or if you don't have one, what else are you passionate about?

Do you have any experience leading others? School or community organizations count, and it's okay if the answer is 'No'! We love training new team members!  
 Yes  No

[Next](#)

### Step 3: Qualified candidates are asked to schedule

**Congratulations** 🎉

Congratulations! You're just the type of person we want to talk to. Please click below to schedule an interview.

[Schedule Now!](#)

NOTE: Disqualified candidates are notified that they don't meet hiring requirements and are directed back to the career site

# Candidate Experience

## Self-Scheduling for Qualified Candidates

Step 5: Candidate chooses their desired interview time

**Interview**

- 30 min
- Interview details provided upon confirmation

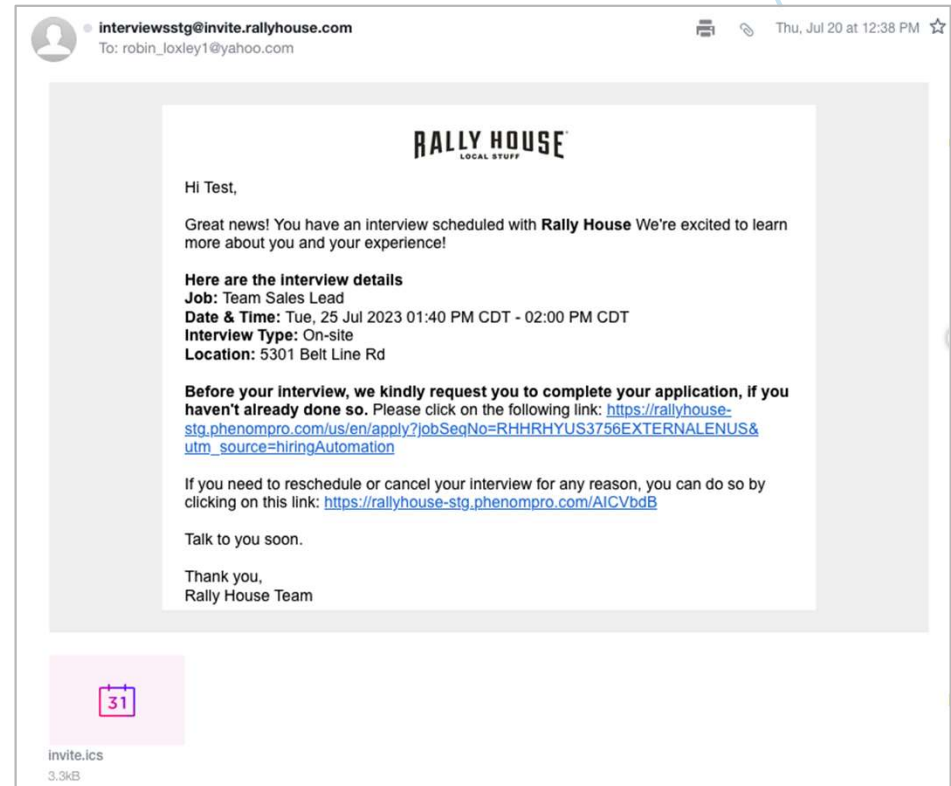
Select the time that works best for you

Eastern Standard Time

MAY 2023

WED 24	THU 25	FRI 26	SAT 27	SUN 28
12:15 PM	9:00 AM	9:00 AM	9:00 AM	9:00 AM
12:30 PM	9:15 AM	10:00 AM	9:15 AM	9:15 AM
2:00 PM	9:30 AM	10:15 AM	9:30 AM	9:30 AM
2:15 PM	9:45 AM	10:30 AM	9:45 AM	9:45 AM
2:30 PM	10:00 AM	10:45 AM	10:00 AM	10:00 AM
2:45 PM	10:15 AM	11:00 AM	10:15 AM	10:15 AM
3:00 PM	10:30 AM	11:15 AM	10:30 AM	10:30 AM

Step 6: Candidate receives confirmation email & reminders



# Candidate Experience

## Candidates Who Pass Screening But Do Not Schedule

- Receive an automated follow up email
- Includes a link to schedule

**RALLY HOUSE**  
LOCAL STUFF

Hi Robin,

Congratulations! Based on the information you submitted for the Sales Associate position at Rally House, we are excited to invite you to schedule a 20 minute on-site interview. We believe you are just the type of person we want to talk to!

**Please use the link below to schedule a date and time for the interview that works best for you:**

<https://rallyhouse-stg.phenompro.com/pZx7cKK>

We look forward to connecting with you and learning more about your qualifications and experience.

Thank you,  
Rally House Team

# Interviewer Experience

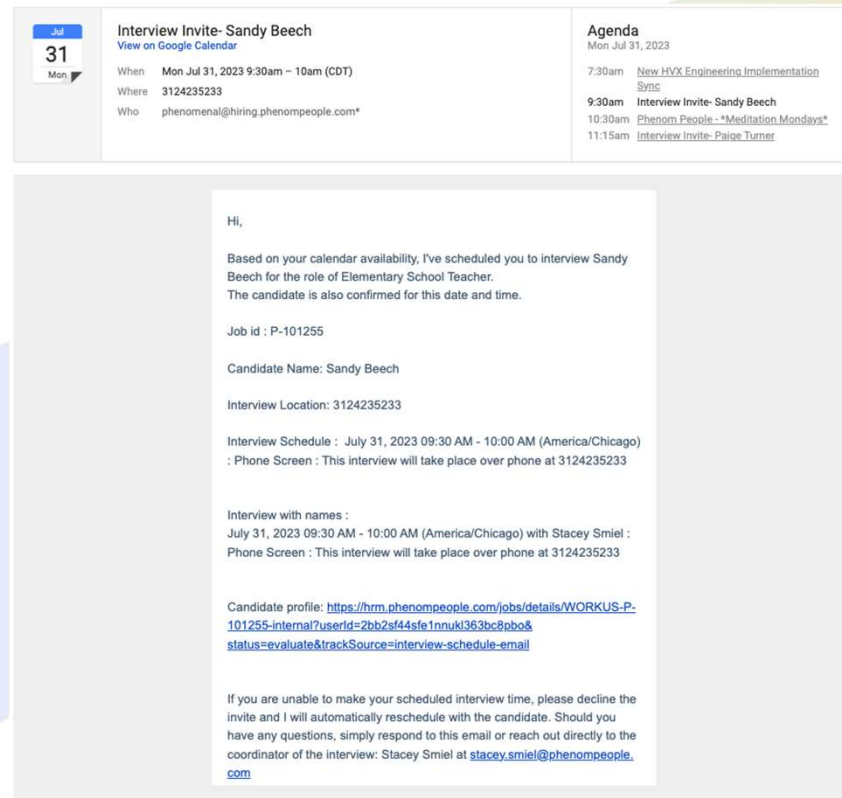
## Hiring Manager Portal

# Interviewer Experience

## How do managers gain access to see scheduled candidates?

### The Hiring Manager Portal

- When a candidate schedules an interview, the hiring manager(s) assigned to that job will receive an email notification
- A link to the candidate profile will open the Hiring Manager App webpage



The screenshot shows an email notification titled "Interview Invite- Sandy Beech". The email header includes the date "Jul 31 Mon" and the subject "Interview Invite- Sandy Beech". The main body of the email contains the following information:

Hi,

Based on your calendar availability, I've scheduled you to interview Sandy Beech for the role of Elementary School Teacher. The candidate is also confirmed for this date and time.

Job id : P-101255

Candidate Name: Sandy Beech

Interview Location: 3124235233

Interview Schedule : July 31, 2023 09:30 AM - 10:00 AM (America/Chicago)  
: Phone Screen : This interview will take place over phone at 3124235233

Interview with names :  
July 31, 2023 09:30 AM - 10:00 AM (America/Chicago) with Stacey Smiel :  
Phone Screen : This interview will take place over phone at 3124235233

Candidate profile: <https://hrm.phenompeople.com/jobs/details/WORKUS-P-101255-internal?userId=2bb2s44sfe1nnukl363bc8pbo&status=evaluate&trackSource=interview-schedule-email>

If you are unable to make your scheduled interview time, please decline the invite and I will automatically reschedule with the candidate. Should you have any questions, simply respond to this email or reach out directly to the coordinator of the interview: Stacey Smiel at [stacey.smiel@phenompeople.com](mailto:stacey.smiel@phenompeople.com)

One attachment • Scanned by Gmail

 invite.ics Download

# Interviewer Experience

## Hiring Manager Portal

- The candidate profile contains all the details and contact information needed to prepare for the interview
- Evaluation form is easily accessible, and optional notes can be added

The screenshot displays a Hiring Manager Portal interface for an "Elementary School Teacher" position. The candidate profile for Sandy Beech is shown, including her name, title, and contact information. A callout box prompts the user to evaluate the candidate's interview. The profile also includes a "Good to know" section with status updates and a "Screening" section. A "Notes" section allows for adding feedback. An inset shows a "Management background" evaluation form with questions about background checks and project management tools.

← Elementary School Teacher 2 of 2 Candidates < Prev Next >

**Sandy Beech** Applicant  
Lead Preschool Teacher at Little Learners Academy  
2518 Langdon Ave, Dallas, TX · [Contact Info](#)

Already interviewed this candidate? You can fill out their evaluation here.  
[Evaluate candidate's interview](#)

**Good to know**

- Unable to determine fit due to missing data [See details](#)
- Recently contacted on Jul 21, 2023
- Share a mutual work experience/education with 20 employee(s)

**Screening (0)**

**Notes (0)**

Add your note...

Share your thoughts and feedback on the candidate

**Management background** Passed  
Submitted March 27, 2021

Sort by: Knockout first

- ✓ Knockout  
Are you willing to undergo a formal background check?  
No
- ✓ Knockout  
On a scale of 1-4, how proficient are you with a project management tool?  
1 - I have never used it
- ✓ Knockout  
Are you willing to travel up to 75% for this position?  
Yes

What project management tools are you familiar with?

- Notion

# Interviewer Experience

## Hiring Manager Portal

The screenshot shows the 'Jobs' section of the Hiring Manager Portal. At the top, there is a search bar and a filter icon. Below this, there are two tabs: 'Open (2)' and 'Past (0)'. A search bar for jobs is also present. Two job listings are visible:

- Elementary School Teacher** (As Interviewer): P-101255 · Opened on Jul 21st, 2023 · Denver, Colorado, United States. It has 2 Pending tasks and 2 Assigned candidates.
- Store Associate** (As Hiring Manager): P-100613 · Opened on Jul 21st, 2023 · Dallas, Texas, United States. It has 2 Pending tasks, 2 Scheduled Interviews, and 2 Candidates in process.

- Interviewers have a home page to summarize their assigned jobs
- Jobs can be reviewed in detail

The screenshot shows the detailed view of the 'Elementary School Teacher - P-101255' job. The page includes a back arrow, the job title, location (Denver, Colorado, United States), and a 'View Job' link. There are tabs for 'Overview' and 'Candidates'. The 'My Tasks' section is highlighted, showing a table of candidates:

Name	Fit score	Action
<b>Paige Turner</b> Store Associate at Stellar Mart	0	Evaluate Interview
<b>Sandy Beech</b> Lead Preschool Teacher at Little Learners Academy	!	Evaluate Interview

# Interviewer Experience

## How do managers review candidates?

### Interview evaluations

- From the Hiring Manager App, interviewers can easily access and submit their evaluation
- A 1–5 rating and overall recommendation are default evaluation fields

**Default form** ×

Evaluating is necessary for the hiring process moving forward.

On a scale of 1-5, how would you rate *Paige Turner*?

1	2	3	4	5
---	---	---	---	---

Not a fit Perfect fit

Would you recommend *Paige Turner*?

<input type="radio"/> Not now	<input type="radio"/> Recommend	<input type="radio"/> Not Recommend
-------------------------------	---------------------------------	-------------------------------------

**Additional Questions (1)**

1. Additional Comments

[✖](#)

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[+ Add a note for members of the hiring team](#)

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**What's next?** Submit your candidate evaluation. [Submit your evaluation](#)