Janison. x viddi

Janison accelerates recruitment with viddi's video screening solution

The challenge

Janison, a global leader in online assessment solutions, delivers high-stakes exams for education providers, government bodies and professional certification organisations. A key part of their operations involves recruiting exam invigilators – a high-volume, seasonal role that demands a fast, efficient and consistent hiring process.

Before adopting viddi, Janison faced significant challenges in scaling recruitment to meet demand.

> "Our manual hiring process was time-consuming and inconsistent," says Rebecca Niemiec, COO of Janison.

> "We were pulling people from all areas of the business just to manage the volume. We needed 20–25 staff simply to conduct interviews. Candidate assessments varied depending on who was available, which led to a lack of consistency and confidence in decision-making."

The absence of standardised assessments and an over-reliance on manual processes made it difficult to maintain quality control while scaling. Janison needed a solution that could streamline their hiring pipeline, standardise candidate evaluations and reduce the resource burden on internal teams.

The solution

Enter viddi, a video screening platform that transformed Janison's recruitment approach. By incorporating viddi into their hiring strategy, Janison enabled candidates to complete structured video interviews at their convenience, on any device, from anywhere.

> "With viddi, we're now able to assess all candidates the same way," Rebecca explains. "Structured video questions remove interviewer bias and give us consistency across the board."

The flexibility of the system eliminated the need for manually scheduling all the interviews, significantly reducing administrative overhead and improving both the recruiter and candidate experience. Candidates could complete interviews in their own time, while the Janison team could review responses as needed, streamlining the process end to end.

Results

Since implementing viddi, Janison has seen remarkable improvements in both the speed and scalability of recruitment.

One of the most transformative outcomes has been the drastic reduction in time-to-hire. Previously, interviews stretched over weeks due to scheduling conflicts and resource constraints. With viddi, interviews can be completed within minutes of application, dramatically accelerating the hiring process.

> "One candidate was about to leave for Vietnam and wanted to apply for a role," says Exam Administrator Yeni Vicino.

> "I sent her the viddi link and she completed the interview within five minutes. We can now go from posting a job to placing someone in a role on the same day."

The video screening tool also enabled Janison to scale without increasing headcount. What once took a large team of interviewers can now be managed by a single team member, freeing up resources and increasing operational efficiency.

> "Leveraging viddi, we can process the same volume of candidates with just one team member. It's so much more efficient now," adds Rebecca.

Beyond speed and efficiency, viddi allows Janison to assess key competencies that don't come through on a resume. For invigilator roles, where soft skills, presentation and basic technical ability are essential, the structured video format offers deeper insights.

> "We need candidates who can represent Janison professionally," says Rebecca. "viddi helps us assess their communication skills, language ability and technical confidence. If they can complete the interview smoothly, it gives us extra assurance in their technical capabilities."

By integrating viddi into their recruitment strategy, Janison has modernised its hiring process, making it faster, more consistent and highly scalable.

"We could not have scaled to the recruitment volume we need without viddi," says Rebecca.

The solution has helped Janison ensure high-quality hires while reducing internal workload, improving the candidate experience and gaining better insight into each applicant's fit for the role. For organisations facing similar high-volume recruitment challenges, viddi offers a proven way to streamline hiring without compromising on quality.

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