Blind interviews script

Next Key recommendation we have for Vessie is Blind interview. Blind or ‘anonymous’ recruitment is the process of removing the candidate’s name and any other identifying factors from resumes, applications, and assessments during the recruitment process. This can include information like their name, age, gender, and race. This allows fairer representation at the interview stage and better hiring outcomes with supplementary benefits such as eliminating chances of discrimination against gender and sexual identity and identifying candidates solely based on suitability without bias.

If we take a close look at working members of our company and community around us, you will notice vast number of them are immigrants from another country. People who came over seas to pursue a better life with better career.

Something noteworthy about these people are they often have a degree or work experience in their home country that does not transfer over well to Canada. Which leaves them no option but to go back to a school for a degree just to get back into the job market to meet the academic requirements.

In fact, at least half of the international friends I made in Langara College already had a degree back in their home country and were going to school to meet the minimum academic requirements for a job. These people have sufficient skills and work experience to be considered for a position and yet not given the opportunity.

What if, we conduct an interview where we test our applicants based on their technical capabilities and fit to the company culture instead of what’s written on the resume? What if the people who conduct interviews are blind to the applicants’ work experience and academics and solely rely on their technical skills, knowledge, and personality they represent during the interview? Vessie will be able to hire ready applicants that are competent without bias.

Once a wise man said Strength and growth come only through continuous effort and struggle. And the same is true for growth of a company. We need competent hires with passion, skills, and personality for Vessie to grow into a industry leader and blind interview will help us recruit hires as such staying away from unnecessary bias.