PARADOX

What a healthcare recruiting assistant looks like.

Help.

In healthcare, it's what you do ... but right now, it's also what you need more than ever. As many as 1 million nurses are predicted to retire by 2030, yet the healthcare industry is still projected to add the most new jobs of any sector during that same time frame.

Those two conflicting realities have created a talent shortage, and a shortage means that differentiation is critical. And being different means creating memorable experiences faster and more efficiently than anyone else. It means conversion and retention. People (even your very best people) can't do it alone. You need help.

What if **"help" was actually an assistant — conversational software that handled hiring work** like screening, scheduling, and onboarding to create memorable experiences for candidates with less work from your team?

Help exists. It's available right now.

Hi, I'm Olivia. I handle hiring work you don't have time for.
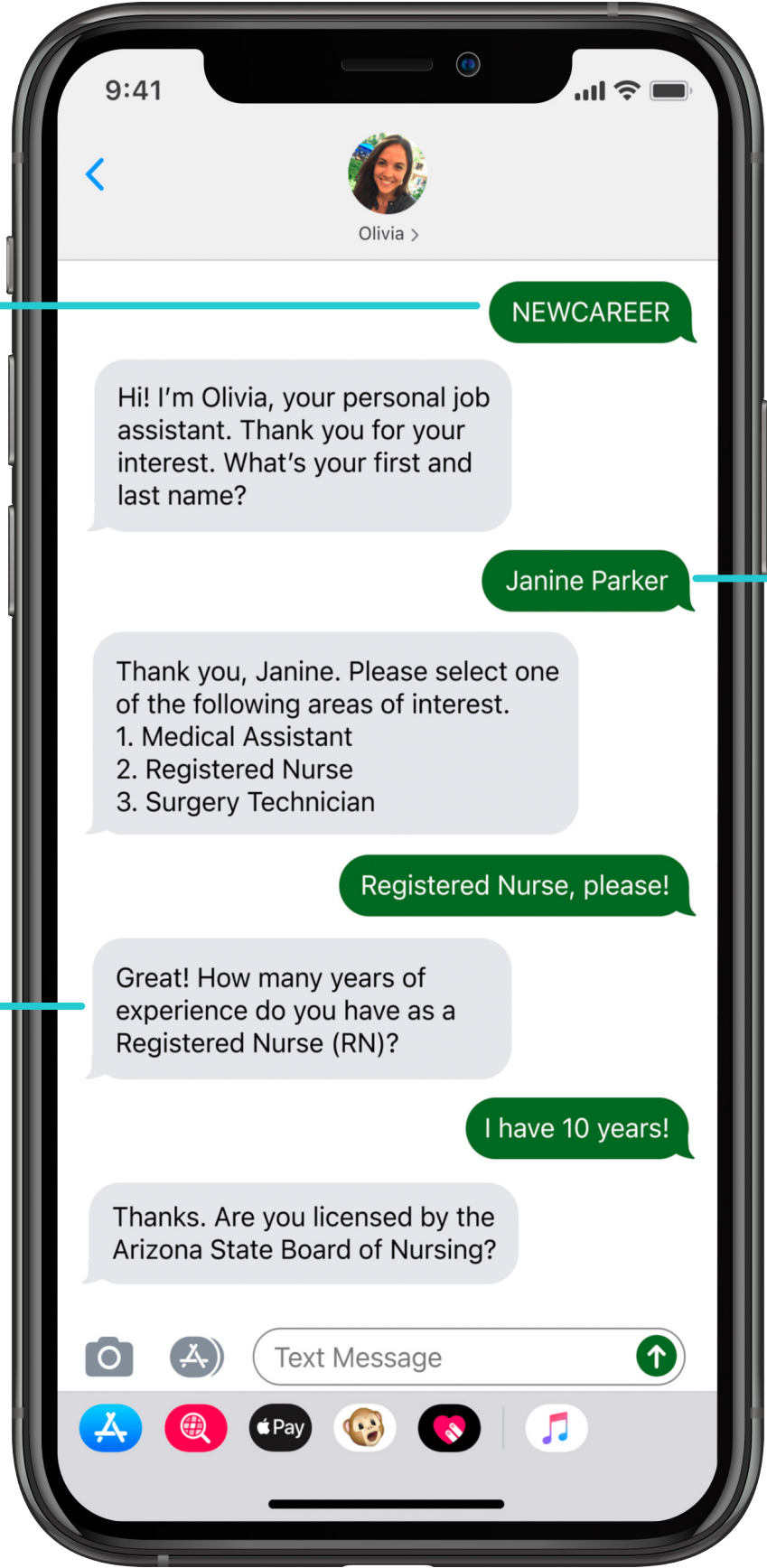
Hire faster.

Apply with one text.

Candidates can apply the same way they do everything else: Right on their phones, via a conversation, in just a few seconds.

Be first (and last).

Conversational software moves candidates through application to screening to schedule to hire in days, not weeks.

Eliminate friction points.

No logins, no passwords, no gaps in responses — that means no time for dropoff or ghosting.

9:41

Olivia ›

1

NEWCAREER

Hi! I'm Olivia, your personal job assistant. Thank you for your interest. What's your first and last name?

2

Janine Parker

Thank you, Janine. Please select one of the following areas of interest.
1. Medical Assistant
2. Registered Nurse
3. Surgery Technician

Registered Nurse, please!

3

Great! How many years of experience do you have as a Registered Nurse (RN)?

I have 10 years!

Thanks. Are you licensed by the Arizona State Board of Nursing?

Text Message

2 min

average time from application to schedule.

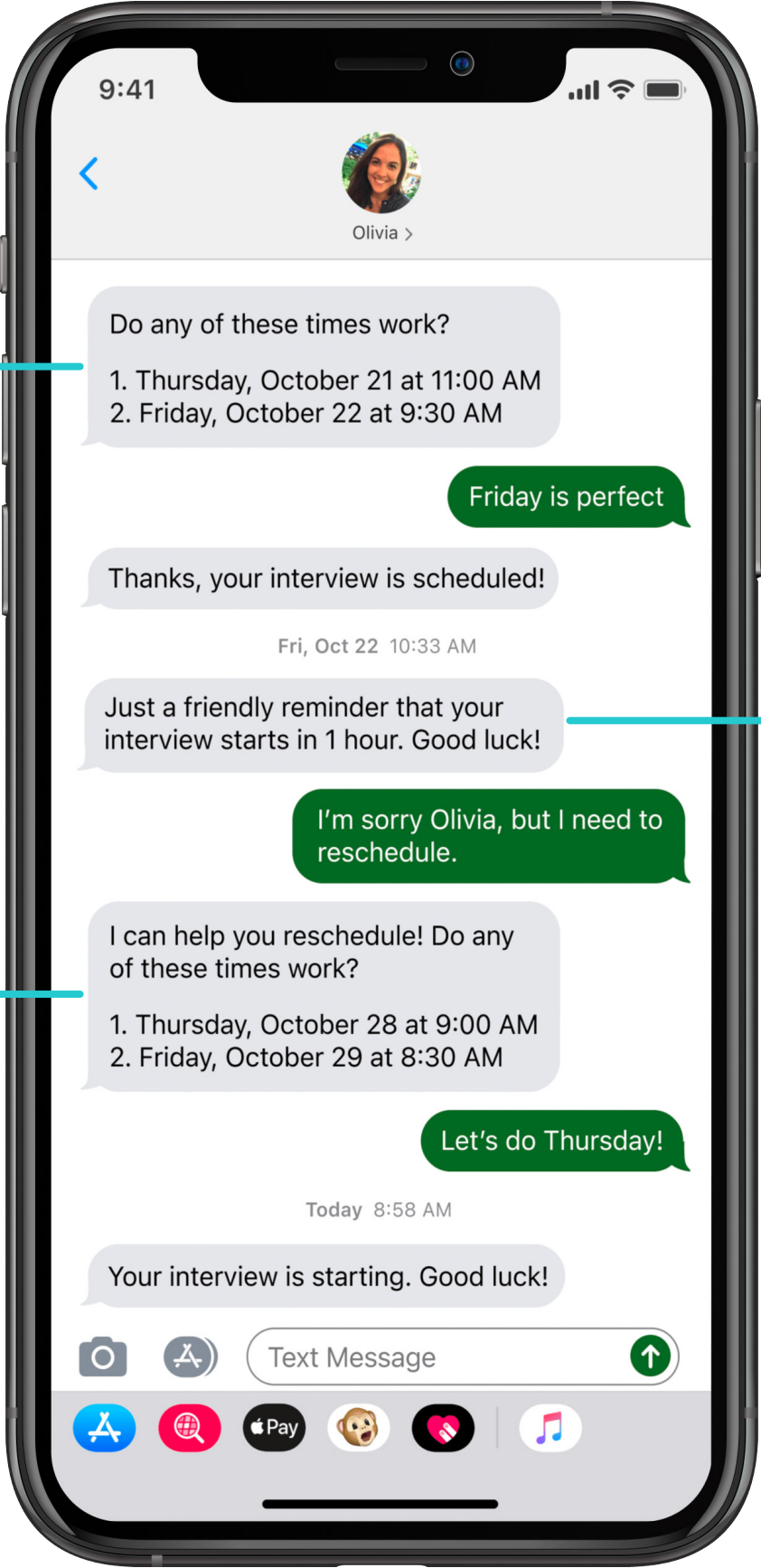**Paradox Client**

Eliminate busywork.

Never schedule another interview.

1

Seriously, never. Conversational software in available times from your calendar and coordinates timing with candidates via text.

Say goodbye to phone tag.

2

And emails. All back-and-forth candidate communication is handled so you never get buried in inboxes or voicemails.

Reduce no-shows.

3

Automatic rescheduling and text reminders all happen right on candidates' phones, so nothing falls through the cracks.

9:41

Olivia >

Do any of these times work?

1. Thursday, October 21 at 11:00 AM
2. Friday, October 22 at 9:30 AM

Friday is perfect

Thanks, your interview is scheduled!

Fri, Oct 22 10:33 AM

Just a friendly reminder that your interview starts in 1 hour. Good luck!

I'm sorry Olivia, but I need to reschedule.

I can help you reschedule! Do any of these times work?

1. Thursday, October 28 at 9:00 AM
2. Friday, October 29 at 8:30 AM

Let's do Thursday!

Today 8:58 AM

Your interview is starting. Good luck!

Text Message

29 min
time-to-schedule with AI

29

Essentia Health

Deliver a high-touch experience.
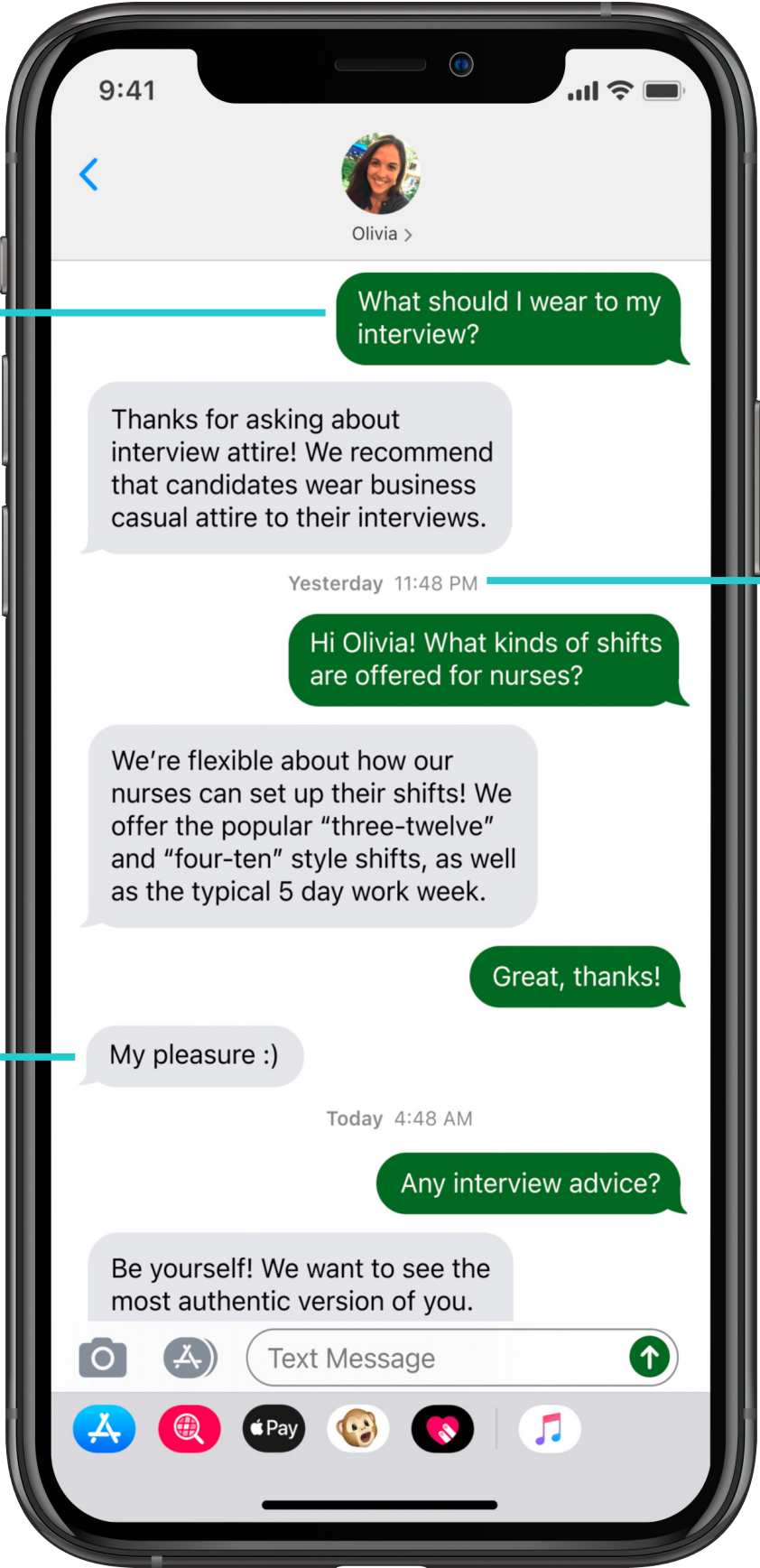
Answer anything.

Have every question answered —
with the personality that fits your
brand — to keep candidates informed
and educated every step of the way.

**Spend time with
people, not software.**

Invest the time you have saved into
more valuable work — like finding,
and hiring, the right people.

Available 24/7/365.

No sleep, no problem.
Conversational software is
always available, at any hour
of the day, so candidates are
always taken care of.

1 What should I wear to my interview?

Thanks for asking about interview attire! We recommend that candidates wear business casual attire to their interviews.

Yesterday 11:48 PM

2 Hi Olivia! What kinds of shifts are offered for nurses?

We're flexible about how our nurses can set up their shifts! We offer the popular "three-twelve" and "four-ten" style shifts, as well as the typical 5 day work week.

Great, thanks!

3 My pleasure :)

Today 4:48 AM

Any interview advice?

Be yourself! We want to see the most authentic version of you.

Text Message

Olivia

60%
**of qualified candidates
screened after hours**

HOUSTON
Methodist
LEADING MEDICINE

You've got this.

PARADOX