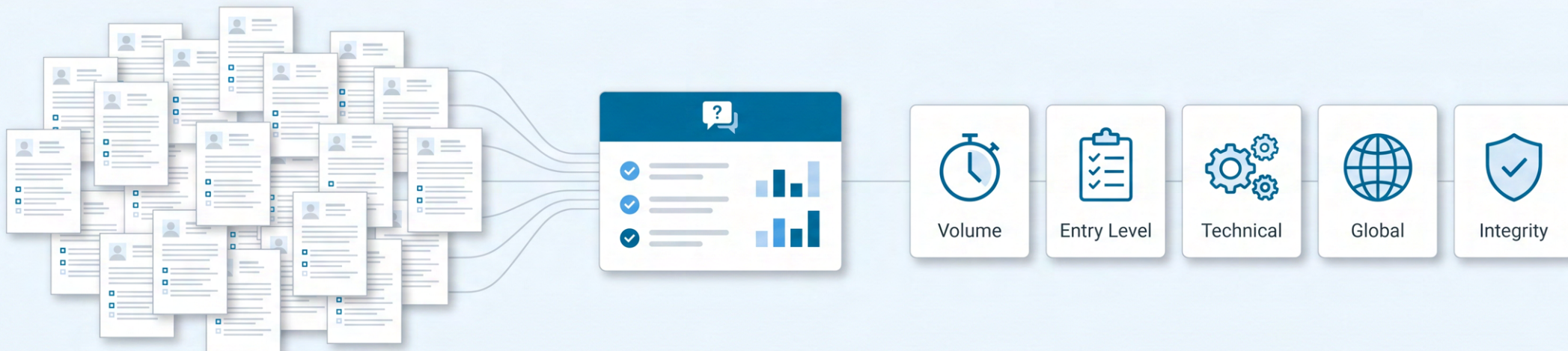


When Are AI Interviews a Good Fit?

5 Hiring Scenarios Where They Make Sense

Where AI structured interviews give hiring teams better information before they commit human interview time, and where the final decision still belongs to people.



INTRODUCTION

Where AI interviews actually make sense

We get asked a lot what the best fit for an AI interview is and where they do not work. In this ebook, we address the first question.

AI interviews make sense in a lot of scenarios. They can help recruiting teams extend their reach, move candidates faster, and better qualify candidates through structured interviews. Some simple examples include a recruiter who needs to fill 30 roles in the next 90 days and has received over 1,000 applicants, a development manager who is looking for a developer with new technical expertise, or store managers that have to constantly fill and refill front-of-the-house positions.

These examples may appear different, but they share many of the same underlying hiring challenges. Hiring managers are overloaded with resumes, scheduling interviews is time-consuming, good candidates can move on as a result, and interviewing at scale across roles and time zones can require multiple recruiters, which leads to inconsistent results and evaluations. All of this contributes to longer hiring times and higher turnover rates.

That does not mean every interview should be automated.





SCENARIO 01

When applicant volume is higher than your interview capacity

There comes a point when having a lot of good applicants stops being a good problem and starts becoming a triage issue. You may have 20 or 30 resumes that look strong for one role, or you may be trying to fill 10 or more openings at the same time. Either way, someone still has to decide who moves forward, and that gets harder as volume increases.

How do you decide who to cut? No matter the decision process, chances are you are going to end up missing strong candidates, but you cannot speak to everyone because there are just not enough hours in the day for recruiters to interview everyone. If you do use multiple recruiters, questions, follow-ups and evaluation can start to vary from one recruiter to the next.

By using AI structured interviews, you can interview more qualified candidates without overwhelming recruiters, and each candidate goes through the same role-specific first-round evaluation. That moves candidates through first-round screens faster and gives recruiters more time to focus on the best candidates.

THE FUNCTIONARY

~70%

less time scheduling and running early-stage interviews

40%

fewer candidates needed to meet hiring targets

SCENARIO 02

When you are hiring entry-level roles with little information

You are hiring entry-level roles and in many cases all you have is an application. Maybe there is a short resume, but there may not be much work history on it. Yet someone still has to decide which candidates are worth bringing in for an in-person interview.

With so little information to go on, that first decision can start to feel a little like picking a number out of a hat. Managers end up interviewing a lot of people just to learn the basics: how they communicate, whether they understand the job, how they handle a customer situation, and whether they seem like someone who can be successful in the role.

AI structured interviews give managers more to work with before deciding who they want to meet. Every applicant can answer the same job-related questions, even if they do not have much work history or a detailed resume. The manager goes into the in-person interview knowing more about the candidate and can spend that time going deeper instead of starting from scratch.



AI-led interviews produced better outcomes across hiring stages

+12%

more likely to receive a job offer

+18%

more likely to start the job

+16-18%

more likely to still be employed at four months

SCENARIO 03

When technical hiring depends too heavily on SMEs

For technical hiring, the idea is pretty simple. Standardize the pre-screen so the basics are covered, then use the in-person interview to explore the areas that need a real conversation.

Recruiters can usually tell whether someone has the right experience on paper, but it is much harder to know if they have the technical chops to do the job. A recruiter can only validate so much on a call, then it comes down to either testing, talking to a SME or both. When SMEs start getting pulled into early interviews just to make sure the candidate has the basics, hiring windows get extended and more expensive.

AI structured interviews can help offload the work of an SME and provide validation of skills earlier in the process. Candidates can all be asked the same role-specific questions, with follow-ups when an answer is unclear, and evaluated against defined criteria tied to what they said.

The US Office of Personnel Management recommends structured interviews because consistent job-related questions and common rating standards improve reliability and agreement between interviewers.



THE FUNCTIONARY

38 to 13

days: the technical hiring cycle after adding structured screens

Hiring managers also reported better alignment on who was worth interviewing.

SCENARIO 04

When candidates and hiring teams are spread across time zones

Global hiring can get complicated fast once recruiters and candidates are working across different time zones. A candidate may be available when the recruiter is asleep, hiring managers may be working from different regions, and once multiple recruiters get involved, the same role can start being screened a little differently depending on who handles the first interview.

On-demand AI structured interviews can take a lot of that scheduling work out of the process. Candidates can complete the first-round interview at a time that works for them, without waiting for a recruiter's calendar to open.

WHAT CHANGES FOR A GLOBAL TEAM

- 01** Candidates interview on their own schedule, in their own time zone.
- 02** Every applicant for the role answers the same questions.
- 03** Every applicant is evaluated against the same criteria.





SCENARIO 05

When remote hiring also creates a security risk

For remote roles, hiring teams are no longer just being asked to find someone who can do the job but also to validate that the person is who they say they are. With stolen identities, proxy interviewers, deepfakes, voice spoofing, and AI-assisted answers, it is getting harder to know who you are really talking to.

For employers, the risk now goes beyond making a bad hire. If someone gets through the process using a false identity or outside help, the company may eventually be giving that person access to internal systems, customer data, source code, or other sensitive information.

AI structured interview tools like Right Hire can help with both. Along with evaluating whether the candidate has the skills for the role, Right Hire checks for identity and interview integrity issues that may need a closer look.

GARTNER, 2025

6%

of 3,000 job candidates surveyed admitted to interview fraud, including posing as someone else

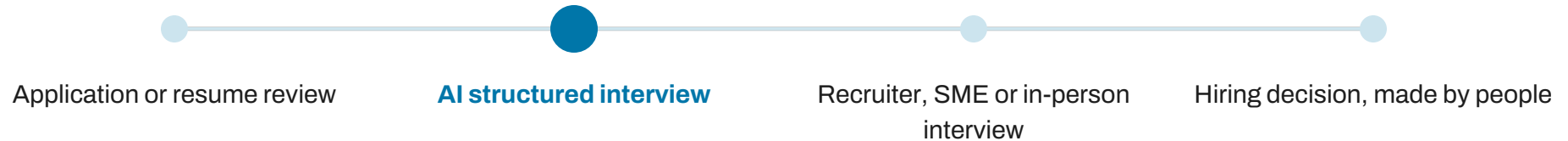
1 in 4

candidate profiles worldwide could be fake by 2028, Gartner predicts

It still does not replace background checks or normal identity and security controls.

CONCLUSION

Where AI interviews fit in the hiring process



Across these five scenarios, AI interviews are doing the same basic job: giving the hiring team more useful information before they commit human interview time. For a recruiter with 1,000 applicants, that means getting through the first screen without spending hours scheduling and hosting candidate pre-screens. For a store manager, it means having more than an application to go on before they bring someone in for a face to face. For a technical hire, it means the basics have already been covered before an SME gets involved. And for remote hiring, it adds another place to check whether something about the candidate or interview needs a closer look.

That is where AI structured interviews tend to fit best. They can sit after an application or resume review and before the recruiter, SME, hiring manager or in-person interview. In entry-level hiring, where there may be very little information on the application, the AI interview may become the first real evaluation.

Human interviews become more useful when the basic screening work has already been done.

IN SHORT

The clearest fit is where teams need more reach, more consistency or better information earlier, while keeping the final hiring decision with people.

RightHire
righthire.com