

Janison.xturbo.

Janison revolutionises high-volume hiring with turbo

Janison is a global leader in online assessment solutions that delivers secure, high-stakes exams for education providers, government bodies and professional certification organisations. A crucial part of this process is ensuring exams run smoothly, a responsibility that falls on a team of trained, professional exam invigilators.



The challenge

Recruiting these invigilators is no small feat. The role is highly seasonal, requiring Janison to scale up quickly when needed. In 2022, it faced one of its biggest challenges yet, hiring 2,500 exam invigilators in just six weeks.

The process was incredibly manual, demanding substantial internal resources to manage applications, screen candidates, conduct interviews and onboard successful hires.

"We were pulling people from all areas of the business because we needed 20–25 people just to help run the volume of interviews needed to hire," says Janison COO Rebecca Niemiec.

The company needed a faster, more efficient way to recruit, screen and onboard invigilators, without compromising on quality. Enter turbo.

The solution

Janison turned to turbo, an advanced applicant tracking system (ATS) designed to streamline talent acquisition. With turbo's automation, AI-powered

screening and built-in video screening software, Janison completely transformed its recruitment process, filling roles faster, improving efficiency and reducing the burden on internal teams.

With turbo, Janison was able to process thousands of applications with minimal manual effort. The platform's automation allowed the team to manage applications efficiently, while AI-driven screening ensured only the most qualified candidates moved forward.

AI-powered screening to reduce admin workload

With thousands of applications pouring in, manually filtering through candidates was one of the most time-consuming aspects of the process. turbo's AI-powered screening automatically filtered out unsuitable candidates, ensuring recruiters only spent time on the most qualified applicants.

"Leveraging the AI component of turbo to filter out candidates that weren't suitable enabled so many more efficiencies and required fewer admin staff. We're now able to process the same volume with just one team member so much more efficiently," says Niemiec.



Building a future-ready talent pool

Beyond filling immediate vacancies, turbo's talent pooling feature allowed Janison to create a database of pre-screened candidates, enabling them to quickly fill future roles without starting from scratch.

"We posted a job looking for qualified teachers and got an overwhelming response. Out of 100 records, about 10% were interested in another role, saving acquisition costs and time," says Vicino. This proactive approach cut future hiring times even further, giving Janison a competitive edge when scaling up its workforce on demand.

The result

By integrating turbo into its recruitment strategy, Janison completely transformed its hiring process. The administrative workload was dramatically reduced, and what once required an entire team to manage is now handled by a single team member.

Time-to-hire, which previously took weeks, has been reduced to just hours. Candidates can now apply, complete their interview and be placed in a role on the same day.

The recruitment process is now more structured and scalable. By using AI-powered screening and video interviews, Janison has created a consistent and repeatable hiring model that eliminates scheduling conflicts and ensures a fair assessment of all candidates.

This approach has also led to significant cost savings, reducing manual effort, minimising interview coordination and allowing Janison to build and maintain a strong talent pool for future hiring needs.

For organisations facing similar recruitment challenges, turbo provides a scalable, efficient and user-friendly solution that enables businesses to hire smarter, faster and with less effort.

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This automation allowed Janison to reallocate internal resources, enabling teams to focus on other critical areas of the business instead of being tied up in manual recruitment tasks.

Video screening for faster, more consistent hiring

Beyond managing candidate applications, scheduling interviews was one of the biggest barriers to speed. With thousands of candidates to assess, coordinating interview slots was a logistical challenge.

turbo's built-in video screening software eliminated this issue. Candidates could complete structured video interviews at their convenience, allowing recruiters to review submissions in their own time without the back-and-forth of scheduling.

"Leveraging turbo's video screening software, there is a consistent interview approach, so all candidates answer the same questions. We didn't have to schedule interview times, which made things a whole lot more efficient," says Niemiec.

The response from candidates was overwhelmingly positive. Many preferred the flexibility of video submissions over traditional interviews. "Currently, 60% of candidates prefer turbo's video screening software over face-to-face interviews because they can complete the interview in their own time," shares Janison's Exam Administrator Yeni Vicino.

Before turbo, hiring invigilators was a weeks-long process. Applications had to be manually reviewed, interviews scheduled and hiring decisions coordinated across multiple teams. With turbo's automated workflows and video screening, Janison reduced time-to-hire from weeks to mere hours.

"We can go from posting an ad to having people in roles the same day now, whereas previously it was a weeks-long process," Niemiec explains.