Real estate/Construction

Gaursons India

Hiring Roles
Gaursons was recruiting project engineers, site leads, architecture & design managers, sales & leasing leads, and operations heads for residential, commercial, and township developments.

The Problem

Gaursons had regional teams and different hiring criteria. Some roles required deep design or structural skillsets, others needed sales / leasing domain. Decision rationales were weak and fragmented across project offices, making it hard for senior management to compare candidate shortlists or defend hiring decisions.

How InterviewGod Solved It

InterviewGod rolled out Custom Questions / AI Interview Builder to deliver role-aligned prompts , used Multi-round Hiring to separate technical / domain / leadership filters, and generated Skill-wise Reports + AI Report Summaries so head office and project leads see unified, defensible candidate profiles.

Multi-round Hiring

Staged Evaluation (Technical → Domain → Leadership)

Skill-wise Report

AI Report Summaries → Transparent Evaluation Dossiers

Custom Questions

AI Interview Builder → Aligned Prompts Per Role (Design, Sales, Site Ops)

Process Change

Gaursons transformed from localized, inconsistent hiring to a centralized assessment framework where each region follows the same evaluation logic, and shortlists come with clear rationale for decisions across offices.

Impact

Consistency

Better In Candidate Ranking Across Projects

Hiring Cycle

Reduced Across Zones

Alignment

Improved Alignment Between Design / Sales / Execution Teams

Reduced Escalations

Fewer Escalations Or Re-Reviews From Senior Management

VRC Constructions

Hiring Roles
VRC was hiring civil / structural engineers, project leads, site operations managers, quality & safety engineers, and infrastructure planners across highway, industrial, and urban infrastructure projects.

The Problem

Because VRC handles diverse infrastructure projects (highways, refinery, structural fabrication), interview panels sometimes emphasized only civil or structural knowledge at the expense of project execution judgment. Remote site hiring challenged integrity and consistency across locations. Rationales for "why candidate A over B" were scattered, making audits and decisions harder.

How InterviewGod Solved It

used Custom Questions / AI Interview Builder to generate scenario prompts specific to civil/ infrastructure challenges (e.g. soil, load, structural faults), applied Real-time Proctoring + Cheating Detection for remote assessments at project sites, and delivered Skill-wise Reports + AI Report Summaries for unified logic on candidate strengths.

Custom Questions

AI Interview Builder → Domain / Structural / Field Scenario Prompts

Real-time Proctoring

Cheating Detection + Secure Remote Testing Across Sites

Multi-round Hiring

Stagewise Filtering For Domain Competency Vs Leadership

Process Change

VRC moved from site-level, varied evaluations to a secure, consistent assessment framework where candidates across all project locations go through the same process, and decision makers get clean, rational shortlists.

Impact

Hiring Consistency

Better Cross-Site Hiring

Confident Choices

Conflict Free Hiring

Alignment

Greater Alignment In Quality / Safety Expectations Across Projects

Meenakshi Group

Hiring Roles
Meenakshi was hiring project engineers, infrastructure leads, township planners, operations heads, and business development managers for residential, commercial, and mixed-use developments.

The Problem

Operating across multiple projects and zones, Meenakshi struggled with inconsistent candidate evaluations. Local teams used different standards, making it hard for the HQ to compare shortlists. Decision rationales were fragmented, slowing approvals and causing disputes.

How InterviewGod Solved It

InterviewGod delivered Custom Questions / AI Interview Builder tailored to real-estate & infrastructure scenarios, implemented Multi-round Hiring to filter various stages so decision makers could see unified, defensible profiles.

Multi-round Hiring

Staged Filtering Across Role Levels

Multi-skill Assessment

Test Both Domain + Grounded Skills

Custom Questions

AI Interview Builder → Scenario Prompts Around Site Planning, Zoning, Utilities

Process Change

Meenakshi moved from decentralized, inconsistent hiring to a standardized, AI-augmented evaluation pipeline where all project leads and zones align on candidate selection criteria.

Impact

Consistency

Increased Cross-Zone Rankings

~20%

Reduction In Hiring Cycle

Fewer Escalations

Escalations Over Shortlists Reduced

Alignment

Better Alignment Across Project, Planning, Operations

Omaxe

Hiring Roles
Omaxe was hiring site & project managers, structural engineers, procurement / contracts leads, design & architecture managers, and operations & facility leads across its multiple cities and integrated developments.

The Problem

With operations across 20+ cities and many project types (residential, commercial, township), Omaxe had varying hiring criteria. Some regions stressed structural depth, others stressed project delivery & vendor coordination. Rationales were inconsistent and often not communicated well, delaying approvals.

How InterviewGod Solved It

InterviewGod deployed Custom Questions / AI Interview Builder with developer & vendor coordination scenarios, used AI Assessment Screening to weed out misfits early, and provided Skill-wise Reports + AI Report Summaries that merged technical, operational, and domain signals into one view dossier.

AI Assessment Screening

Filter Early Mismatches

AI Interview

Role Specific Interviews

Custom Questions

AI Interview Builder → Project Coordination, Vendor & Delivery Scenarios

Process Change

Omaxe shifted from regionally siloed evaluations to a company-wide assessment standard, making candidate comparisons across cities cleaner and faster.

Impact

Hiring Across Locations

Fewer Inconsistencies

~18–22%

Reduced Time-To-Offer

Clarity

Decision Clarity Improved

Escalations

Fewer Rejections Or Escalations By Senior Leadership

Deejos Engineers

Hiring Roles
Deejos was hiring architecture & design leads, project contractors, site managers, civil / structural engineers, client liaison & operations leads primarily in residential and turnkey construction projects.

The Problem

As a turn-around-time-driven architecture design & architecture firm, Deejos faced a blend of architectural design, construction execution, and client management roles. Panels often evaluated these roles using very different criteria, leading to uneven candidate comparisons. Also, remote site roles posed integrity and consistency risks across locations.

How InterviewGod Solved It

InterviewGod applied Custom Questions / AI Interview Builder to present combined design + construction + client scenarios, used Real-time Proctoring + Cheating Detection for remote candidate assessments at site-level roles, and offered Skill-wise Reports to unify signals and support defensible hiring decisions.

Custom Questions

AI Interview Builder → Combined Design / Construction / Client Interaction Prompts

Real-time Proctoring

Cheating Detection + Integrity For Remote Tests

Skill-wise Report

AI Report Summaries → Unified Evaluation & Rationale

Process Change

Deejos moved from localized, role-siloed hiring to a central assessment pipeline, ensuring that across sites and roles, candidate evaluation is consistent and well documented.

Impact

Candidate Fit

Better Candidate Fit Across Hybrid Roles

Reduced Mis-Hires

Fewer Mis-Hires Between Design Vs Execution Roles

Smarter Decisions

Faster Candidate Selection Decisions

Reduced Disputes

Reduced Disputes / Rework Over Shortlists