Healthcare

Onsurity

Hiring Roles
Onsurity was recruiting product managers, health tech engineers, backend developers, operations leads, and client success specialists to scale their employee healthcare membership platform.

The Problem

Onsurity's operations is a competitive healthtech space, combining technology with regulatory compliance and user trust. Candidate evaluation was inconsistent between tech and domain teams. Also, recruiting for both software and health/insurance savvy roles created mismatched assessments. Decisions lacked transparency for stakeholders.

How InterviewGod Solved It

InterviewGod introduced AI Assessment Screening to filter initial candidate pools, used Custom Questions / AI Interview Builder to embed domain insurance + health membership scenarios into tech interviews, and generated Skill-wise Reports + AI Report Summaries that unify technical, domain, and behavioral signals into one clear dossier.

AI Assessment Screening

Early Filtering For Baseline Fit

Skill-wise Report

AI Report Summary → Unified Candidate Evidence

Custom Questions

AI Interview Builder → Healthtech + Insurance Scenario Prompts

Process Change

Onsurity moved from fragmented assessments across tech and domain teams to a single, blended evaluation pipeline. Now all candidates follow the same structured path, and decision-makers see a clear, defensible candidate profile.

Impact

~60–70%

Reduced Screening Time

Hiring cycle

Reduced

Alignment

Improved Alignment Between Product & Operations Hires

Agreement

Improved Interviewer Agreement Across Tech/Domain

1to1Help

Hiring Roles
1to1Help was hiring counselors, mental health tech engineers, on-platform psychologists, operations leads, and client success managers for its Employee Assistance & wellness services.

The Problem

Mixing technical, behavioral, and human-facing roles created inconsistent evaluation rubrics. Some interviews over-indexed domain knowledge (mental health), others just more weight on soft skills. Without standardization of otherwise was weak, making it hard to explain why one candidate was chosen over another.

How InterviewGod Solved It

InterviewGod used Multi-round Hiring to split evaluation into domain (mental health) round, technical round, and empathy / soft-skills round. Psychometric Analysis helped surface consistent behavior traits. AI Report Summaries packaged all signals into a single narrative that HR and leadership could review.

Psychometric Analysis

Spotlight Reliability, Empathy, Stress Tolerance

AI Report Summary

Integrated Evaluation Narrative

Multi-round Hiring

Separate Domain, Technical, Behavioral Stages

Process Change

To1help transitioned from mixed, ad hoc interviewer judgments to a structured, staged evaluation framework where different competencies are tested independently and later combined into one unified view.

Impact

Improved timelines

Faster Decision Timelines

Increased Match

Better Match For Counselor / Operator Roles

Increased Confidence

More Confidence In Selection Rationale

BeatO

Hiring Roles
BeatO was hiring IoT / embedded engineers, health data analysts, mobile app devs, product health specialists, and operations / care managers in its remote health / diabetes management product domain.

The Problem

Healthtech devices require candidates who understand hardware + health context. Interview panels often evaluated them either as pure engineers or health domain, missing blend. Also, domain-competency signals were buried in technical answers. Decision rationales lacked clarity for cross-functional stakeholders.

How InterviewGod Solved It

InterviewGod used Custom Questions / AI Interview Builder to simulate real product + health integration challenges. Paired with AI Assessment Screening to triage hardware / software fit, and Skill-wise Reports + AI Report Summaries to reconcile technical + domain signals clearly.

AI Assessment Screening

Early Filter On Technical / Domain Match

Skill-wise Report

AI Report Summary → Merged Signal Clarity

Custom Questions

AI Interview Builder → Hybrid Health + Tech Scenarios

Process Change

BeatO moved from siloed assessments (engineering vs health) to a unified evaluation path that tests candidates on integrated real-world problems and delivers clean, interpretable verdicts.

Impact

Hiring accuracy

Better hybrid role hiring accuracy

Decreased Mismatched hires

Reduction In Mismatched Hires

Clarity

Decision Clarity Across Product & Health Leadership

Increased Satisfaction

Improved Candidate Satisfaction

Lissun

Hiring Roles
As a wellness / healthtech firm, they needed candidates with both technical skills and wellness / counseling mindset. Interviews led to inertia and domain teams applied different criteria. The evaluation rite was inconsistent, and stakeholder trust in candidate decisions was weak.

The Problem

Dispatch team performance varied because interviews didn't simulate real network constraints (e.g. vehicle availability, congestion). Some top candidates underperformed in real tasks. Also, feedback lacked clarity for skipping or accepting decisions.

How InterviewGod Solved It

InterviewGod introduced Multi-round Hiring to segment technical, wellness / behavioral, and leadership stages. Incorporated Psychometric Analysis to surface soft traits relevant for wellness roles, and delivered AI Report Summaries tying all signals together into a coherent narrative.

Psychometric Analysis

Identifies Fit For Wellness / Empathy Traits

Multi-round Hiring

Tech → Wellness → Leadership Pathing

AI Report Summary

Holistic Candidate Narrative

Process Change

Lissun replaced fragmented evaluation by domain silos with a composed, staged hiring pipeline. Every candidate passes through consistent wellness + technology evaluation and is evaluated with a unified dossier.

Impact

Better Alignment

Stakeholder alignment improved

Increased Retention

Better retention in wellness / care roles

Speed

Decision speed improved

Feedback

Clearer Candidate Feedback

HealthTech India

Hiring Roles
HealthTech India was recruiting device design engineers, biomedical R&D specialists, quality assurance / regulatory engineers, and support & service teams for medical / surgical product lines.

The Problem

In medical devices, roles demand domain engineering + regulatory knowledge. Interviewers often either overemphasized technical skills or overemphasized compliance domain, missing balanced evaluation. Rationales for decisions were scattered across resumes, making auditability weak.

How InterviewGod Solved It

InterviewGod used Custom Questions / AI Interview Builder to design device + regulatory scenario prompts, layered in Multi-round Hiring to test core design + compliance + service fit, and offered Skill-wise Reports + AI Report Summaries to consolidate signals and provide clear rationale for each hire.

Custom Questions

AI Interview Builder → Device Design + Regulatory Scenario Prompts

Multi-round Hiring

Staged Evaluation: Design → Compliance → Service

Skill-wise Report

AI Report Summary → Combined Technical, Domain & Service Signals

Process Change

HealthTech India transitioned from domain-siloed evaluation to a multi-stage, domain-integrated hiring flow. Engineers across design, QA, regulatory now pass through common structured paths with clear, defensible candidate profiles.

Impact

Alignment

Better alignment across engineering & regulatory teams

Regression

Faster regression in R&D hiring cycles

Smarter choices

More Defended Hiring Decisions

Improved Quality

Improved Quality Of Hired Device Engineers