

Identify Talent and Reduce Bias in Hiring

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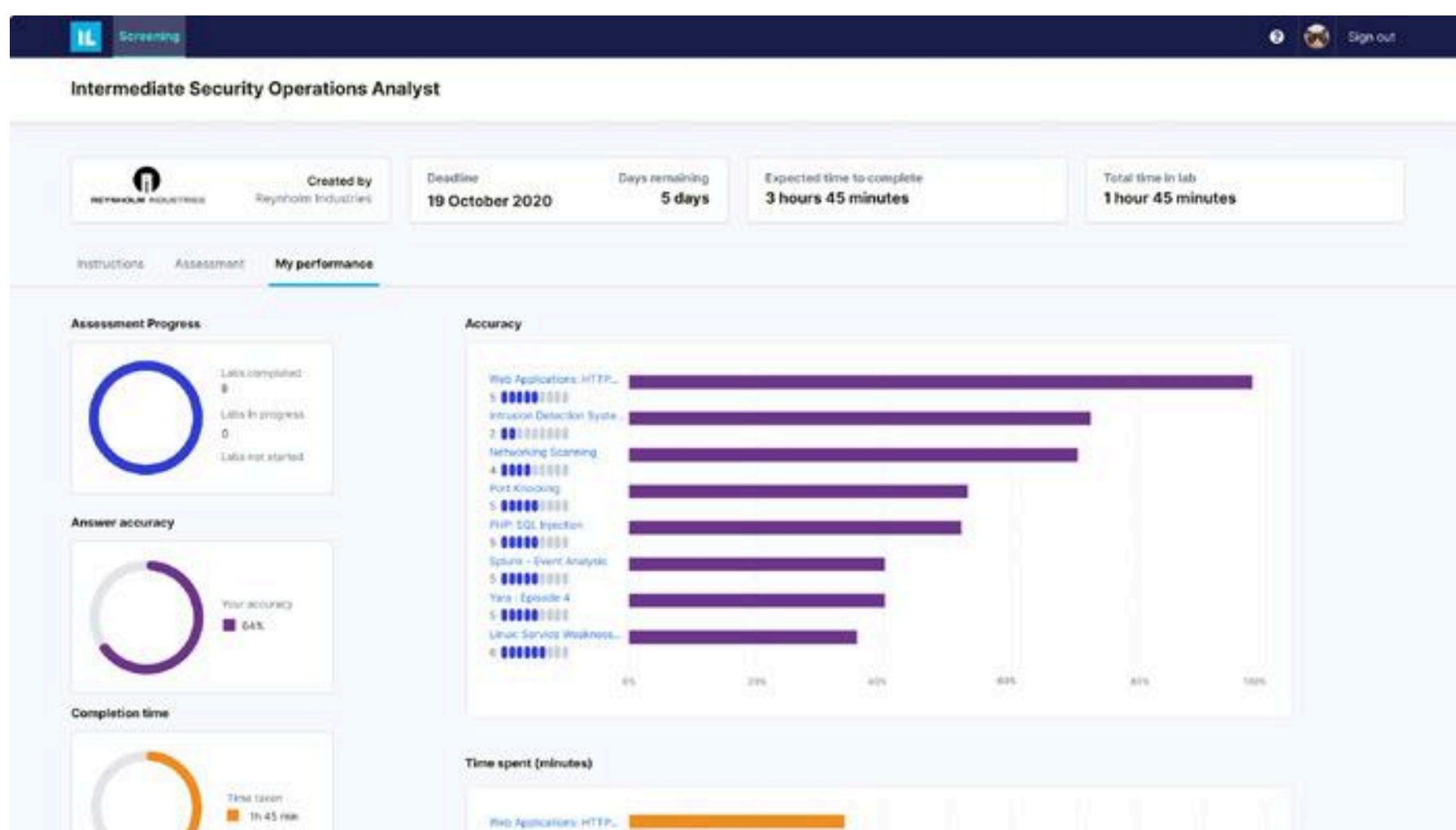
Screen



Identify Cybersecurity Talent and Reduce Bias in Hiring

With the large (and growing) cyber skills gap, finding qualified cybersecurity talent is challenging for every organization. Even entry-level roles require an intricate mix of knowledge, skills, and judgment that are nearly impossible to evaluate using traditional interviewing methods. At the same time, candidates with non-traditional backgrounds may face conscious or unconscious bias during the hiring process.

With Candidate Screening, you can test applicants against the specific skills required for an open cybersecurity position. Hands-on labs enable remote testing of relevant technical abilities before advancing a candidate to the interview stage. Better still, because Immersive Labs simulate real-world scenarios, hiring teams can test how well a candidate might actually perform in the job—and under pressure.



Benefits

- **Address key requirements.** Lab Builder supports bespoke content creation.
- **Reduce bias and hire top talent.** Use data to reveal strong performers
- **Increase speed of hiring.** Identify qualified candidates quickly
- **Reduce hiring costs.** Identifying internal cybersecurity talent
- **Eliminate unnecessary interviews.** Prioritize qualified candidates
- **Boost candidate experience.** Enable flexible, at-home skill verification

Candidates

- Application Security Experts
- Cloud and Infrastructure Security
- Defensive Cybersecurity Professionals
- Developers
- Penetration Testers

Evaluate and compare candidates' hands-on cybersecurity capabilities

How it Works:



Identify Open Positions & Assign Job Prerequisites

Align cybersecurity openings throughout your organization to the foundational and hands-on skills required for each position.



Sending Candidates Relevant Exercises

Test candidate skills based on the open position's specific cybersecurity skills requirements.



Candidates Attempt Required Labs

Ask candidates to demonstrate their knowledge. Our advanced metrics will capture data that validates the individual's skill level (e.g. answer accuracy and lab completion time).



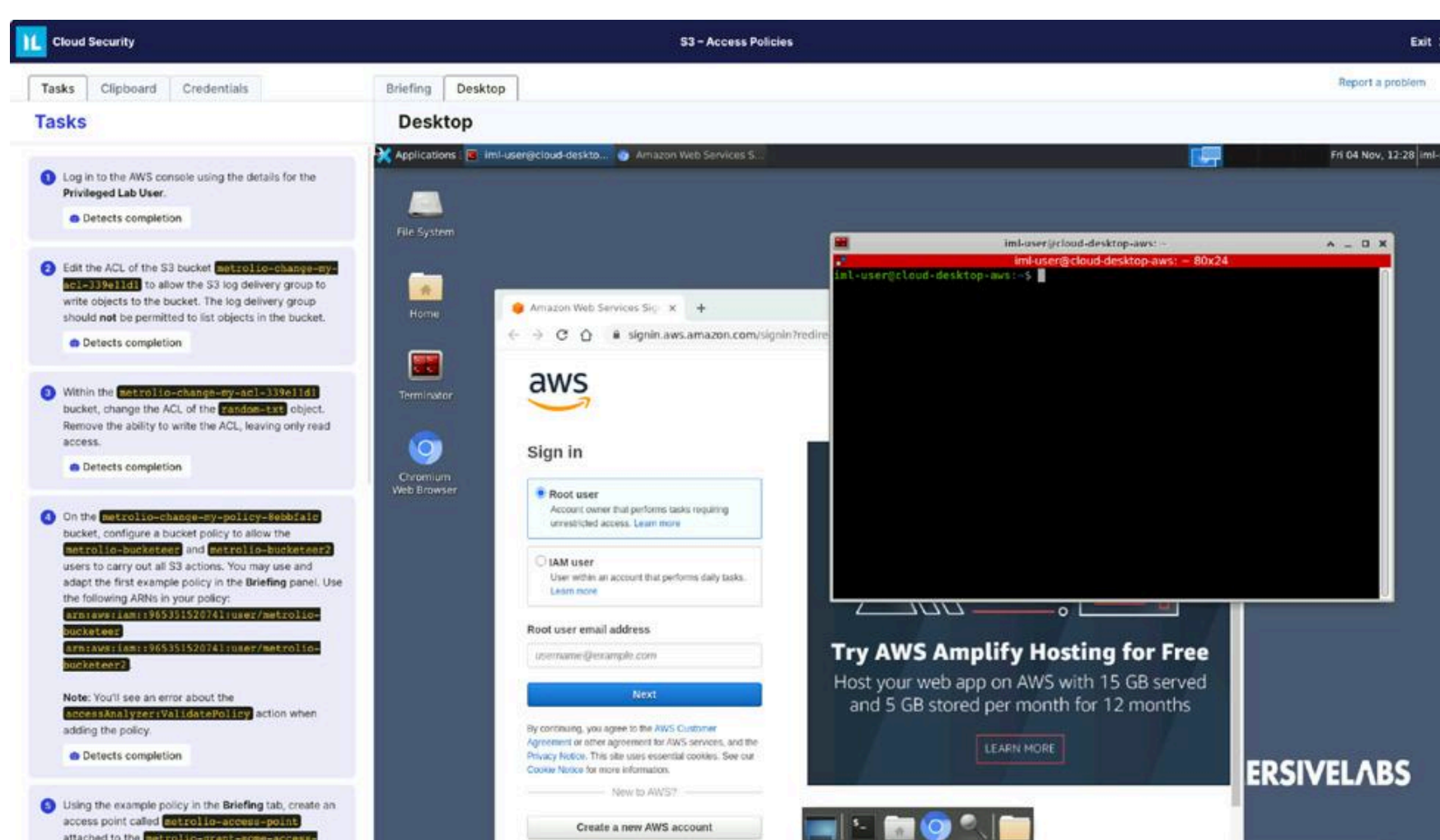
Advance Top Candidates in Hiring Process

Compare the specific strengths and weaknesses of each applicant with detailed performance data. Progress only the most qualified candidates to the interview stage.

Better, Faster, Smarter Cybersecurity Hiring



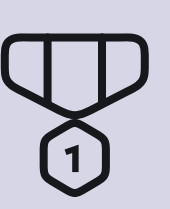
Immersive Labs enables applicants to prove they possess the required cybersecurity capabilities with a set of engaging, browser-based exercises designed to screen candidates while reducing bias in your hiring process.

Flexible, “any time, anywhere” testing eliminates the need for burdensome, in-person evaluations, which may not be feasible for all candidates. By objectively assessing hands-on skills with granular performance data, such as accuracy and lab completion time, organizations can evaluate all candidates against the same objective criteria, regardless of background. This eliminates bias, increases diversity in the hiring pool, and enables faster identification of the most qualified cybersecurity talent.



Hands-on labs are technical, practical and engaging

Candidate Screening Labs

 Entry Level <ul style="list-style-type: none"> ■ Cyber Awareness ■ Forensic Analyst - Beginner ■ Incident Responder - Beginner ■ Management Risk and Compliance ■ Penetration Tester - Beginner ■ Secure [Java/.NET/PHP/Python] Developer - Beginner ■ SOC Analyst - Beginner ■ Technical Fundamentals 	 Mid Level <ul style="list-style-type: none"> ■ Forensic Analyst - Intermediate ■ Infrastructure Pentester - Intermediate ■ Incident Responder - Intermediate ■ SOC Analyst - Intermediate ■ Web App Pentester - Intermediate ■ Cloud Security Engineer 	 Advanced Level <ul style="list-style-type: none"> ■ Malware Analyst ■ Reverse Engineer ■ Threat Hunter
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Be Ready

Immersive is trusted by the world's largest organizations and governments, including Citi, Pfizer, Humana, HSBC, the UK Ministry of Defence, and the UK National Health Service. We are backed by Goldman Sachs Asset Management, Ten Eleven Ventures, Menlo Ventures, Summit Partners, Insight Partners and Citi Ventures.

