

Navigating the new reality of hiring in healthcare



Care can't wait for a 90-day requisition. Neither can the front desk, the billing office, or the night shift.

From the nursing unit to patient access and environmental services, every open role in a health system ultimately affects the patient. Clinical vacancies delay care, while high-turnover support roles strain surrounding teams. At the same time, new technical roles needed to power AI infrastructure are challenging already-stretched recruiting teams. Modernizing hiring requires AI that works across every role within the Oracle systems health organizations already use, govern, and audit.

Three hiring challenges facing healthcare organizations today:

High-volume, non-clinical turnover

Constant churn overwhelms recruiting teams. Manual screening cannot keep pace, leaving requisitions open and candidates behind.

The clinical evaluation bottleneck

Scheduling delays slow clinical evaluations, leaving critical roles unfilled and internationally trained candidates overlooked.

Fragmented tools, fragmented governance

Separate hiring tools create data silos, inconsistent candidate experiences and the governance complexity Oracle customers sought to avoid.



With Eightfold AI Interviewer and Oracle Recruiting, healthcare organizations can:

- Move candidates from application to structured interview in hours rather than weeks, with interviews available 24/7 at any volume—without changing existing Oracle HCM workflows.
- Build compliance documentation from the first interview through standardized, defensible evaluation records, recruiter oversight, and human final decision-making.
- Reduce evaluation variability across teams and locations by applying a consistent, structured interview framework to every candidate.
- Keep candidate data within approved, governed systems through an embedded integration with the Oracle environment IT and compliance teams already control.

**Proven impact with
Eightfold AI Interviewer:**

80%
WORK AUTOMATED

*Recruiter time spent on candidates,
not coordination*

90%
FASTER TIME TO INTERVIEW

*Qualified candidates evaluated
upon application*

93
CANDIDATE NPS

An interview experience candidates enjoy

Agentic interviewing, inside Oracle Recruiting

AI Interviewer is an autonomous talent agent, embedded in Oracle Recruiting Cloud workflows. It conducts screening, functional, coding, and 360° interviews directly within Oracle Recruiting, evaluates responses, and delivers instant, skills-based summaries to recruiters, anytime, in 22+ languages, via web, SMS, and WhatsApp.

Powered by Eightfold Talent Intelligence and trained on more than 1.6 billion career trajectories and 1.6 million skills, AI Interviewer assesses skills, potential, and career trajectory beyond the résumé, always with recruiter oversight, human final decisioning, and published independent bias audits.

Built to clear your security review, not just your shortlist:

- Government-grade, extended to everyone. Independently audited and continuously renewed.
- Your data is never training data. Eightfold does not use identifiable customer data to train its models.
- Humans make the hiring decisions. AI Interviewer supports evaluation, it does not decide. Independent bias audits published under NYC Local Law 144.
- Verify before you sign. You control residency, retention, and deletion. Certifications, penetration test summaries, and pre-answered questionnaires are in the Trust Portal, no NDA required.



What it looks like in healthcare:

- **Start where the volume is.** Run a structured interview for every revenue cycle, patient access, and environmental services applicant the day they apply, so the highest-turnover roles stop sitting open.
- **Identity and skill validation in one tool.** Verification through CLEAR and ID.me confirms who's interviewing.
- **Remove the scheduling bottleneck from clinical hiring.** Nursing and clinical candidates complete competency assessments on their own schedule, in 22+ languages, bringing internationally trained clinicians into a process that used to lose them.
- **Evaluate the roles you've never hired for before.** As health systems build teams to manage clinical AI infrastructure, AI Interviewer assesses the technical expertise those new roles demand.
- **Create a single hiring standard across the system.** Every role runs through the same auditable framework, replacing facility-by-facility variability with a standard you can defend.

How to buy: Oracle Cloud Marketplace

-  **Use existing Oracle credits.** Purchase AI Interviewer through Oracle Cloud Marketplace using eligible Oracle Cloud credits.
-  **Simplify procurement.** Buy through your existing Oracle procurement process for faster contracting and deployment.
-  **Deploy with confidence.** Extend your Oracle Recruiting environment with a secure, enterprise-ready solution.

Ready to hire faster? Request a demo at eightfold.ai/demo or purchase directly on Oracle Cloud Marketplace.