

Navigating the new reality of hiring in technology

Production doesn't wait for your req to close. Neither do the candidates.

From the production floor to the maintenance bay to the distribution center, manufacturers run some of the highest-volume hiring in any industry: hundreds of hourly and skilled trade reqs open at once, varying evaluation quality across shifts and sites, demand surges from plant expansions and new contracts, and candidates who apply on their phones between shifts. Modernizing hiring in this environment requires AI that operates at production scale, running inside the Oracle systems manufacturers already use to run the business.

Three hiring challenges facing technology organizations today:

- Engineering hiring delays the product roadmap**
Open roles delay sprints and launches. Slow interviews cost the business long before the impact appears in recruiting metrics.
- Coding interviews break down at scale**
Live assessments compete with engineers' work, creating scheduling delays, inconsistent evaluations and poor candidate experiences.
- The interview process is a product demo**
Top engineers judge your innovation through the hiring experience. Slow, inconsistent processes send them elsewhere.



With Eightfold AI Interviewer and Oracle Recruiting, technology 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

Eightfold AI Interviewer



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 technology:

Hire at the speed of the roadmap. A same-day, always-on interview experience closes offers before competitors complete a first screen, telling top engineers this is an organization that ships and trusts modern technology.

Identity and skill validation in one tool. Verification through CLEAR and ID.me confirms who's interviewing.

Remove the scheduling tax from technical assessment. AI coding and functional interviews assess problem-solving and code quality through structured, consistent evaluations.

Deploy inside your existing OCI perimeter. Eightfold deploys on the same Oracle Cloud Infrastructure you already run, removing the vendor approval bottleneck that stalls most new AI adoption.

Build an advantage that compounds. Every interview generates structured, searchable data inside Oracle HCM, so skills intelligence from today's hiring informs the next requisition.

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.