

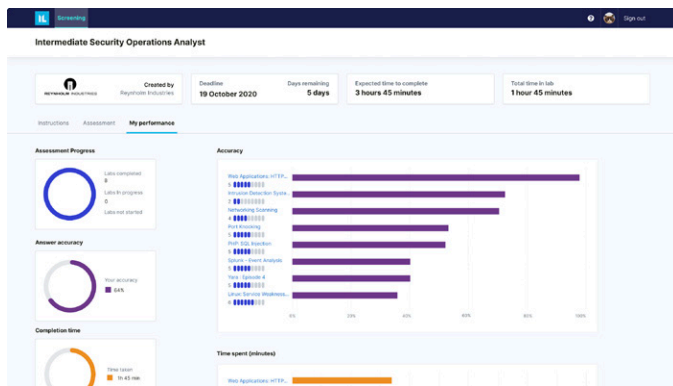
Candidate Screening

Identify cybersecurity talent and reduce bias in hiring



With the large (and growing) cyber skills gap, finding qualified cybersecurity talent is a challenge 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.

Candidate Screening from Immersive Labs helps organizations test applicants against the specific skills required for an open cybersecurity position. Immersive Labs' hands-on challenges enable remote testing of relevant technical abilities before advancing a candidate to the interview stage. And because our labs simulate real-world scenarios, organizations can test how well a candidate might actually perform in the job – and under pressure.



Evaluate and compare candidates' hands-on cybersecurity capabilities

Benefits

- Hire the best candidates
- Increase speed of hiring by identifying qualified candidates quickly
- Eliminate unnecessary interviews with unqualified candidates
- Reduce bias in the hiring process by using data to identify the strongest performers
- Reduce talent acquisition costs by identifying internal cybersecurity talent
- Enables flexible, at-home skill verification

Candidates

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

HOW IT WORKS

- ### 1 Identify Open Positions & Assign Job Prerequisites

Identify cybersecurity openings throughout your organization and the foundational and hands-on skills required for each position.
- ### 2 Sending Candidates Relevant Exercises

Test candidate skills based on the requirements for each specific position.
- ### 3 Candidates Attempt Required Labs

Applicants prove they possess the required hands-on capabilities. Advanced metrics provide data on how advanced each individual's capabilities are, such as answer accuracy and time to complete each lab.
- ### 4 Advance Top Candidates in Hiring Process

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

Trusted by the world's largest companies, governments, and defense organizations

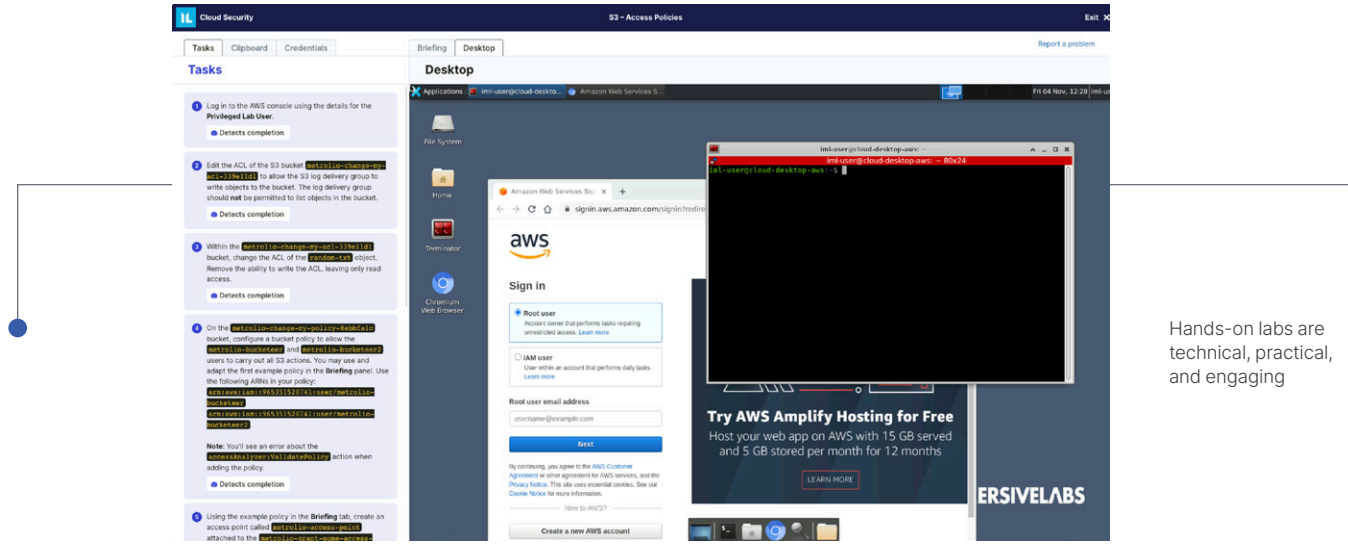


Reducing Bias in Cybersecurity Hiring

Resumes and certification lack the ability to prove hands-on expertise, while talented candidates do not always have the experience to demonstrate their capabilities. In addition, many candidates may be held back by non-traditional backgrounds as well as conscious or unconscious bias.

Immersive Labs enables applicants to prove they possess the required capabilities with a set of focused, browser-based exercises. Flexible, “any time, anywhere” testing eliminates the need for supervised, in-person evaluations, which can be burdensome and not an option for some candidates. All candidates for a given position are evaluated using the same criteria no matter their background, minimizing prejudice.

Organizations gain the ability to deeply understand the hands-on skills of each candidate by reviewing granular performance data, from accuracy to lab completion time, applicants can be compared based solely on their ability to perform the required tasks, minimizing bias and increasing diversity in security teams.



CANDIDATE SCREENING LABS

ENTRY-LEVEL

- 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

- Forensic Analyst - Intermediate
- Infrastructure Pentester - Intermediate
- Incident Responder - Intermediate
- SOC Analyst - Intermediate
- Web App Pentester - Intermediate

ADVANCED

- Malware Analyst
- Reverse Engineer
- Threat Hunter

Non-comprehensive sample

Certification & Compliance



Trusted by the world's largest organizations

Over **400** customers

>3.5M total labs completed

>100,000 unique users

>1,800 hands-on challenges