

Smart Hiring

From CV screening to evidence-based hiring for hospitals, clinics, care homes, and healthcare groups: structured interviews and simulated patient conversations, in every language your patients speak.

A CV lists the qualifications. A simulated patient shows the care.

Smart Hiring turns each clinical, nursing, and front-office role into structured interviews and realistic simulations with virtual patients, relatives, and colleagues. AI reads and ranks applications in any language, a virtual recruiter conducts the same first interview with every candidate, and simulations, a worried family member, a patient refusing treatment, a tense handover, show how people communicate, reason, and keep calm. Your medical and nursing directors decide on comparable evidence.

-50/60%

**RECRUITING AND
ASSESSMENT COSTS**

-2/3

**HIRING CYCLE
TIME**

40+

**LANGUAGES FOR
INTERVIEWS AND
PATIENT
SIMULATIONS**

THE PROBLEMS WE SOLVE FOR HOSPITALS, CLINICS, AND CARE PROVIDERS

01 — SHORTAGE

Many vacancies, few candidates, no time to lose

Nursing and medical shortages mean every suitable candidate counts and every week of delay costs. Smart Hiring screens and ranks applications in any language, international recruitment included, handles invitations and reminders, and lets you decide in days instead of weeks.

02 — COMMUNICATION

Qualifications say nothing about the bedside

A degree and a license do not tell you how someone breaks bad news, calms a worried relative, or handles a colleague under pressure. Simulated patients, relatives, and colleagues show it before the first shift, on the same criteria for everyone.

03 — SAFETY AND CONSISTENCY

Every ward interviews differently, and a wrong hire is a risk

The outcome depends on who interviews, and comparing candidates across departments and sites is hard. Structured interviews and simulations in 40+ languages give you documented, comparable evidence on communication, judgment, and teamwork, for every hire.

TARGET ROLES

Nurses and nursing assistants, physicians and residents, allied health professionals, hospital front office and patient services, call center and booking, care-home staff, nursing and clinical managers. Online, on site, or in immersive rooms. Complete platform or single modules: AI screening, structured AI interviews, patient simulations, assessment and development centers. Integrated with your Applicant Tracking System and HR systems.



Four steps. One decision, and it stays yours.

01 Map the role

With your medical and nursing directors and HR we define what each role really requires: communication with patients and families, clinical reasoning, teamwork and handover, calm under pressure, adherence to protocols. Each gets explicit criteria and a weight. The same map drives screening, interviews, and simulations.

02 Screen and rank

AI reads applications in any language, matches them with the role, and proposes a first ranking on transparent criteria, whether it is a nursing intake with hundreds of applications, international candidates, or a single head of department. Candidates receive invitations, instructions, and outcomes automatically, in your organization's voice.

03 Interview and observe

A virtual recruiter runs the same structured interview with everyone, remotely, at any hour, and in 40+ languages. Then simulations with realistic virtual patients, relatives, and colleagues built on your real situations: a worried family member, a patient refusing treatment, a tense handover, an aggressive visitor at the front desk. Communication, judgment, and composure become observable.

04 Compare and decide

Your medical and nursing directors review comparable profiles: recordings, answers, scores, and qualitative notes in one dashboard, integrated with your Applicant Tracking System. HR keeps full visibility and traceability. The decision stays with people.

WHAT YOU GET

Ranked shortlists

On the same criteria for every applicant, in every language.

Interview records

Recordings and answers from the virtual recruiter, ready to review.

Patient-simulation evidence

How they handled the relative, the refusal, and the handover.

Comparative dashboards

Scores, notes, and audit trail, in your HR systems.

Start with one role

Choose one open position: a nursing intake, a residents' cohort, front-office staff for a new clinic, a head nurse. Share the job description and your 10 best hires of the last years. We build the role map and the patient simulations, run the first structured campaign, and compare the results with your current process. Then scale what works to the next wards and sites.

YOUR CLINICAL LEADERS DECIDE

AI screens, interviews, and documents. Your medical and nursing directors see everything and decide. Every ranking and score can be examined, discussed, and overridden.

CANDIDATE EXPERIENCE

The same interview for everyone, from their phone, in days instead of weeks, and a clear outcome for every applicant: in a market where candidates choose, speed and respect make the difference.

LET'S TALK

Book a demo on www.e-real.net or propose a profile for us to select.

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