

Tellus

AI-based Interview Assessment Platform



About CUHK and the Chief Scientist of Tellus



Irwin King

Top 2% Scientist in the world by Stanford University


B.Sc. (Caltech), M.Sc., Ph.D. (USC)

Professor, Former Associate Dean (Education) of the Engineering Faculty (2012-2018), and Former Chair of the Department of Computer Science (2020-2023)

Fellow of ACM, IEEE, INNS, AAIA, and HKIE

Notable awards: ACM WSDM 2022 Test of Time Award, 2021 INNS Dennis Gabor Award for work in Neural Engineering

Focused on Trustworthy AI, Machine Learning, Social Computing, Natural Language Processing, Graph Neural Networks, Recommender Systems



香港中文大學計算機科學與工程學系
Department of Computer Science and Engineering
The Chinese University of Hong Kong

ABOUT • ADMISSIONS • ACADEMICS • RESEARCH • PEOPLE • NEWS & EVENTS •

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Facts & Figures

Rankings

#1 in the combined field of Artificial Intelligence, Computer Vision, Database and Designed Automation

CSRanking

#1 in Hong Kong	#3 in Asia	#3 Globally
US News and World Report – Best Universities in Artificial Intelligence 2022-2023		

#1 in Hong Kong

#5 in Asia

#10 Globally

US News and World Report – Best Universities in Computer Science 2022-2023

#26 in Computer Science and Information Systems 2022

QS World University Rankings

Tellus team background



**Prof.
Irwin
King**

Chief Scientist

Ph.D., Computer Science, University of Southern California (USC), '93
M.Sc., Computer Science, University of Southern California (USC), '88
B.S., Engineering and Applied Science, California Institute of Technology, '84

- Director, **Machine Intelligence and Social Computing (MISC) Lab**
- Director, **Centre for ELearning Innovation and Technology (ELITE)**
- Associate Editor, **AI Journal (JAI)**
- Associate Editor, **Neural Network Journal (NN)**
- Associate Editor, **International Journal of Data Science and Analytics (IJDSA)**
- Associate Editor, **Knowledge and Information Systems (KAIS)**
- Associate Editor, **Artificial Intelligence Science and Engineering (AISE)**
- Vice-Chair, **ACM SIGWEB**
- Vice-Chair, **ACM Web Conf Steering Committee**
- Distinguished Speaker, **ACM Distinguished Speaker**

Previous role including

- President of the International Neural Network Society, General Co-chair of conferences such as WebConf 2020, ICONIP 2020, ACML 2015, RecSys 2013, and WSDM 2011



**Renae
Wen**

Promotion Lead

BEcon & Fin, The University of Hong Kong, '21
HKMA and SFC Licenses in dealing, advising Securities, advising in Corporate Finance (including Codes on Takeovers and Mergers and Share Buyback), '21

- Responsible for **commercialisation**
- Prior to that, was an **Investment Banker at HSBC and Standard Chartered**
- Worked on over USD 10 billions **equity, debt, strategic M&A and fundraising deals**, for multinational corporations, including **Alibaba, NetEase, SenseTime, ZG Group, Aston Martin and Geely** etc.
- Linked up strategic cooperation and scaled up corporates internationally, including **UAE, HK, China, UK, Germany, Switzerland, the US**
- Career and interview advisor for next generations with **HK Government and several consulting firms**



**June
Cheung**

Tellus Tech Lead

Master of Engineering, Electrical Engineering and Computer Science, MIT, '99
B.Sc., Mathematics, MIT, '99
B.Sc., Computer Science and Engineering, Massachusetts Institute of Technology, '98

- **Team lead for Tellus**, an AI interview and assessment platform for educators and learners
- **Over 20 years of experience** in broad range of tech development
- Previously the **Head of Product** at a legal-tech startup and a functional consultant and expert in risk management software at **Moody's Analytics**



**Raven
Hon**

Education Tech Lead

M.Sc., Multimedia and Entertainment Technology, Hong Kong Polytechnic University, '03
B.Sc., Information System, **Staffordshire University**, '01
Project Management Professional, '08

- **Team lead for multiple technology classroom projects**, including an AI multimedia analytic platform, gamification classroom, MOOC, and an AI Chatbot for language learning
- **Over 20 years** of extensive technology project management and software development experience



**Patrick
Lau**

Text Tech Lead

Mphil, The Chinese University of Hong Kong, '06
B.Sc., Engineering, **CUHK**, '04
Microsoft Certified Professional, '02

- **Team lead for VeriGuide**, a patented plagiarism detection system
- **Over 20 years of experience** in leading technology development, server maintenance, support, demonstration, and customer communication
- Patrick joined the CUHK development team in **2008**
- Developed the VeriGuide platform from scratch and built it into a **patented product in 6 Asian regions**, delivering targeted regional AI solutions



Plus, an international R&D team of 40+ professionals and emerging talents, including 6 talented programmers and 23 postgraduates students (c. 60%), working to define the future of Education



: Cutting-Edge AI-Powered Interview Assessment

Since 2023, Tellus is an AI analytics platform, empowering decision makers through advanced insights

- Awards:



- Strengths:

- Unique rubrics measurement scheme
- Immediate AI Feedback benchmarked Top Public Speakers
- Boosts user confidence through personalized practice within a low-pressure environment

Partnership:



A versatile platform

Our technology has incredible potential to serve multiple industries.



Hiring



Admissions



EdTech



Market Research

A versatile platform (cont'd)

Even more possibilities...

Verbal
Assessment

Language
Teaching

Big Data
Collection &
Analysis

Opinion
Surveys

Group
Discussions

Focus Groups

Research

Mental Health

To assessors...



The Problems

Interviews are expensive, time consuming, and affected by personal biases

Interview trainings are also expensive, time consuming, and affected by personal biases

66% of hiring time is spent on interviews

HKD36k is the average cost of hiring a candidate

250 people respond to the average job posting

The Solution



Makes interviews
and interview trainings
more **objective**,
more **affordable**,
& more **efficient**.



76% lower cost per interview

65 HKD for 1 Tellus interview vs ~270 HKD for an HR manager's hour of time



25-70 minutes saved per
interview

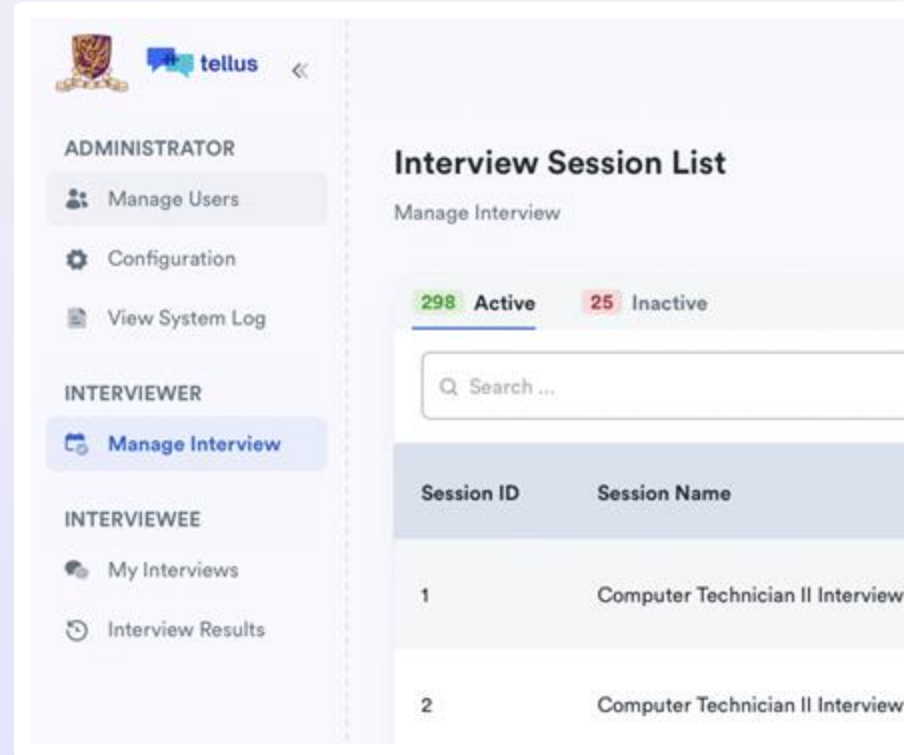
20 mins for 1 Tellus interview vs 45-90 min
average face-to-face interview time



200%+ interview productivity

At least 3 consecutive Tellus interviews could
conclude during the time of an average 1 hour
face-to-face interview. This number could increase
to dozens or hundreds per hour

How can our AI-powered platform optimise the interview and interview training process?



The screenshot displays the Tellus application interface. On the left is a sidebar menu with a top header containing a crest logo and the 'tellus' brand name. The menu is organized into three sections: 'ADMINISTRATOR' with options for 'Manage Users', 'Configuration', and 'View System Log'; 'INTERVIEWER' with the 'Manage Interview' option highlighted in blue; and 'INTERVIEWEE' with options for 'My Interviews' and 'Interview Results'. The main content area on the right is titled 'Interview Session List' and includes a 'Manage Interview' link. Below this, a status summary shows '298 Active' (in green) and '25 Inactive' (in red) sessions. A search bar with the placeholder 'Search ...' is provided. At the bottom, a table lists interview sessions with columns for 'Session ID' and 'Session Name'. The visible rows are:

Session ID	Session Name
1	Computer Technician II Interview
2	Computer Technician II Interview

Product


- What to be trained? Ask AI!

1. Upload Job Descriptions

2. Process by Gen-AI

3. Generate Questions

Generate Questions

 **Drop or Select file**
Allows PDF file with a max size of 1 MB

Please select the types of questions to generate:

Technical / Knowledge Based Questions Assess technical skills and domain knowledge.	0	Questions
Background / Experience Based Questions Gather information about past experiences, qualifications, and accomplishments.	0	Questions
Situational / Behavioural Based Questions Gather insights on past or future behaviours in specific situations.	0	Questions
Open-Ended Questions Assess ability to think creatively and approach problems beyond predictable responses.	0	Questions
Total Number of Questions Maximum of 10 questions	0	Questions

[Skip](#) [Submit](#)

Create Interview Session

Manage Interview - Create

Basic Questions Settings

Language: English Voice: Jenny - US Female

QUESTIONS

1 Question
Explain your experience with web and/or mobile development projects.

2 Question
Explain the difference between MongoDB and MySQL.


[Generate Questions](#) [↑](#) [↓](#) [+](#) [-](#)

Technical / Knowledge Based
Background / Experience Based
Situational / Behavioural Based
Open-Ended
[Generate Questions](#) [↑](#) [↓](#) [+](#) [-](#)

Product (Cont'd)

1. Instant video transcription
1. Objective Scoring
1. Skill-based AI Analysis in the whole interview / each individual questions

Q3: Describe a situation when you disagreed with someone at work. What did you do, and what was the result?



During my time at Fujitsu we were working on a voice over IP softphone application and we were designing the interface. The portal manager proposed that we should use the our own UI and components for the interface but will be more consistent for the Android and iOS interface so that there are no additional learning curve for the switch the phone from the Android and iOS to use our application. However, I does not really agree with because that both the Android and iOS provides native core kit so that we can just use the native SDK for it. And also has no additional learning curve so that it will be identical to the system UI so that once the user know the system UI, they know how to use our application. So I have voiced my concern to the product manager discussed the advantages such as the more convenient to implement. And more consistent without an additional learning curve. And he evaluated the pros and cons and finally accepted my idea.

Content Speaking Listening Presentation Comments

Content

7

Answer Length: 6
Suggested Keywords: 3
Text Sentiment: 8
Grammar: 8
Q&A Relevance: 9
Confidence: 9

Answer Length

69 seconds

When designing the interview question, a default answer length is set. Interviewees should try to speak more and reach the desired answer length.

Grammar

8.0

Grammatical errors are allowed in the answer, but less is better, as the answer should be understandable.

Suggested Keywords

2.5

Suggested keywords were chosen when designing the interview question. Interviewees should try to use these keywords in their answers.

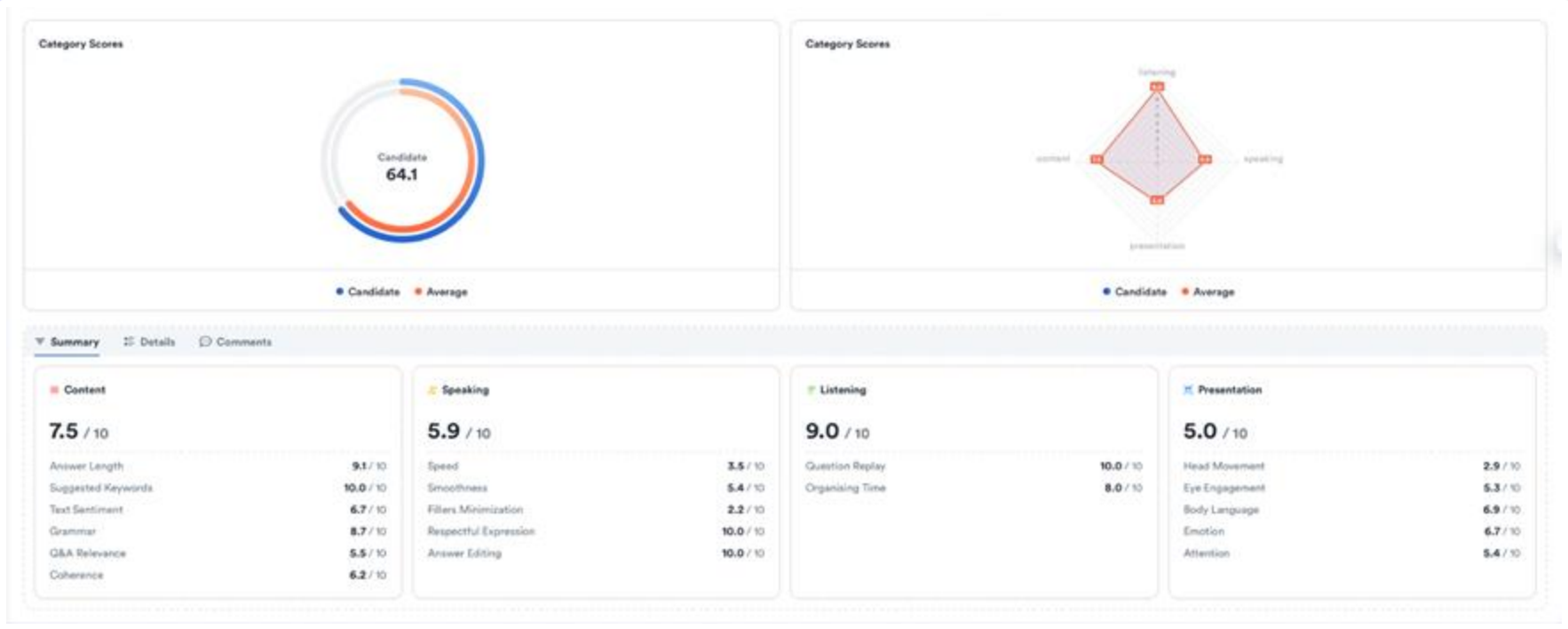
Q&A Relevance

The answer provides a clear example of a disagreement at work and explains the respondent's approach to resolving the issue. However, the answer could have been more concise and focused on the respondent's personal actions and outcomes; reflect the extensive details about the project and technological aspects.

Text Sentiment

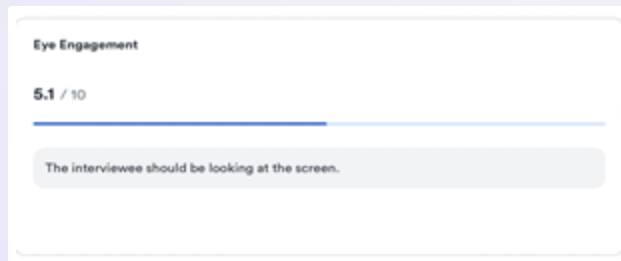
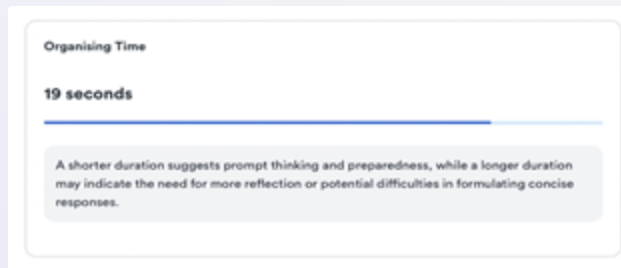
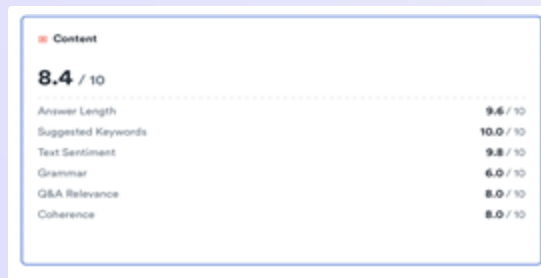
The sentiment of the answer should be neutral, but positive or negative answers are also allowed. A high amount of both positive or negative answers could be a sign of derailing activity.

Result and findings overview (1) General feedback



Result and findings overview (2) Individual question feedback

- ChatGPT integration and AI Content Analysis



Result and findings overview (3) Exporting as Individual or Interviewer Aggregate Report

2.1 BASIC INFORMATION

Interview Session Name:	Demo Interview for Dr. Anna Tsui
Description:	
Start Date:	2023-05-01 17:00
End Date:	2024-01-01 01:00
Status:	Active
No. of Questions:	5
No. of Interviewees:	3
No. of Invited:	3
No. of Conducted:	3
Analysis Progress	Finished
AI Comment %:	100.0%
Created at:	2023-08-21 17:21
Modified at:	2023-10-27 15:51



- Streamline decision-making
- Allow benchmarking against industry standards or internal expectations, helping to maintain a competitive edge in talent acquisition
- Provide a holistic view of candidate performance

3.2 LIST OF INTERVIEWEE PERFORMANCE

The table lists the scores of content, speaking, listening presentation and total score. The data is sorted by total score from highest to lowest and is filtered to show best attempts of each interviewee.

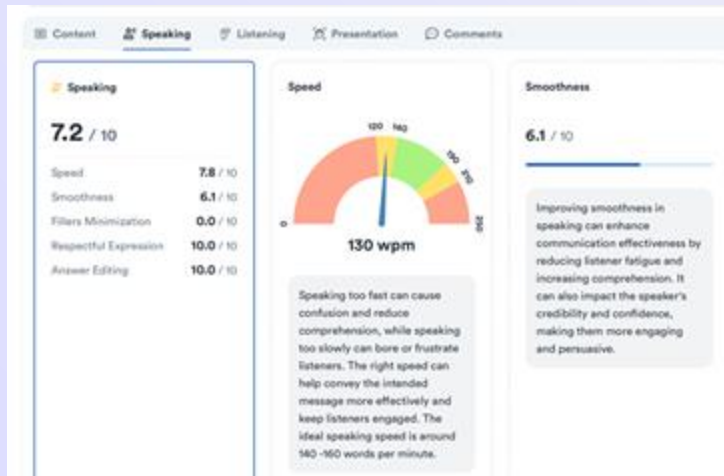
Name	Attempt	Date Submitted	Content	Speaking	Listening	Presentation	Total Score
			30%	30%	10%	30%	
Baron Jr.	1	2023-08-21	<div><div></div></div> 6.1	<div><div></div></div> 9.5	<div><div></div></div> 10.0	<div><div></div></div> 6.0	75
Crimson Chan	1	2023-08-21	<div><div></div></div> 5.4	<div><div></div></div> 9.9	<div><div></div></div> 10.0	<div><div></div></div> 6.0	74
Cadmann Jr.	1	2023-08-21	<div><div></div></div> 6.6	<div><div></div></div> 7.5	<div><div></div></div> 10.0	<div><div></div></div> 6.0	70
<div><div></div> Lower than mean <div><div></div></div> Higher or equals to mean Mean</div>							

Table 1: List of Interviewee Performance

Connected to the Unique Online Courses for Further Development

- Learners can download the recommendation report and assess to our unique and free HK-government funded online courses for improvements

General feedback format per question

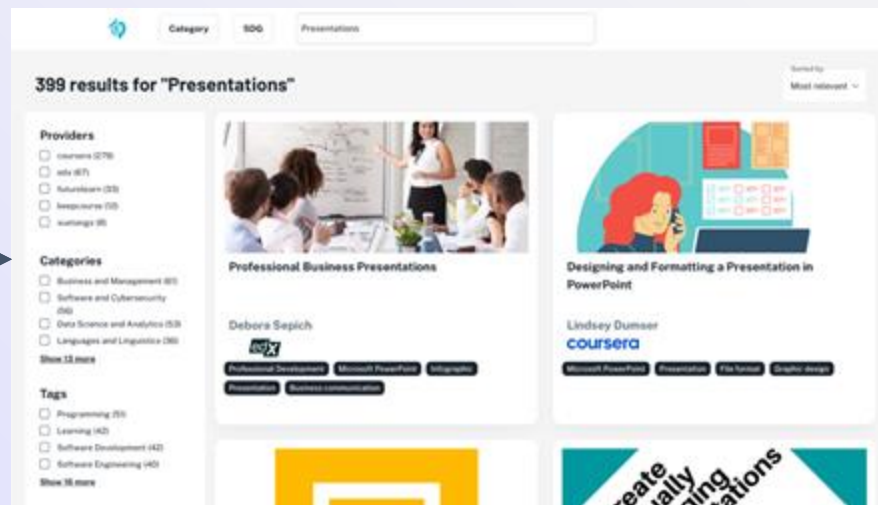


COMMENTS

Q&A relevance: The answer is mostly relevant to the question as it describes facing a challenge in a team setting and the steps taken to overcome it. However, the answer is not very clear and focused, with the speaker jumping between different points and not providing specific details.

coherence: The text lacks coherence due to frequent use of hesitation markers and repetition of ideas. The information provided is somewhat disorganized and the reader may find it difficult to follow the main message. Additionally, there are some incomplete sentences and unclear phrasing.

Recommended courses



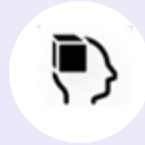
Why Tellus is a must?



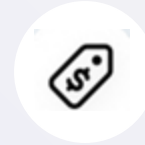
1. Tellus dramatically improves interviews for **Organisations**



Fast-track screening



Objective insights



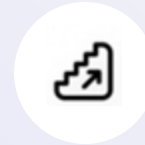
Cost efficiency



Larger talent pool



Customisable process



Scalable system

2. Tellus dramatically improves interviews for **Candidates**



Award-winning EdTech



Instant feedback



Easy-to-use



Self-improvement



Anywhere, anytime



Privacy protected

3. Tested with schools and universities since 2023, with 100% satisfaction rate

Selected case study A: CUHK's Career Planning and Development Centre

"We are pleased to introduce **Tellus as a valuable resource for all CUHK students**. This innovative AI Interview System offers students a unique opportunity to practice their interview skills in a realistic and supportive environment.

By incorporating Tellus into our career services, we aim to empower students with the skills they need to excel in interviews, helping them navigate their career paths with confidence. We look forward to anticipating the positive impact this tool will have on our student community."

- Provided mock interview programs and nomination programs for internship and graduate programs
- Customized role-specific question banks to practice for their desired roles

Selected case study B: CUHK's English Language Teaching Unit

“
Ms. Ella Leung
Senior Lecturer at the
English Language Teaching
Unit (ELTU) of CUHK

"I recently used Tellus for job interview practice with my students. The platform is easy to set up. After my students submitted their recordings, Tellus quickly generated some initial feedback on their performances, allowing me to efficiently review their answers to the interview questions I posted. I believe **Tellus is an excellent tool to help prepare our students for the online interviews they will face in the near future.**"

- Provided training on online job interviews
- Apart from that, incoming teachers were also assessed through Tellus on their proficiency in English, audience engagement, and articulation

Quotations

Plan option	Quotations	Our costs
1. Comprehensive interview analysis	<ul style="list-style-type: none">- 1,000 interviews (up to 30 minutes per session)- 500 AI-generated questions- Unlimited interviewer and interviewee accounts- Online assessment results- Interviewer aggregate reports- Mandarin (BETA) and English- Technical support team in Asian-zone working hours	<ul style="list-style-type: none">- Negotiable on different packages (HKD 70 each in general)
2. Potential customisation	<ul style="list-style-type: none">- Streamlining access to KEEP Course learning- ATS integration- Human vs Passport identification- Candidate profile	<ul style="list-style-type: none">- Negotiable with MOU signed