

Hack process of recruiting programmers [with Case Study]



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STEP BY STEP GUIDE

1. Recruiting tech talents is challenging

IT is probably one the hardest industries to recruit professionals. With each year it will be even harder to find technical talents such as engineers, programmers, database analysts or mobile developers. The good ones are hired very quickly. Recruiting and hiring programmers is not a one-man job, it requires teamwork. Whole company has to work hand in hand in order to hire the best.

Recruiting programmers requires joint effort and company's departments working side by side.

HR Director

is responsible for developing strategic solutions in order to streamline the whole recruiting process on very competitive IT market. HR Director makes sure that his team recruits in an easy, quick and effective way. His biggest pain in recruiting is that the company has always higher demand for tech talents needing more and better people to hire.



IT Recruitment Specialist

plays a crucial role in recruiting process being mainly responsible for hiring true performers that will bring the company to the top. IT Recruitment Specialist is overload with many challenges, such as:

- finding and sourcing tech candidates, as demand for tech talents grows faster than number of suitable candidates,
 - extensive time spent on reviewing large pool of unqualified applicants,
 - selecting candidates which are likely to meet job description and perform a job well,
 - screening candidates, not only CV, but also phone interviews and checking references,
 - no competences in order to prescreen candidates true programming skills,
 - delivering candidates worth interviewing,
 - organizing interviews with candidates,
- and many many more.



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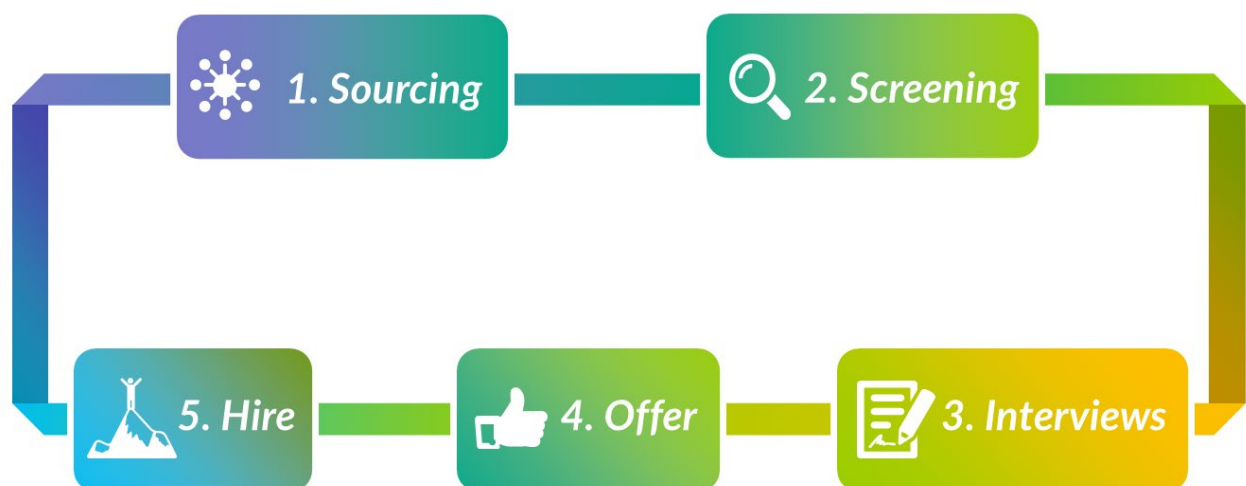
IT Department

Whether it is a CTO or a Senior Programmer, they have a lot on their mind. If managing an IT team and meeting deadlines with programming projects isn't enough, this department is also responsible for assessing new candidates' technical skills because they are the only ones that have competence and know how to do that. They feel pretty frustrated if they have to waste their time on weak candidates several times every week.



2. What are tech recruitment goals?

It's pretty obvious that companies want to hire the best. For tech recruiters it means that they have to act quickly and stay effective throughout a whole recruiting process. **Faster time-to-quality-hire** brings measurable and significant effects for a company. Firstly, tech talents get hired quickly, so fast recruitment process makes it more likely that you will make an offer before competition. Secondly, the faster you get a position filled with valuable employees, the quicker the company returns to maximum productivity.



In order to hire tech talents, recruiters set objectives for each recruitment stage. Achieving each of them will make recruiting much easier and lead to hiring the ones that ensure gaining company's competitive advantage.



STEP BY STEP GUIDE

1. Sourcing

Main objective: extending pool of valuable tech candidates

Tech recruiters are constantly straining themselves in order to attract greater pool of qualified IT candidates for a particular job. As there is high demand for IT specialists, recruiters have to reach out not only to active candidates but also passive ones.

2. Screening

Main objective: selecting all candidates that can perform the job well

Given a shortage of tech talents on the market, recruiters cannot miss even a single valuable candidate. If they have even a hunch that a candidate may perform, it's worth checking them out. Recruiters have to be more skillful at discovering candidates with potential.

3. Interviews

Main objective: decreasing time spent by programmers on interviewing weak candidates

Usually companies invite all of briefly preselected candidates to an interview, where a technical person from the company verifies their skills one by one. It's a pretty big waste of time and resources, especially when you have to hire a developer and each time ask one of your senior developers, who are knee-deep in work, to assess candidate's programming skills.

4. Offer & 5. Hire

Main objective: improving offer acceptance rate

It would be ideal if all candidates that are extended with a formal offer, accept it. However, it often happens that potential employee rejects the offer as e.g. whole recruiting process was too long and a programmer decided to accept a different offer. This means going for not an optimal candidate or starting a process of filling the role once again which hurts the company.

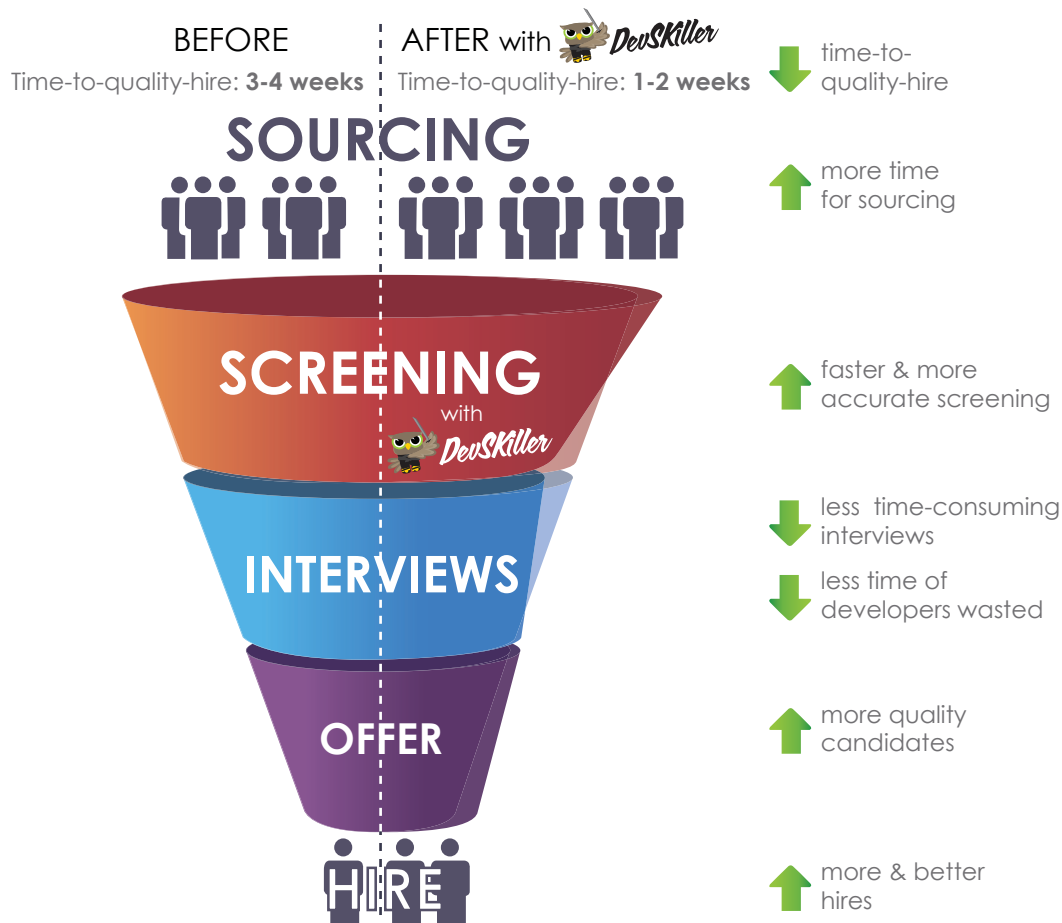


STEP BY STEP GUIDE

3. Ultimate solution to achieve tech recruiting goals

How to get it all? There's always neither enough time nor resources. Or both. But there is a way to achieve it all. DevSKiller. DevSKiller is an online platform that helps verifying candidates' tech skills in a fast and effective way. Although DevSKiller mainly supports tech recruiters with a screening stage, using DevSKiller streamlines whole recruitment and brings positive effects on other recruiting phases. Everything because of the unique way we do it.

At DevSKiller we make assessing programmers skills look like their 1st day at work, using real-life programming tasks and code review challenges. We made it possible for our clients to build custom exams from their own code base. With DevSKiller you are not limited to testing knowledge of programming languages, but you can verify actual skills of candidate in certain frameworks and libraries. The key to recruit best developers is natural programming environment and we make it possible.





What does DevSKiller bring to recruitment process?

By using DevSKiller to verify candidates programming skills, recruiting becomes so much more effective contributing to faster time-to-quality hire and making whole tech recruitment process more efficient.

1. Sourcing

Outcome: more time for sourcing and attracting candidates

As screening with DevSKiller becomes more effective, tech recruiters spend less time on unnecessary interviews and CV verification of weak candidates. Therefore they get more time for sourcing which is a very engaging and time consuming stage.

2. Screening

Outcome: less candidates rejected solely based on CV

Resumes don't prove that candidate has or lacks certain programming skills. Real life coding assessment in natural programming environment is the way to do it. You will identify not only pearls but also underdogs that you would miss otherwise.

Outcome: possible prescreening on merits

With DevSKiller you get an online solution to assess tech skills of candidates applying for a certain position, only competent candidates that pass the assessment get to interviews with IT department.

Outcome: quick and accurate screening

With DevSKiller you can set an assessment campaign and verify automatically all the candidates that apply for certain position. Once you set a campaign, you just need to invite a candidate and wait for their results.

Outcome: verifying programming skills and not book knowledge

DevSKiller makes assessing programmers skills look like their 1st day at work, proving that the candidate knows not only a certain language but also frameworks and libraries, solving problems just like he would do at work. Candidates that pass DevSKiller assessment prove to be much more likely to be able to perform a job.



3. Interviews

Outcome: reduce the amount of unnecessary interviews by up to 40% and interview only the candidates that have programming skills

By screening programming skills you invite for a tech interview only the candidates that have already proved to be competent and thus you don't waste time either recruiters or programmers on weak ones.

4. Offers & 5. Hires

Outcome: higher offer acceptance rate

Tech talents don't like to wait. Quick recruitment process means that you are more likely to be the first to make a job offer before competitors.



4. How Allegro hacked process of recruiting programmers [case study]

Allegro is a leading e-commerce site and Internet auction service. For over the last 16 years, it has been changing the way people in Poland and CEE do online shopping.



Allegro employs over 1,300 people, almost a half of which are software and hardware engineers.

The company was founded in 1999 in Poznan (Poland). Since 2008, Allegro has been part of Naspers Group (naspers.com) – a global platform operator with principal operations in online services, especially e-commerce, video entertainment and print media.

It is as a part of Allegro Group that owns and operates online marketplaces such as:



Main challenge:

Hiring the best tech talents on the market

Overall goal:

Recruiting programmers in fast and effective way

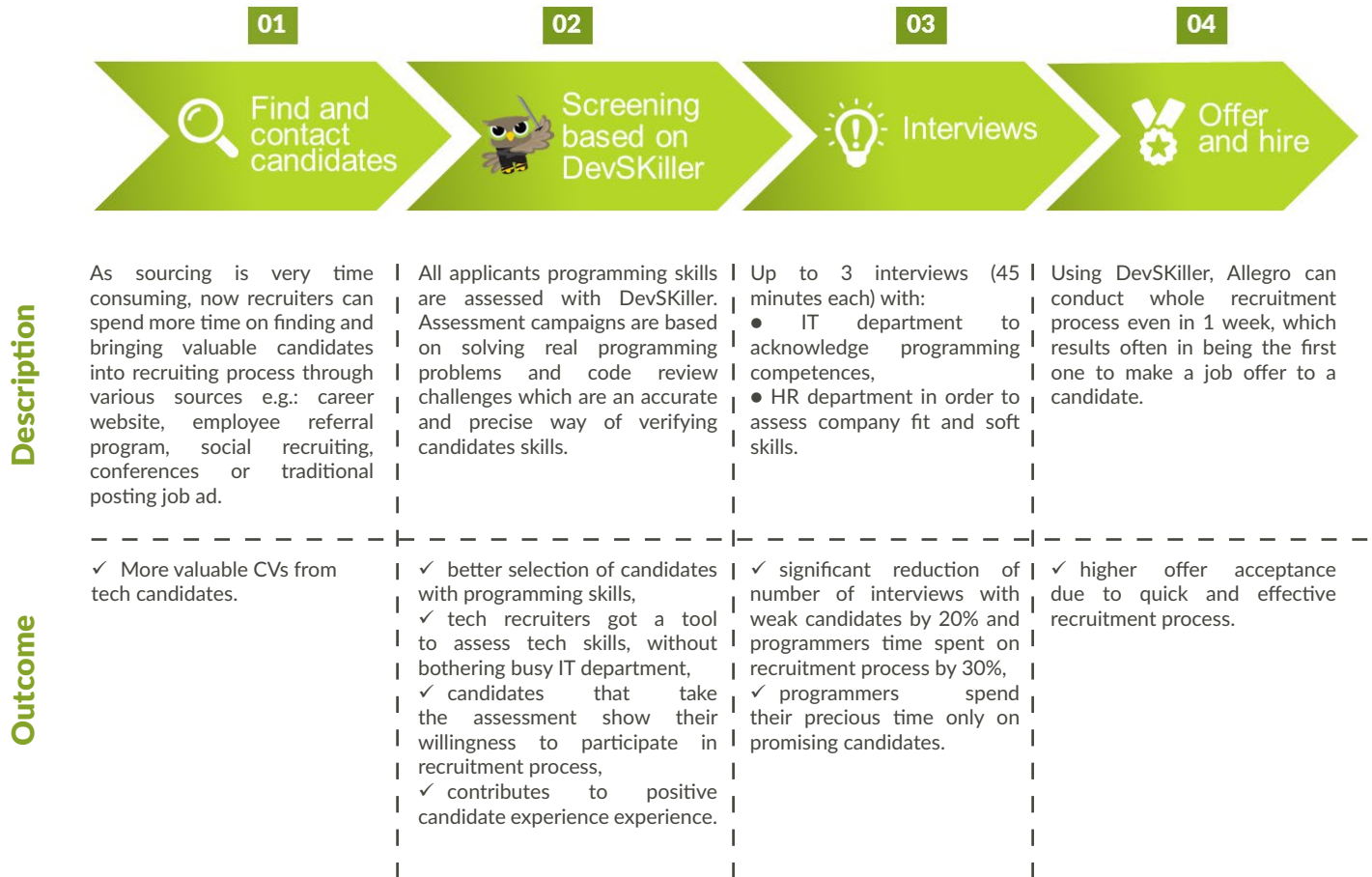
Results:

By using DevSKiller in recruitment process, Allegro:

- decreased time-to-quality-hire by two times (from 1 month to 1-2 weeks),
- decreased time of programmers spent on tech recruitment by 30-40% without hindering the recruitment process,
- twice as many candidates who pass screening phase get hired meaning that preselection process is more accurate.



Allegro's recruiting process with DevSKiller





References

DevSKiller is a great tool for supporting recruiting tech talents. It covers various programming languages, frameworks and libraries which makes it suitable for any recruitment campaign.

It gives a lot of flexibility and fits recruitment process allowing the company to create its own programming tasks and code review challenges, also with company's own code base. This makes it easier to find a programmer that matches our specific job requirements.

Moreover DevSKiller automatically assesses and scores candidates delivering you final results in a clear and easy to screen report that you can use to compare all candidates between each other.

Jakub Kaczmarek, Developers Team Leader at Allegro Group

DevSKiller is very helpful with screening phase. The candidate can take an assessment in most convenient time for them.

Screening candidates couldn't be easier. DevSKiller allows us to compare candidates based on their overall score or dig deeper into their exams. We get an accurate picture of candidate's programming skills. It successfully rejects candidates with weak skills and lets us pick up the ones with potential.

HR Department at Allegro Group

You are still here?!?

Go and streamline your process of recruiting programmers right away!

But wait ... if you are here let's schedule a demo so we can show you how DevSKiller can improve your recruiting process.

[SCHEDULE A DEMO](#)



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If you have any questions, please, don't hesitate to ask.