

VMware Saves 75% Screening Time By Optimizing Technical Recruiting With HackerRank

Leading virtualization software company, VMware, partners with innovative startup HackerRank to streamline the company's recruiting process. By reducing the time needed for phone screen interviews, HackerRank makes the entire organization more effective, so engineers can focus on building great products and recruiters can recruit strategically.



9
EVENT
RECRUITERS



20
ENGINEERING
PHONE SCREENERS



SAVED
75%
OF PHONE SCREEN TIME



SAVED
2,250
HOURS FOR EVERY
10-15 HIRES

Founded in 1998 and based in Palo Alto, VMware is an industry-leading virtualization software company that helps companies streamline IT operations. By virtualizing infrastructure—from the data center to the cloud to mobile devices—VMware helps IT deliver services from any device. A pioneer in the field, VMware was the first company to successfully virtualize the x86 architecture and has an ongoing and urgent need to attract cutting-edge engineering talent.

The Talent Challenge

VMware's event-driven recruiting team consists of 9 recruiters who manage targeted, global recruiting campaigns to identify talent with solid computer science fundamentals. The group manages around 20 events per year by soliciting potential candidates through a variety of channels, including email, mail, and phone campaigns.

Successful and well-received, the events net a total of about 10,000 applicants per year and account for approximately 13% of VMware's hiring today. The event-driven recruiting model was already more efficient and faster than the standard recruiting model. However, the

Challenge

VMware needed to optimize its tech talent screening process for 10K+ applications.

The process was lengthy due to the longer timeframe of phone screens.

Solution

VMware integrates HackerRank in its candidate screening process to automate early stage screening. The tool assesses candidates based on CodeChallenges and automatically stack ranks them based on their performance.

Results

- **Screening 100% more candidates**
- **Reduced phone screen time by 75%**
- **Better candidate and hiring manager experience**

team thought they could optimize even more. The recruiters typically reviewed roughly 2,000 resumes from each event, narrowing those down to an applicant pool of 400 to 500 candidates. The bump in the process was the next step: a phone screen. This time-consuming process required 20 senior engineers as phone screeners to narrow the applicant pool down to 50 over 5 weeks.

After trying a number of other solutions to optimize their phone screening, VMware decided to try HackerRank based on positive feedback they had heard from their peers.

A Single Solution that Streamlines Technical Recruiting

HackerRank's mission is to help companies hire talented programmers. With a rapidly growing community of over 1 million active programmers, the goal is to replace time-consuming outreach efforts of the past with an innovative forum that connects companies with top tech talent.

In October 2013, VMware's event recruiting team adopted the solution to replace the bulk of the phone screens with CodeChallenges posted on the company's career site. Candidates take the challenges earlier in the hiring process and test results are automatically evaluated and scored by the HackerRank platform. The recruiters get automated stack ranked profiles and are now able to get a better idea of the skills and qualifications of applicants earlier in the process, increasing the chances of finding top programming talent.

Democratizing the Recruiting and Hiring Process

Before they had access to HackerRank's CodeChallenges, the team was able to conduct roughly 250 phone screens per event. Now, 400 to 600 candidates or 100% more candidates take HackerRank

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”

CodeChallenges, opening up the candidate pool considerably.

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Enhanced candidate experience: Applicants appreciate assessment via CodeChallenges more than traditional phone screens, which is one way VMware is offering a better, more engaging experience. Additionally, using the product's CodePair feature, the recruiting team can conduct real-time coding interviews over video chat that allow them to better understand an individual's programming skill level, greatly reducing the need for follow-up phone screens with the candidates.

Reduced screening time: In addition to increasing their chances of finding top talent, a significant win for VMware has been freeing up creative time for the company's top software engineers. “Before, we needed 20 software engineers to conduct an average of 4 phone screens per week,”—a task that pulled each engineer away for roughly 3 hours a week. Now, VMware's engineers need only 45 minutes per week to screen candidates. “By going from 3 hours to 45 minutes a week, we are giving the business back 75% of screening time. Annually, we are saving ~2250 hours or 1 engineer's time for every 10 - 15 hires we make.”

The Ultimate Goal: 18,000 Hours Saved

By 2015, the team expects that HackerRank will be adopted by the wider recruiting team of 25 recruiters to have an even more efficient recruiting process company-wide. Ultimately, the team believes the HackerRank platform can return roughly 18,000 hours a year to the company to devote to creative business endeavors.



HackerRank

Revolutionizing Tech Recruiting

About HackerRank | hackerrank.com/work

How do you build the best engineering team when every company is competing for the same talent? By abandoning status quo recruiting methods like resumes and white boards that don't work in our digital age. HackerRank gives you exactly what you need to objectively hire the best tech candidates from anywhere in the world. Source thousands of passionate programmers using a CodeSprint hackathon. Let candidates screen themselves with an engaging auto-scored CodeChallenge. And interview the top performers with CodePair which combines a video stream with live coding. HackerRank has everything you need to re-engineer your recruiting DNA for the 21st century.