HackerRank

MONEYBALL
FOR ENGINEERS

A More Practical Approach to Tech Recruiting

"People … operate with beliefs and biases. To the extent you can eliminate both and replace them with data, you gain a clear advantage."

Michael Lewis, *Moneyball*

By now, most of us have heard about how "Moneyball" changed baseball. A relatively bootstrapped Oakland A's team built a squad through advanced data analysis ("sabermetrics"), shunning more traditional measures of talent. Hunches and pedigree took a back seat. The A's magically rode this approach to the playoffs, playing the David to the wealthy, deep-pocketed Goliaths of professional baseball.

In a specific sense, Moneyball is about baseball. But generally speaking, Moneyball is a matter of challenging assumptions.

You're a tech recruiter and you're trying to put together a team to build a product with loyal customers and a strong market fit. Traditional recruiting methods rely on prestigious schools, degrees, grades, and experience. But while these can be useful in some cases, they usually lead to vicious competition for but a small pool of talent. The ROI on hunches and conventional wisdom has a pretty bad track record.

HackerRank is playing Moneyball to expand the pool of possibility. The platform shuns traditional "metrics" of talent, instead looking at more informative data. Through a candidate's work on coding contests on HackerRank, you can determine whether she's any good at algorithms. If you're in the security space, you can host a cryptography challenge.

Tech recruiters streamline their efforts by using HackerRank's platform as a sabermetrics for developers. Strategy becomes more about focus and less about guesswork. The use cases for HackerRank are vast, but recruiters can use the platform in the following ways:

1 Pre-Screen Candidates

Eliminate the huge piles of resumes by only reaching out to those who have demonstrated the skills you are looking for. Use code challenges to assess real coding skills right out of the gate and gain insight into a candidate's domain specific knowledge. Use code challenges to your advantage so you invest time in speaking with only the winners.

Example:
Due to his impressive work, user Xiaocong Liang was contacted by Facebook for an interview. He will be joining Facebook's team in London.

2 Hone in on Exact Skill Sets

Look at a candidate's activity on HackerRank to see her competencies and whether they align with what you need. With HackerRank, you can give programming challenges in a variety of domains such as AI, machine learning, mobile apps, data science etc. and event specify the preferred coding language. With these specific requirements, its easy to find programmers that fit the niche.

Example:
Stephen Mackes's performance on a Palantir-sponsored codesprint led to a job offer from the company.

3 Host Challenges

If there is a unique technical problem your team is working on, host a challenge and see which HR users pass muster.

Example:
After hosting a contest on HackerRank, Quora got in touch with the contest's top performer. Alex Yakunin is now working at Quora.

4 Think Globally

Great developer talent exists everywhere. Rather than limit your search for talent locally, tap into the global talent pool. Keep your hackathons virtual, so you can engage with the global community.

Example:
Khongor Enkhbold and Khasan Bold from Mongolia participated in a HackerRank hackathon. Due to their performance, they were flown out to Silicon Valley to meet with a handful of engineering teams. They now work at HackerRank and RocketFuel.

By using HackerRank, recruiters expand their pool of possibility. The hiring game becomes less stressful and cutthroat, more targeted and straightforward.

HackerRank

About HackerRank
HackerRank is a technical talent community for developers to hone their skills and for companies to hire best tech talent.
With 1M+ developers, 35+ languages and 8+ programming domains, Hackerrank is giving companies recruiting tools such as codesprints and code challenges that make sourcing, screening and interviewing effective. 1000+ companies are revolutionizing tech recruiting with HackerRank.