

Solution Brief



The world is being rebuilt in code. Hiring computer engineers used to be the province of tech companies, but, these days, every business — from fashion to finance — is a tech company.

*Lizzie Widdicombe,
The New Yorker*



70+
HOURS OF SAVED
TIME PER HIRE



INCREASED
CANDIDATE QUALITY
AND HIRE CONVERSION



HackerRank has allowed us to find diamonds in the rough that our old process didn't give us the time to look for.

Mathias Connot, VMware

In a global economy where every company relies on technology, the need to find the best engineers, mobile developers, and system administrators is at an all-time high. HackerRank bridges the gap between your company and top tech talent by providing a revolutionary new way to source, screen, interview, and hire tech talent. HackerRank will empower any recruiting team to maximize their productivity while saving time and money in the process.

Our unique platform supports the entire tech hiring process from end-to-end. It gives any company the tools they need to source, screen, interview, and hire all of the tech talent that's hiding across the globe. In an ever-changing technical landscape, simply relying on status-quo techniques to find tech talent will leave companies struggling to fill key technical roles within their organization.

The HackerRank platform supports over 30 of the world's most popular **programming languages**, including C, C++, Java, PHP, Javascript, Android, Python, Perl and major **computer science domains** like Artificial Intelligence (AI), Unix, Machine Learning, Mobile, Data Science, and more. Additionally HackerRank has three main technology focuses: **HackerRank for Work** for traditional programmer roles, **SudoRank** for system administrator (Linux) roles, and **DroidRank** for mobile developer (Android) roles.

HackerRank's singular goal is to maximize your entire tech recruiting process and empower you to find the best tech talent with the least amount of energy.

Pack Your Source Funnel With Tech Candidates

Tech recruiters spend countless hours scouring professional networks for tech candidates and sifting through resumes trying to find top tech talent. By hosting or sponsoring **CodeSprints**, you can add hundreds or thousands of candidates to your funnel after just one event. Programmers from across the globe compete in specific **CodeChallenges** and provide you with a sortable leaderboard so you can easily reach out to the top performers. It increases your brand exposure in the tech community, expands your candidate funnel, and saves you time and money.

Empower Tech Candidates To Screen Themselves

Using traditional phone screening techniques to see which candidates may be a strong fit for your tech roles takes a lot of time and energy. Instead of spending 20 minutes per candidate on an initial phone screen, send candidates a **CodeChallenge** invite over e-mail and wait for their score to come in. Once a candidate completes their **CodeChallenge**, you can quickly review their results and see if that candidate is ready for the next phase of your recruiting process. Organizations can even post **CodeChallenges** on their career page, which helps keep your candidate funnel fresh with candidates that weren't on your radar to begin with.

Fill Positions Across Your Tech Spectrum

Today's tech teams are about more than just front-end and back-end computer programmers. That's why HackerRank includes specialized features for two additional technology roles: **system administrators** and **mobile developers**. **SudoRank** lets candidates complete scripting **CodeChallenges** in a live, web-based **Linux** terminal



HackerRank has allowed us to reach a wider, more diverse population of talent, as well as enhancing and streamlining our screening process... which in turn allows us to make more informed hiring decisions.

*Meagan Graham,
Western Digital*



33+
PROGRAMMING
LANGUAGES



45,000+
BUILT-IN CODE
CHALLENGES



1,000+
COMPANIES

session so you can find the best team to keep your data center running smoothly 24/7. And, **DroidRank** lets candidates complete custom projects in a simulated, web-based **Android IDE**. When they're done, you can run their completed app directly on your phone to see if the candidate will be a strong addition to your mobile development team.

Maximize Your Interview Time

Taking tech candidates through the interview phase takes up a lot of people's time, so you need to make sure that time is spent efficiently. Ongoing discussions, hypothetical questions, and white boarding are counter-intuitive to efficient interviewing for developers. **CodePair**, HackerRank's interview solution, combines a real-time challenge with a live video interview. This combination gives the interviewer a complete 360-degree view of the candidate's coding and communication skills. It maximizes the time you spend with each candidate by letting you fully vet their programming skill level and technique. And, since your challenges can be custom-built, you can fine tune them so they meet specific requirements for each role.

Hire Confidently And Don't Look Back





Interviews take place across days (sometimes weeks) and it can be hard to keep track of which candidates actually performed the strongest. HackerRank's **CodeChallenge** scores give any hiring manager a simple way to compare all their candidates. And, **CodePair** offers easy review of candidate scores, their source code, and even a full replay of the candidate's interview session if you need to rewatch a few. Confidently select the best candidate and invite them to join your tech team.

Track Candidates The Easy Way

HackerRank empowers organizations to source, screen, and interview better. But, organizations also have application tracking systems (ATS) that help organize all of their candidates for each open position. To ensure HackerRank fits into an organization seamlessly, it has built-in integration with the industry's top ATS vendors: Greenhouse, Taleo, and Jobvite.

Who Benefits From Using Hackerrank?

HackerRank isn't just about tech recruiters: it's also about hiring managers, interviewers, teammates, and even the candidates themselves. For example:

-  **Recruiters** save a ton of time, energy, and money.
-  **Hiring Managers** can hire based on programming skills instead of relying on resumes and white boards.
-  **Teammates** help ensure talented, qualified candidates join their team.
-  **Candidates** consider it a fun, engaging way to interview and allows anyone, from anywhere, to prove they are qualified.



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.