



## The Developer Skills Authority

### Delivering Valid, Reliable and Fair Pre-Employment Technical Skills Assessments

Our vision at HackerRank is to accelerate the world's innovation by helping companies identify and select the software developers with the optimal skillset to fit their needs through an efficient technical hiring process that is both fair and objective.

We have developed a rigorous methodology behind our test development process providing evidence that HackerRank's assessments are highly job-related, reliable, and fair to all test-takers, regardless of their gender, ethnicity, or socioeconomic background. By issuing each job candidate a valid and reliable pre-employment test, an assessment program allows your organization to add consistency and standardization to the hiring process. This process allows for hiring based on meritocracy, where skills are the determining factor of the candidate's qualifications for a position.



This test development methodology, coupled with HackerRank's unique vantage point across 2,500 organizations, 25% of the Fortune 100, and our community of 18M software developers enables us to deliver the most comprehensive technical skills taxonomy so that you can assess candidates for specific roles through an accurate, valid and fair hiring process.

**3,000**  
Organizations

**25%**  
Fortune 100

**21M**  
Software Developers

## Job Analysis & Test Development

Ongoing analysis, development and adjusting of skills & knowledge as technology domain and roles evolve.

No other platform on the market today provides the depth and breadth of relevant content for the construction of role-specific technical assessments. Test questions are drafted, reviewed, and revised as necessary and are reviewed on an ongoing basis. Test questions are field tested to ensure they function as intended.

Driving a hiring process across the organization that is consistent and compliant is made easy with the HackerRank Developer Skills Platform.

**Jenson Crawford | Senior Director, Engineering | mGage**

| Skills Taxonomy   | Software Engineer Roles  | Question Library Development   |
|---|--|--|
| <p>Knowledge gained from integral participation in the technical hiring process of over 3,000 customers including 25% of the Fortune 100.</p> <p>Our global community of over 21M software engineers worldwide interact and build their skills on our platform.</p> | <p>Roles are varied and dynamic due to the rapid advancements in technology and the unique requirements at each organization. Here is how HackerRank standardizes SE roles definitions.</p> <p>O*NET Software Engineer job description provides a framework and generic description of job duties for a Software Engineer role.</p> <p>The HackerRank Skills Advisory Council - a panel of industry experts and thought leaders identify, certify, and standardize the knowledge and skills required as a Software Engineer.</p> | <p>HackerRank item writers adhere to specific guidelines when drafting test questions.</p> <p>Rigorous process of assessment items development ensures the items in our library are valid. They measure the knowledge or skills they are intended to measure and none other.</p> <p>HackerRank conducts a careful fairness and sensitivity review of items. Our team of experts include industrial/organizational psychologists, psychometricians, content experts, designers and senior item writers with decades of experience in their respective fields.</p> |

3,100

Valid test questions in the  
HackerRank Library

27+

In-demand technical roles  
mapped to 100+ relevant skills

1.4M+

Assessments completed at a  
current rate of 2 / second

## For Recruiting Teams

Create standard and custom  
tests easily

Tests are valid, reliable and fair

Standardize candidate  
assessment across multiple  
teams and hires

## For Legal Counsel I/O Psychologists

EEOC and OFCCP Compliance

Content validity strategy to  
ensure Uniform Guidelines

Adverse Impact analysis to  
assess test fairness

## For Engineering Teams

Interview and hire only  
candidates with verified skills  
tied to the role

Manage a consistent hiring  
process for all of your  
candidates

Alleviate any subjectivity or  
implicit bias during hiring

“Once you align the HackerRank skills with the needs of your team, you eliminate implicit bias and really find the strongest candidates out there.”

**Vipresh Gangwal | Manager, Engineering Development Group | The MathWorks**

Contact Us

Free Trial