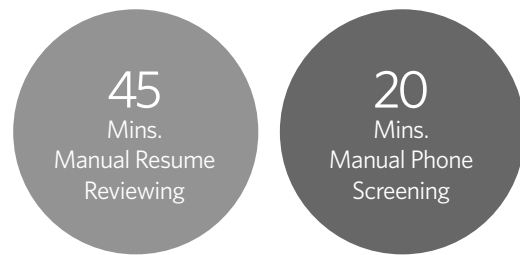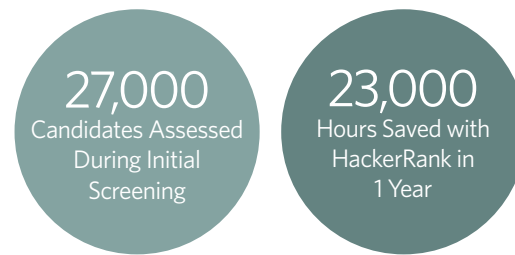# BNY Mellon Partners with HackerRank to Boost FinTech Innovation with Skills-Based Hiring

BNY Mellon is using HackerRank skill assessments to hire developers faster

The average recruiter spends...

45
Mins.
Manual Resume
Reviewing

20
Mins.
Manual Phone
Screening

With HackerRank

27,000
Candidates Assessed
During Initial
Screening

23,000
Hours Saved with
HackerRank in
1 Year

Challenge: Find, Evaluate, and Hire Developers Globally.

A reflection of the rapidly developing innovative technology and fintech landscape, the opening of the eighth innovation center of BNY Mellon's global network made the fintech company an employer of more engineers than many popular tech companies in Silicon Valley.

BNY Mellon looked to HackerRank to reach a wider pool of talent than with traditional proxies, such as resumes and universities. Moreover, the company required a faster way to access more qualified and diverse candidates to enable their worldwide innovation goals.

BNY MELLON

BNY Mellon is a global investments company dedicated to helping its clients manage and service their financial assets throughout the investment lifecycle. Whether providing financial services for institutions, corporations or individual investors, BNY Mellon delivers informed investment management and investment services in 35 countries and more than 100 markets.

EMPLOYEES	INDUSTRY	YEAR FOUNDED
52,000	Financial Services	2007

"HackerRank is a true partner. The time saved by building strong assessments for technical candidates helps us scale and strengthen our engineering team worldwide."

Sarah Hollister
VP Silicon Valley Innovation Center
BNY Mellon

With HackerRank

An easier, faster, and more efficient process:

Engineering Creates Custom Questions

Candidates Assessed Using Automation

Prioritization Based on Insightful Reports

Qualified Candidates Interviewed On Site

Solution: HackerRank Increases Process Efficiency and Candidate Quality

BNY Mellon established a requirement for all developer candidates to take a HackerRank coding challenge as part of the interview process. Within a year of leveraging HackerRank's skill-based hiring platform, the number of candidates assessed monthly increased three-fold from the beginning to the end of the year - enabling BNY Mellon to access a broader pool of technical talent. "HackerRank is a true partner," says Sara Hollister, vice president of the Silicon Valley Innovation Center at BNY Mellon." The time saved by building strong assessments for technical candidates helps us scale and strengthen our engineering team worldwide."

Gaining Skilled Developers from Non-Traditional Backgrounds

With HackerRank, BNY Mellon's engineering team is also able to cast a wider net and access a more diverse set of candidates who may be filtered out using traditional recruiting methods, which prioritize pedigree, connections, location and are inherently biased.

Colossal Time Savings

HackerRank estimates that the average recruiter spends 45 minutes reviewing resumes and manually conducting phone screenings per candidate, and every developer spends about 20 minutes per phone screen. With HackerRank, BNY Mellon saved an estimated 23,000 hours with auto-scored skill assessments. BNY Mellon is leading the skills-based revolution in the finance space to save time, hire more qualified developers, and innovate faster.

HackerRank drives a new paradigm shift in technical skills assessments that eliminates resumes and creates opportunities for hundreds of thousands of software developers worldwide. We integrate with ATSs including Lever, Jobvite, Greenhouse, and more. Join 1,000 companies that use HackerRank to build strong engineering teams.

HackerRank | For Work   Leading the skills-based revolution   hackerrank.com/work   hello@hackerrank.com