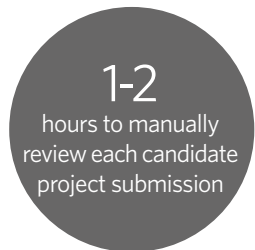


CUSTOMER CASE STUDY

NextCapital's Engineering Team Saves 83% Time Evaluating Candidates with HackerRank

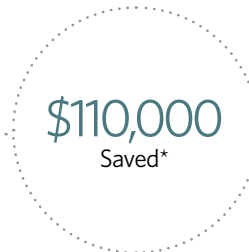
Before HackerRank



1 Year After HackerRank



ROI experienced
by NextCapital



Challenge: Time, Skills Mismatch and Limited Reach

In order to expand its product offerings, NextCapital's hiring managers needed to find, evaluate and hire developers quickly. Too much valuable engineering time was spent manually reviewing candidates who didn't have the right

skills. Furthermore, scrutinizing an offsite project for plagiarism consumed 4-5 hours per candidate. Finally, candidate reach was limited because the recruiting team was using proxies like pedigree to increase chances of hiring candidates.

nextcapital

The leader in enterprise digital advice, NextCapital partners with world-class institutions to deliver personalized planning and managed accounts to individual investors. Their open-architecture digital advice solution provides integrated account aggregation, analytics, planning and portfolio management, and allows partners to customize advice methodology and fiduciary roles.

EMPLOYEES	INDUSTRY	YEAR FOUNDED
51-100	FinTech	2014

"We're able to give more people the opportunity to take our exercise to see if they'd be a good fit"



Sloane Larson-Shidler
Employee Experience Leader
NextCapital

* based on average salary for software engineer in MI

CUSTOMER CASE STUDY: NextCapital's Engineering Team Saves 83% Time Evaluating Candidates with HackerRank

With HackerRank

An easier, faster, and more efficient process:



Solution: HackerRank's Automated Assessments

Similar to the way NextCapital democratizes financial advice and management with technology, its team wanted to democratize its developer hiring as well. NextCapital turned to HackerRank to implement a more streamlined, standardized and technologically-forward way to evaluate developers. By creating several tailored developer challenges, including a separate coding challenge for financial engineers, the NextCapital engineering and recruiting team created an automated, reliable baseline to evaluate developers faster.

Finding Great Developers Among Plagiarism Attempts

HackerRank's robust plagiarism detection technology helped reduce the number of false positives as well. HackerRank leverages MOSS (Measure Of Software Similarity), which is an algorithm that tokenizes the code as well as versions of all candidates' source code to identify pairs of documents with substantial overlap.

NextCapital Sees Great Results with HackerRank

Instead of spending hours evaluating candidates' take home

assignments, engineers now spend merely 10 minutes on the top candidates' coding submissions. This has resulted in over 2,000 hours saved - \$110,000 saved in the course of their first year of use, which, based on average salaries in Michigan, is the equivalent of a software engineer's annual salary.

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.

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