

How Infor Won Tech Talent with HackerRank & Lever

Before HackerRank



With HackerRank



Challenge: Candidate Dropoff, Experience and Skill Match

The Infor team needed to overcome the common “breakage” problem where too many candidates started an application ended up quitting before they completed the process. Moreover, the team at Infor had no single methodology for evaluating skill of developers; different business units within the company created their own assessment questions and emailed a Word Document to candidates. Onsite interviews were also conducted in

Microsoft Word, requiring an Infor developer to verify the candidate had sufficient skills. Infor needed to optimize its recruiting process to ensure that their team:

- Provided a seamless experience for candidates
- Converted more candidates from application to onsite
- Identified the right skills and match to the right jobs



Infor builds business software for specific industries in the cloud. With 16,000 employees and over 90,000 customers in more than 200 countries and territories, Infor software is designed for progress.

EMPLOYEES	INDUSTRY	YEAR FOUNDED
10,000+	I.T.	2002

“The HackerRank and Lever integration epitomize my underlying philosophy - great software should facilitate visibility, accountability and collaboration. It’s beautiful to see... these two tools are absolutely perfect.”



David Nason
VP Global Talent Acquisition
Infor

CUSTOMER CASE STUDY: How Infor Wins Tech Talent with HackerRank & Lever

With HackerRank

An easier, faster, and more efficient process:



Solution: HackerRank + Lever - Integrating ATS Application with Skill Evaluation

With HackerRank, Infor was able to create a simple application process with Lever to:

- Reduce application drop-off rate with easy, simple process
- Candidates don't have to worry about anything but themselves
- Instantly parse resume or LinkedIn profiles

The team leveraged HackerRank's automated skill assessments to evaluate the best candidates and to prioritize them quickly. This enabled the Infor team to:

- Boost in candidate engagement with a natural IDE on tailored assessments
- Increase number of completed applications
- Higher accuracy in skill assessment

Ultimately, the time to decision and interview cycle was reduced by 30% - 50% with HackerRank. HackerRank's automated assessments enabled Infor to overcome process bottlenecks and the blindspots

of resume and academic pedigree. Furthermore, Infor boosted the level of professionalism by moving from using the likes of Google Docs and Microsoft Word for coding to an actual developer-friendly coding platform.

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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