

WePay Axes Resumes, Grows Engineering Team, Recovers Productivity Time

Time Savings with HackerRank



Challenge: Finding Top Software Developers in Short Time Span

In 2015, WePay's tech recruiting team of two was tasked with hiring 18-20 software developers within 4 months, as well as filling its internship program with 10 qualifying interns within 2 weeks. The strain on the time of WePay's engineers was significant; the team was conducting technical phone screens and onsite interviews non-stop. At one point, WePay had to commit 25 engineers to conduct phone screens to hire 10 developers within 2 weeks. As a

growing startup, it is important to meet product release targets, and thus having sufficient productivity time is essential. After seeing a high candidate fail rate and low coding quality as a result of the effort made in manual screening, Director of Talent Acquisition Neal Rosenblum needed to reduce the "noise" entering WePay's recruiting funnel, and be able to focus on candidates with relevant skills, and accelerate the process.



WePay helps online platforms increase revenue through integrated payments processing under their own name. The company has uniquely enabled more than 1,000 platforms including Constant Contact, GoFundMe, and Meetup to incorporate payments without compromising on their user experience or taking on risk and regulatory exposure.

EMPLOYEES	INDUSTRY	YEAR FOUNDED
51-100	FinTech	2008

"If people passed the HackerRank test, there was a higher probability they'd pass the interviews."



Neal Rosenblum
Director of Talent Acquisition
WePay

CUSTOMER CASE STUDY: WePay Axes Resumes, Grows Engineering Team, Recovers Productivity Time

With HackerRank

An easier, faster, and more efficient process:



Solution: HackerRank's Automated Assessments

With HackerRank, WePay was able to screen more applicants in less time and improve the quality of candidates entering the recruiting funnel. After implementing HackerRank's automated assessments, applicants who were not qualified or serious about working for WePay removed themselves from the funnel. WePay saw a 50% candidate drop-off rate after implementing a test using HackerRank. The time savings and filtered recruiting process enabled engineering and recruiting teams to operate more optimally. Furthermore, with test performance data, Rosenblum's

team could identify the candidates that met their skills criteria to bring to onsite interviews. With HackerRank, WePay easily and quickly distinguished the top 6% candidates from the 94% resume "noise".

Boosted Quality and Diversity

HackerRank made it easy to determine each candidate's code quality - which then formed WePay's basis for shortlisting. "Just because they got the right score, it didn't mean we would automatically commit time to interview them. If their code was particularly good, then we'd interview them and put them through the normal process. It was a lot faster." As an additional benefit, by

focusing purely on coding skills, WePay was able to open up opportunities to more diverse, qualified applicants, which allowed them to increase their gender ratio to 50% women - surpassing the rate of 15-20% of engineering teams at major tech companies.

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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