HackerRank/Work

University Recruiting Made More Efficient With Skills-Based Hiring

Challenge: Recruiting a new generation of tech talent

Student developers graduating today, part of generation Z, are highly sought after. Like every new generation that enters the workforce, they are the strategic building block of your organization's future. And because of that, every company —big and small—is vying for their attention in a candidate-centric market.

To hire today's early talent, you need to:

- Attract them with a great employer brand

- Engage them with a world-class candidate experience

- Optimize for minimal time to offer

The seasonality of university recruiting means high application volume, and an especially tight timeline. The high volume of resumes can make it tough for teams to identify, evaluate and close great candidates quickly. Manual tech screening can be time-consuming. Couple that with the fact that most student resumes look almost the same with little real-world experience and GPAs that are not dependable indicators of business success.

- How do you really know if they have the right skills for the job?

- Are you wasting developer time on unqualified candidates?

- Are you overlooking top talent that may not impress on paper?

- Are you unconsciously introducing bias into the screening process?

If you've asked yourself any of these questions, then it's time to explore HackerRank.

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vmware

75%	**100%**	**2,250**	**18,000**
time saved on phone screen	more candidates interviewed	hours saved every 10-15 hires	hours saved per year

"HackerRank has actually allowed us to look for diamonds in the rough that our old process didn't give us the time or resources to look for"

Tony Torelli, Sr. Technical Recruiter at VMware

Solution: Quickly identify talented coders, deliver a great candidate experience

HackerRank helps you identify the students with the right skills—and disqualify the ones that don't meet your requirements—with customized coding challenges. Automated, unbiased evaluations allow you to assess over 27+ roles and 100+ technical skills.

Separate top-performing candidates from the crowd, and drill down into each individual's results to understand their technical strengths—and their weaknesses in core computer science concepts, like algorithms and data structures. By incorporating HackerRank into your recruiting process, you will not only enhance your employer brand, but also bring greater consistency, speed, and efficiency to your program.

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Attract, Screen, and Hire Top Early Talent

Screen student candidates faster—saving your team time and reducing time-to-hire.

Reduce engineers' time spent screening, code checking, and interviewing unsuitable candidates

Easily pinpoint areas of technical strength and weakness

Promote diversity with unbiased evaluations.

Evaluate candidates with consistent, compliant, and fair technical challenges

Eliminate interviewer bias by conducting "blind," automated candidate evaluations based solely on skills

Synchronize with your ATS to scale your program.

Seamlessly integrate with your ATS to send assessment invites, manage candidates, and view results—all right from your ATS to accelerate the hiring process

Choose a robust, proven enterprise-ready solution that enables you to grow globally

Deliver a great candidate experience and stand out from the crowd.

Give candidates a glimpse into your tech culture with challenges that reflect day-to-day job tasks

Offer an easy-to-use, natural coding environment they'll feel comfortable using

Open your challenges to the public and widen your candidate pool.

Post public links to assessments on job descriptions and social networks to find diamonds in the rough. Candidates are automatically added to your ATS. *(Currently enabled for Lever and Greenhouse.)*

Expand your talent acquisition program without excessive budget or resources

Measure and optimize program performance.

Discover how to improve your candidate experience with candidate response scores and assessment quality scores

Benchmark your program against peers with actionable insights and suggestions
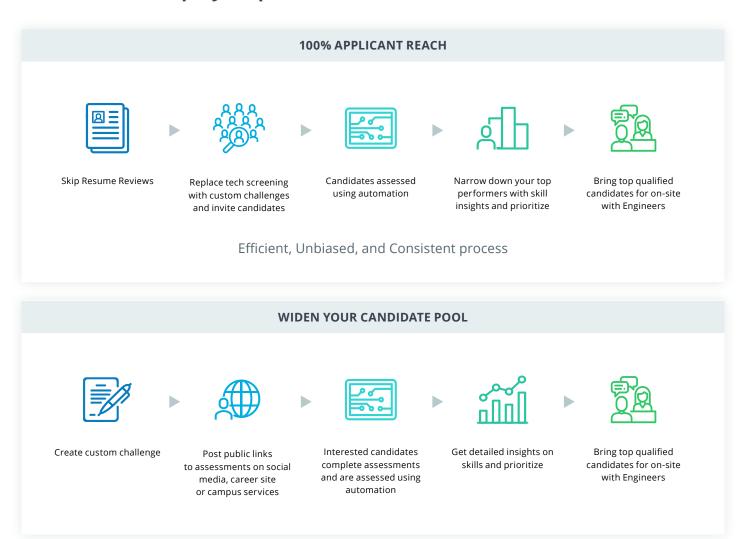
"One of the biggest and quickest wins was in university recruiting. By utilizing HackerRank, we were able to create an online "Looker College Challenge" that we sent to all applicants and used a "call to action" and helped us get to the most interested, ambitious students. We saw immediate gains in time savings. In fact, we saved an average of 12 hours a week per hiring manager."

— Jen Rettig, Head of Recruiting at Looker.

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HackerRank's Step-by-Step Process

100% APPLICANT REACH

Skip Resume Reviews

Replace tech screening with custom challenges and invite candidates

Candidates assessed using automation

Narrow down your top performers with skill insights and prioritize

Bring top qualified candidates for on-site with Engineers

Efficient, Unbiased, and Consistent process

WIDEN YOUR CANDIDATE POOL

Create custom challenge

Post public links to assessments on social media, career site or campus services

Interested candidates complete assessments and are assessed using automation

Get detailed insights on skills and prioritize

Bring top qualified candidates for on-site with Engineers

Join over 3,000+ customers who have enhanced their university recruiting process with HackerRank.

Request Demo   **Learn More**