

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.



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

[Neal Rosenblum](#), Director of Talent Acquisition at WePay

WePay Axes Resumes, Grows Engineering Team, Recovers Productivity Time

Time Savings with HackerRank

45

Mins per phone screen

90

Candidates

67

Hours saved with automated assessments

94%

Reduction of resume "noise"

Challenge: Finding Top Software Developers in Short Time Span

WePay's tech recruiting team of two needed to hire 18-20 software developers within 4 months and 10 interns within 2 weeks. Time was scarce; the engineering team was conducting technical phone screens and on-site interviews non-stop. As a growing startup, it is essential to have sufficient productivity time in order to meet important product release targets. 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 focus on candidates with relevant skills, and accelerate the process.

With HackerRank

Get 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's Automated Assessments

With HackerRank, WePay was able to screen more applicants in less time while improving 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 on-site interviews. With HackerRank, WePay easily and quickly distinguished the top 6% candidates from the 94% resume "noise".

Increased 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.

Want to learn more?

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