How Remotebase Built a Curated Marketplace of Software Engineers with HackerRank

Remotebase is a truly remarkable organization. In less than 24 hours, they can match companies with pre-vetted, remote software developers that fit seamlessly into a company's tech team.

While they have an impressive track record, they have faced plenty of challenges along the way. For example, when they were first building their solution, the team didn't have the ability to assess the technical skills of candidates who wanted to join their marketplace.

This need forced them to make a critical decision: build an assessment tool themselves, or find a tool that could easily integrate with Remotebase.

With minimal capital and only a small but mighty team of 10, the former option wasn't feasible.

So instead, they began evaluating solutions that could form the foundation of their application process.

After investigating several solutions, they decided to partner with HackerRank. Since then, they've evaluated the tech skills of over 150,000 candidates and have matched hundreds of talented developers with innovative organizations.

"This entire process would not have been possible without the partnership of HackerRank," said Qasim Asad Salam, Co-Founder and CEO at Remotebase.

To learn more about Remotebase and their experience with HackerRank, we spoke with Salam and Talha Masood, Co-Founder and CTO at Remotebase.

Can you explain what Remotebase is and highlight what makes you unique?

Salam: Remotebase is a marketplace that connects companies with remote developers. We offer a carefully curated selection of top-quality remote developers and simplify the hiring process for companies.

What makes us unique is our emphasis on quality, our rigorous evaluation process, and our ability to match candidates within 24 hours.

We thoroughly assess and verify the skills and experience of the developers on our platform, saving companies valuable time and effort in finding the perfect remote candidates for their positions.

We achieve this by proactively hiring engineers with skills in popular tech stacks, such as React, Node, Python, and Ruby. And unlike similar platforms, we've built a thorough process for vetting candidates by using HackerRank.
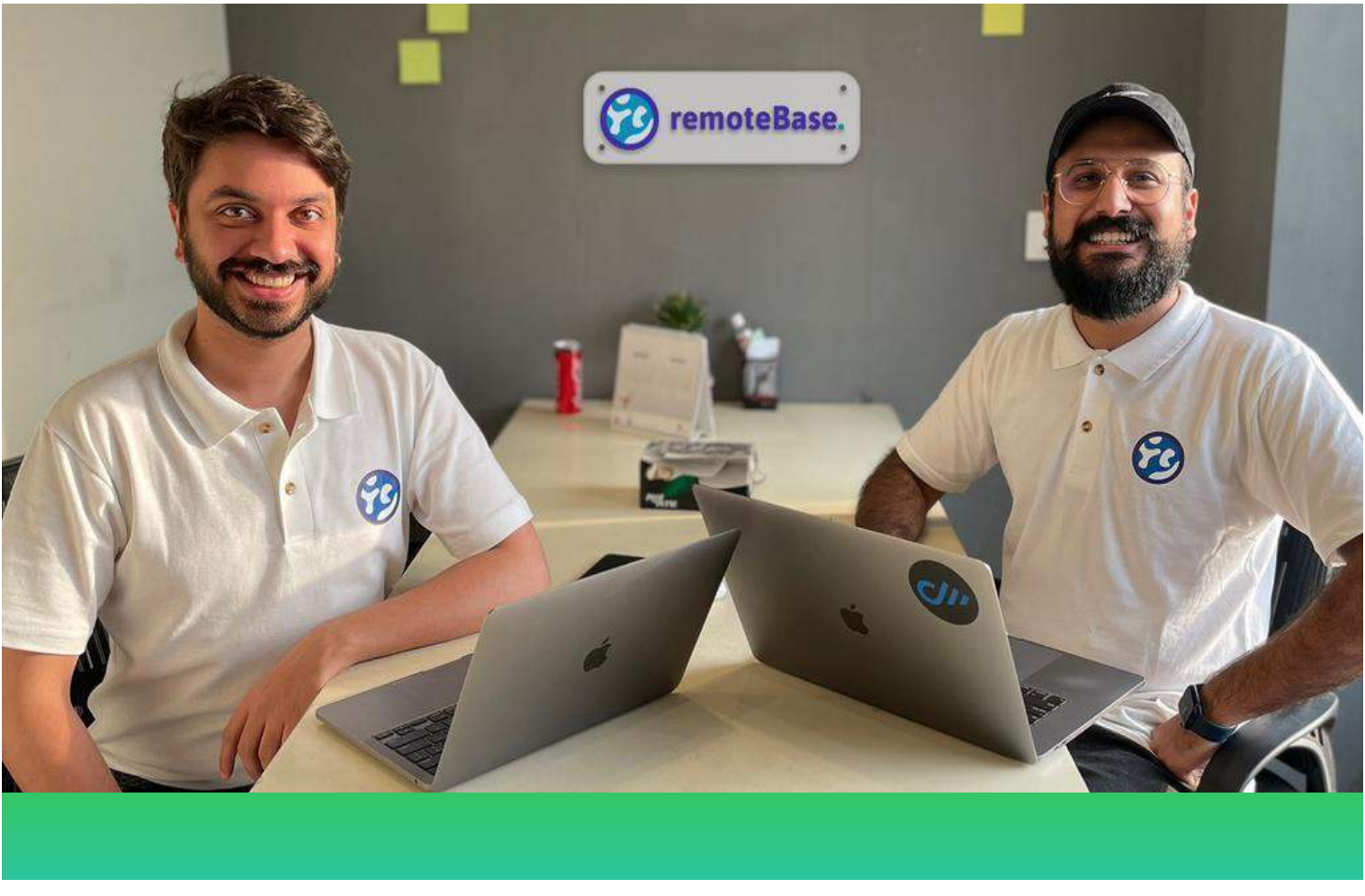
How did you discover HackerRank and what attracted you to the platform initially?

Salam: My co-founder (CTO) and I had been closely collaborating and exploring different tools. He recommended HackerRank, and we also considered a few other options. However, HackerRank stood out as the easiest to use and had a strong reputation in the market.

We also surveyed some friends who were using it and conducted thorough research. We listed the pros and cons of multiple solutions, and ultimately chose HackerRank as our preferred platform.

Can you elaborate on why HackerRank provided a solution for your needs?

Salam: We had two options when it came to our vetting process. We could either build it ourselves or find a solution that was quick and easy. HackerRank stood out because it provided all the integrations we needed, especially with our ATS.

It was a simple plug and play model where we redirected users to HackerRank for the test and then they came back to our website.

From your perspective, what are the main advantages of using HackerRank?

Salam: We chose HackerRank because of its customization options. We could customize everything from questions to pass rates and more. Additionally, HackerRank's reliability is evident in the large number of tests we conduct each month.

Even though it has been a while since we started, we continue to use it because of its ability to scale with us.

Masood: The biggest benefit is the flexibility of the API. The API is very robust, and it has worked really well for us over the past few years.

We can send candidate and test data back and forth between HackerRank and our platform. These capabilities have enabled us to build a powerful tool around HackerRank.

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How many applicants do you process each month? And how many typically progress to the next stage?

Salam: Each month, we serve over 10,000 tests through HackerRank. We evaluate 13,000 to 15,000 applicants who are applying to be part of the Remotebase platform.

Of those applicants, only a handful make it to the second stage of the process. Approximately 300 to 400 applicants proceed to in-person live interviews after the tests and screening.

How do you typically find candidates? And when do you assess them using HackerRank?

Salam: We employ multiple channels to source candidates, including a recruiter network of over 300 people, performance marketing campaigns, events like hackathons, and a referral program.

Candidates apply to our platform, and afterwards, they take HackerRank assessments on their chosen tech stacks.

Once applicants pass the initial screening, what additional steps or processes do they go through before being connected with clients?

Salam: After the initial screening, there is a 15-minute phone call to assess communication and soft skills. Then, the candidates are interviewed by experienced remote base members.

In rare cases, there might be one additional live interview. After passing those interviews, candidates can join the platform.

What would be at stake if your company didn't utilize HackerRank?

Salam: Without HackerRank, it would be impossible for us to process the large number of candidates we receive each month. We have thousands of candidates applying each month, and HackerRank helps us handle that volume efficiently.

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Anything else you'd like to mention about your experience working with us?

Salam: Yes, one important thing is that HackerRank always puts the customer first. We once had an urgent need to increase our usage limits for a hiring event, and when we contacted HackerRank, your team personally ensured our needs were met promptly.

They didn't ask if it was a big company or small company. They were just there to solve problems, which I think really translates into the culture of the company.

If the team can jump into a problem on short notice, it shows that everybody at HackerRank will be ensuring customers are happy. That's absolutely amazing, and it demonstrates their commitment to customer service.

*Responses have been edited for length and clarity.
Request a demo to see how HackerRank can help you hire skilled engineers who share your company's vision.