Delivering Valid, Reliable and Fair Pre-Employment Technical Skills Assessments

Our vision at HackerRank is to accelerate the world's innovation by helping companies identify and select the software developers with the optimal skillset to fit their needs through an efficient technical hiring process that is both fair and objective.

We have developed a rigorous methodology behind our test development process providing evidence that HackerRank's assessments are highly job-related, reliable, and fair to all test-takers, regardless of their gender, ethnicity, or socioeconomic background. By issuing each job candidate a valid and reliable pre-employment test, an assessment program allows your organization to add consistency and standardization to the hiring process. This process allows for hiring based on meritocracy, where skills are the determining factor of the candidate's qualifications for a position.

This test development methodology, coupled with HackerRank's unique vantage point across 2,500 organizations, 25% of the Fortune 100, and our community of 18M software developers enables us to deliver the most comprehensive technical skills taxonomy so that you can assess candidates for specific roles through an accurate, valid and fair hiring process.
Job Analysis & Test Development

Ongoing analysis, development and adjusting of skills & knowledge as technology domain and roles evolve.

No other platform on the market today provides the depth and breadth of relevant content for the construction of role-specific technical assessments. Test questions are drafted, reviewed, and revised as necessary and are reviewed on an ongoing basis. Test questions are field tested to ensure they function as intended.

Driving a hiring process across the organization that is consistent and compliant is made easy with the HackerRank Developer Skills Platform.

Jenson Crawford | Senior Director, Engineering | mGage

Skills Taxonomy

Knowledge gained from integral participation in the technical hiring process of over 3,000 customers including 25% of the Fortune 100.

Our global community of over 21M software engineers worldwide interact and build their skills on our platform.

Software Engineer Roles

Roles are varied and dynamic due to the rapid advancements in technology and the unique requirements at each organization. Here is how HackerRank standardizes SE roles definitions.

O*NET Software Engineer job description provides a framework and generic description of job duties for a Software Engineer role.

The HackerRank Skills Advisory Council - a panel of industry experts and thought leaders identify, certify, and standardize the knowledge and skills required as a Software Engineer.

Question Library Development

HackerRank item writers adhere to specific guidelines when drafting test questions.

Rigorous process of assessment items development ensures the items in our library are valid. They measure the knowledge or skills they are intended to measure and none other.

HackerRank conducts a careful fairness and sensitivity review of items. Our team of experts include industrial/organizational psychologists, psychometricians, content experts, designers and senior item writers with decades of experience in their respective fields.
Valid test questions in the HackerRank Library

In-demand technical roles mapped to 100+ relevant skills

Assessments completed at a current rate of 2 / second

For Recruiting Teams
Create standard and custom tests easily
Tests are valid, reliable and fair
Standardize candidate assessment across multiple teams and hires

For Legal Counsel I/O Psychologists
EEOC and OFCCP Compliance
Content validity strategy to ensure Uniform Guidelines
Adverse Impact analysis to assess test fairness

For Engineering Teams
Interview and hire only candidates with verified skills tied to the role
Manage a consistent hiring process for all of your candidates
Alleviate any subjectivity or implicit bias during hiring

“Once you align the HackerRank skills with the needs of your team, you eliminate implicit bias and really find the strongest candidates out there.”

Vipresh Gangwal | Manager, Engineering Development Group | The MathWorks

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