How Verisk uses skills-based hiring to unlock hidden potential

Verisk Case Study

What do you do when all resumes look very similar. Prior to using HackerRank, we would over 5,000 applications for just about

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We assembled a team of three data scientists to work together to determine the assessment. The only

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We always have really great talent applying, but it’s not feasible to send 5,000 people through a live interview. The resumes would have an undergrad in something technical and then a master’s level degree in business.

What’s next for the program? What big goals do you have this year?

Even after you take out the folks that don’t meet a minimum qualification, you’re still talking about several

At the same time, we crafted our process so that if you aren’t passionate about data science, you can still pass. Even if you haven’t taken a course specifically in, for example, SQL, and had only been learning the concepts for a week or two. We thought a lot about it, and now we’re moving

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We're proud to say that half our hiring now is female. Gender parity has increased drastically.

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...suddenly we have no idea if the candidates were worthy for the next round simply by looking at their resume.

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To learn more about careers at Verisk visit their

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