

Interview

Assess advanced skills with a fully remote team.

<p>Invite candidate to a live pair programming video session</p>	<p>Load questions from the library, import Screen questions and candidate code, or create your own</p>	<p>Watch, chat, and collaborate as you run code in real time</p>	<p>Review key-by-key code playback to make hiring decisions as a team</p>
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Conduct standardized, compliant, and efficient technical interviews in a single, fully-functioning IDE. Let candidates show off more advanced skills and give them an interview experience they will love.

For Engineering Teams	For Candidates	For Recruiting Teams
 <p>Conduct effective technical interviews easily</p> <p>Connect with candidates no matter where they are. Leverage a library of 2,500+ questions to conduct 1:1 or panel interviews in a real coding environment. Eliminate the hassle of interview setup with instant session creation.</p>	 <p>Set candidates up for success</p> <p>A real coding environment lets candidates demonstrate their skills. Candidates can leverage tests for 20+ roles and developer-friendly tools that improve coding efficiency and focus on problem solving.</p>	 <p>Scale easily with a reliable enterprise-grade platform</p> <p>Interview is battle tested for scalability, reliability, and enterprise-grade security. Question approval workflow and granular user access controls ensure technical interviews are smooth and compliant.</p>
 <p>Get insights traditional whiteboarding can't</p> <p>Import candidate code from previous tests and build upon the challenge as you run and test the code. View key-by-key playback to better understand their approach to problem solving, debugging, and more.</p>	 <p>Immerse in an interactive experience</p> <p>With audio, video, and chat integrated into one screen, real-time coding and collaboration is interactive and immersive.</p>	 <p>Improve efficiency with ATS integration</p> <p>Take private notes and leave candidate feedback directly in the interview session. Send invites and view decisions—all within your ATS.</p>

Interview

Interviewing Features

- 2,500+ pre-built questions
- Custom question support
- 20+ supported roles
- Content refresh and validation
- Import screen questions and candidate code
- Question approval workflow
- Coding, front-end, database, and diagram support
- Virtual whiteboard
- Code stubs support
- Test case provision
- Proctoring controls: detect window switching
- Key-by-key code playback
- Report sharing

Candidate Experience

- Developer-friendly IDE (including autocomplete)
- REPL support
- Customizable editor: Emacs vs. Vim, dark vs. light
- Full-stack pair programming environments
- Shell-level access
- Benchmarked interviewer feedback

Top Roles Supported

- .NET Developer
- Back-End Developer
- Cloud Engineer
- Data Scientist
- Front-End Developer
- Full-Stack Engineer
- Java Developer
- QA Engineer
- Software Engineer

Compliance and Enterprise Features

- Pre-built ATS integrations and open APIs
- Teams management: granular access control
- SSO for ease of user management
- Highly available: 99.99% uptime
- Comprehensive audit logs and chat archival
- GDPR compliant
- ISO 27001 certified

"HackerRank is very useful to collaborate with candidates and watch their thought process evolve as they work through a problem. Without HackerRank, a phone screen interview would be much less effective."
— Etienne Le Sueur, Senior Technical Staff member at VMware

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