

As the world's leading provider of open source enterprise IT, and most well-known for bringing Linux to the masses, Red Hat focuses on accelerating open source innovation with a portfolio of cloud, mobile, middleware, storage, virtualization, and management solutions. To deliver on these innovations and remain a leader in open source, Red Hat depends on a global team of technical talent.



"The results were impressive and gave us increased confidence that HackerRank would be a success, but if you had asked us to estimate the results when we started the pilot, well, these numbers surpassed our expectations."

[Vinny Valdez](#), Sr. Principal Cloud Architect at Red Hat

HackerRank Reduced Red Hat's Live Technical Interviews by Over **60%**

Challenge: Screen Faster and Better in Parallel

As Red Hat develops its business, the company must constantly evaluate its hiring practices and strategy. But hiring top tech talent with unique and rare skill sets is easier said than done. So Red Hat's tech recruiting team identified steps to improve in their hiring process:

1. Improve the objectivity and standardization of the technical interview process

2. Reduce the time technical interviewers spent interviewing candidates

3. Reduce the number of tasks that required manual intervention

4. Decrease time-to-hire, cost-per-hire and time-to-productivity

Solution: Identify the Right Skills with HackerRank

There were a number of potential solutions to these challenges that Red Hat considered, including building their own tech recruiting platform from the ground up. In the end, Red Hat wanted to find a partner that also valued innovation and technological disruption that would help them reinvent their tech recruiting process. After researching a few potential partners, Red Hat narrowed it down to HackerRank.

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

The Results: Data-Driven Tech Recruiting

Once the pilot officially ended, Red Hat saw that HackerRank had a positive impact on their tech hiring. The data revealed that:

- HackerRank disqualified **63%** of phase one candidates, which greatly reduced the number of overall candidates who needed phase two review.
- Time-to-fill was significantly shortened, which meant that they could qualify talent faster.

In addition, richer insights into a new hire's technical capabilities could inform both their individual development plans and organization-wide capabilities.

The Future: Upleveling Skills Internally

With the success of the pilot, Red Hat has already begun expanding HackerRank across other teams and geographies within their organization. They have seen the tool's impact on their hiring process through lower costs, hours saved, and quality of hires. Based on the successes to date, Red Hat has decided to expand usage of HackerRank to internal assessments. By testing existing skill sets, they identify places where current employees may benefit from additional training or learning, based on their HackerRank scores. This empowers Red Hat to continuously develop their employees' skill sets in order to deliver emerging products in the market.

Want to learn more?

Request Demo

Free Trial

Or visit [HackerRank.com](https://www.hackerrank.com)