

HackerRank 

Tech Recruiting Benchmark Report

A data-driven pulse on the state of tech recruiting

Introduction

[Tech hiring growth](#) isn't slowing down any time soon. And ever-changing company tech initiatives means talent needs are always in flux.

So how are best-in-class teams approaching tech hiring in a dynamic, candidate-centric market? We surveyed 5,297 tech hiring leaders—including engineering managers, tech recruiters, and interviewers—to better understand.

We've distilled our key findings into this report. You'll find data on trends driving tech hiring, hiring process benchmarks, plus a look into the competitive landscape for tech talent.

Questions? Reach out to us at research@hackerrank.com.

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01.

The Tech Recruiting Landscape

Where Tech Hiring Teams Work

Developer hiring happens where tech hiring teams work. These are the industries driving tech hiring today.

59% of tech recruiting teams work at tech companies.

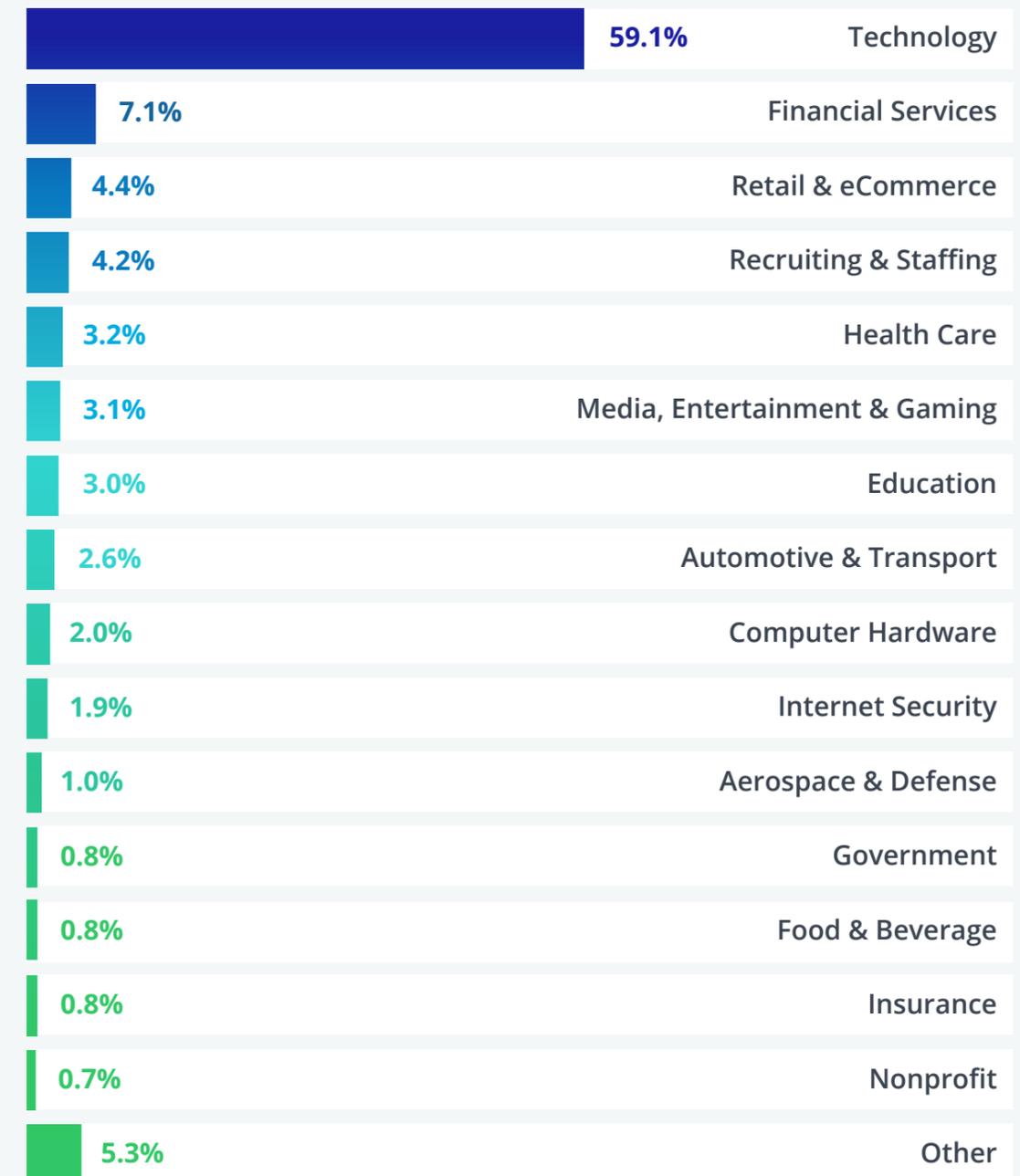
INSIGHTS

As technology evolves, [every company is becoming a tech company](#). That doesn't mean every company is focused on creating technology products, like software—but it does mean that their hiring needs are becoming increasingly technical.

Take, for example, the automotive industry. Twenty years ago, tech talent didn't have much influence in car production; it was a largely mechanical process. But with the rising popularity of technologies like car assistant systems (e.g. Apple CarPlay) and self-driving vehicles, auto companies need more developer support than ever before.

And that same transformation is happening across industries: from financial services, to education, and healthcare. As companies across industries undergo digital transformation, we can expect to see their technical recruiting teams grow. But for now, technology companies employ the majority of tech recruiting teams.

What industry do you work in?



Source: HackerRank's Tech Recruiting Survey

Initiatives Driving Tech Hiring

Company initiatives dictate the tech you need to build—and subsequently, the talent you need to hire. These are the initiatives shaping tech hiring across industries.

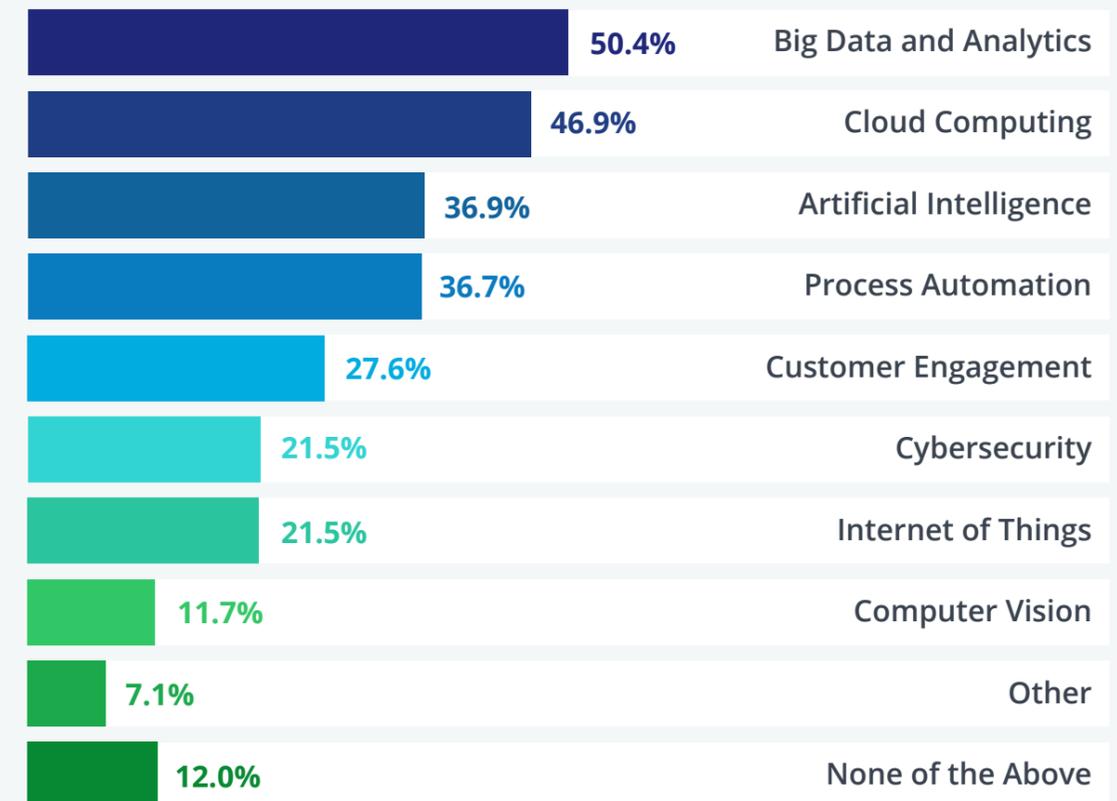
#1 driver of tech hiring is big data and analytics.

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According to tech hiring teams, initiatives in big data and analytics are having the strongest impact on tech talent demand. It's likely due in part to the growth of big data and analytics solutions, which are [slated to see a collective annual growth rate of 13%](#) through 2022, according to IDC.

Cloud computing has also become an increasingly strong driver in tech, driven by growth in the cloud services industry. It's also slated to see strong growth through 2022—["exponential growth," according to Gartner](#).

Which of the following initiatives, if any, are driving technical hiring at your company?



Source: HackerRank's Tech Recruiting Survey

02.

The Hiring Process

Average Requisition Load

Finding the right number of requisitions per recruiter is a balance. Too many at once could lead to increased time-to-hire or poor candidate experience, and too few could cause missed hiring goals. Cross-reference with your time-to-hire to find your team's ideal balance.

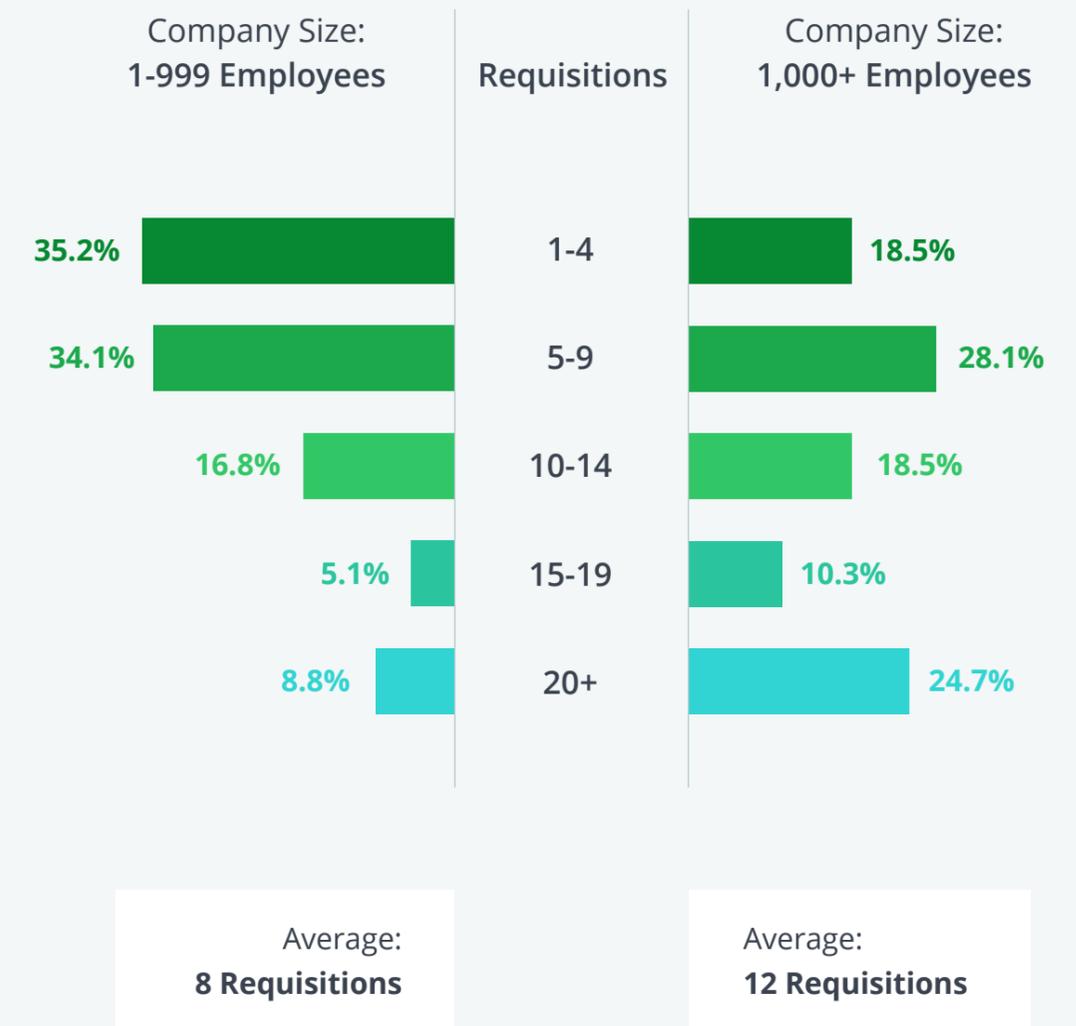
Recruiters at large companies handle **the most concurrent requisitions**.

INSIGHTS

The bigger the company, the larger the average requisition load. That's likely due to the increased resources available at large companies. Access to more tools (e.g. sourcing support), plus robust personnel support (e.g. recruiting coordinators) means they can spend more time on recruiting, and less on administrative details.

But when it comes to measuring average requisition load, more isn't objectively better. In fact, survey results showed that companies handling more requisitions at once tend to have longer time to hire. Recruiters that handled 20+ concurrent requisitions had an average time-to-hire of 45 days, whereas those handling 1-4 concurrent requisitions averaged 29 days. So those handling fewer concurrent requisitions—most commonly, at smaller companies—have the upper hand when it comes to agility.

On average, how many open technical job requisitions do recruiters handle at once at your company?



Source: HackerRank's Tech Recruiting Survey

Average Application Volume

Reviewing application volume is one way to gauge the impact of your [tech talent brand](#). Application volume varies widely by role, but lower than average volumes could mean you need to revisit your recruitment marketing strategy.

On average, larger companies receive more than **4x** applications per role.

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Company size is a strong predictor of applications per role. In short: bigger companies tend to get more applications per role, while smaller companies tend to get less applications per role.

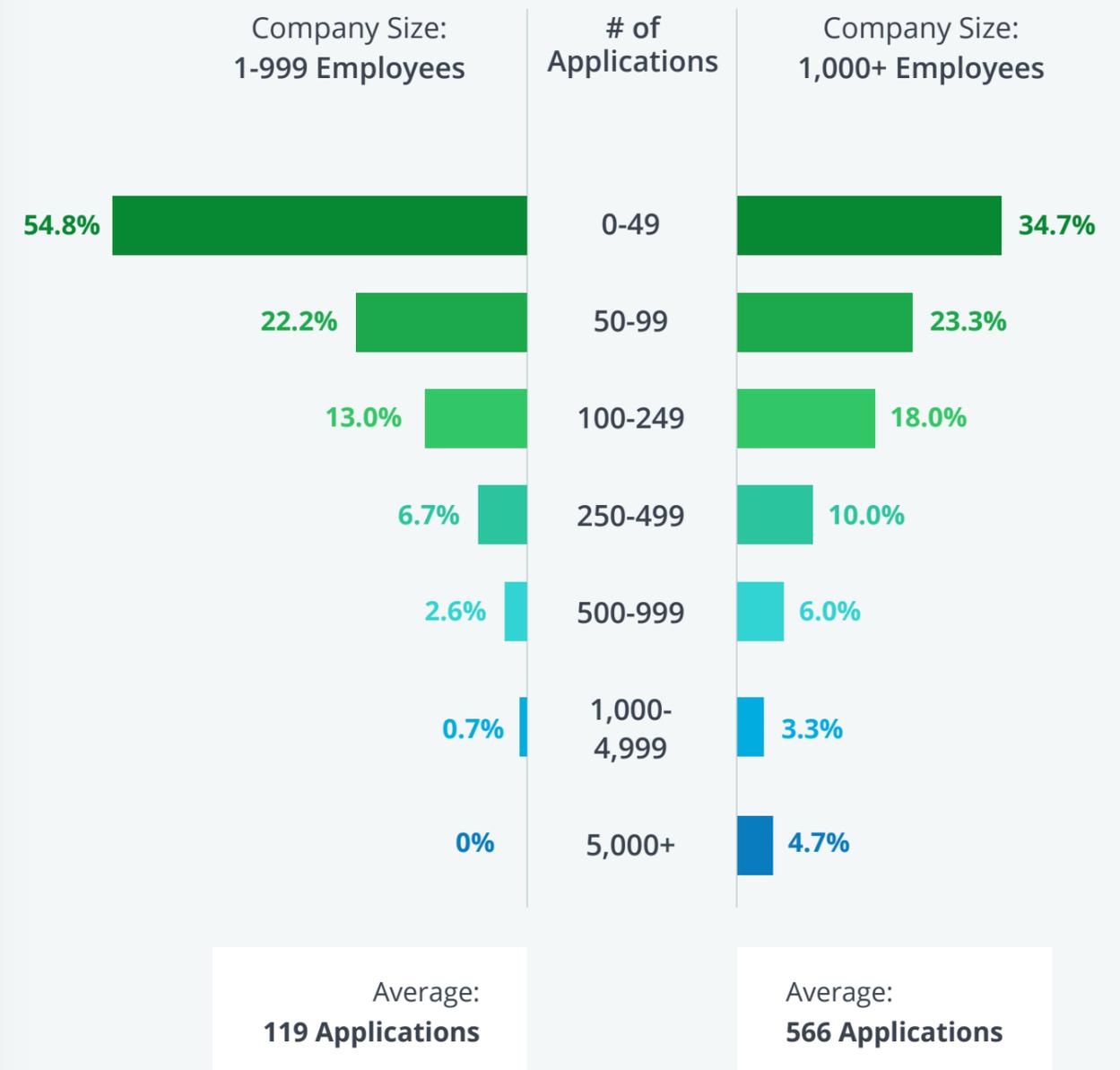
The added resources available at a larger companies—like robust recruitment marketing teams—mean that teams can take a proactive approach to candidate attraction at scale. It also signals more resources for refining and marketing their [tech talent brand](#). And a positive, recognizable tech talent brand goes a long way in attracting applicants.



“Recruiters and engineering managers [have] to be ruthless about tracking metrics and figuring out exactly when you’re deviating [from your plan]: is your rubric good, are you getting referrals, are you bringing in the right candidates?”

— Michael Glukhovsky, Developer Relations, **Stripe**

How many applications does your company receive per open tech role (on average)?



Source: HackerRank’s Tech Recruiting Survey

Application Pass Through Rate

Application pass through rate is a key datapoint in visualizing your candidate funnel. Too high a rate puts a burden on the hiring manager conducting phone screens; too low a rate may not yield enough candidates.

Most hiring teams pass **26%** of applicants on to the phone screen stage

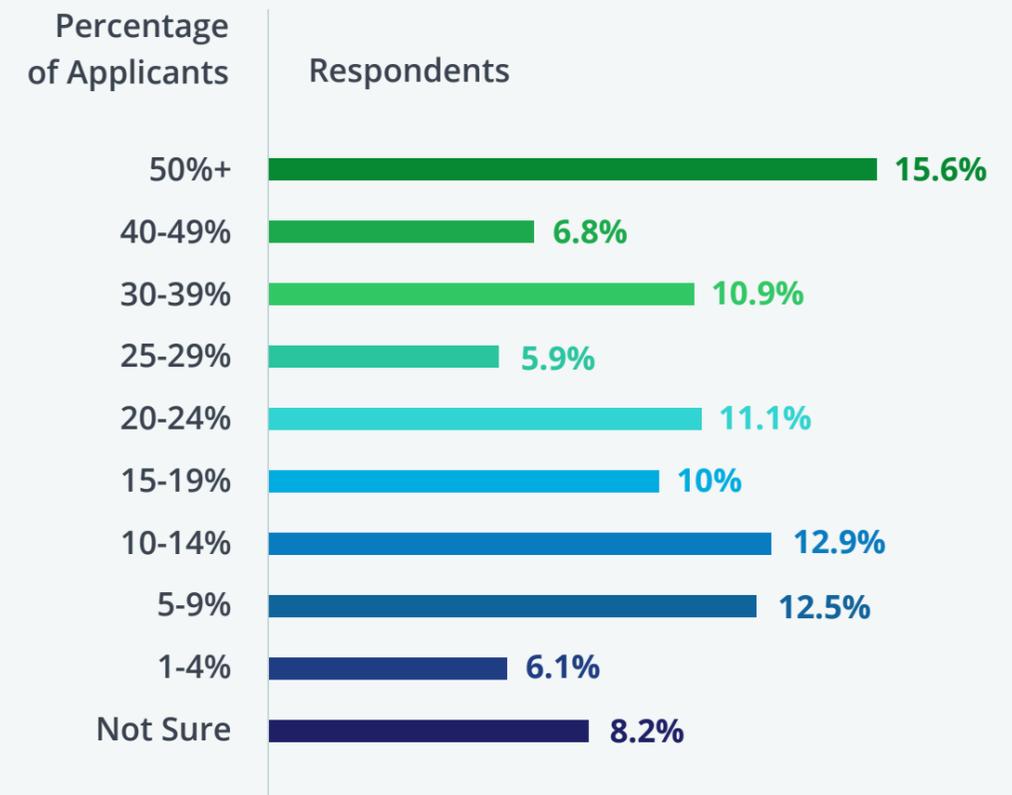
INSIGHTS

On the whole, application pass through rates vary across the industry; there's no one average pass rate. That's because application pass through rate is inherently tied to other candidate funnel metrics—like number of applications, phone screen pass rate, and more.

The best application pass through rate is a function of the metrics both upstream and downstream application review. You can adjust it by making your review process more rigorous, or by adding additional steps to the application process (e.g. a [skills assessment](#)). You'll know a change is due if you see signals like:

- Low phone screen pass through rate
- Hiring manager struggling to manage phone screen volume
- Shifts in application volume

On average, what percentage of applicants reach the phone screen stage of your hiring process?



Source: HackerRank's Tech Recruiting Survey



"Making sure that the process is efficient—how can you [can] scale quicker if you are using technology to help you with assessments, where humans need to be involved in the process, where technology [can] make the process more efficient—really understanding that is critical to being able to scale quickly."

— Jennifer Shappley, Sr. Dir. of Talent Acquisition, **LinkedIn**

Phone Screen Pass Through Rate

This metric demonstrates the level of calibration between a tech recruiter and a hiring manager. The higher the phone screen pass through rate, the more in sync the two parties are.

On average, hiring teams pass **34%** of phone screened candidates to the onsite stage

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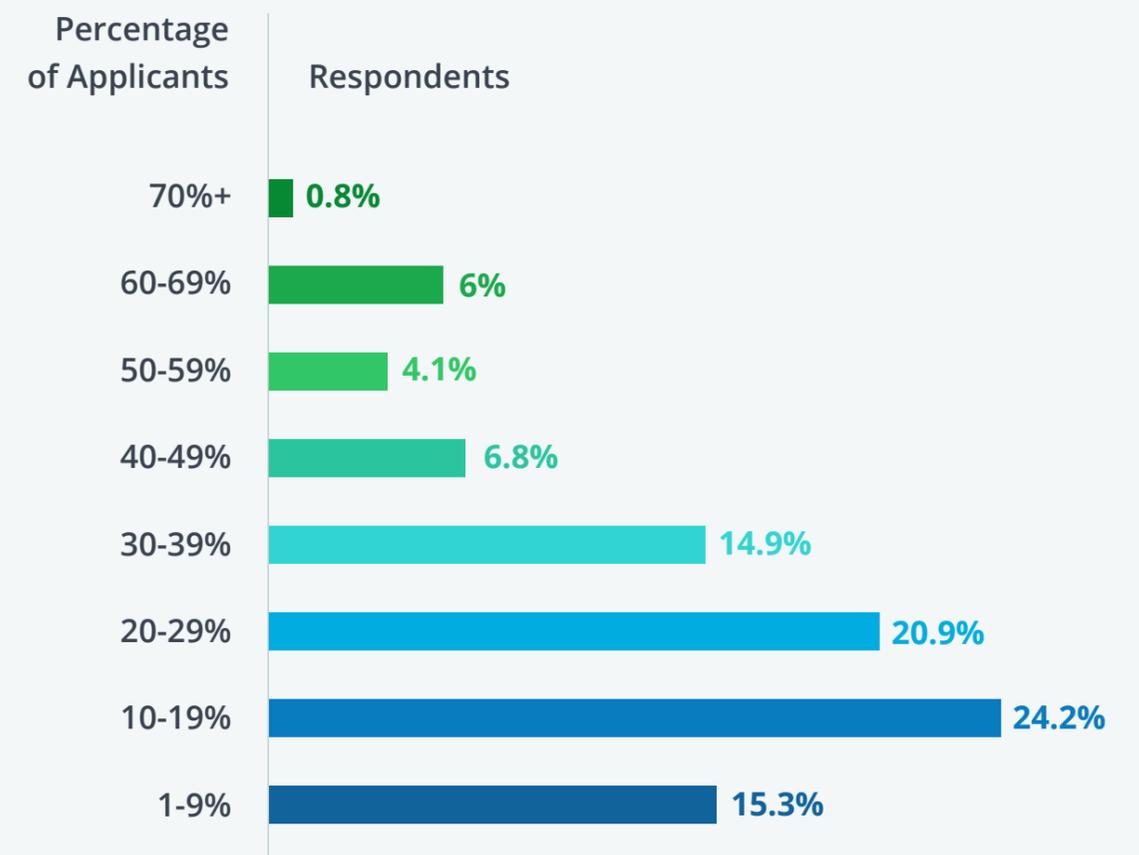
For the majority of teams, only 10-19% of phone screened candidates—less than 1 in 5—are passed to the onsite stage. A mere 17% of teams report a phone screen pass through rate of 40% or more.

Assuming the phone screen is being conducted by a hiring manager, a high pass through rate at this stage is ideal. It means the hiring manager feels most of the candidates they screen are qualified for the role at hand. And that means good alignment between the hiring manager and the recruiter.

To improve this metric, try:

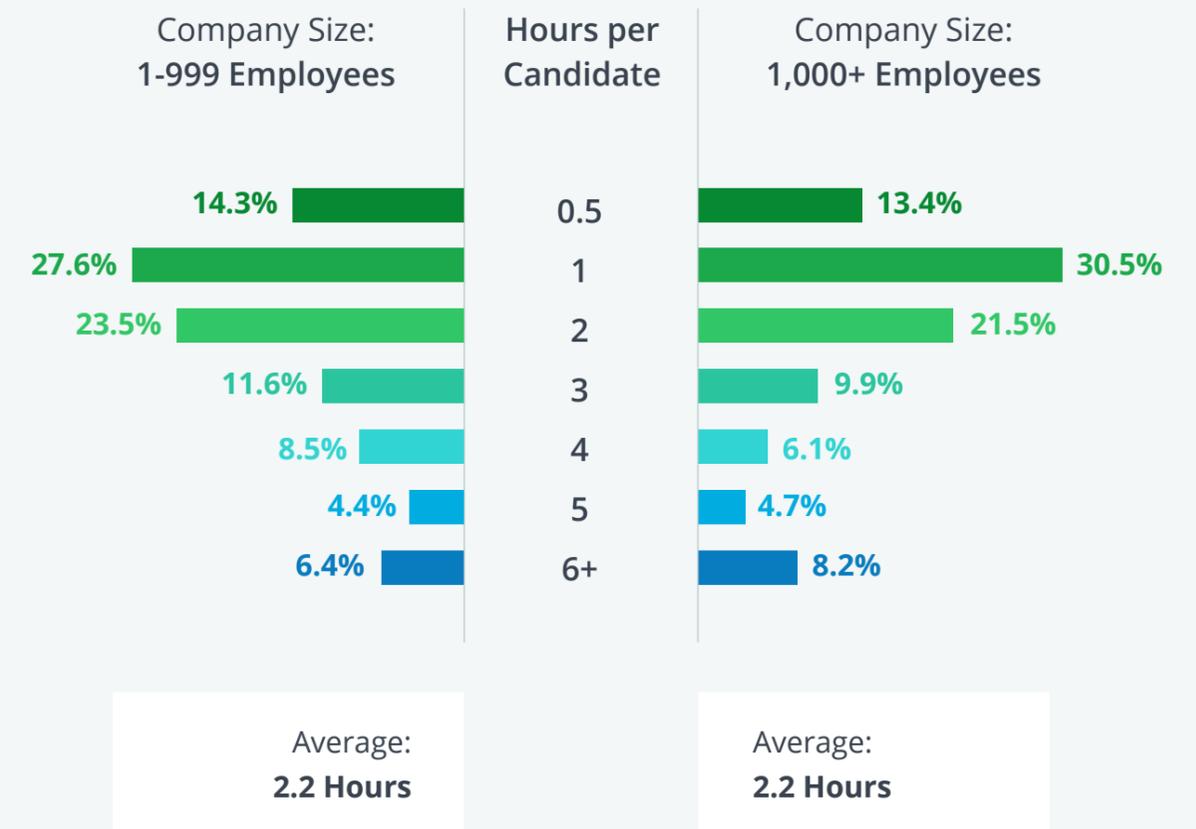
- Adding more screening steps ahead of the call, or as a part of the application process
- Strengthening [hiring manager:recruiter calibration](#)

Of the applicants that reach the phone screen stage, what percentage reach the onsite interview stage?



Source: HackerRank's Tech Recruiting Survey

How much time do you spend screening & interviewing each candidate?



Source: HackerRank's Tech Recruiting Survey

Evaluation Time Investment

Monitoring the time you spend evaluating each candidate ensures you spend your (and your team's) time efficiently. Compare the candidate evaluation time to the onsite-to-offer ratios to optimize for effective interviews in the smallest amount of time.

Individuals on the hiring panel spend **2.2** hours on average evaluating a candidate—regardless of company size

INSIGHTS

Regardless of size, companies spend the same amount of time screening and interviewing candidates. Each individual on the interviewing panel spends roughly 2.2 hours evaluating per candidate—from screening, to code reviews, to onsite, debriefs, and more—in order to make a decision. You can use this to calculate total evaluation time for your last requisition:

Total Evaluation Time Invested = Hrs of Evaluation per Candidate x # of Candidates Interviewed x # of Interviewers on Panel

Unnecessarily long evaluation processes are a candidate turnoff, and waste engineering teams' time. For high volume roles, you can reduce it by either shrinking your interview panel, or streamlining your evaluation process through automated pre-screening components.



"The better you can make [your metrics]—meaning the better your processes—the more efficient and effective your company is going to be. And that's going to drive the engine to be able to actually accomplish your team goals and plans."

— Michael Glukhovsky, Developer Relations, **Stripe**

Time-to-Hire

Streamlined time-to-hire is key for providing a candidate-centric experience. Aligning your time-to-hire with industry standards will ensure you're meeting candidate expectations, and will help you stay competitive against other potential employers.

61% of smaller companies have a time-to-hire under **30 days**, compared to 38% of larger companies

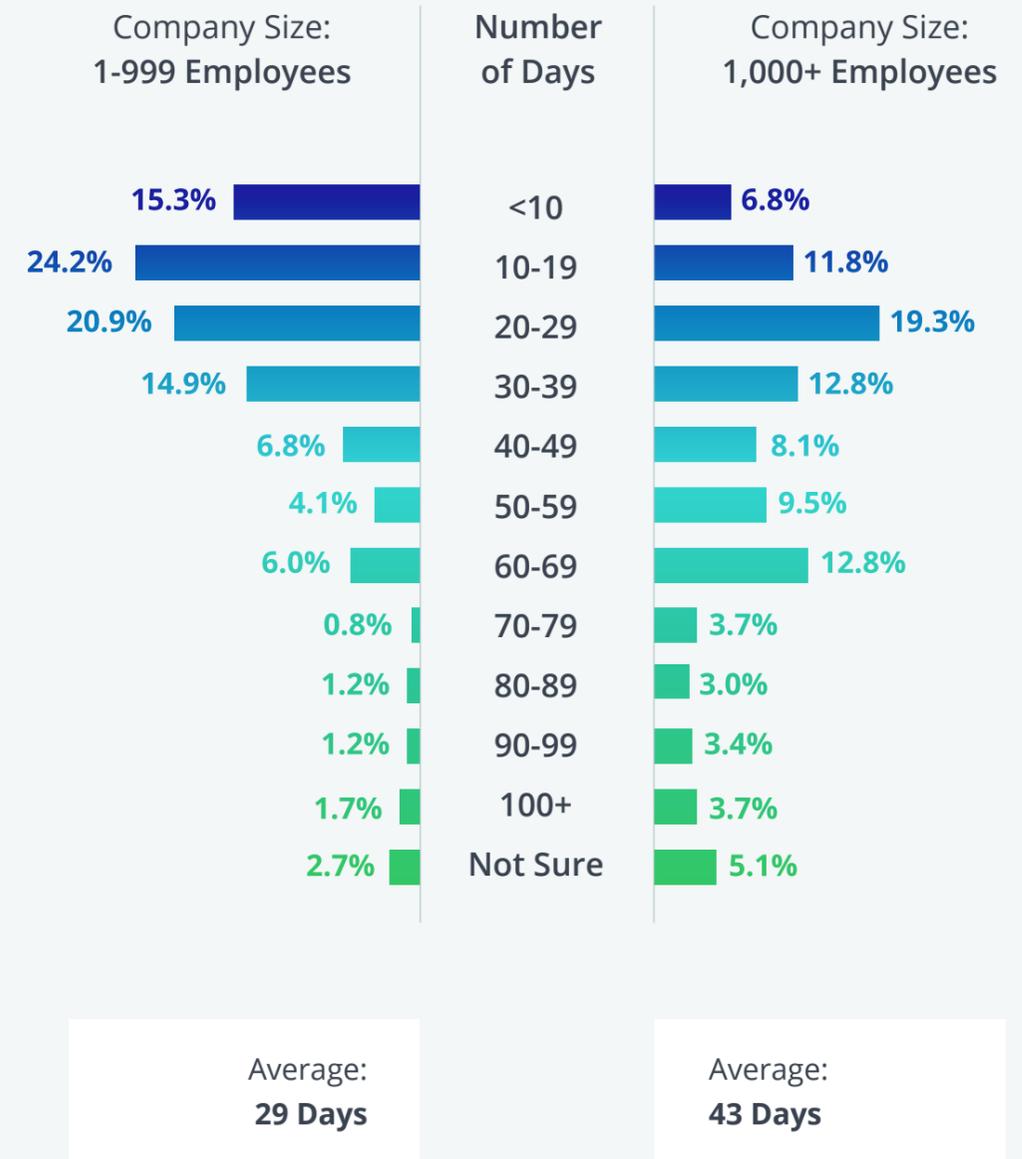
INSIGHTS

Even though both smaller and larger companies spend the same amount of time evaluating candidates, smaller companies hire faster. It makes sense: given their scale, small companies generally have less hoops to jump through to process and create an offer.

But that doesn't mean larger companies can't keep up. In fact, roughly 38% of large companies have a time-to-offer under 30 days (compared to 60% of smaller companies).

Approvals and administrative processes can't often be sped up—but variables like evaluation time investment can. Look for opportunities to streamline your evaluation process to improve time-to-hire.

On average, what is the time-to-hire (from job opening to offer letter) for developer roles at your company?



Source: HackerRank's Tech Recruiting Survey

03.

The Tech Talent Landscape

Highest Demand Candidate Levels

In-demand candidate levels are a key piece of the competitive talent landscape.

Mid-level developers are the most in-demand experience level.

INSIGHTS

Across the board, mid-level developers are in highest demand. Senior developers are the second most in-demand group, followed by entry-level developers, and finally, management.

Within that prioritization, we see some slight differences between smaller companies (<1,000 employees) and larger companies (1,000+ employees). Larger companies, for example, are more likely to seek out senior developers than smaller companies. Given their high demand, it's worth paying special attention to their candidate experience. As an especially high demand group, they're likely to have a variety of options available to them.



"There are so many startups that are so sexy and pull a lot of early-in-career engineers—and maybe mid-career engineers—that are looking for the upside in the middle of their career by being part of a startup. [But] if you've got a solid value proposition and if you can bring stories to life about why it's truly great to be at your company, I think that there are people out there that will listen."

— Angela Miller, Director of Global Talent Ops, **PureStorage**

What level of developers do you search for most often?

Company Size: 1-999 Employees



Company Size: 1,000+ Employees



Source: HackerRank's Tech Recruiting Survey

Hardest Roles to Hire

Some technical roles are harder to hire for. Expect higher evaluation time investment and a longer sourcing process for the toughest ones.

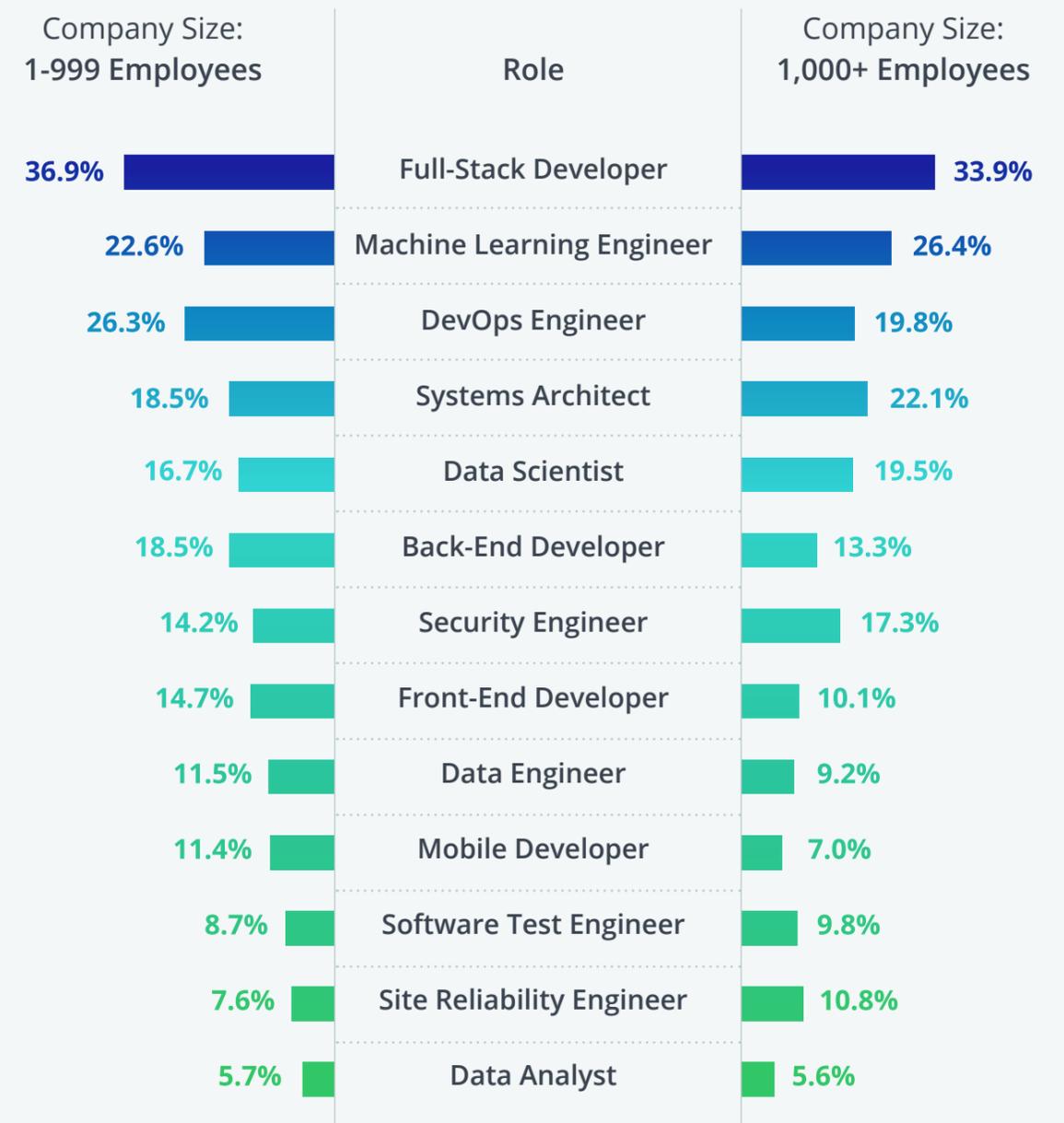
Full-stack developers are the hardest to find for companies of all sizes

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Teams struggle the most to find qualified full-stack developers, machine learning engineers, DevOps engineers, systems architects, and data scientists. The easiest to find are data analysts.

So why are full-stack developer roles the most difficult ones to find candidates for? It's likely tied to the ambiguity of their role; "full-stack developer" is [a notoriously challenging role to define](#). The difficulty of defining the role, combined with the unique blend of required skills makes it an especially hard role to source for.

What roles are the most difficult to find qualified candidates for?



Source: HackerRank's Tech Recruiting Survey

Key Takeaways

The technology sector continues to be a major driver in tech hiring—but across industries, company initiatives in big data, cloud computing, and artificial intelligence are changing the way we hire.

As companies' tech initiatives shift, so must the technical teams that build them.

And that requires agile, adaptive hiring teams to keep up with tech hiring demands. Keeping a close eye on key benchmarks—like evaluation time investment, time-to-hire, and more—ensures that your team manages the transitions smoothly.

Methodology

The data in this benchmarking report is derived from the HackerRank Tech Recruiting Survey.

The survey polled a total of 5,297 tech hiring stakeholders, including 347 hiring managers, 441 recruiters, and 935 other hiring stakeholders (e.g. interviewers) in an online survey.

The survey was programmed in SurveyMonkey and HackerRank recruited respondents via email (community members, customers, and prospects) and through social media sites. Respondents came from 89 countries. Results were analyzed using IBM-SPSS and Q Research.

Tests of significant differences were conducted at the .05 level (95% probability that the difference is real, not by chance). Percentages may not always add to 100% due to rounding.

About HackerRank

HackerRank Developer Skills Platform is the standard for assessing developer skills for 2,000+ companies across industries and 7M+ developers around the world. Companies rely on HackerRank to objectively evaluate skills against millions of developers at every step of the hiring process, allowing teams to consistently hire the best without wasting engineering cycles. Developers rely on HackerRank to turn their skills into great jobs. Our mission: to accelerate the world's innovation.

2,000+

customers
worldwide

7+ million

developers
on the platform

71+ million

challenges
completed

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