Tech Talent Matrix

Uncover the insights you need to deliver high-quality assessments and an exceptional developer experience to successfully hire tech talent.

HackerRank's Tech Talent Matrix (TTM) gives you a simple way to measure your recruiting performance and arms you with actionable insights to optimize your tech hiring process. Use the Tech Talent Matrix to align on skill assessments, implement a data-driven candidate evaluation process, and benchmark your company's performance against peers.

Measure Your Performance With Tech Talent Matrix

Tech Talent Matrix measures your performance on two major criteria: candidate response to outreach and assessment quality.

Candidate Response Score

Metrics Recruiters Control:
Measures the impact of your candidate outreach by tracking a candidate's journey starting from when they're invited to take a technical assessment and conversion to test attempts. Key input include talent participation rate.

Assessment Quality Score

Metrics Technical Teams Control:
Measures the quality of your assessments and how well they are designed for the role. Key inputs include test design and candidate feedback.

Advanced Analytics and Machine Learning Paves the way for TTM

Customers across different industries worldwide use HackerRank to power their technical recruiting. Roughly, **2 assessments are taken every second** on HackerRank's platform, powering us with an unmatched developer assessment database of **over 188 million assessment data points.** Performance metrics that inform TTM are based on insights gathered from applying machine learning and analyzing our massive assessment database and identifying signals that have a significant impact on candidate evaluation.
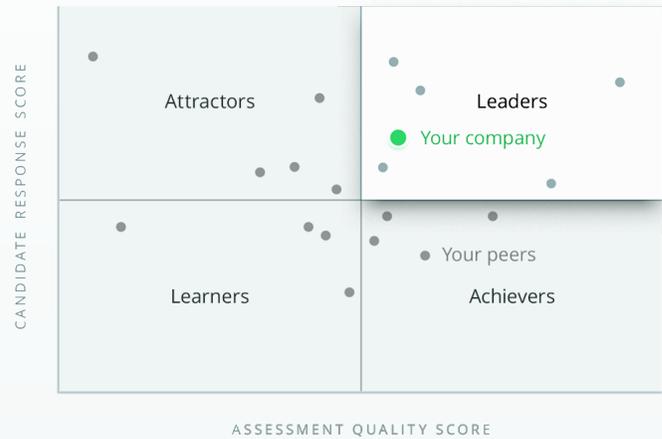
Your **position on the Matrix** is a graphical representation of your **Candidate Response Score** and your **Assessment Quality Score.**

HackerRank/Work

Get Visibility Into Your Recruiting Competencies

Your position on TTM signals where your teams are aligned. Easily pinpoint areas of strength and improvement to make better hiring decisions. Regardless of where you are on the TTM, there are always opportunities to raise the tech hiring bar.

See How You Stack Up Against Peers

View relative positions of your competitors and industry peers (identity anonymized) to further inform your tech hiring strategy.

CANDIDATE RESPONSE SCORE

Attractors

Leaders

● Your company

Learners

Achievers

● Your peers

ASSESSMENT QUALITY SCORE

Power Your Recruiting With Data-Driven Insights

Through TTM, we power your recruiting with best practices to improve the quality of your assessments and uplevel your candidate experience. These best practices are informed by our experience working with over 40,000 technical recruiters and hiring managers coupled with impactful insights extracted from analyzing our massive developer assessment database.

Your dedicated HackerRank Customer Success Manager will partner with you to perform a detailed diagnostic of your tech hiring process, benchmark your performance, share best practices, track progress, and guide you through every step to achieve hiring success.

Request Demo   Learn More

Already a HackerRank customer? **Reach out to your Customer Success Manager.**