

Wish is a mobile e-commerce platform that streamlines the transaction process between buyers and sellers. Their mission is to provide everyone access to the most affordable and convenient shopping experience on the planet. Wish supports 500,000 merchant partners as well as over 300 million users. Wish needed to quickly scale their engineering organization to support their success.



"HackerRank's technology allows us to efficiently screen candidates early in the interviewing process, freeing up our resources and allowing us to have a greater focus on our best candidates. Simply from the amount of time that HackerRank saves us when it comes to narrowing the field to the top-performers makes it a no-brainer investment for Wish."

Rohit Lalchandani, Software Engineer Lead - Product Core

Engineering Teams Save Time While Scaling Faster and More Efficiently



Challenge: Identifying Top Tech Talent in a Sea of Applicants

Wish.com's technical recruiting team was having trouble finding qualified candidates. The team of 3 spent most of their time sourcing potential candidates, only to find that their skills weren't up to par with what the engineering organization needed. To assess technical skills, candidates were asked to complete a coding challenge that was administered via pdf, making the process untrackable and leaving room for candidates to plagiarize. The team knew that if they wanted to scale the engineering organization faster they needed to automate part of the process and address the gaps within their assessment process.

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

Solution: HackerRank's Automated Assessments

Once Wish began using CodeScreen the team saw a 96% improvement in their hiring process. Using the automated assessments helped narrow down the candidate pool only to those most qualified. Engineering teams were also no longer spending time manually reviewing coding assessments, freeing up their time to focus on shipping projects and the health of the company. Coding submissions have also added another dimension to influence hiring decisions---if there is any question about whether or not to extend an offer, the team has found it invaluable to revisit the candidate's coding submission to determine whether their approach to problem-solving is in alignment with the company.



"HackerRank has been a huge help in making it easy to assess the skills of all the candidates we interview. Without it, the process of scaling our team would have been very cumbersome."

Rob Resma, Software Engineer Lead

Want to learn more?

Request Demo

Free Trial

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