ada

3 hours saved per candidate on technical screening

better candidate match

COMPANY	**NUMBER OF EMPLOYEES**
Ada Health	250
INDUSTRY	**FOUNDED**
Hospital & Health Care	2011
USER BASE	**LOCATION**
Over 8 million users globally	5 offices across Germany, the UK, and the US

Ada is a global health company founded by doctors, scientists, and industry pioneers to create new possibilities for personal health. Ada's core system connects medical knowledge with intelligent technology to help all people actively manage their health and medical professionals to deliver effective care.

TECH SKILLS THEY VALUE

Java Kotlin React Native JS python

Redux-Saga mongoDB docker kubernetes ANTLR RDF

TECHNICAL HIRING PROCESS STRUCTURE

Before implementing Devskiller

1 — TALENT ACQUISITION MANAGER CALL

2 — HIRING MANAGER CALL

3 — ON-SITE TECHNICAL TASK AND TEAM INTERVIEW

After implementing Devskiller

1 — TALENT ACQUISITION MANAGER CALL

2 — HIRING MANAGER CALL

3 — DEVSKILLER TEST

4 — ON-SITE TECHNICAL INTERVIEW AND TEAM INTERVIEW

CHALLENGES

Before using Devskiller, Ada Health screened tech skills with an on-site task followed by a team interview. This procedure required more time on the side of Ada's team and had limited ability to ensure candidate fit for the role. For this reason, the biggest objectives Ada wanted to reach were time-saving and improved interview experience.

RESULTS

Since automating their technical screening process, Ada saw a number of positive results.

Saving time

"Devskiller helped us to save precious on-site time for applicants that are already likely to be a fit. **We're saving 3 hours per candidate** - that was the time we spent with applicants on a technical task before."
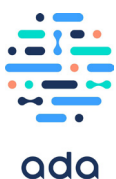
MICHA GERWIG
ENGINEERING MANAGER AT ADA HEALTH

It is now easier for them to prepare for the on-site interview since the technical task will give a good first impression about the candidate's technical skills. "We don't just use the test for a pass/fail assessment but also to get a sense of the candidate's experience level - it provides a more detailed baseline for us," says Micha.

A positive interview experience

"Not only do we save a considerable amount of time, but the tool also **gives us the possibility to collaborate on reviewing the technical test**. It also enables us to tailor the on-site experience towards the candidate, for example, which areas to focus on or how difficult the questions should be. Overall, the feedback has been quite positive. Candidates especially enjoy the Code Review task."

Focusing on what matters

Ada Health also enjoys that they can customize the platform.

"Since Devskiller is a **highly customizable tool**, it allowed us to test for industry-standard skills as well as including some questions that are especially important to us."

♥ WHAT THEY LIKE MOST ABOUT DEVSKILLER

⇒ Improved fit/candidate match at first on-site meeting

⇒ The code review task library

⇒ A positive candidate experience

⇒ Customization options

⇒ Saving time thanks to automating the technical screening process