**DevSkiller Case Study**

50 developers hired annually with DevSkiller

50% shorter Time to Hire

2.8x higher Applicant to Hire Ratio

50% shorter Time to Hire

**COMPANY**

CodeValue

**FIELD**

Software development, UI/UX design, consulting

**DEVELOPERS HIRED PER YEAR WITH DEVSKILLER**

50

**NUMBER OF EMPLOYEES**

200+

**ESTABLISHED**

2010

**LOCATION**

Herzliya, Israel

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CodeValue is a dynamic software development, UI/UX design, and consulting services firm. They deliver tailor-made innovative solutions and services ranging from focused product and technology analysis to comprehensive development and in-depth consultancy.
BEFORE USING DEVSKILLER: CHALLENGES

“Our biggest recruitment obstacle was unnecessary tech interviews.”

OLGA BERGER  LEAD RECRUITER & SOURCING SPECIALIST AT CODEVALUE

BEFORE USING DEVSKILLER, CODEVALUE USED THE FOLLOWING PROCESS:

1. HR phone interview
2. Technical phone interview
3. Test & technical interview
4. HR & hiring manager interview
5. Offer

The problem they had was that candidates who lacked the right skills got through to the interview stage while some viable candidates didn’t.

AFTER IMPLEMENTING DEVSKILLER: RESULTS

“DevSkiller is easy to use and friendly.”

OLGA BERGER  LEAD RECRUITER & SOURCING SPECIALIST AT CODEVALUE

CodeValue vamped up their process and added a short take-home DevSkiller test, replacing the first tech phone interview.
This change brought a number of positive results, the most important one being the improvement in the efficiency of the process. It had a direct impact on the number of hires they made, since they hire 50 developers every year. At this volume, they need to identify every important candidate and move fast before the good candidates get scooped up by CodeValue’s competitors.

They now hire 2.8x more developers from the same candidate pool

<table>
<thead>
<tr>
<th>Developers hired before</th>
<th>Developers hired with DevSkiller</th>
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<tbody>
<tr>
<td>10%</td>
<td>28%</td>
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They were able to reduce the time it takes them to hire by approximately 50%

<table>
<thead>
<tr>
<th>Before</th>
<th>After DevSkiller</th>
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<tr>
<td>6 weeks</td>
<td>3-4 weeks</td>
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Better tech screening

CodeValue can now identify the right people to interview while reducing false negatives. Before introducing DevSkiller, they only invited 30% of their candidate pool for a technical interview. Most likely, some good candidates slipped away because they weren’t identified in the phone screening process.

For CodeValue, the DevSkiller test is 20% more effective in identifying the right people to interview.

❤️ WHAT THEY LOVE ABOUT DEVSKILLER

- Being able to take the test anywhere
- The skills summary
- A positive candidate experience
- DevSkiller is easy to use and friendly