DevSkiller

CASE STUDY

ImpacTech

39%

39% fewer technical interviews

83%

83% candidates screened out before the first interview

146%

146% more tech roles filled

41 IT

41 IT profiles filled annually with DevSkiller

BEFORE

198

interviews
to make 28 hires

AFTER

64

interviews
to make 28 hires

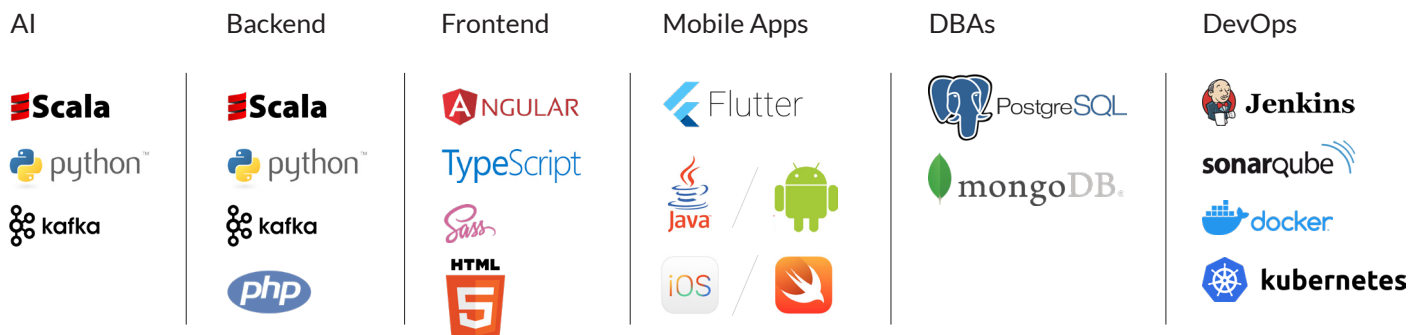| **COMPANY**	**NUMBER OF EMPLOYEES**
Impact Tech Ltd.	60
INDUSTRY	**LOCATION**
Information Technology and Services	Limassol, Cyprus
FOUNDED	**NUMBER OF IT EMPLOYEES RECRUITED ANNUALLY**
2016	41

ImpacTech develops Business Intelligence solutions driven by Big Data in combination with Artificial Intelligence. Their tools extract insights from data that maximize revenue opportunities and increase operational efficiency through automation.

TECH STACK THEY VALUE

AI	Backend	Frontend	Mobile Apps	DBAs	DevOps
Scala	**Scala**	ANGULAR	Flutter	PostgreSQL	Jenkins
python	python	TypeScript	Java / Android	mongoDB	sonarQube
kafka	kafka	Sass	iOS / Swift		docker
	php	HTML5			kubernetes

ImpacTech uses DevSkiller to hire for developer positions, as well as Data Scientists, Data Engineers, Project Managers, DevOps, Interns for the above-mentioned departments, etc.

"DevSkiller is a time-saver for all the parties involved. We were able to improve our quality of hires, hiring diversity, and cost per hire"

IVANA NIKOLIC HR MANAGER AT IMPACTECH

ImpacTech

BEFORE USING DEVSKILLER

The whole tech recruitment process was carried out offline and manually, which was time and energy-consuming. Before implementing DevSkiller, we would end up with interviewing too many non-relevant candidates, as we could evaluate their skills only during the interview.
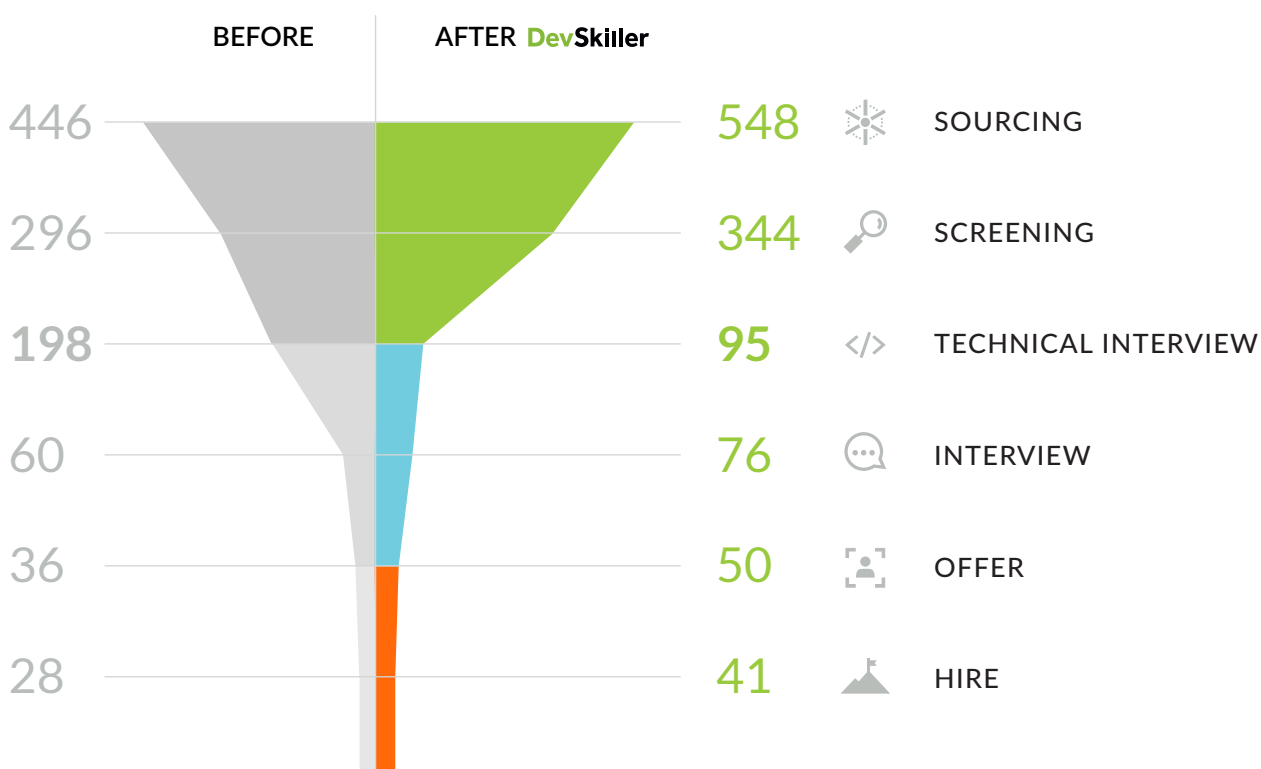
1. ❄ Sourcing
2. 🔍 CV screening
3. 💬 Face-to-face or Skype interview with a technical interview
4. 💬 Soft skills interview
5. 🏔 Offer & hire

AFTER USING DEVSKILLER

Once we started using DevSkiller, the process was not only simplified but became more efficient as well. Since the platform provides automatic test evaluation, this has tremendously shortened the time and effort previously needed to assess the tasks and gauge the candidates' skills.

1. ❄ Sourcing
2. 🔍 CV screening
3. **DevSkiller** test with automated evaluation
4. </> Technical interview
5. 💬 Interview
6. 🏔 Offer & Hire

RESULTS

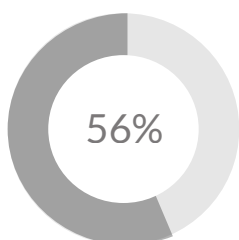| BEFORE	AFTER DevSkiller		
446	548	✳	SOURCING
296	344	🔍	SCREENING
198	95	</>	TECHNICAL INTERVIEW
60	76	💬	INTERVIEW
36	50	👤	OFFER
28	41	⛰	HIRE

With DevSkiller, ImpacTech is able to screen out 83% of candidates before their first interview, compared to 56% in their previous process.

"After switching to DevSkiller, non-viable candidates are now eliminated much earlier in the recruitment process, thus saving us valuable time. Additionally, automatic evaluation done by DevSkiller itself has also saved time to our team leaders – they don't have to perform manual assessment any longer."
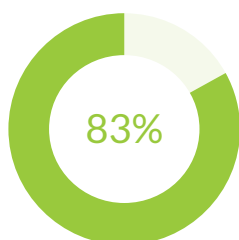
SAYS **IVANA**

CANDIDATES SCREENED OUT BEFORE THE FIRST INTERVIEW:

BEFORE **AFTER**

56%   83%

With DevSkiller, ImpacTech is able to screen out 83% of candidates before their first interview, compared to 56% in their previous process. What is more, despite making a drastic cut in the number of interviews they hold, ImpacTech is able to fill more openings for tech roles.

A POSITIVE CANDIDATE EXPERIENCE

"The greatest advantage for the candidates is that they can proceed with the tests at their own convenience. In case you have a candidate who is already working and is thinking about changing the career or moving to another company, it is also a time saver for them, as they do not have to take time off in order to attend numerous interviews in search for a new position."

IVANA NIKOLIC HR MANAGER AT IMPACTECH

impacTech

💚 WHAT THEY LOVE ABOUT DEVSKILLER

⇒ It's easy to use

⇒ Is a time-saver

⇒ Comes with a positive candidate experience

⇒ Applicable to all candidate levels

⇒ Automatic test evaluation