ImpactTech 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.
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

### TECH STACK THEY VALUE

<table>
<thead>
<tr>
<th>AI</th>
<th>Backend</th>
<th>Frontend</th>
<th>Mobile Apps</th>
<th>DBAs</th>
<th>DevOps</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scala</td>
<td>Scala</td>
<td>ANGULAR</td>
<td>Flutter</td>
<td>PostgreSQL</td>
<td>Jenkins</td>
</tr>
<tr>
<td>python</td>
<td>python</td>
<td>TypeScript</td>
<td>Java / Android</td>
<td>mongoDB</td>
<td>sonarqube</td>
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<tr>
<td>kafka</td>
<td>kafka</td>
<td>CSS</td>
<td>iOS / Safari</td>
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<td>docker</td>
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<td>HTML</td>
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<td>kubernetes</td>
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</tbody>
</table>

### BEFORE USING DEVSKILLER

The whole tech recruitment process was carried out offline and manually, which was time and energy-consuming. Before implementing DevSkills, 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**
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:

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.
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