



CASE STUDY

Lingonberry Talent Acquisition



11%

of all candidates interviewed in person



53%

fewer interviews



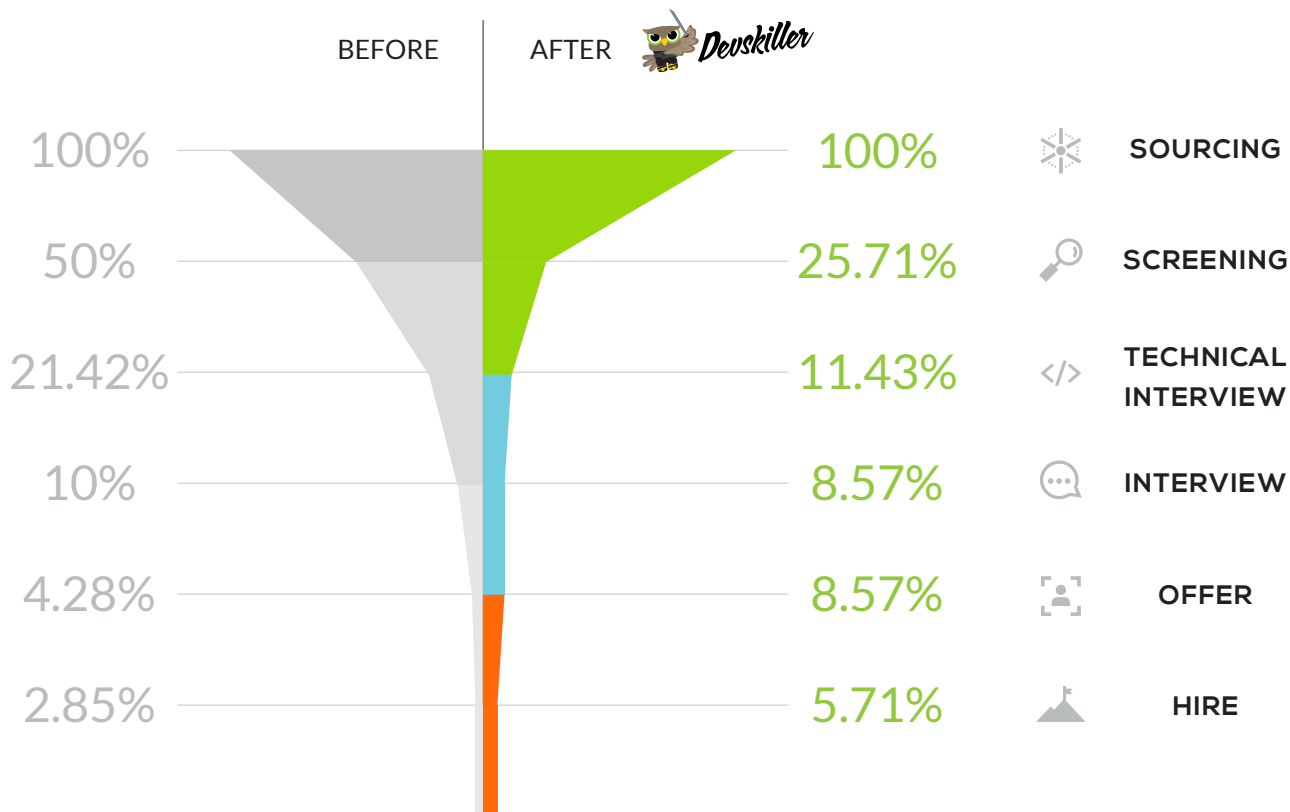
50%

of candidates eliminated with Devskiller technical screening



4

interviews to hire two developers



COMPANY

Lingonberry Talent Acquisition

LOCATION

Gothenburg, Sweden

FIELD

Recruitment agency specializing in hiring technical talent

TECHNOLOGIES

Java, iOS, Swift, Android

CHALLENGES

Ineffective screening procedure

Lingonberry's previous screening procedure wasn't narrowing their recruitment funnel enough. A full 50% of the candidates they assessed with their own tasks were still being invited to the technical interview. What is more, they could only recruit for roles where they had programming competence.

Too many interviews

One of Lingonberry's biggest problems was that they scheduled too many interviews. Before introducing Devskiller, on average 15 candidates had to be interviewed in person to make two hires.



Too much effort

Candidates were contacted more often over a longer period of time than necessary. Interviews had to be scheduled and candidates notified about their status, creating tons of unnecessary manual work.

RESULTS

53% fewer in-person interviews

After implementing Devskiller, on average four candidates are now interviewed to hire two software developers, almost a quarter of the 15 candidates that had previously been interviewed for the same positions.

“The duration of the recruitment process has not changed, but we spend less time and effort per candidate. We also don't waste time on the wrong candidates.”



JONATAN RUGARN CEO, FOUNDER, RECRUITER AT LINGONBERRY TALENT ACQUISITION, ENGINEERING MANAGER AT AVINODE GROUP



50% of candidates eliminated with a Devskiller technical assessment

Lingonberry Talent Acquisition now eliminates non-viable candidates much earlier in their recruitment process. “The Devskiller test is the first thing I do with each applicant, after sorting out the irrelevant CVs. We only interview them if they pass the test,” says Jonatan.

The ability to recruit for positions they have limited in-house expertise in

Lingonberry can now also recruit developers for positions with programming languages they have limited in-house expertise in, which opens up entirely new segments they can recruit for.

A faster and more constant hiring process

Jonatan's role is to find the right candidate without involving the client too much in the process. One of the ways to do that is via pass scores based on the scores of his client's internal developers. As a result, Jonatan's agency is now more trustworthy in the eyes of the client. "They don't need to do the testing of my candidates anymore and fully trust my technical screening. This makes the whole recruiting process go a lot faster and smoother," he adds.

WHAT THEY LOVE ABOUT DEVSKILLER

Practice-focused programming tasks

"Using real programming tasks is very important, since it is programming the candidate will do on the job. Theoretical knowledge doesn't help if the candidate can't code, so it is primarily coding (with a task as close as possible to the real intended work task) that should be tested to get an indication of how the candidate will perform on the job."

A good range of different programming languages, including mobile apps

"I like Devskiller the most since it has a good range of different programming languages, including mobile apps."

DEVSKILLER SAVES TIME, LEAVES A GOOD FIRST IMPRESSION AT AVINODE GROUP



Jonatan liked Devskiller so much he also implemented it at Avinode Group where he works as an Engineering Manager. He works with external recruiters, but they don't test the candidates so it falls upon him to do so.

"The external recruiters wanted to push me to interview their candidates first and do tests later since they think some good candidates will be put off by taking a test before they get a chance to talk to the company. I then had to convince them that making the candidates take the test first is a time saver for everyone involved. They agreed, and I have not yet noticed any big problems with good candidates withdrawing or disappearing neither at Lingonberry nor Avinode."