Case study

How Mindera hires 175+ developers per year

BIGGEST CHALLENGES:

❌ A long & demanding process  ❌ Interviewer frustration  ❌ Too many interviews for non-viable candidates

RESULTS:

175+ developers hired annually  30% increase in interviewer satisfaction

COMPANY: Mindera
INDUSTRY: Information Technology & Services
FOUNDED: 2014

NUMBER OF STAFF: 400+
LOCATION: 8 offices across Portugal, the UK, the US, and India
NUMBER OF DEVELOPERS HIRED: 175+, annually

Mindera builds high performance, resilient and scalable software systems that create an impact on their users and businesses across the world. Software Engineering Applications, including Web and Mobile, are at the core of what they do.
Case study

How Mindera hires 175+ developers per year

TECHNOLOGIES THEY VALUE

- Java
- Kotlin
- React Native
- JS
- Python
- Swift
- TS
- Cypress.io
- Scala
- Node
- Spring
- Objective-C
- Jenkins
- Go
- Se
- GraphQL
- AWS
- Microservices

RESULTS: GROWING TECH TEAMS AT SCALE

<table>
<thead>
<tr>
<th>Technology</th>
<th>Result with other technical screening</th>
<th>Result with DevSkiller</th>
</tr>
</thead>
<tbody>
<tr>
<td>JavaScript</td>
<td>75%</td>
<td>61%</td>
</tr>
<tr>
<td>Python</td>
<td>75%</td>
<td></td>
</tr>
<tr>
<td>Swift</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cypress.io</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Scala</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Node</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spring</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Objective-C</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jenkins</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Go</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Se</td>
<td></td>
<td></td>
</tr>
<tr>
<td>GraphQL</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AWS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Microservices</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

CAROLINA CARVALHO, IT RECRUITER AT MINDERA

“We understood we could do a screening process that was a lot faster, so we could allow more candidates.”

“DevSkiller makes the process a lot faster. Even though we give candidates 7 days to do the tests, it’s still faster.”

PEDRO VICENTE, SENIOR SOFTWARE CRAFTSMAN AT MINDERA

“With DevSkiller, we have reduced the time and effort on the first steps of the process, getting fewer people to reach the technical interview, which means those could be interviewed faster. We have also increased the number of pipelines using automated tests.”
PEDRO VICENTE, SENIOR SOFTWARE CRAFTSMAN AT MINDER
A

“ You normally don't produce code on a whiteboard, writing under pressure, with other people looking at it, or on a call. You’re at home, with Google, searching for answers on Stack Overflow. We wanted our technical interviews to be much more similar to what it’s like in real life.”

CAROLINA CARVALHO, IT RECRUITER AT MINDER
A

“We have an easier time screening the candidates with less or no fit, because we have a tool that allows us to evaluate the basic requirement for each role.”

MINDER A SAVES TIME AND EFFORT WITH DEVSKILLER + WORKABLE INTEGRATION

“ The DevSkiller Workable integration is easy to use and implement, we were able to get it set it up and running on day one.”

“We have less time between steps, and reach a conclusion faster, [which] allows us to retain candidates in the process for longer.”

CAROLINA CARVALHO, IT RECRUITER AT MINDER
A

WHAT THEY LOVE ABOUT DEVSKILLER

✓ It’s highly customizable, without test limits
✓ The people that now reach the technical interview stage are much more likely to pass
✓ Fewer technical interviews
✓ Workable + DevSkiller integration
✓ The ability to make the hiring process more homogenous between different roles