



CASE STUDY

PLUTORA.



fewer technical interviews



of dev time saved per candidate



higher quality of candidates

COMPANY

Plutora

NUMBER OF EMPLOYEES

90

FIELD

Computer software

ESTABLISHED

2012

DEVELOPERS HIRED PER YEAR WITH DEVSKILLER

Up to 10

LOCATION

3 offices across the globe

Plutora is a market leader in value stream management, with release, test environment, and analytics solutions for enterprise IT. Their mission is to enable predictable, high-quality enterprise software delivery across the entire release portfolio.

TECH SKILLS THEY VALUE



CHALLENGES

Before using Devskiller



PLUTORA USED **PHONE INTERVIEWS** TO PRESELECT THEIR CANDIDATES.



THE ONES WHO PASSED WERE INVITED TO A **TECH INTERVIEW** FOLLOWED BY A **BEHAVIORAL INTERVIEW**.

Because the process wasn't automated enough, it required a lot of manual work on their side. Also, the effectiveness of phone screening was insufficient as it didn't eliminate the candidates without the right skills.

SOLUTION

In 2018, Plutora implemented Devskiller into their technical recruitment process.

Their aim was to:



AUTOMATE TECHNICAL SCREENING TO **REDUCE THE WORKLOAD**



LIMIT THE NUMBER OF INTERVIEWS



IDENTIFY CANDIDATES WITH THE RIGHT SKILLS **BEFORE THE INTERVIEW** STAGE

RESULTS

“Thanks to automating the screening stage, **we were able to reduce the interview rate by 50%**. At the same time, the quality of candidates who make it to the interview stage is now much greater. Devskiller adds an extra layer of quality to our technical hiring process”



RICHARD WILLIAMS VP OF ENGINEERING AT PLUTORA
PLUTORA.

Per each candidate, Plutora **saves approximately 8 hours of their internal developer time**. That's because they don't have to pull developers in to interview poor candidates.

“Our process is now much better since there is a tool that can help understand the depth of a developer's knowledge. We've definitely seen an improvement in the tech ability of the candidates, especially around code review and programming tests”, says Richard.