DevSkiller

CASE STUDY

SPARTEZ

ATLASSIAN | Platinum Top Vendor

44%
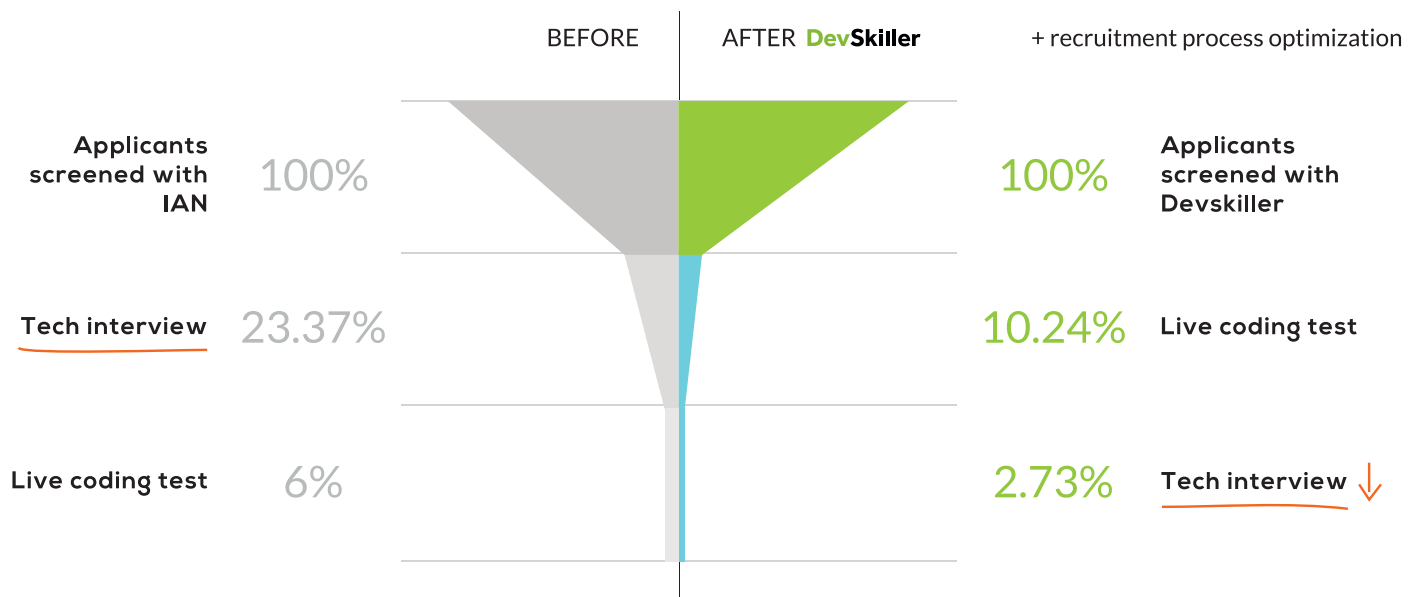more candidates filtered out before a face-to-face meeting

8.6x
fewer candidates reaching the technical interview

40%
increase in interviewer satisfaction

66%
time saved per candidate on interpreting screening results

	BEFORE	AFTER **DevSkiller**	+ recruitment process optimization
Applicants screened with IAN	100%	100%	Applicants screened with Devskiller
Tech interview	23.37%	10.24%	Live coding test
Live coding test	6%	2.73%	Tech interview ↓

COMPANY
Spartez, Atlassian Platinum Top Vendor

FIELD
Computer software

LOCATION
Gdansk, Poland

ESTABLISHED
2007

NUMBER OF EMPLOYEES
150+ from 15 countries

DEVELOPERS HIRED PER YEAR
20

Spartez is a Platinum Top Vendor on the Atlassian Marketplace. The company focuses on the Atlassian and agile ecosystem by offering useful tools for both Server and Cloud. They also offer solid support to customers and evaluators.

TECH SKILLS THEY VALUE

Java | JS | Microsoft .NET | C++

CHALLENGES

Inefficient screening

Before switching to DevSkiller, Spartez used an in-house solution called IAN which integrated with their ATS. However, the solution wasn't able to deliver the results they wanted. 23.36% of candidates passed the IAN technical screening, way too many to maintain an efficient pipeline.

Too many interviews

Because their initial screening procedure wasn't automated, Spartez had a hard time figuring out who they should meet face-to-face. Making a decision on whom to invite based only upon a CV or LinkedIn profile was not an option because Spartez focuses on real skills, experience, and potential.

Too much time wasted on building and maintaining an in-house solution

Spartez had to spend a lot of time and resources building, improving, and maintaining their system. This meant a lot of work for their developers. Not only that, assessing the results of the initial screening took 15-20 minutes per candidate, which put unnecessary strain on their talent team and Java interviewers.

THE TRANSITION

"We've replaced a high-maintenance in-house solution with DevSkiller. Our process looks the same, however, the product gives us better performance. The results are also way easier to assess."
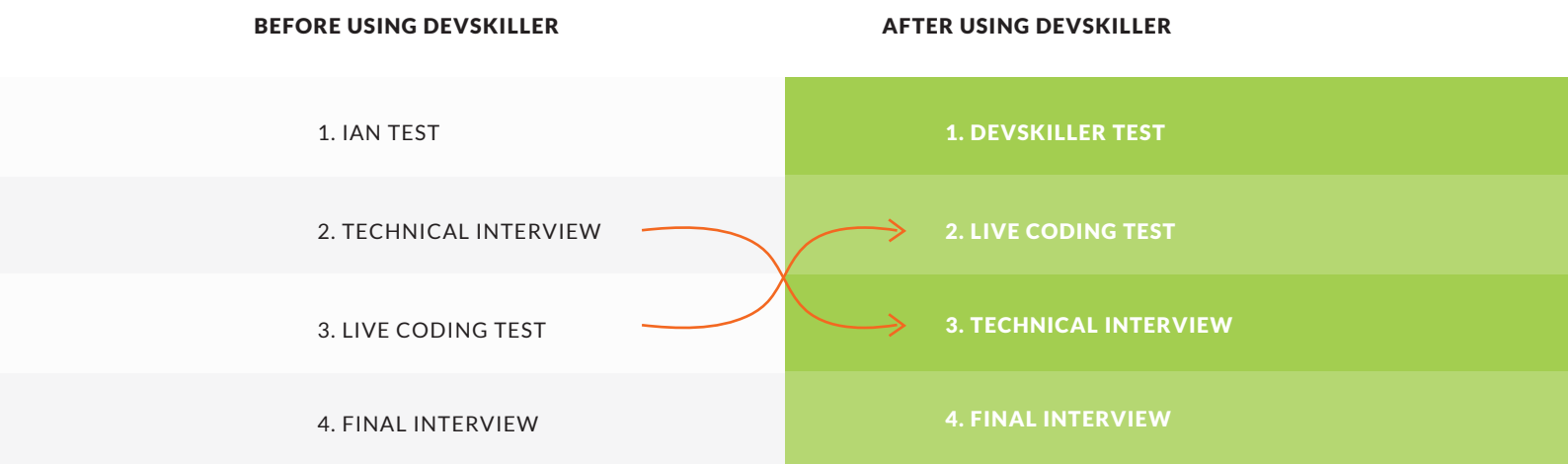
PATRYCJA KILJAŃSKA TALENT ACQUISITION SPECIALIST AT SPARTEZ

SPARTEZ | ATLASSIAN Platinum Top Vendor

In October 2017, Spartez took two major steps to optimize their technical recruitment process:

- They switched from IAN to DevSkiller,
- Moved the live coding test before the technical interview.

BEFORE USING DEVSKILLER	AFTER USING DEVSKILLER
1. IAN TEST	1. DEVSKILLER TEST
2. TECHNICAL INTERVIEW	2. LIVE CODING TEST
3. LIVE CODING TEST	3. TECHNICAL INTERVIEW
4. FINAL INTERVIEW	4. FINAL INTERVIEW

THE RECRUITMENT PROCESS AT SPARTEZ AFTER IMPLEMENTING DEVSKILLER

1. DevSkiller test
A DevSkiller test is now the first step of the technical screening process at Spartez. It means they don't need to invest a lot of time and resources in face-to-face interviews with candidates at such an early stage.

> "We give everyone a chance to attempt the test. We do not assess people only by CV and years of experience, we care more about their technical skills and depth of experience."

2. Live coding test
The coding test is conducted by one of their engineers. The test takes 1 hour and is comprised of 2 tasks. The candidate receives a set of instructions on how to prepare the coding environment, a basic example, and a system description before going in for the test.

3. Technical interview
The technical interview is an hour-long interview conducted by two Spartez engineers. It covers Java or JavaScript fundamentals and questions about other technical issues and tasks that Spartez developers face on a daily basis.
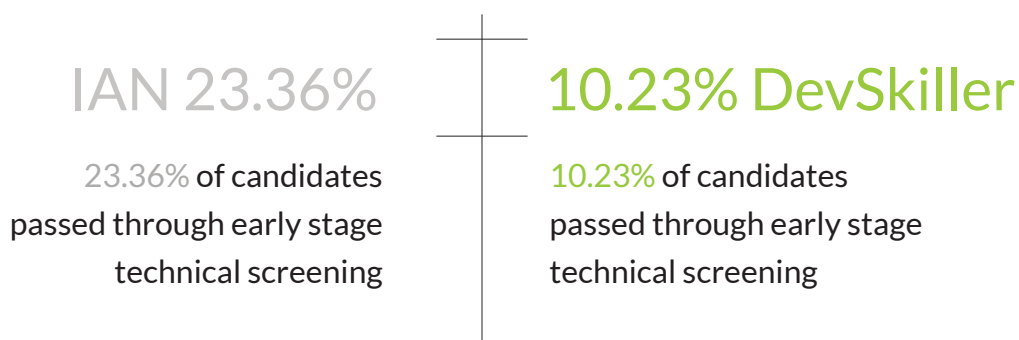
4. Final interview
The final interview is conducted by two development managers or one development manager and the CEO for senior candidates. It's a typical managerial round covering communication, teamwork, motivation, and product based questions.

RESULTS

After switching to DevSkiller and conducting their technical interview after the coding test, Spartez saw some amazing results.

43.79% more candidates filtered out before a face-to-face meeting
"DevSkiller is much better at helping us filter our pipeline", says Patrycja. DevSkiller gives Spartez a much deeper insight into their candidates' technical skills. This deeper insight means Spartez can now filter out 43.79% more candidates before a face-to-face meeting than they did with IAN, the in-house solution they previously used.

IAN 23.36%	10.23% DevSkiller
23.36% of candidates passed through early stage technical screening	10.23% of candidates passed through early stage technical screening

8.6x fewer technical interviews
After switching from IAN to DevSkiller and moving the technical interview further along their recruitment process, Spartez saw an astonishing 8.6x decrease in their total number of technical interviews. This had a direct result on their interviewer satisfaction which grew by 40% as a result of optimizing their process.

66% less time spent interpreting screening results per candidate
Interpreting IAN screening results took Spartez up to 20 minutes, as opposed to 5 minutes it now takes them to interpret DevSkiller results.

WHAT THEY LOVE ABOUT DEVSKILLER ♡

Spartez tested out different solutions before choosing DevSkiller. Here's what helped them make the decision.

⇨ A more open and helpful approach

⇨ Better customer care

⇨ More flexibility

⇨ More customization options