StepStone is a group of leading job boards operating all over the world, from Europe across Central America to Africa. All their software is developed in-house by approximately 300 developers working on IT products for 130 countries across the globe. StepStone’s Warsaw global IT Development Center, StepStone Services, supports their European branches.

**TECH SKILLS THEY VALUE**

- php
- Java
- Android
- Angular
- git
- node
- React
- iOS
- Amazon Web Services
- Ansible
How StepStone Services uses DevSkiller for technical recruitment

**CHALLENGES**

**Too much time spent on screening**
First of all, StepStone Services wanted to be more time-efficient. Prior to implementing DevSkiller, their tech screening procedure was comprised of practical tasks sent by email, followed by pen and paper tasks used during technical interviews. Not only was this procedure time-consuming, it also required a lot of effort from their recruiters.

**Too much manual work**
StepStone Services wanted to automate their technical screening so that it was as efficient as possible. Inviting people to take a test and sending tasks via email was a time-consuming manual process. What is more, not all teams had custom tasks prepared. Waiting for the solved task to come back meant keeping a careful eye on the inbox, which for most people is already overflowing. A lot of time and attention had to be given to the status of the candidates. “We had to put extra effort tracking our replies and feedback to candidates,” says Victoria Chyczewska, Talent Acquisition Specialist at StepStone Services. Finally, there was the issue of viewing the results of current and past candidates and notifying the candidates of the decision, requiring even more manual work.

**SOLUTION**

To tackle these challenges and ultimately optimize their recruitment process, StepStone Services implemented DevSkiller in October 2017. Their focus was to assess their candidates’ knowledge of languages, frameworks, and libraries to get a full understanding of their coding skills.

StepStone Services now have a two-step screening procedure:

- a phone interview which typically eliminates 10-20% of all the candidates
- a technical screening test with DevSkiller which eliminates a further 10-20% of them

**RESULT:**

approx. 40% of candidates eliminated at the screening stage

For their technical screening with DevSkiller, StepStone Services use a wide range of custom tests including programming tasks, code review tasks, multichoice questions, code gaps, and database tasks. Together, they provide the company with a thorough understanding of the knowledge and expertise of their candidates at all seniority levels, which allows them to constantly grow their tech teams.
RESULTS

More structure
According to StepStone Services, one of the biggest benefits of using DevSkiller is that tests are now utilized in a higher number of processes.

“We now have a tool which allows us to not only collaborate to create tests assessing technical skills we need to grow, but also to communicate internally and externally (with candidates). What is more, our technical recruitment process is now more structured. As an example, we use our technical screening results as a conversation starter during technical interviews.”

VICTORIA CHYCZEWSKA
TALENT ACQUISITION SPECIALIST AT
STEPSTONE SERVICES

Fewer interviews
Switching to an automated technical screening and interview platform, StepStone Services were able to limit the number of their onsite interviews.
“Phone screening followed by a DevSkiller assessment allows us to decrease the number of onsite interviews by up to 40%. We increased company fit thanks to custom tests and, as a consequence, we now only spend onsite interview time on candidates who really show a lot of promise. Our Time to Hire is now shorter because our technical screening process is automated.”

What is more, they are now able to measure the time spent on solving a given problem for each candidate, which they treat as one of their recruitment criteria. This was impossible to do in the case of tasks sent via email.

Less effort
StepStone Services can now invite people to take the test with a click of the button, view instant results directly in their dashboard, and provide feedback to their candidates directly with the platform. Altogether, these activities save them a lot of time on a daily basis.

Being able to rely on a ready-to-use system which could be customized has a great impact on finding a better fit. In fact, StepStone Services has brought creating custom tests to another level. They’ve turned devising custom tests into an integration opportunity where employees from across teams came together to collaborate during the DevSkiller Hackathon.

WHAT THEY LOVE ABOUT DEVSKILLER

- Adding your own custom tasks ➔ a better company fit
- Multiple users ➔ a joint effort between HR and IT
- Sending feedback directly on the platform ➔ automated recruitment process
- Reports and stats ➔ objective, easy to interpret results
- Test timer ➔ a reliable way of assessing skills