

DevSkiller

CASE STUDY



70%

70% of candidates screened out before the first interview

25%

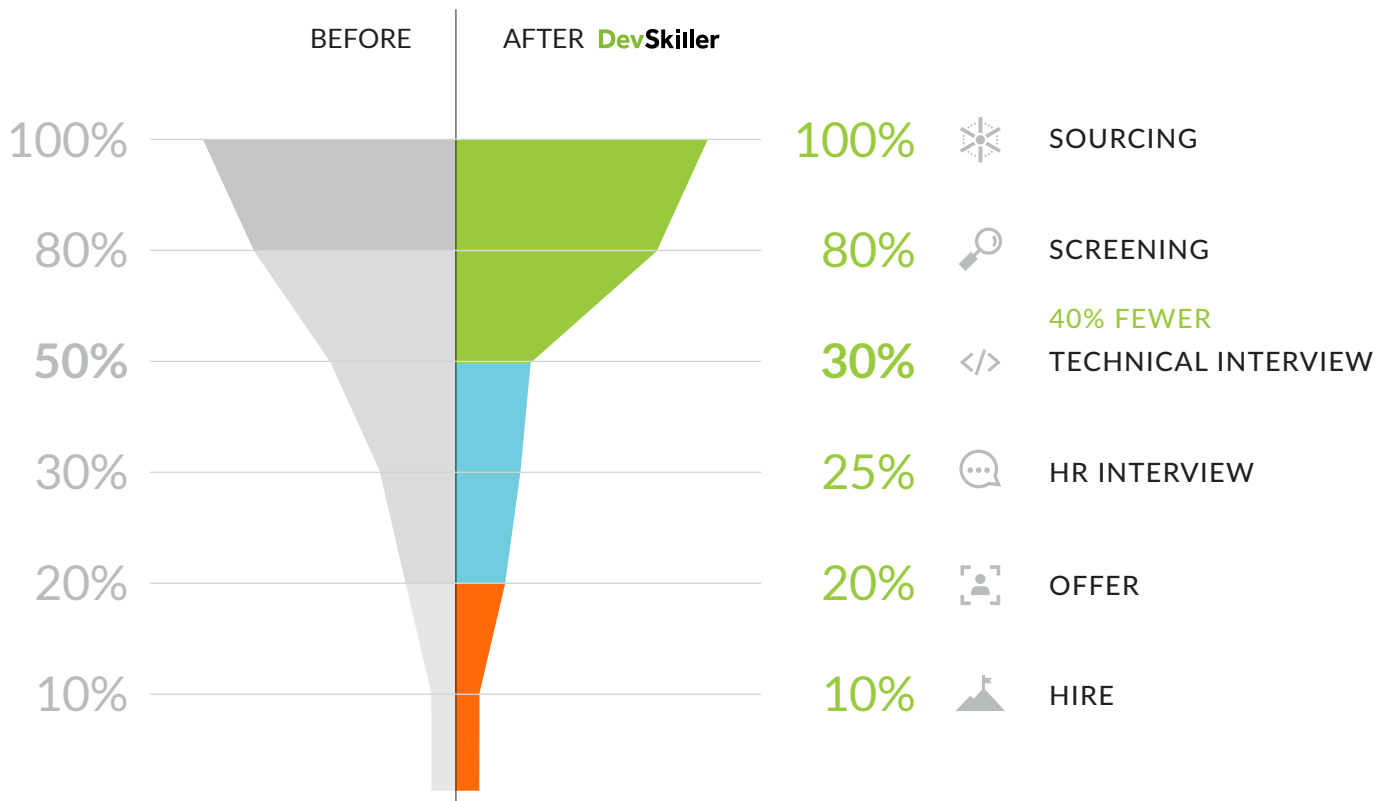
25% lower tech rejection

40%

40% fewer tech interviews

3

3 devs interviewed to make 1 hire



COMPANY

Veriday

FIELD

Information technology and services

DEVELOPERS HIRED PER YEAR WITH DEVSKILLER

Up to 40

NUMBER OF EMPLOYEES

77

ESTABLISHED

2004

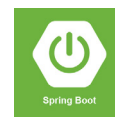
LOCATION

Ontario, Canada

Veriday is a customer engagement and financial services technology (fin-tech) company specializing in products and solutions that transform customer experiences.

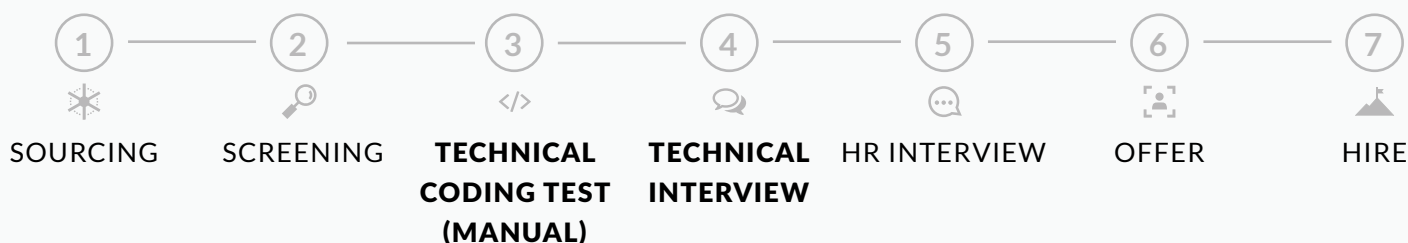
Veriday hires approximately 40 developers annually. All of their candidates go through DevSkiller technical screening to ensure consistently good hiring results.

TECH SKILLS THEY VALUE



CHALLENGES

Before introducing DevSkiller, the technical hiring process at Veriday looked as follows:



“The test we used was developed by our internal technical team. We used to send it over the email and the candidates would complete it and submit it back to us. The evaluation of the test was quite tricky and subjective,” says Sabu Pappu, Talent Acquisition Lead at Veriday.

The biggest problem they had was wasting time and resources on interviewing weak candidates. These candidates only passed onto the interview stage because the screening process was not covering any technical skills. This created unnecessary bottlenecks and kept Veriday’s internal developers busy with interviews with candidates who didn’t have the skills required to do the job.

RESULTS

After implementing DevSkiller, Veriday was able to reduce the manual intervention required to send and assess the technical test. They were also able to reduce their tech rejection by 25%.

Their developer hiring process now goes as follows:



Before using DevSkiller, Veriday had to interview 50 developers for every 10 hires they made. With DevSkiller, they now interview 30 without sacrificing the quality of candidates or the number of hires they make.

BEFORE
DEVELOPERS INTERVIEWED
TO MAKE 10 HIRES

50



AFTER
DEVELOPERS INTERVIEWED
TO MAKE 10 HIRES

30



“We have reduced the tech rejection which is great. **We’ve seen a 25% improvement at this point after the implementation of DevSkiller.**

The platform really helps us to assess the programming skills of candidates and provide a logical approach to the problem-solving skills of IT professionals. **DevSkiller saved us a lot of time** while we had a ramp up and helped us to invite good quality candidates who have performed well in the test, which eventually improved the selection criteria.”



SABU PAPPU TALENT ACQUISITION LEAD AT VERIDAY



♥ WHAT THEY LOVE ABOUT DEVSKILLER

- ⇒ A wide range of questions on all areas, and automated reports
- ⇒ A positive candidate experience
- ⇒ Less manual work