TPAY MOBILE + DevSkiller

TPAY MOBILE builds champion IT teams with TalentScore despite local talent scarcity

PROBLEM:

↑ High volume of applications

↓ Low application quality

INTERVIEW OVERLOAD RESULTED IN:

⊗ Unnecessary stress on the interviewers

⊗ Expensive engineering hours spent on interviewing

⊗ Hindered productivity, multiple bottlenecks

#1 GOAL FOR TALENTSCORE: ELIMINATE INTERVIEWS WITH LOW-QUALITY CANDIDATES

FREDDY MOUNIR, PLATFORM ENGINEERING MANAGER AT TPAY MOBILE:

" DevSkiller TalentScore helped us a lot with filtering and selecting the right candidates. We see the value because in Egypt, we've interviewed over 500 people and only hired 20. It's unrealistic to do these 500 interviews. "

" Our number one goal for TalentScore was to limit the number of interviews. We've definitely achieved this goal and also see an additional benefit. TalentScore helps us assess what we are unable to evaluate in the traditional interview – how people write code. "
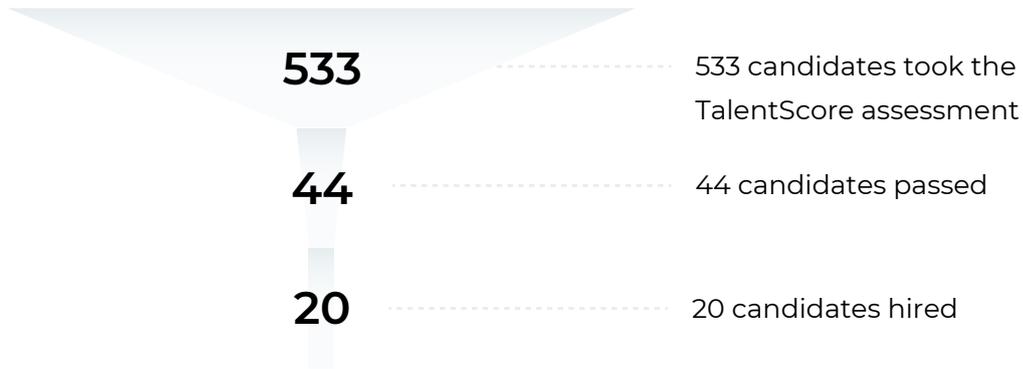
CASE STUDY

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RESULTS:

Of all applications: **8%** passed the TalentScore assessment   **1.5%** hired

533 — 533 candidates took the TalentScore assessment

44 — 44 candidates passed

20 — 20 candidates hired

READ THE FULL STORY BEHIND THEIR SUCCESS

FREDDY MOUNIR, PLATFORM ENGINEERING MANAGER AT TPAY MOBILE

" TalentScore makes our hiring screening process much faster. We've doubled the team in one year, as we focus our interviewing processes on the candidates who have real potential. "

SKILLS THEY VALUE MOST:

BEFORE AND AFTER

Before:

Role-depended

1. Manual technical interviews at mass scale – phone or in-person

2. Manual home assignment – sent over email, assessed in-house

After:

With DevSkiller **TalentScore**

1. Automated technical screening at scale

2. Interviews with top performers

Given the volume of applications, implementing a robust screening process was important for TPAY MOBILE to keep their team happy and productive.

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BENEFITS OF AUTOMATED TECHNICAL ASSESSMENT THEY SAW

Clear performance indicator benchmarks

" We check the TalentScore result, from our experience if it is less than 60% it means that the candidate will not succeed. "

Interviewer satisfaction is through the roof

" Our interviewers are highly satisfied because they no longer waste their time interviewing and screening candidates that won't be hired. Their time is used efficiently. "

Higher quality of interviewed candidates

" We do more than 12 interviews weekly, the number hasn't decreased after implementing DevSkiller, but the caliber of talent attending the interviews is much better. In other words, it impacted the quality of the candidates themselves. "

Advanced geographical insights

" We learned some good insights about the Egyptian market. We are able to know if a candidate will make it or not from the assessment they do over DevSkiller. We get non-tangible insights from matching our candidates' TalentScore results to insights from interviewing, such as their education and background. "

Their definition of an ideal hire

" We're looking for intelligent individuals, mainly we see these qualities demonstrated in the coding tasks, as we judge on the unshared test cases. The better the candidate solves the unshared test cases, the more likely they are to have good analytical thinking and be intelligent. For coding tasks, we mainly look at how candidates are able to solve all unit test cases. "

WHAT THEY LOVE ABOUT DEVSKILLER

" Our sales and onboarding experience was smooth and very responsive. "

" No more bottlenecks on the interviewers to do screening, as it is very hectic to screen more than 500 CVs. By default, we go for online testing using DevSkiller and we interview candidates who succeed in criteria we agreed on with the interviewers. "