



CASE STUDY

# Headspring cuts tech screening review time to 5 minutes with DevSkiller TalentScore



**40**  
minutes  
of billable time  
saved per candidate



**70%**  
of candidates  
rejected at the  
screening stage



**90%**  
of technical skills  
verified automatically



**ERIN WORTHAM, DIRECTOR OF TALENT**

“ TalentScore automation allows us to focus more on soft skills and some of the finer details and architecture of the candidate’s code. We let TalentScore do the heavy lifting so our engineers only spend 5-10 minutes reviewing the code. ”



**COMPANY:**  
Headspring, Part of Accenture Difference

**LOCATION:**  
Austin, Texas

**NUMBER OF EMPLOYEES:**  
38

**FOUNDED:**  
2001

**INDUSTRY:**  
IT Services & IT Consulting

## SKILLS THEY VALUE THE MOST



## CHALLENGES

Headspring's company goals for 2021 included an aggressive growth plan. Their biggest challenge with those growth goals was that their recruitment process didn't scale.



**“We needed to cast a wider net and ramp up hiring efforts to qualify more candidates without monopolizing our engineers' billable time.”**

says Erin Wortham, Director of Talent at Headspring, Part of Accenture.

### Biggest challenges:



#### Permanent hires:

-Technical review took between 30-135 min of billable engineering time to review per candidate,



#### Contractors:

-No way to properly assess the contractor's technical skills,  
-Too many bad experiences with contractors underdelivering.

## BEFORE USING TALENTSCORE

Before TalentScore, Headspring were using a bespoke variation of the fizzbuzz challenge that focused on meeting both spoken and unspoken requirements. The assignment was manual and it required extensive involvement on the side of their IT team, especially for those candidates whose code failed to compile.



**“We would always assign two engineers to review the code which would take as much as 2 hours of billable time. It was a waste of time for everyone involved.”** Ryan Thomas, Director of Engineering

## RESULTS



#### Shorter screening review time:

In the past, Headspring would spend 45 minutes on the behavioral interview. As they automated their screening assessment, they now spend 5 minutes reviewing the assessment

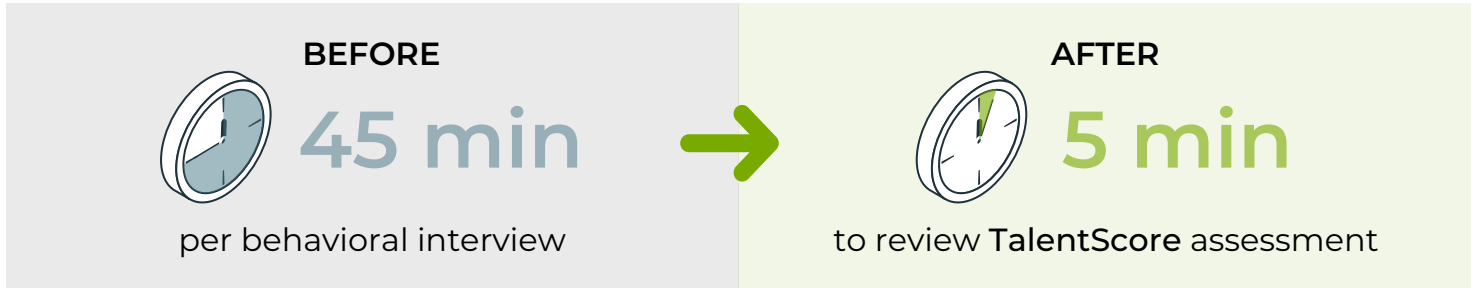


Headspring now only spends time assessing the stand-out candidates

## HOW HAS TALENTSCORE CHANGED YOUR TECH HIRING PROCESS?

### Candidates:

- Candidates now take a ready made TalentScore coding test prior to any interview
- Saving 40 minutes of billable time per candidate



## CANDIDATE PERFORMANCE INDICATOR

In the past, Headspring would give a lot of second chances and make exceptions for candidates who failed to complete the task. They quickly discovered that for a company focused on understanding and meeting requirements, this was counterintuitive.

### RYAN THOMAS, DIRECTOR OF ENGINEERING



“I’ve found the platform very intuitive and straightforward. As you’re going through the platform, there’s ample information on how to interact with it.”

“Some candidates had difficulty with DevSkiller and it quickly became obvious that the people who struggled with the platform really weren’t good candidates for Headspring. They weren’t good at solving problems and finding the help they needed.”

## TESTING THE EXACT SKILLS AND QUALITIES THAT MATTER

Headspring cares greatly about being able to customize every step of their recruitment experience.



**“I was able to write a skeleton exercise and move our bespoke fizzbuzz requirements into something that DevSkiller could automatically evaluate and serve the candidate from start to finish.”**

Ryan Thomas, Director of Engineering

## WHY TESTING REAL WORLD CODING SKILLS MATTERS FOR HEADSPRING



“A lot of the testing platforms have college-style assessments which are fine for college graduates. At Headspring, we’re looking for people with real-world experience solving business problems, picking apart business requirements and building solutions that work for those. And we’re interested in how they build that as a complete application. It was rare to find an assessment platform that offered the ability to test a start to finish full integration type problem.”

Ryan Thomas, Director of Engineering



### WHAT THEY LOVE ABOUT TALENTSCORE:

- ✓ **Code review tests** -Headspring use these to assess how people give feedback, whether they say “this is wrong” or have a more coaching-style approach.
- ✓ **Solution-based exercises** NOT college-like algorithmic puzzles.
- ✓ **Ease of use** for non-technical staff to administer
- ✓ **Candidates** needed to be able to edit in their own IDE
- ✓ **Plagiarism detection features** - IP tracking, code plagiarism to detecting cheating