CASE STUDY

Wall Street Exchange builds strong tech teams by assessing practical coding skills with TalentScore

DevSkiller

ABEER NAFFA, HEAD OF RESEARCH AND DEVELOPMENT

" The real test of a human being is not what they know but what they learn, that's why we hire for problem solving and learning mindset in which DevSkiller TalentScore helps with identifying. "

COMPANY:
Wall Street Exchange - A member of Emirates Post Group

SCALE OF HIRING WITH TALENTSCORE:
10s of engineers hired/outsourced annually

INDUSTRY:
Financial Services

LOCATION:
Dubai, Hong Kong

FOUNDED:
1982

ABOUT WALL STREET EXCHANGE

Wall Street Exchange is wholly owned by United Fin-tech solutions which in turn is owned by the Emirates Post Group company. Founded in 1982, it was the first exchange house to be licensed by the Central Bank in the UAE. Throughout 39 years, the company has helped millions by providing access to a range of financial services.

TECH SKILLS THEY VALUE THE MOST

DevOps   Cloud computing   QA   Programming

" The speed of hiring is our biggest challenge: the portfolio is huge, with lots of initiatives so we need a great team. We honestly don't have the time to interview average candidates. Also, the tech talent availability in our area is quite modest."

RESULTS

✅ With TalentScore, Wall Street Exchange saved 5 days per two senior resources in less than 6 months:

Abeer Naffa
Head of Research
and Development

Eyhab Al Hunaiti
Head of Technology and Innovation
at Wall Street Exchange

✅ Improved interview to hire ratio

54
candidates
assessed

5
interviews

1
hire

WHAT THEY LIKE THE MOST ABOUT DEVSKILLER TALENTSCORE:

✓ **Customer service**
"The responsiveness once I reached out was amazing. Responsiveness on issues and problems is key as it shows how professional a company is and how quickly they deal with their clients."

✓ **Focus on practical skills**
Technical assessments relying on whiteboard testing are unable to predict a candidate's future performance. TalentScore gives candidates the freedom to work the way they want, which includes using all the resources they typically use turn to solve problems.

Wall Street Exchange was able to leverage our proprietory methodology RealLifeTesting™ to identify real problem-solvers, rather than focus on people who are really good at interviews.

"Having the right hands-on experience is what we are looking for with problems that test the way of thinking rather than disconnected knowledge. TalentScore helps us do exactly that."

Ease of use
"Tagging is amazing! It helps me track of the candidate source which is important given the number of candidates we have. I can quickly check if the candidate was sent by the offshore team or recruitment agency."