



**CASE STUDY**

# Codewise recruits the most promising interns with DevSkiller TalentScore



**Top 2%**

of all applicants hired



**29**

interviews to make 10 hires

**COMPANY:**  
Codewise

**INDUSTRY:**  
IT Services and consulting



**NUMBER OF EMPLOYEES:**  
187

**FOUNDED:**  
2010

**NUMBER OF ENGINEERS HIRED WITH DEVSKILLER TALENTSCORE:**  
9 interns + 1 junior engineer





## WHAT IS CODEWISE

Codewise's specialty is providing innovative software for online advertising. In fact, Codewise was the first provider of online ad measurement and management solutions powered by AI. Repeatedly recognized as one of the fastest-growing technology companies in Europe, Codewise prides itself on high-quality tools for marketers, as well as publishers searching for future-proof solutions that will maximize their earnings. In 2020 Codewise became part of the CentralNic Group – a multinational holding company specializing in domain name registry, web hosting, and online traffic monetization.

## CODEWISE SUMMER INTERNSHIP

The aim of the summer internship program at Codewise was to attract emerging talent.

### Codewise internship in a nutshell

-  Join us for **3 months** (July – September 2022)
-  Practice coding backend (**Java**) or frontend (**JavaScript / HTML / CSS**)
-  Get a **mentor** and learn from experienced software engineers
-  Earn **4000 pln** net monthly & get a **job offer** at the end!



**ALEKSANDRA KURTYKA, EMPLOYER BRANDING MANAGER AT CODEWISE**

“ Finding young, passionate developers was the true goal of the project. This presented many challenges especially since the project was restarted after a long break. I do believe it also proved successful, thanks to the many teams that were involved – none of this would have been possible without them.”

The campaign was built around three software developers who first joined Codewise as interns – Asia, Krystian, and Staszek.

Codewise used its site, social media channels, and offline events to reach its target audience: students and young graduates looking for a start in their chosen field. Demonstrating the value Codewise places on intern hiring was the purpose of the campaign. Along with the potential to provide them with long-term career routes inside the organization.

### Be like Asia!

Do a **paid internship** at Codewise and become a **software developer**.

[Apply now!](#)

Sign up before **April 15!** Time left:

<b>13</b> days	<b>09</b> hours	<b>12</b> minutes
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As part of their campaign, the Codewise team clearly communicated the benefits of the internship:

- Learning with an experienced software engineer as a mentor.
- Practicing coding in a real-life working environment.
- Paid apprenticeship.
- Outstanding office perks, including an on-site gym, sauna, and massage therapy.

The program aimed to fully integrate interns with the developer teams, as their contribution can influence company development.



**JOANNA MIKOŁAJCZYK, A SOFTWARE ENGINEERING EXPERT WHO STARTED AS AN INTERN IN CODEWISE**

“ At Codewise, being an intern means being one of the team. During our time together you will practice coding real tools, attend stand-ups, planning sessions & retro meetings.”

## CODEWISE STREAMLINED THEIR INTERNSHIP RECRUITMENT PROCESS WITH TALENTSCORE

The internship process was straightforward:

1. Applying through the dedicated campaign page
2. A coding assessment in TalentScore consisting of:
  - a. Multiple choice questions
  - b. Programming tasks

TalentScore was used to screen the candidates before the interview with the ultimate goal of limiting the interview count.



**MICHAŁ RUMANEK, HEAD OF ENGINEERING AT CODEWISE**

“ This wasn't the first time we turned to TalentScore in the process and our previous experiences showed they match our needs perfectly. And as with previous editions of the project, we were not disappointed. Even when the number of applications significantly exceeded all our predictions, we were able to reduce the resources such as time dedicated to interviewing and testing skills. Thanks to DevSkillers' flexibility we managed to effectively streamline the process, and in our belief, this is a sign of respect to the candidate.”

3. On-site interviews with our leaders and technical experts included live coding.

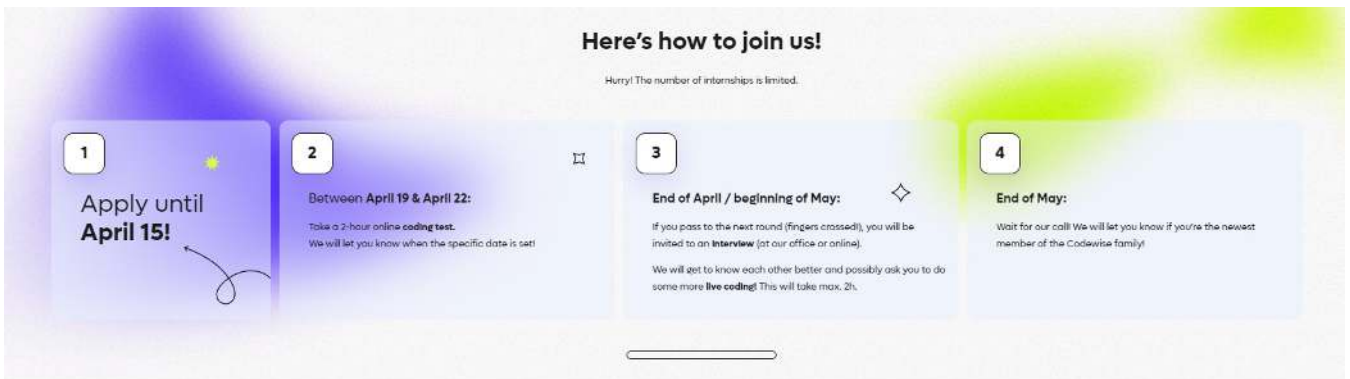


**MARCEL GHAYYEDA, TECH LEAD AT CODEWISE**

“ We were pleasantly surprised with the talent that came our way. The number of candidates that performed well in the tests surely didn’t make our decision easier. But we managed to pick the lucky 10. We are proud to know that after the internship program ends, the majority will stay in the company and become fully fledged team members. ”

4. Offer & hire.

The application process was opened at the end of April and required taking a coding test. At the beginning of May, all interviews with live coding sessions were conducted, and results were announced by June.



**INTERNSHIP RECRUITMENT RESULTS**

1 junior engineer + 9 interns (6 backend developers + 3 frontend developers)



**509**  
applications



**241**  
Frontend



**268**  
Backend

Funnel:

509 applications (241 frontend and 268 backend) → 383 skill assessment tests → 29 interviews → 10 new people recruited → 8 people hired after internship

#### WHAT THEY LOVE ABOUT TALENTSCORE:

- ✓ The ability to save time with assessment automation
- ✓ TalentScore & Greenhouse ATS integration
- ✓ A wide library of predefined tests
- ✓ Pricing flexibility
- ✓ Shareable reports
- ✓ Platform stability

