

Case study

How Cleverttech hires developers at scale – 100% remotely

90%

fewer technical interviews

50+

developers hired annually

custom

ATS and Slack integrations

50%

shorter time to hire

50%

fewer upper management interviews

**HAYDEN TRUMBO, RECRUITING COORDINATOR AT CLEVERTECH**

“ **TalentScore** gives our company a platform that allows us to build bespoke tech tests that fit our unique recruiting process while also allowing us to easily integrate with our internal platforms. This results in being able to streamline our recruiting process with maximum efficiency while maintaining a high quality of candidates.”

cleverttech**COMPANY:**

Cleverttech

NUMBER OF STAFF:

~300

INDUSTRY:

Information Technology and Services

LOCATION:

New York, USA

FOUNDED:

2000

NUMBER OF DEVELOPERS HIRED:

50+, annually

Since 2000, Cleverttech has been helping the world's most innovative organizations build incredible, game-changing technology. They solve their clients toughest problems, using the power of creative problem solving, bespoke engineering, and stunning design.

How Cleverttech hires developers at scale – 100% remotely

TECHNOLOGIES THEY VALUE



KUTUY SHALEV, CEO AT CLEVERTECH

“Customers don’t want ‘AWS ElasticSearch’; they want their custom application to stay working under heavy load. So the way we think about tech skills is the required stack that allows for cutting edge features and integrates with already made investments. What does that translate to?

Full stack JavaScript (Node, React, Angular, React Native, Ionic) along with Java/Spring and we are not shy about taking on Python, Ruby or Native iOS/Android. And of course, the occasional complex 3D applications, deep machine learning or complex distributed data schemas are also important. Instead of just looking for specific tech skills, we look to work with accomplished developers.”



BEFORE USING TALENTSCORE

Before implementing **TalentScore**, Cleverttech relied on programming questions and tasks created by their in-house developers.

4 weeks

to hire a developer (on average)

1-3 days

spent on assessing coding skills

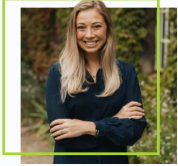


HAYDEN TRUMBO, RECRUITING COORDINATOR AT CLEVERTECH

CHALLENGES:

“Our main challenge lies in the fact that we have a lot of applications that require a tremendous amount of time from our recruiters. The second biggest challenge can be the influence of conversation. What I mean by this is that talking to people in an interview is a fantastic way to gauge the cultural fit of an applicant but it is not always the best way to gauge the technical fit of a candidate.”

How Clevertch hires developers at scale – 100% remotely



HAYDEN TRUMBO, RECRUITING COORDINATOR AT CLEVERTCH

Results with DevSkiller **TalentScore** 

“After switching to **TalentScore**, our hiring process has become more thorough and efficient which has resonated with one of our core values of speed. We are now able to move a candidate through the application process as quickly as they would like to move which can be anywhere from a few days to a few weeks. This process now has the ability to be much faster and involve less manual work from our recruiters.”

THE PROCESS:

“Typically our applicants come to us through seeing a job posting, [YouTube video](#), or a [blog post](#) we have published and then apply through our website. We pre-select candidates that are a match and will then send them a skills assessment through **TalentScore**. Those who score well, interview with one of our technical recruiters, and then our CEO, then our President before receiving an offer.”

CANDIDATES INTERVIEWED AFTER SCREENING:

“**TalentScore** tests have given candidates the opportunity to prove their technical ability quickly in the interview process. Before, we used to have to book out back to back days of interviews to ensure we were hiring a quality candidate. However, with this integration, we are now able to hire higher-quality candidates with fewer interviews.”

How Cleverttech hires developers at scale – 100% remotely

Cleverttech saves time with custom ATS and Slack integrations making it easier for their team to collaborate.

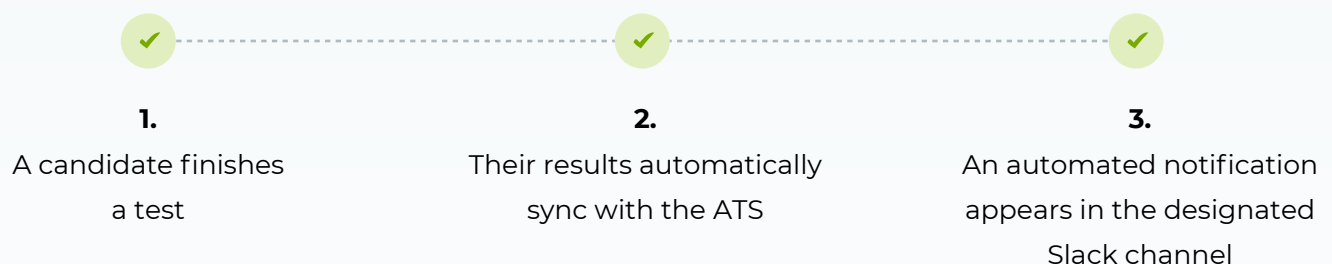


HAYDEN TRUMBO, RECRUITING COORDINATOR AT CLEVERTTECH

“ Collaboration wise, what we like most is the ability to easily extend a test deadline, manage test reviews, and keep candidates organized with minimum effort. I think **TalentScore** is a useful tool for gauging the true tech skills behind tech talent whether your company is remote or not.

At Cleverttech, we have built out our own unique application process and applicant tracking system. When candidates apply they are often surprised to find that we don't ask for a resume. Instead, they find a series of questions and videos that are authentically tailored to what we are interested in. We were glad to see that **TalentScore** allowed for integration with our ATS in a way that has saved a great deal of time for our recruiters and developers which has, again, allowed us to value speed. We are now able to send tests with the click of a button and see great results as they automatically sync with slack rather than managing two interfaces.”

WHAT IT LOOKS LIKE IN PRACTICE



“ Because we have things standardized and integrated within our ATS I don't think we see many challenges when collaborating in **TalentScore** with multiple users but the benefits of being able to have an interface that can show us the standard scores across candidates and be one consistent UI across tests is a major help when our team is collaborating.”

How Clevertch hires developers at scale – 100% remotely

CUSTOM TESTS MAXIMIZE CANDIDATE FIT

Clevertch uses custom tasks to ensure that the candidates' skills match their needs.



HAYDEN TRUMBO, RECRUITING COORDINATOR AT CLEVERTECH

“ Our devs write our tests and update them periodically as well. Once they are written we will trial them on our own trusted devs before implementing. What we do is unique, and creating bespoke tests that speak directly to what we do has allowed us to evaluate, on our own terms and with our own benchmarks, if a candidate would excel on a project.”