



## CASE STUDY

# Jonah Group saves \$20,000 per quarter with TalentScore

**\$200**

saved per candidate assessed

**33%**

shorter Time to Process

**Increase**

in billable hours

**100**

candidates screened per quarter

**GEORGE PSOFIMIS, SENIOR MANAGER OF RECRUITMENT  
AT JONAH GROUP:**

“ Before TalentScore, every time there was a technical challenge, we were losing \$200 of productivity.

In an organization where billable hours are key to our success, DevSkiller has helped us keep billable people working on billable projects, and not doing assessments. The HR and employees who aren't billable are taking that over. ”

**COMPANY:**  
Jonah Group**NUMBER OF EMPLOYEES:**  
126**INDUSTRY:**  
Computer Software**LOCATION:**  
Toronto, Ontario**FOUNDED:**  
2001

## CHALLENGES SOLVED WITH TalentScore<sup>★</sup>

- ⊗ Too many non-billable hours
- ⊗ Unnecessary strain on the development team grading assessments
- ⊗ Assessment scheduling difficulties for candidates
- ⊗ A long time to process candidates
- ⊗ Plagiarism concerns

## BEFORE USING TalentScore<sup>★</sup>

Candidates were tested in person in Jonah Group's facility. No internet connection was provided for plagiarism concerns.



**GEORGE PSOFIMIS, SENIOR MANAGER OF RECRUITMENT AT JONAH GROUP**

“It was a very archaic, raw kind of coding. We did give them a terminal, but we weren't that far off pen and paper. We didn't give them Internet access so some of them couldn't access some of the repositories they were looking for.”

In the past, it would take 5-7 days to get the candidate to visit the facility to take the test, which then had to be graded manually. On top of constant scheduling conflicts, this approach could no longer be utilized after the outbreak of the COVID-19 pandemic.

## AFTER IMPLEMENTING TalentScore – THE 3-DAY RULE

Candidates are now given 3 days to solve the task, which is then automatically graded.



**GEORGE PSOFIMIS, SENIOR MANAGER OF RECRUITMENT AT JONAH GROUP**

“TalentScore helps us shorten the time for getting the individual dispositioned or moving forward”, says George.

“Before, candidates were given a week’s notice before having to come in. Now, I send the invite as I’m talking to the candidate to make sure they receive it to maximize completion rate.”

## \$200 SAVED ON EVERY SINGLE CANDIDATE ASSESSMENT



**GEORGE PSOFIMIS, SENIOR MANAGER OF RECRUITMENT AT JONAH GROUP**

“For every candidate we assess with TalentScore, we save \$200 of one resource involved (\$100/hour). This includes productivity loss and the time spent writing a report. TalentScore actually quickly paid for itself. In an organization where billable hours are key to our success, DevSkiller has helped us maximize billable hours.”

## AUTOMATION HELPS JONAH GROUP CUT TIME TO PROCESS

### Before:

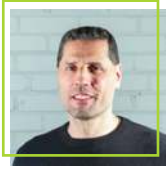
Assessment graded manually

**5-7 days** to receive the completed assessment

### After:

Assessment graded **automatically**

**3-5 days** to receive the completed assessment

**GEORGE PSOFIMIS, SENIOR MANAGER OF RECRUITMENT AT JONAH GROUP**

“ We get a notification on anything above 70%. TalentScore has helped us take evaluation away from the team unless it's borderline which very few cases. ”

If the case is borderline, he sends a Slack message to internal developers asking for a quick review of the code to make a decision. Candidates with 8+ years of experience are exempt from taking the assessment.

**GEORGE PSOFIMIS, SENIOR MANAGER OF RECRUITMENT AT JONAH GROUP**

“ Most candidates either do very well or not well at all, so we know instantly. ”

## HIGHER TEST COMPLETION RATE WITH TalentScore IDE

Before implementing TalentScore, many candidates using their own IDEs were timing out. With TalentScore and its available IDEs, fewer candidates run out of time. Jonah Group made the decision to disable the download ZIP editing mode for programming tasks to capitalize on the candidates who were historically most successful using the other editing modes available on TalentScore.

**WHAT THEY LOVE ABOUT DEVSKILLER**

- ✓ Tests can be customized depending on the role and seniority level (including new graduates)
- ✓ Great candidate experience
- ✓ Plagiarism features
- ✓ Less manual work and review thanks to automation
- ✓ Unlimited test invites
- ✓ Customization
- ✓ Fraud prevention features
- ✓ Customer support
- ✓ Easy to use on their side, easy to navigate for the candidates
- ✓ Ability to mix and match task types