DevSkiller

CASE STUDY

StepStone

10

10 minute technical screen review per candidate

120

up to 120 developers recruited annually

40%

up to 40% of candidates eliminated in the screening stage
(phone + DevSkiller)

COMPANY	**INDUSTRY**
StepStone Services	IT
PRODUCT	**NUMBER OF DEVELOPERS**
Job boards	up to 300
LOCATION	**NUMBER OF DEVELOPERS RECRUITED ANNUALLY**
Warsaw, Poland	100-120

StepStone is a group of leading job boards operating all over the world, from Europe across Central America to Africa. All their software is developed in-house by approximately 300 developers working on IT products for 130 countries across the globe. StepStone's Warsaw global IT Development Center, **StepStone Services**, supports their European branches.

TECH SKILLS THEY VALUE

php   Java   android   Angular   git

node   React   iOS   amazon web services   ansible

How StepStone Services uses DevSkiller
for technical recruitment

CHALLENGES

Too much time spent on screening

First of all, StepStone Services wanted to be more time-efficient. Prior to implementing DevSkiller, their tech screening procedure was comprised of practical tasks sent by email, followed by pen and paper tasks used during technical interviews. Not only was this procedure time-consuming, it also required a lot of effort from their recruiters.

Too much manual work

StepStone Services wanted to automate their technical screening so that it was as efficient as possible. Inviting people to take a test and sending tasks via email was a time-consuming manual process. What is more, not all teams had custom tasks prepared. Waiting for the solved task to come back meant keeping a careful eye on the inbox, which for most people is already overflowing. A lot of time and attention had to be given to the status of the candidates. "We had to put extra effort tracking our replies and feedback to candidates," says Victoria Chyczewska, Talent Acquisition Specialist at StepStone Services. Finally, there was the issue of viewing the results of current and past candidates and notifying the candidates of the decision, requiring even more manual work.

SOLUTION

To tackle these challenges and ultimately optimize their recruitment process, StepStone Services implemented DevSkiller in October 2017. Their focus was to assess their candidates' knowledge of languages, frameworks, and libraries to get a full understanding of their coding skills.

StepStone Services now have a two-step screening procedure:

- a phone interview which typically eliminates 10-20% of all the candidates
- a technical screening test with DevSkiller which eliminates a further 10-20% of them

RESULT:
approx. 40% of candidates eliminated at the screening stage

For their technical screening with DevSkiller, StepStone Services use a wide range of custom tests including programming tasks, code review tasks, multichoice questions, code gaps, and database tasks. Together, they provide the company with a thorough understanding of the knowledge and expertise of their candidates at all seniority levels, which allows them to constantly grow their tech teams.

TECHNICAL SCREENING

BEFORE USING DEVSKILLER	AFTER USING DEVSKILLER

STEP 1
- practical tasks sent by email

STEP 2
- pen and paper tasks used during technical interviews

STEP 3
- technical interview

STEP 1
- custom tests comprising programming tasks, code review tasks, multichoice questions, code gaps, and database tasks assessing the knowledge of languages, technologies, and libraries

STEP 2
- technical interview

RESULTS

More structure

According to StepStone Services, one of the biggest benefits of using DevSkiller is that tests are now utilized in a higher number of processes.

> "We now have a tool which allows us to not only collaborate to create tests assessing technical skills we need to grow, but also to communicate internally and externally (with candidates). What is more, our technical recruitment process is now more structured. As an example, we use our technical screening results as a conversation starter during technical interviews."
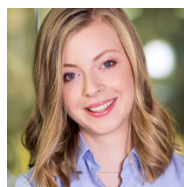
VICTORIA CHYCZEWSKA TALENT ACQUISITION SPECIALIST AT STEPSTONE SERVICES

StepStone

Fewer interviews

Switching to an automated technical screening and interview platform, StepStone Services were able to limit the number of their onsite interviews.
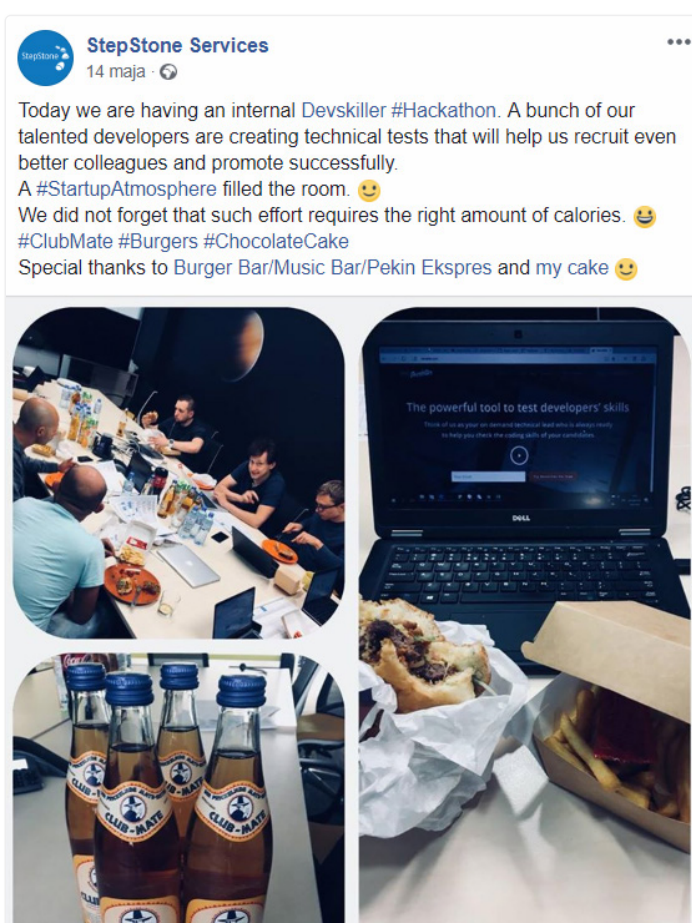
"Phone screening followed by a DevSkiller assessment allows us to decrease the number of onsite interviews by up to 40%. We increased company fit thanks to custom tests and, as a consequence, we now only spend onsite interview time on candidates who really show a lot of promise. Our Time to Hire is now shorter because our technical screening process is automated."

What is more, they are now able to measure the time spent on solving a given problem for each candidate, which they treat as one of their recruitment criteria. This was impossible to do in the case of tasks sent via email.

Less effort

StepStone Services can now invite people to take the test with a click of the button, view instant results directly in their dashboard, and provide feedback to their candidates directly with the platform. Altogether, these activities save them a lot of time on a daily basis.

Being able to rely on a ready-to-use system which could be customized has a great impact on finding a better fit. In fact, StepStone Services has brought creating custom tests to another level. They've turned devising custom tests into an integration opportunity where employees from across teams came together to collaborate during the DevSkiller Hackathon.

StepStone Services
14 maja ·

Today we are having an internal Devskiller #Hackathon. A bunch of our talented developers are creating technical tests that will help us recruit even better colleagues and promote successfully.
A #StartupAtmosphere filled the room. 🙂
We did not forget that such effort requires the right amount of calories. 😄
#ClubMate #Burgers #ChocolateCake
Special thanks to Burger Bar/Music Bar/Pekin Ekspres and my cake 🙂

WHAT THEY LOVE ABOUT DEVSKILLER ♡

Adding your own custom tasks ⇒ a better company fit

Multiple users ⇒ a joint effort between HR and IT

Sending feedback directly on the platform ⇒ automated recruitment process

Reports and stats ⇒ objective, easy to interpret results

Test timer ⇒ a reliable way of assessing skills