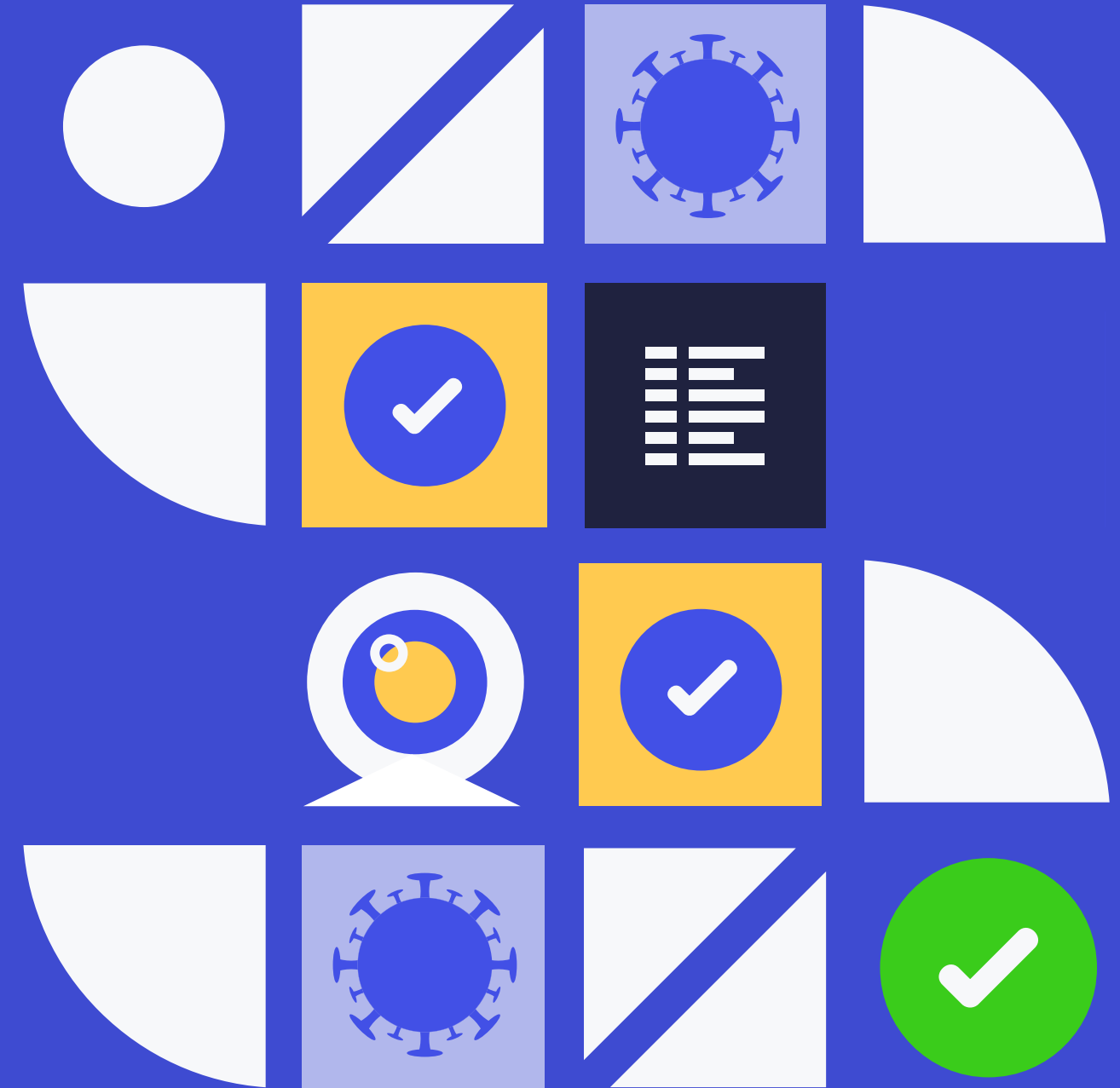hackerearth

State of Development Recruitment Report 2021

Introduction

The COVID-19 pandemic gave the world a chance to introspect, and as a result, the inevitable was accelerated. Developers and organizations alike have re-calibrated their priorities, and now, the challenge is to reconcile these differences so that productive and future-ready engineering teams can be assembled in this new, post-pandemic paradigm.

In the face of this challenge, however, I am buoyed by the fact that HR and Engineering teams are now more aligned than ever. To me, that's Step #1 towards building great tech teams. Further, there is increased adoption of DEI-friendly practices and greater advocacy of company culture, among many other notable measures to ensure that companies are hotspots for technical excellence.

Adapting to the pandemic was hard enough, but companies are already faced with the prospect of re-tooling developer recruitment strategies. That is precisely why we surveyed over 2000 HR and Engineering personnel from across various industries and geographies for this survey report. We hope that this brand new 2021 edition of the HackerEarth Developer Recruitment Survey lets you see the bigger picture and chart the course to bigger successes.
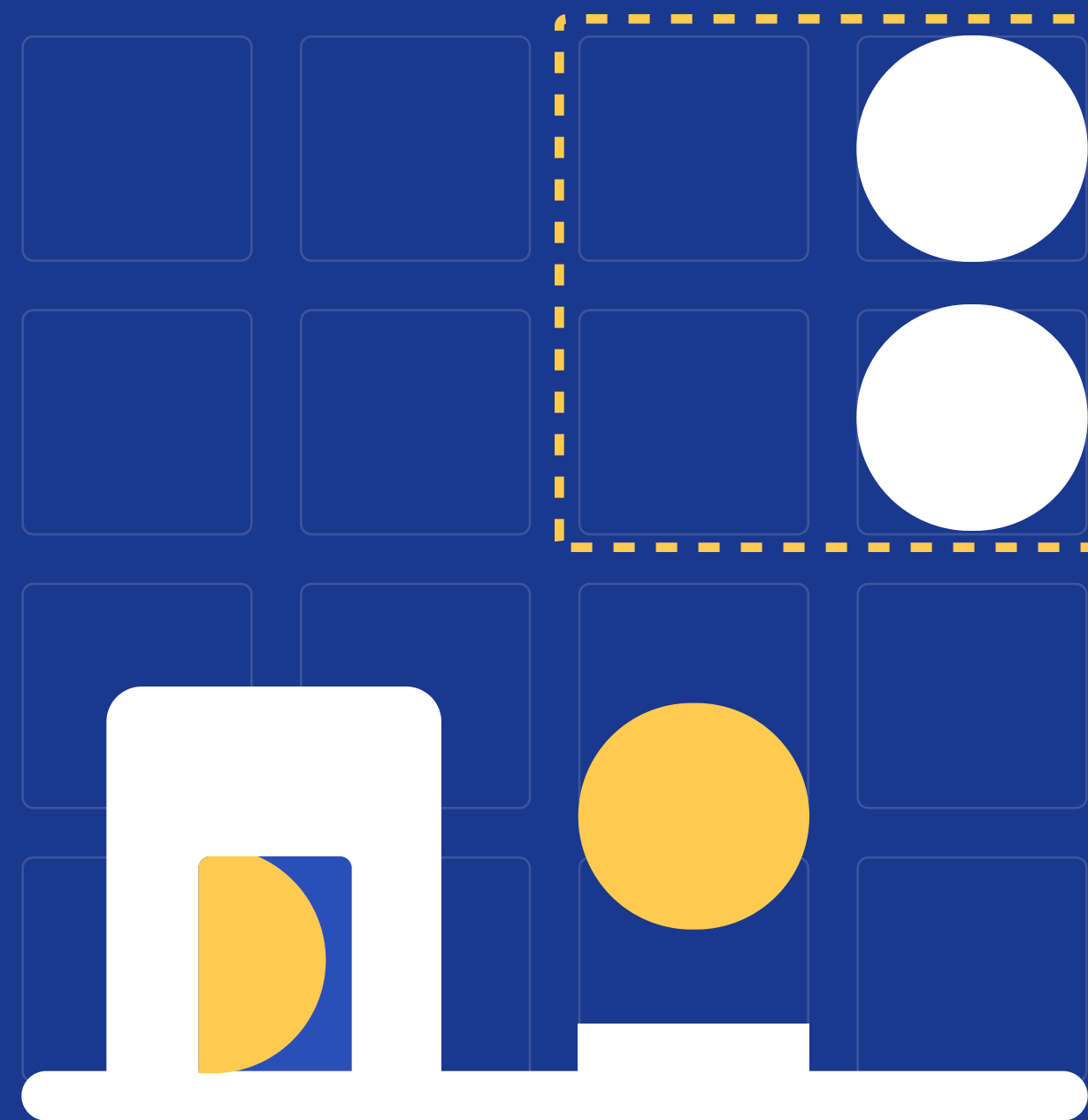
Sachin Gupta
Co-Founder and CEO, HackerEarth

Understanding the Hiring Outlook for 2021-22

If 2020 was the year of sluggish growth, 2021 was the year recruiters raced to fill up open roles. We thought it prudent to begin the survey by asking our respondents the most important question of all - were they hiring at scale again, and if yes, then what is the number by which they are looking to grow their tech teams?

Tech Teams to Grow Considerably, with Backend Developers in Demand

With over 30% of respondents reporting that they are expecting to hire over 100 developers, we think it's settled: 2021-22 is going to be a candidate's market! Backend engineers are the most in demand, with Frontend engineers, AI/ML experts, DevOps engineers and Data Scientists also being in relatively high demand.

HR

Projected growth

10-100 employees	40.5%
100+ employees	31.1%
Fewer than 10 employees	16.1%
We don't know yet	12.4%

0% 10% 20% 30% 40%
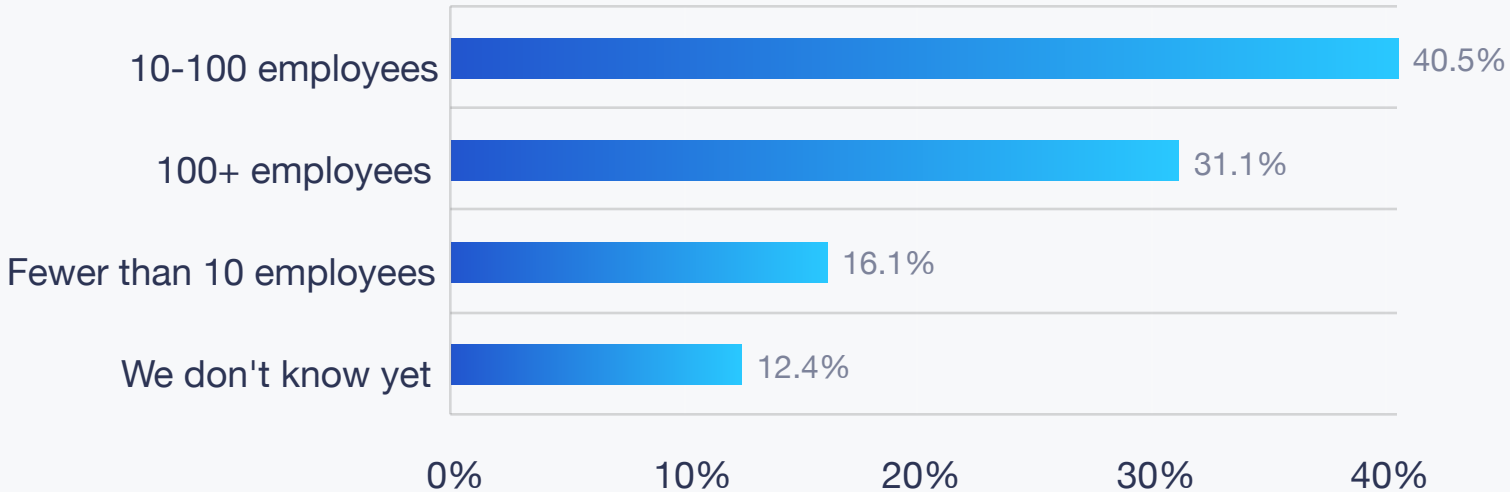
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In-demand roles

Backend	18%
Frontend	15.2%
AI & ML	13.2%
Dev ops	12.7%
Data Science	11.4%
Mobile development	9.4%
Cyber security	7.4%
IoT	6.6%
Blockchain	5.1%
Other	1%

0% 5% 10% 15%

Knowledge Sharing is Important for Engaging the Tech Community

This year saw an upsurge in hiring, and candidate demands have also gone up. This is by no means the 'ideal' hiring situation, so we were curious to know what would make the cut - skills or diversity? In an ideal world, over 30% of the recruiters who took the survey said they would never compromise on candidate quality to fill a role. Compare this with 35% of engineering managers who said they would make the compromise to hire faster.

Engagement Methods

Method	We do this	We want to do this
e-mailers	70%	30%
Knowledge sharing	58%	42%
Coding workshops	45.3%	54.7%
Webinars	59.3%	40.7%
Hackathons or coding contests	52.1%	47.9%

Quality Hires Are a Priority, but Diversity Takes a Backseat in Crunch Situations

This year saw an upsurge in hiring, and candidate demands have also gone up. This is by no means the 'ideal' hiring situation, so we were curious to know what would make the cut - skills or diversity? In an ideal world, over 30% of the recruiters who took the survey said they would never compromise on candidate quality to fill a role. Compare this with 35% of engineering managers who said they would make the compromise to hire faster.

We would compromise on candidate quality to fill an opening quickly

HR

Disagree	30.7%
Agree	23.9%
Strongly disagree	17.4%
Neither agree nor disagree	15.6%
Strongly agree	12.4%

0%   10%   20%   30%

ENGINEERING

Agree	34.8%
Disagree	22.5%
Neither agree nor disagree	15.3%
Strongly agree	14.4%
Strongly disagree	13%

0%   5%   10%   15%   20%   25%   30%
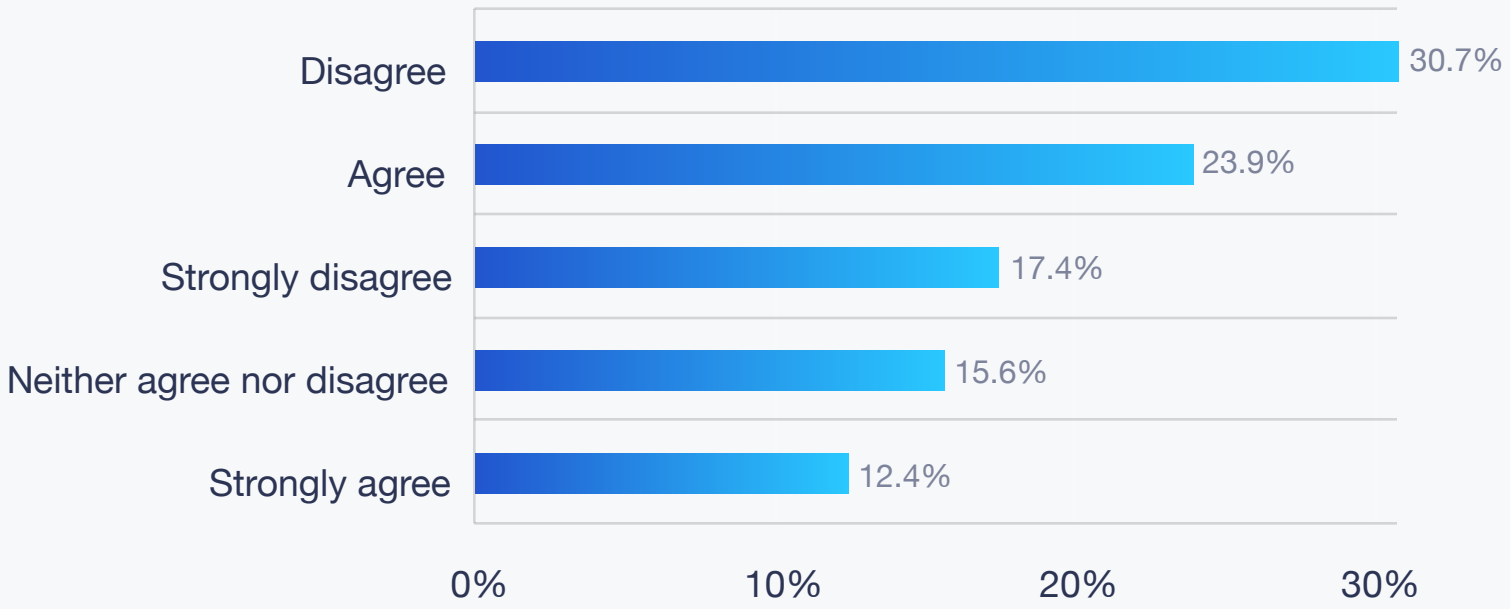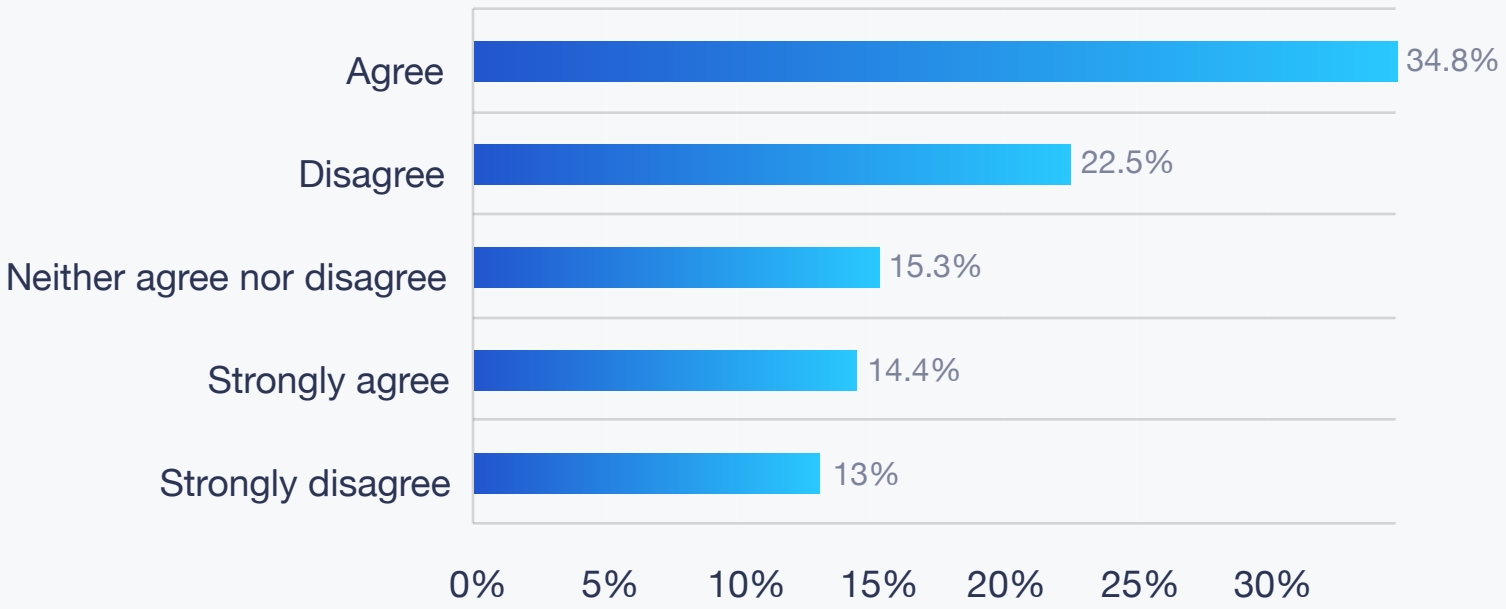
When it comes to diversity though, recruiters are slightly split between wanting to hire diverse candidates and filling roles early. An overwhelming number of engineering managers, though, care more about shipping code than building diverse teams.

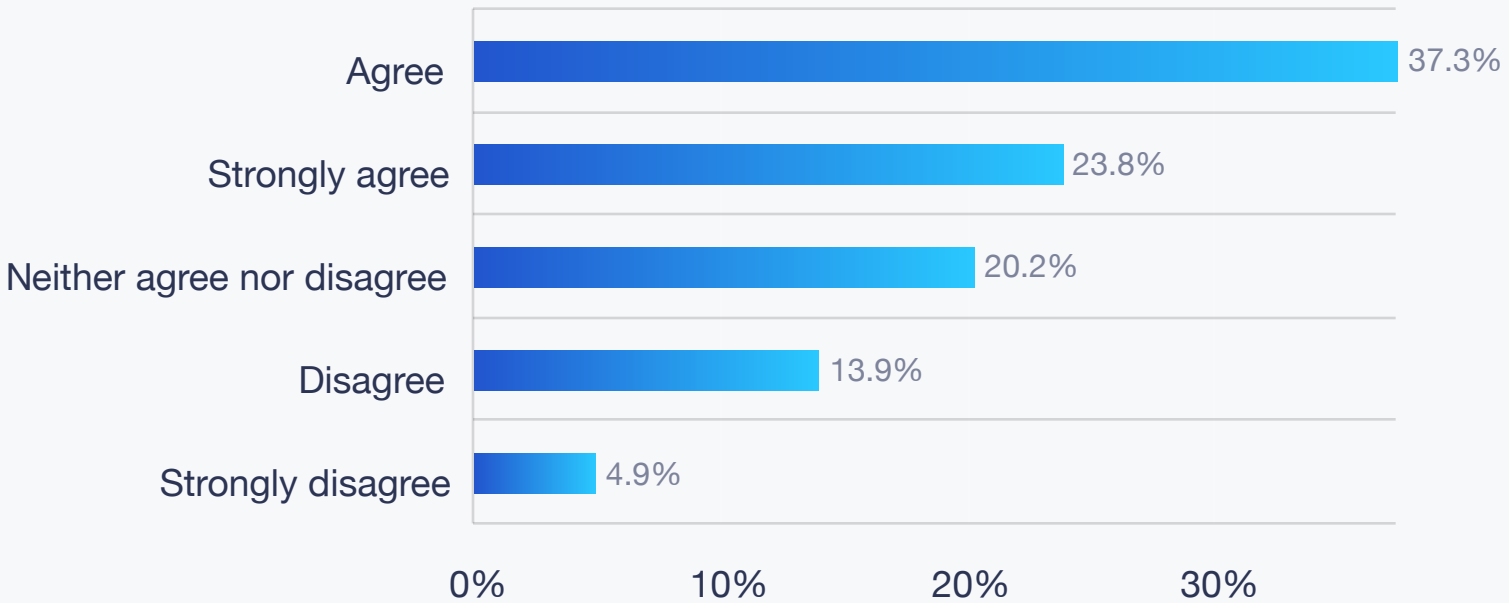We've always called the HR function the 'gatekeepers of company culture', and now we know why. This also throws up the fact that in the face of the Great Resignation, there's far too much demand for the average qualified developer. The priority is hiring someone, over hiring that perfect diverse candidate. Diversity as a criterion might just be an added burden in the current recruiting process.

I would rather hire a skilled non-diverse person than an moderately skilled person from a diverse background

HR

Agree	29.8%
Neither agree nor disagree	29.5%
Strongly agree	18.3%
Disagree	15.9%
Strongly disagree	6.5%

0% 5% 10% 15% 20% 25%

ENGINEERING

|	
Agree	37.3%
Strongly agree	23.8%
Neither agree nor disagree	20.2%
Disagree	13.9%
Strongly disagree	4.9%

0% 10% 20% 30%
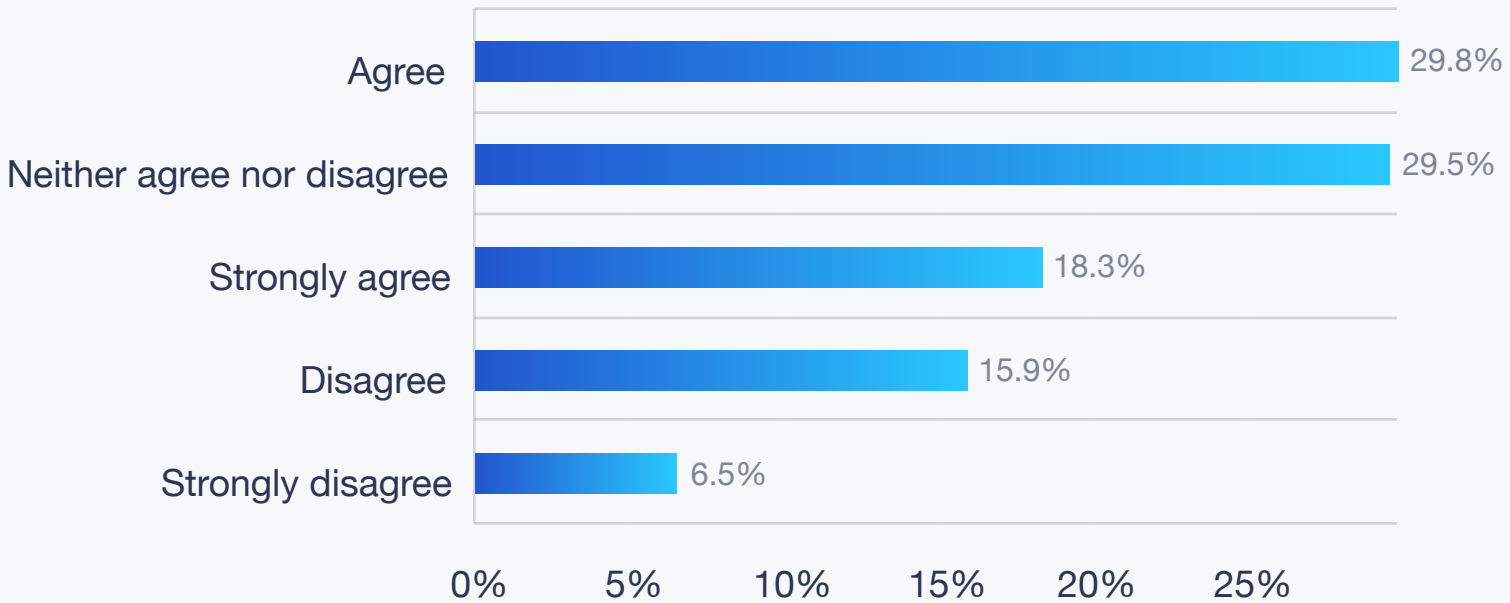
Sourcing Top Talent

Hiring is P0 for most companies, so we wanted to understand how sourcing top talent has evolved. As it turns out, while the whole world has changed, sourcing still happens on traditional channels. Further, recruiters have leaned into showcasing company culture on social channels to help with sourcing.
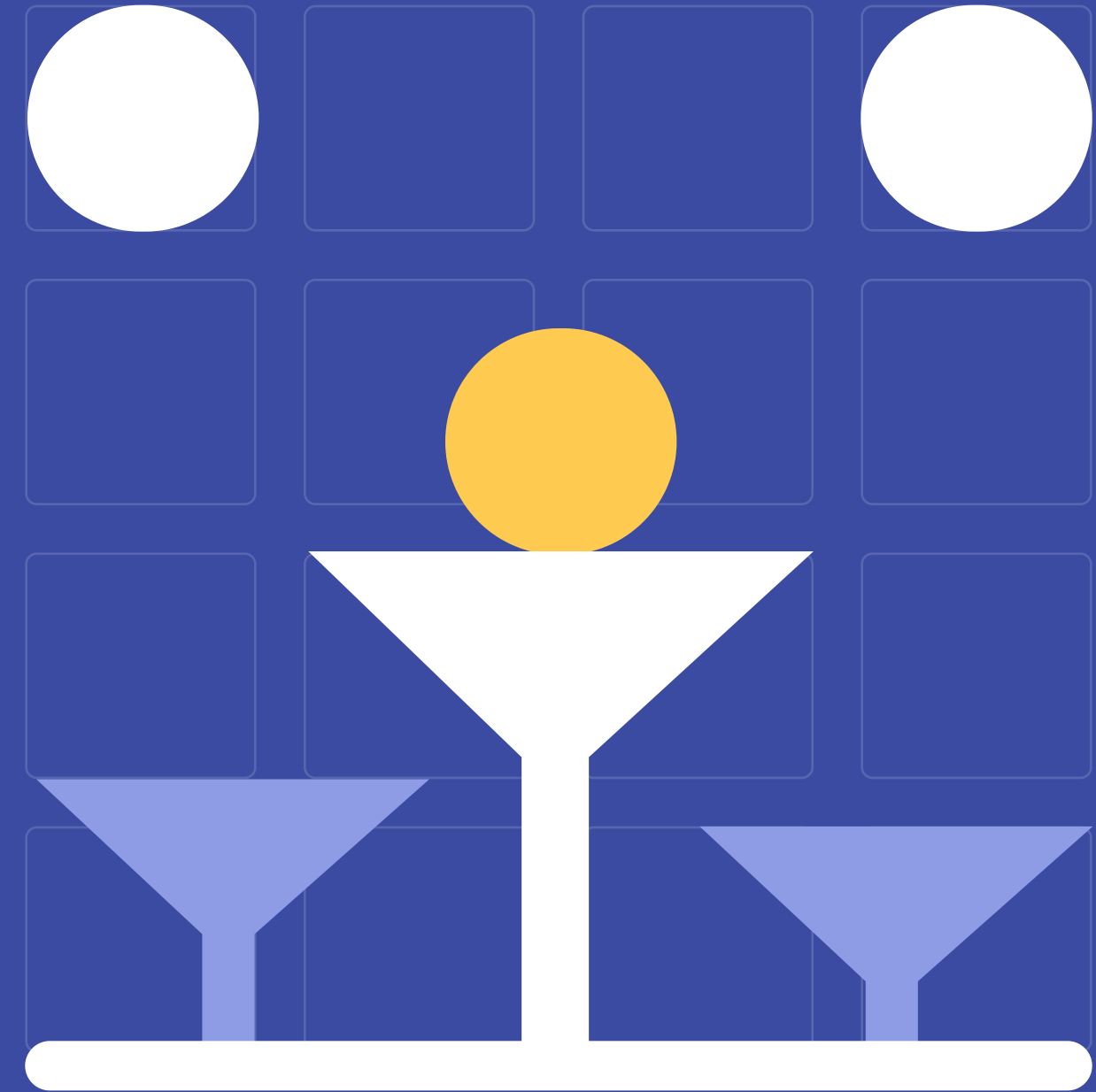
Traditional Sourcing Channels Still Dominate

While the pandemic has changed many aspects of technical hiring, companies still look to traditional channels like LinkedIn, internal referrals, and online job boards to source candidates. More engineers than recruiters believe that hackathons are good for sourcing, which is predictable. While university hiring has not been a priority this year, the fact that recruiters are communicating with online developer communities augurs well for the future.

We would compromise slightly on candidate quality to fill an opening quickly
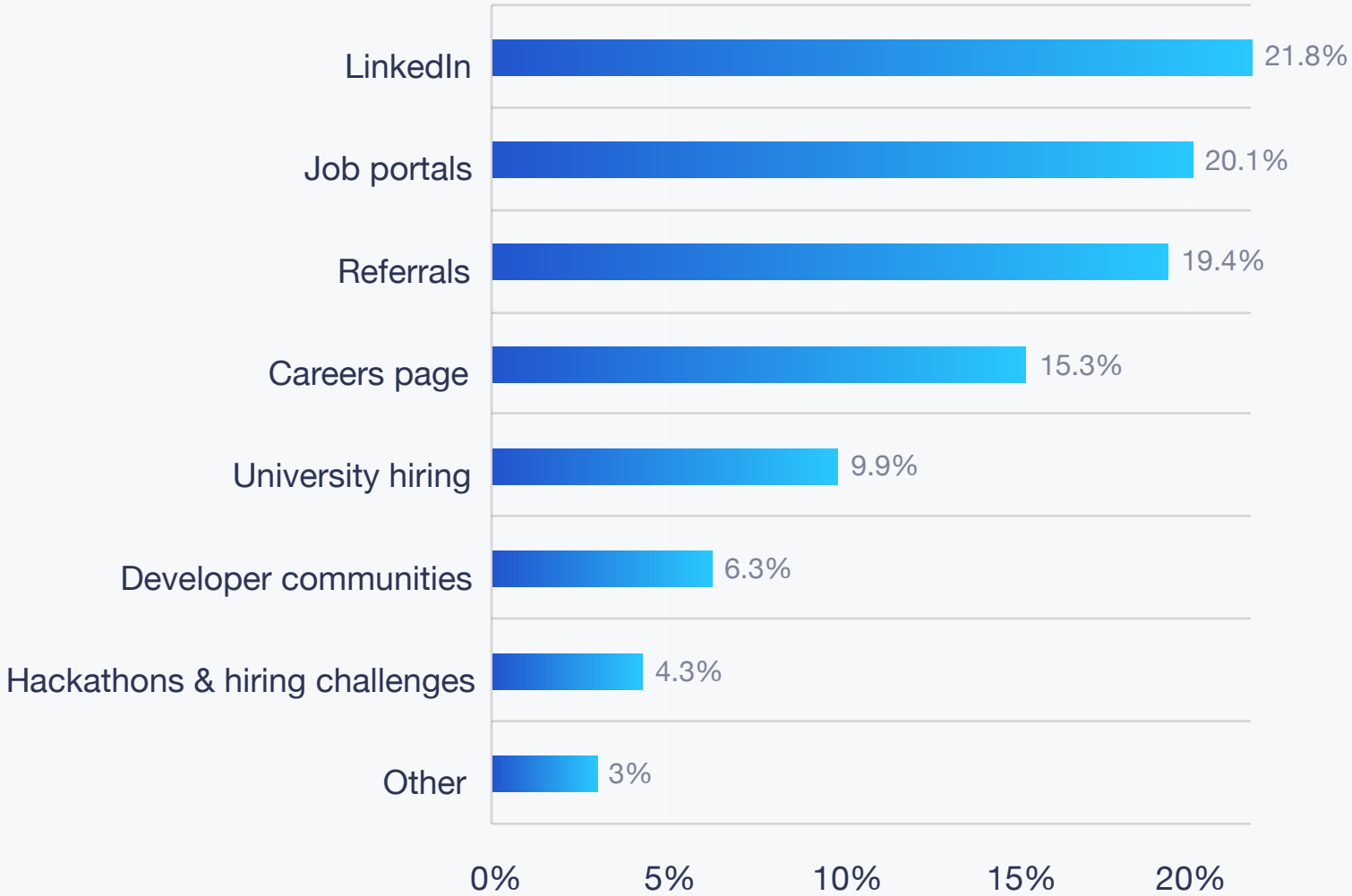
HR

LinkedIn	21.8%
Job portals	20.1%
Referrals	19.4%
Careers page	15.3%
University hiring	9.9%
Developer communities	6.3%
Hackathons & hiring challenges	4.3%
Other	3%

0% 5% 10% 15% 20%

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LinkedIn	23.9%
Referrals	20.5%
Job portals	18.3%
Careers page	13.6%
University hiring	10.9%
Hackathons & hiring challenges	7.6%
Online developer communities	4.2%
Other	1%

0% 5% 10% 15% 20%
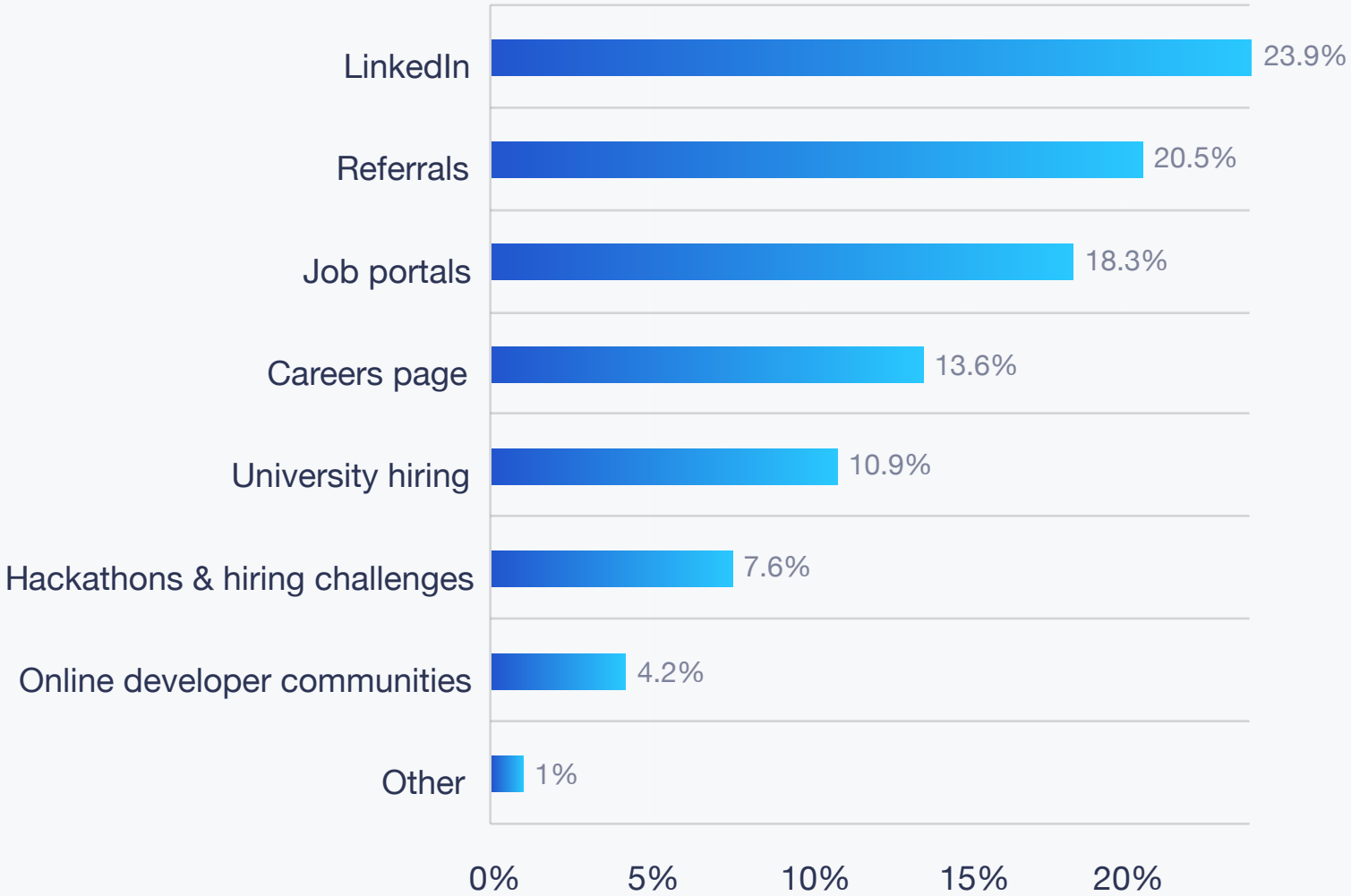
Showcasing Company Culture via Social Channels Is a Must

Given that companies still leverage traditional sourcing channels, it makes sense that recruiters believe in outreach initiatives, online reviews of the workplace, and underscoring company culture via social channels. This echoes the trend we saw in our 2021 Developer Survey, where respondents said they cared about ESOPs, Glassdoor reviews, and upskilling initiatives when choosing a company.

Culture Measures and Their Impact on the Sourcing Funnel

■ High impact   ■ Medium impact   ■ Low impact

	Social Media	Hackathons	Pre-emptive Sourcing	Glassdoor Reviews	Culture page	Cold Emailing Candidates	Open Source Code Repositories
High impact	54.7%	29.8%	26.2%	47.4%	54.5%	36.7%	31.4%
Medium impact	33%	38.9%	45.8%	33.2%	34.8%	40.6%	43.8%
Low impact	12.2%	31.3%	28%	19.4%	10.8%	22.7%	24.8%
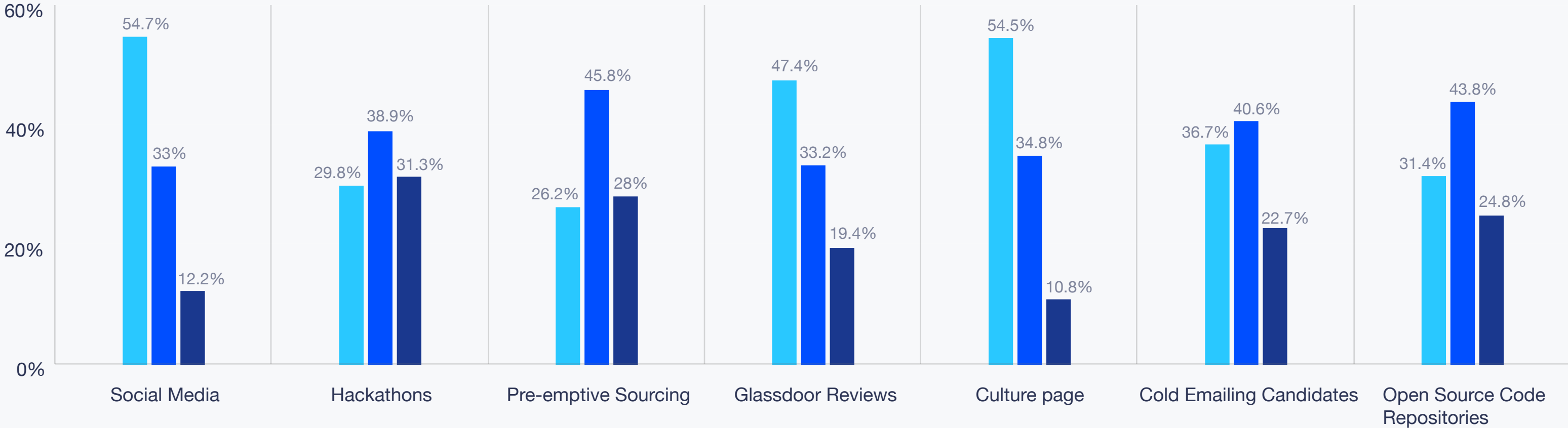
Assessing Developers in the Remote World

When recruiters talk of assessments, they are talking of ways to handpick the best fit from the vast pool of candidates they have sourced. At HackerEarth, we have always believed that 'Skills Trump Everything Else'. While there are companies that still use manual means to assess developers, there is an upward trend in the adoption of skill-first tools for tech hiring.
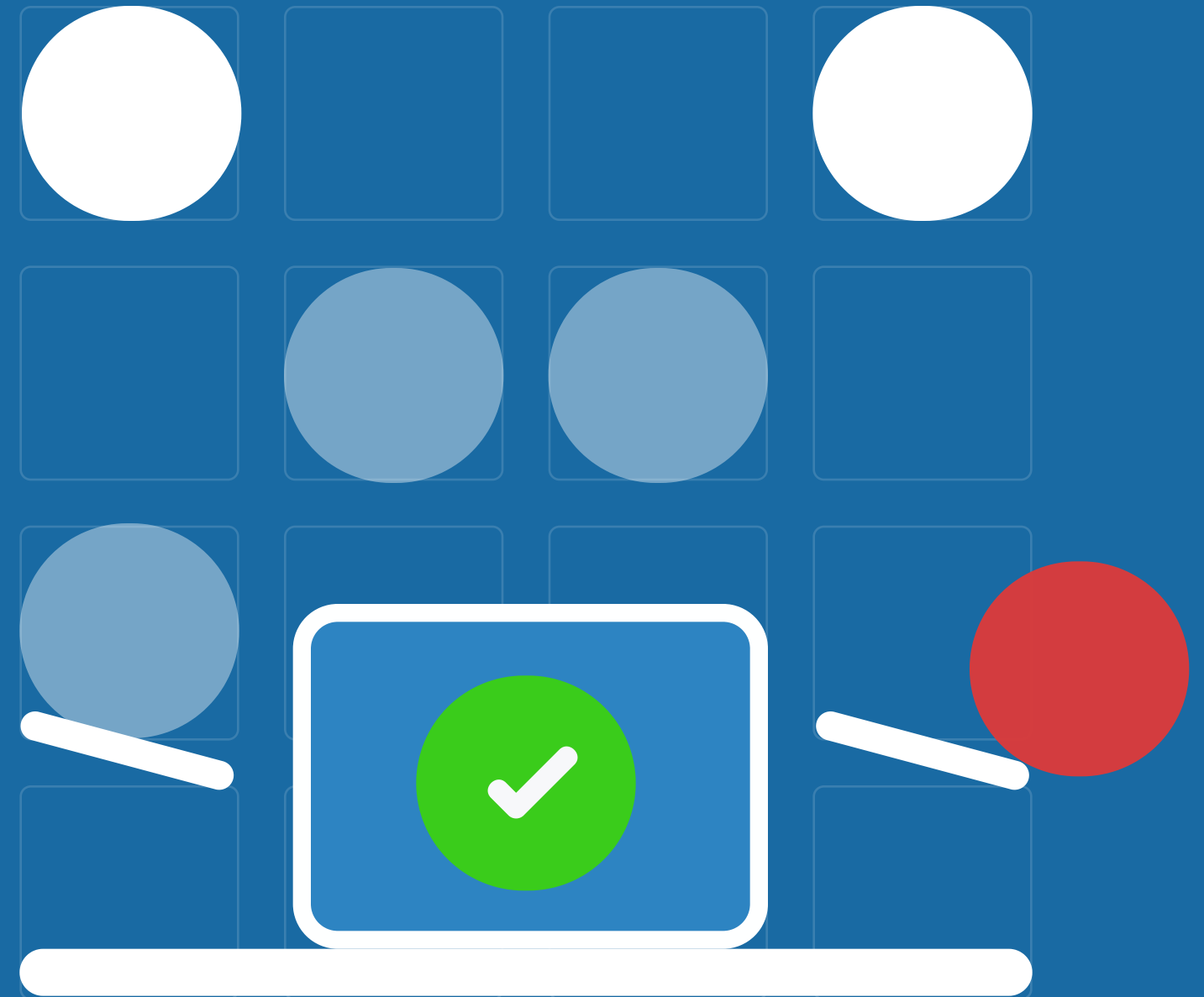
Skills and Experience, Please

Both engineering managers and recruiters look for the best skill fit when hiring candidates. More recruiters than hiring managers also think that exp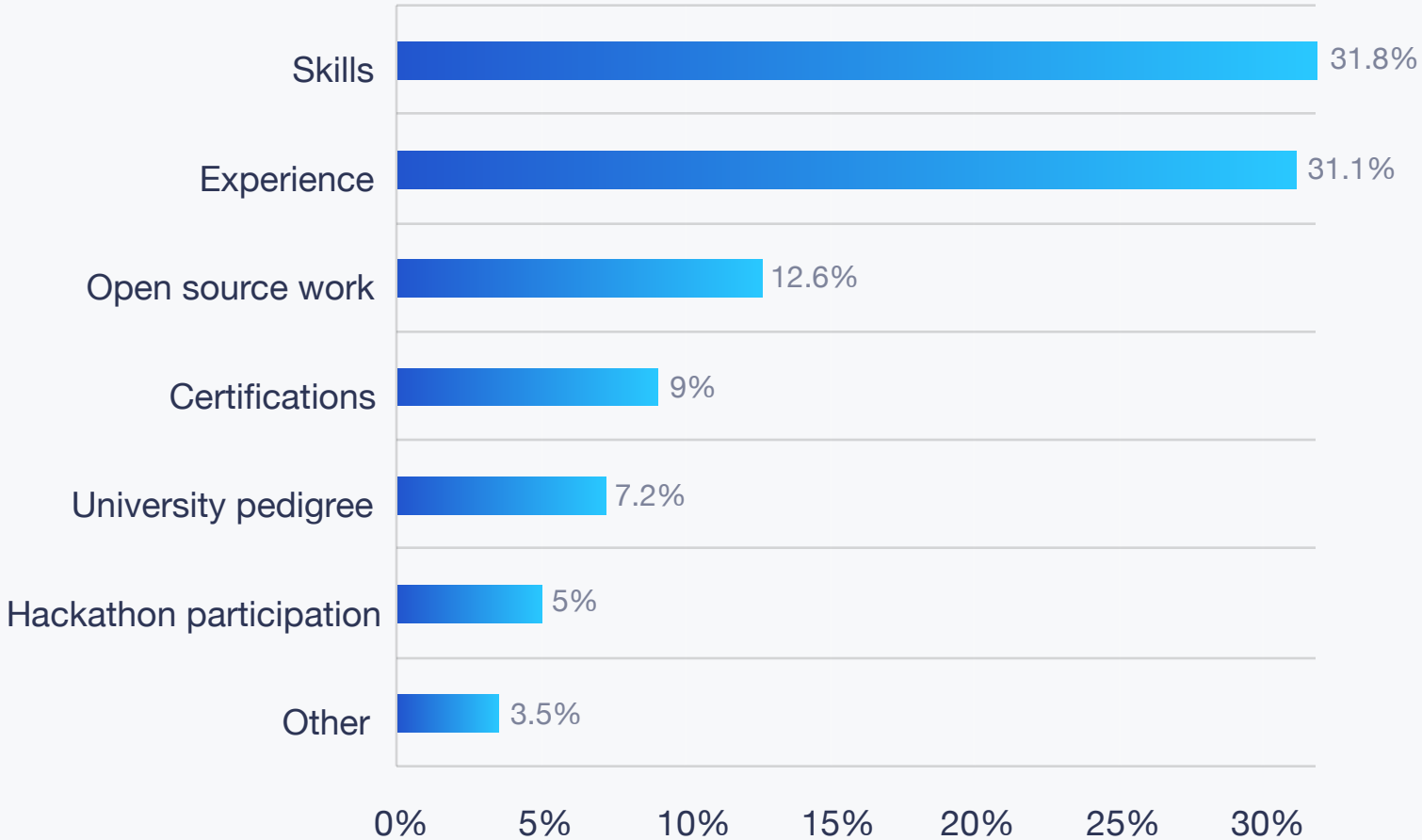erience is a good way of filtering candidates, signaling that they still use some traditional indicators of choosing suitable candidates.

As a **developer-first company** that believes in skills over everything else, this really makes us smile!

What Do You Look for in a Developer?

HR

Skills	31.8%
Experience	31.1%
Open source work	12.6%
Certifications	9%
University pedigree	7.2%
Hackathon participation	5%
Other	3.5%

0% 5% 10% 15% 20% 25% 30%

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Skills	33.8%
Experience	31.2%
Open source work	12.9%
Certifications	7.7%
Hackathon participation	7.4%
University pedigree	5.2%
Other	1.8%

0% 5% 10% 15% 20% 25% 30%

Problem-solving Ability Is a Must for Freshers

For fresher candidates, a proven capability to solve problems is necessary for landing jobs. Candidates with over 4 years of experience must be adept at Systems Architecture Design and be able to write clean code.

What Do You Look for Across Experience Levels?

- Problem solving
- Code quality
- Lowlevel system design
- System architecture design

<2 years
- Problem solving: 45.9%
- Code quality: 33.1%
- Lowlevel system design: 16.7%
- System architecture design: 4.3%

2-4 years
- Problem solving: 34%
- Code quality: 36.3%
- Lowlevel system design: 21.7%
- System architecture design: 8%

4-6 years
- Problem solving: 26.2%
- Code quality: 29.4%
- Lowlevel system design: 24.4%
- System architecture design: 20.1%

6+ years
- Problem solving: 24.9%
- Code quality: 23.8%
- Lowlevel system design: 19.9%
- System architecture design: 31.4%

What Do You Look for Across Experience Levels?

- ■ Problem solving
- ■ Code quality
- ■ Lowlevel system design
- ■ System architecture design

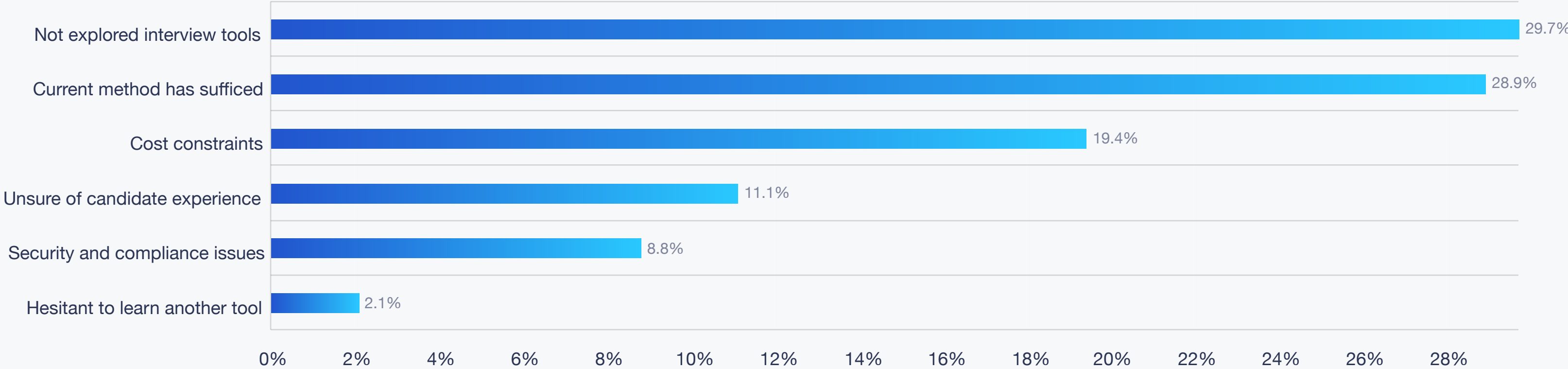| Experience Level	Problem solving	Code quality	Lowlevel system design	System architecture design
<2 years	59.3%	27%	9.1%	4.6%
2-4 years	35.4%	37.9%	19%	7.6%
4-6 years	27.9%	28.8%	26.2%	17%
6+ years	24.3%	24.4%	22.9%	28.4%
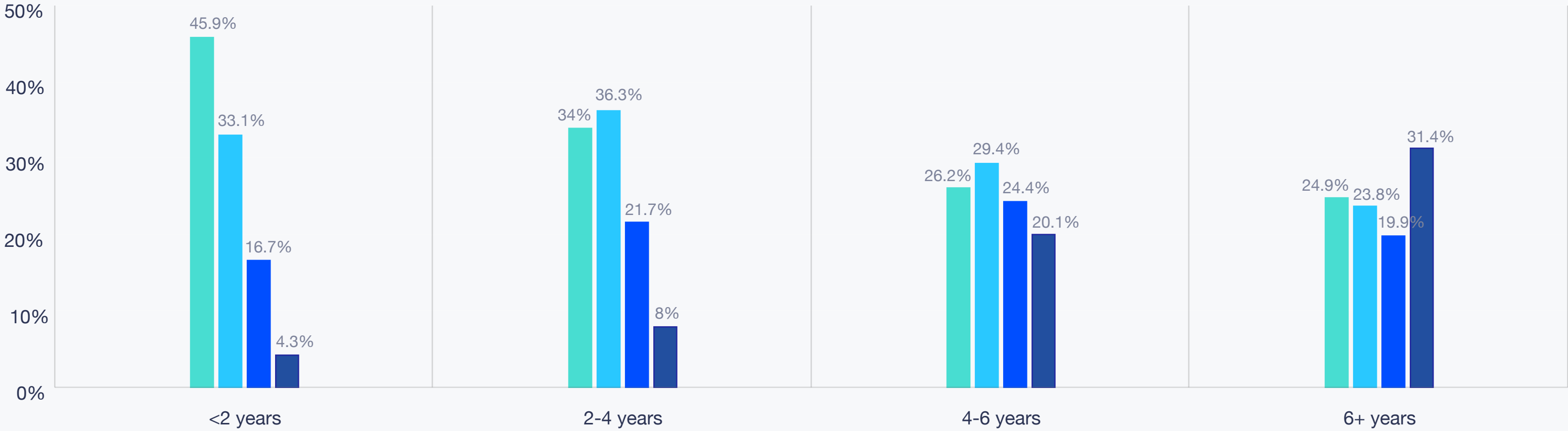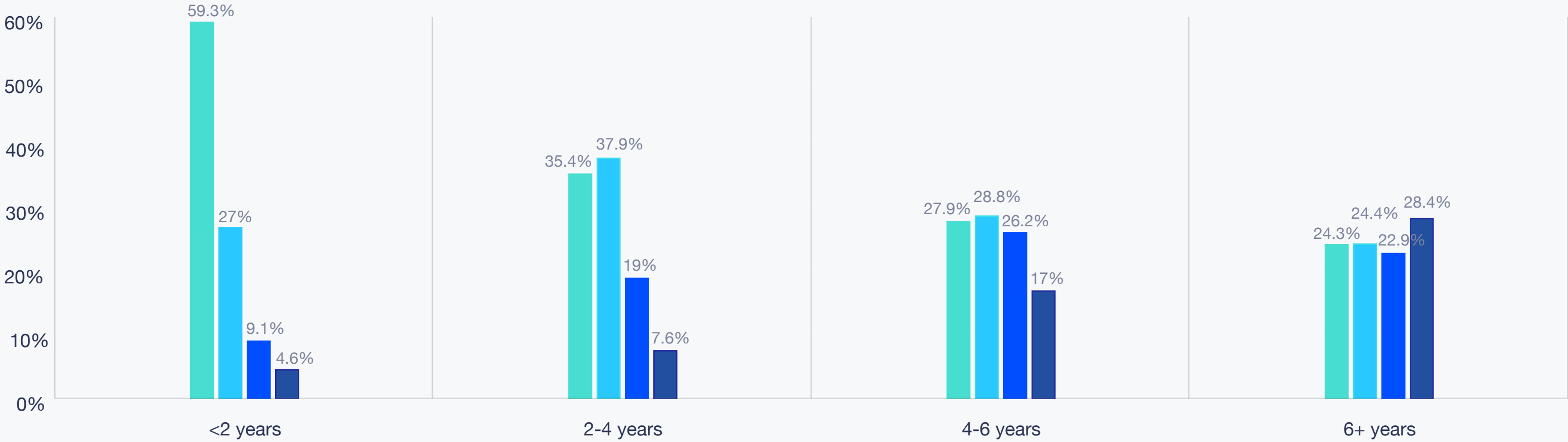
Conventional Assessment Methods Still Haunt the System

Despite the changes brought about by remote/hybrid work, there is still some resistance to adopting new hiring methods. About 28.9% of of our respondents who don't use an assessment tool said that they feel their oft-used methods are effective, proving that technical assessments aren't as commonplace as initially estimated.

Culture Measures and Their Impact on the Sourcing Funnel

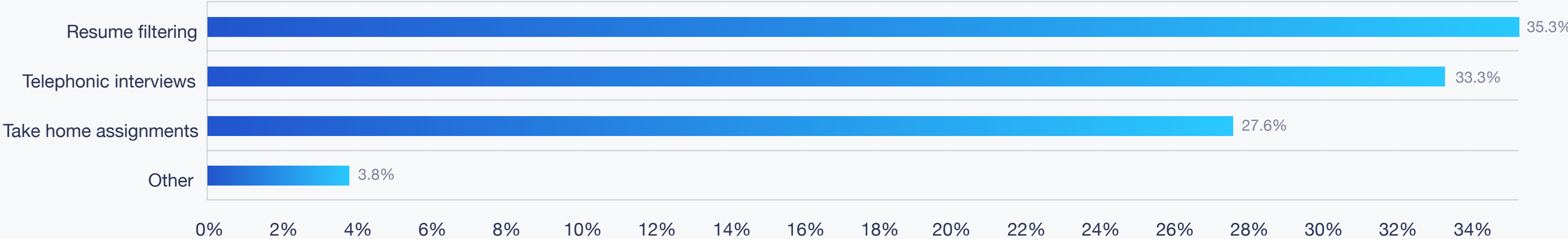| Category	Value
Not explored interview tools	29.7%
Current method has sufficed	28.9%
Cost constraints	19.4%
Unsure of candidate experience	11.1%
Security and compliance issues	8.8%
Hesitant to learn another tool	2.1%

In Absence of Dedicated Tools, Recruiters Use Resumes to Assess Candidates

Of the respondents who said they do not use an assessment tool, most believe that sorting candidates via resumes or telephonic conversations is enough to move them to the interview round. While take-home/coding assignments are still in play, they are used less often than other methods.

Screening Methods Employed by Non-users

Resume filtering	35.3%
Telephonic interviews	33.3%
Take home assignments	27.6%
Other	3.8%

0% 2% 4% 6% 8% 10% 12% 14% 16% 18% 20% 22% 24% 26% 28% 30% 32% 34%

Companies That Use Assessment Tools Align Better on Hiring Criteria

In comparison with non-users, companies that use assessment tools for their tech hiring report a more standardized process. The process is also more objective, and more accurate. Neither engineering managers nor recruiters seem to be paying much mind to the fact that technical skill assessment software can also reduce TTH and CTH; proving that in most cases they care more about the bigger picture than immediate gains.

PRO TIP: Using an automated assessment platform can streamline tech hiring by helping you choose the right candidate in a faster, unbiased manner. Manual selection is fraught with issues, and using a platform like HackerEarth Assessments can help you get rid of these easily. **Know more**

Biggest Shortcoming of Current Assessment Tool

## HR

Standardised hiring process	23.7%
More accurate evaluation	23%
Objective screening process	22.6%
Lesser manual labor	12.9%
Lower time to hire	12.9%
Lower cost per hire	4.8%

0%　5%　10%　15%　20%

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Standardised hiring process	21.8%
More accurate evaluation	21.6%
Objective screening process	20.4%
Lesser manual labor	16%
Lower time to hire	13.6%
Lower cost per hire	6.6%

0%　5%　10%　15%　20%

All About Interviews

Interviews are the first step in the tech hiring process where engineering managers interact with developers. Some managers do find it hard to judge culture and skill fit online, but there is growing awareness among engineering managers about the need for better tools and interview processes.
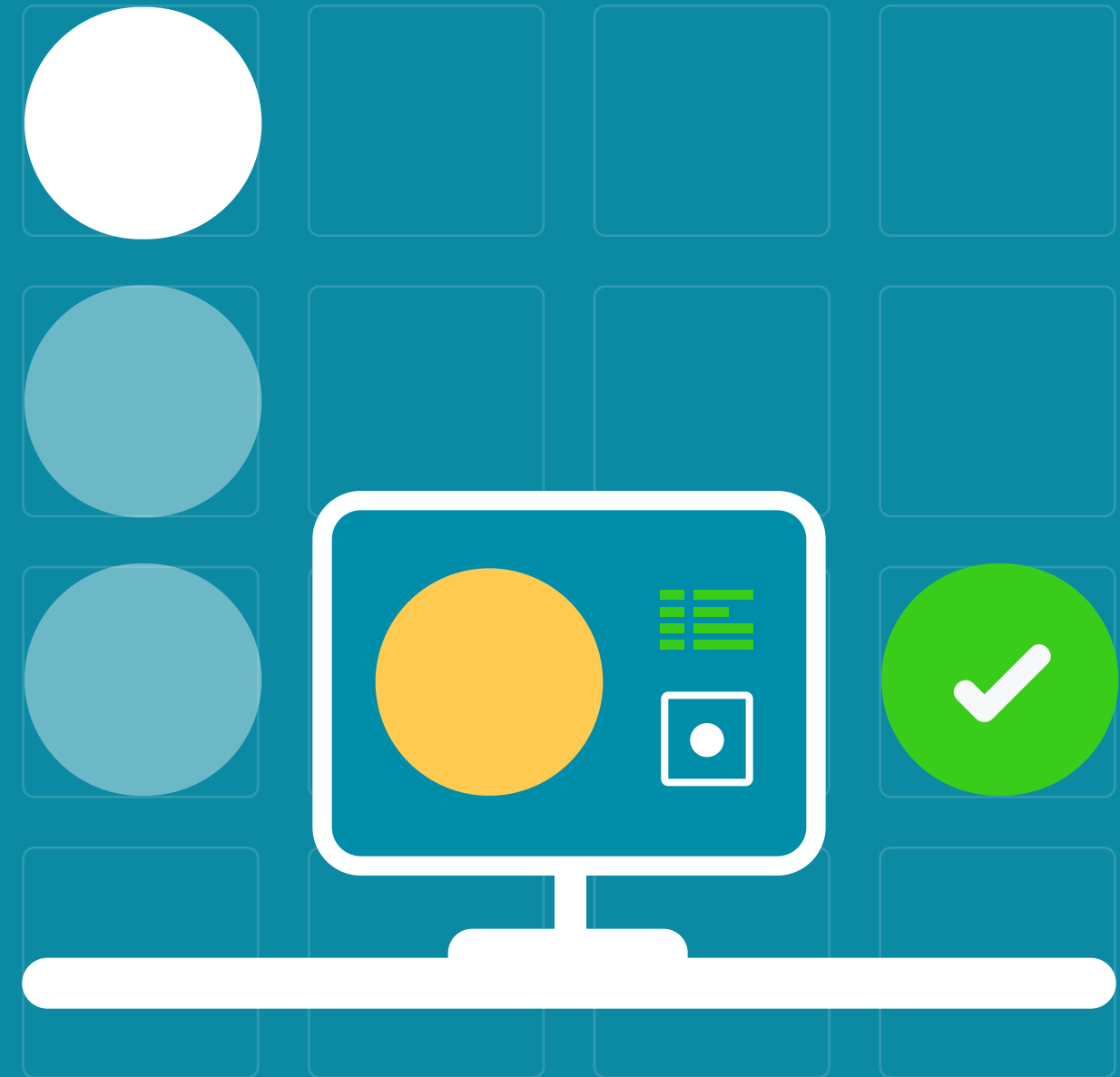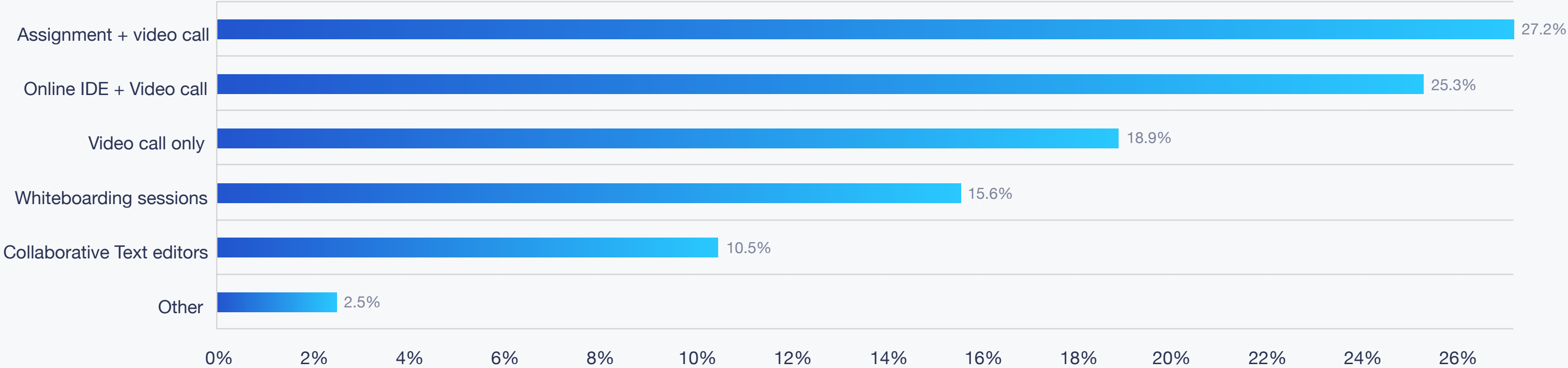
Many Interviewers Use Multiple Online Tools to Conduct a Single Interview

The pandemic has ensured that whiteboard interviews are on their way out, but the replacement is not ideal either. Of the respondents who do not use a dedicated interview tool, 27.2% said they use a video tool and ask candidates to explain take-home assignments. About 25% said they use a video platform in collaboration with an online IDE.

This is in stark contrast to our findings from our annual Developer Survey, where over 40% of coders said that they would like to be interviewed via dedicated interview platforms.

How Non-users Interview Candidates

Assignment + video call — 27.2%

Online IDE + Video call — 25.3%

Video call only — 18.9%

Whiteboarding sessions — 15.6%

Collaborative Text editors — 10.5%

Other — 2.5%

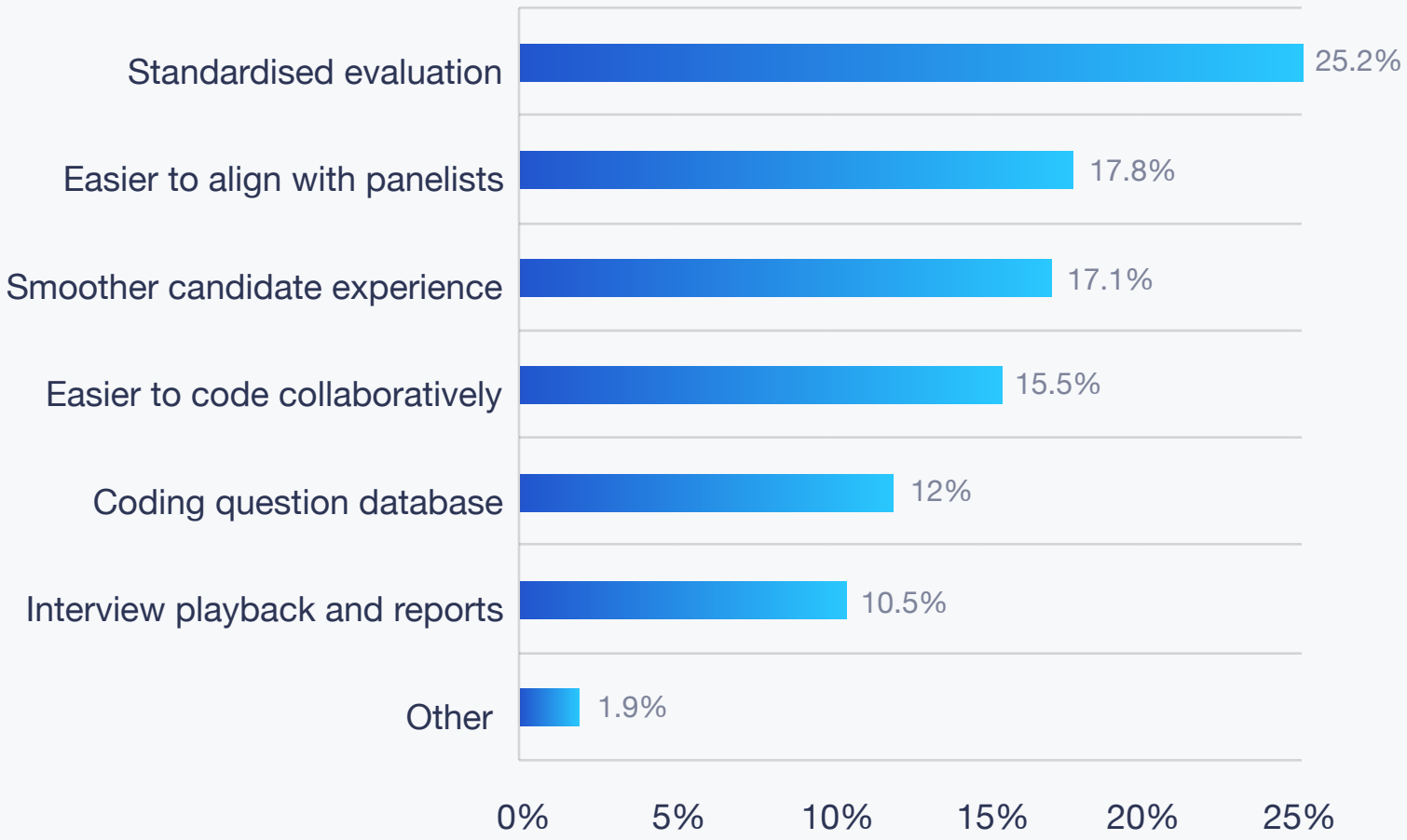0% 2% 4% 6% 8% 10% 12% 14% 16% 18% 20% 22% 24% 26%

Tech Interview Tools Offer Standardization and Improve Candidate Experience

Of the respondents who use a dedicated tool to conduct tech coding interviews, the recruiters (25.2%) said they enjoyed the standardized evaluation process. The engineering managers (24%) ranked smooth candidate experience over other benefits.
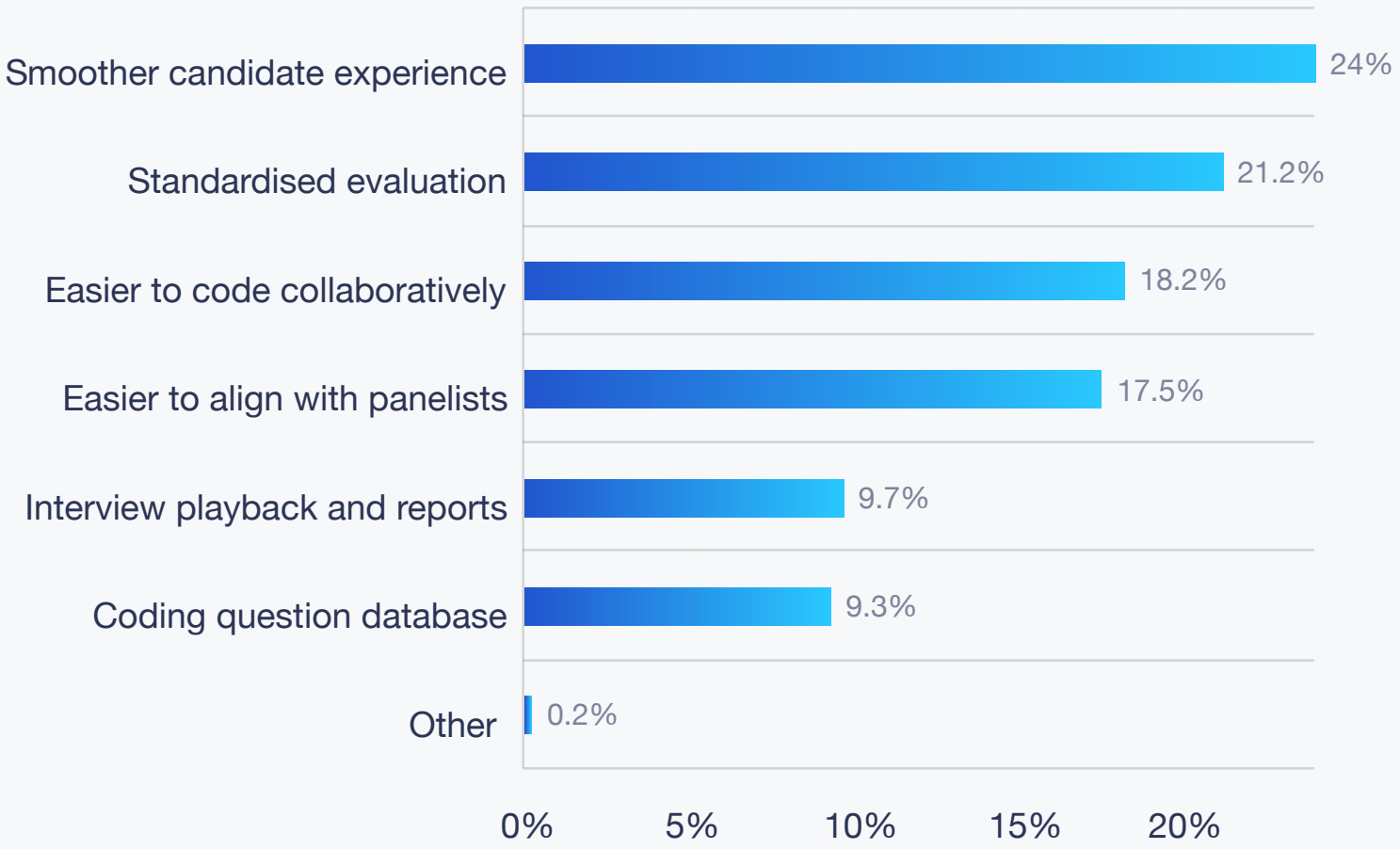
It is clear that companies that have taken the initiative to use tech hiring tools in their processes see the benefits in a more homogeneous, and equitable hiring environment. Using coding interview tools also helps provide a better candidate experience for developers and ties in with their expectations from interviewers.

Benefits of Coding Interview Tools

HR

Benefit	Percentage
Standardised evaluation	25.2%
Easier to align with panelists	17.8%
Smoother candidate experience	17.1%
Easier to code collaboratively	15.5%
Coding question database	12%
Interview playback and reports	10.5%
Other	1.9%

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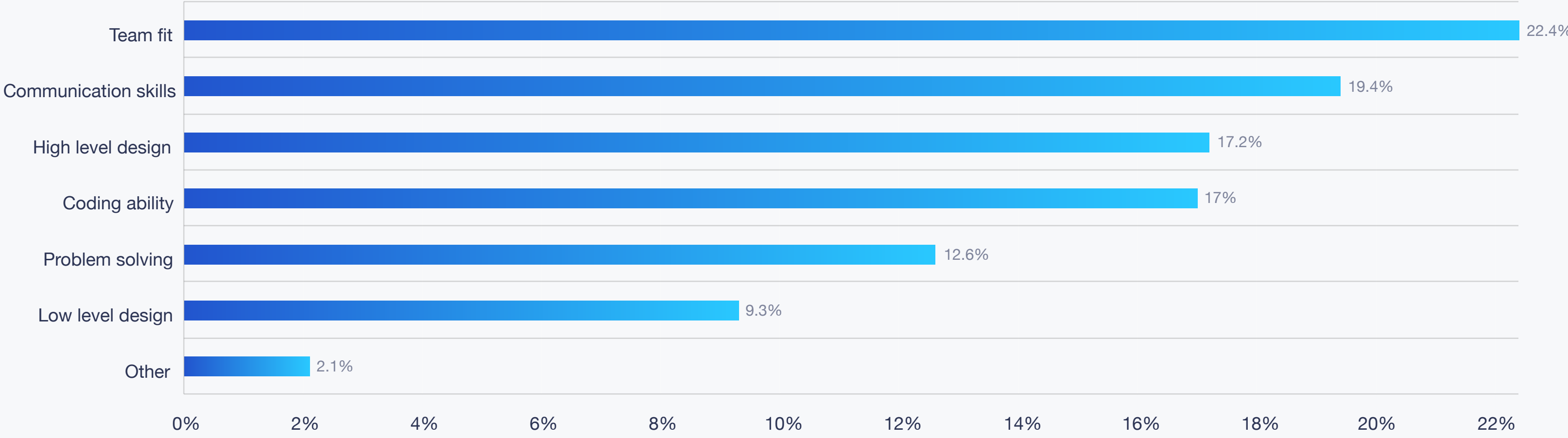| Benefit	Percentage
Smoother candidate experience	24%
Standardised evaluation	21.2%
Easier to code collaboratively	18.2%
Easier to align with panelists	17.5%
Interview playback and reports	9.7%
Coding question database	9.3%
Other	0.2%

Gauging Team-fit in Virtual Interviews Is Still a Hurdle for Managers

Even those engineering managers who use dedicated interview tools believe that gauging team-fit without an in-person meeting can be a challenge. About 19.4% of this cohort said that they find judging communication skills hard. The ability to code well, solve design problems and critical thinking are other skills that interviewers find hard to evaluate.

PRO TIP: Our findings underscore the need for behavioral and process changes in the way online tech interviews are conducted. For instance, pair-programming interviews can be used to judge communication and collaboration skills. This can be done via HackerEarth FaceCode. Automated assessments with benchmarked results can help highlight candidates' coding skills. HackerEarth platforms also offer custom interview questions which can help interviewers judge skills accurately. **Know more**

What Is Tough to Gauge Without In-person Interviews?

Category	Percentage
Team fit	22.4%
Communication skills	19.4%
High level design	17.2%
Coding ability	17%
Problem solving	12.6%
Low level design	9.3%
Other	2.1%

0% 2% 4% 6% 8% 10% 12% 14% 16% 18% 20% 22%

Most Teams Would Use Interview Tools for On-site Interviews Post Pandemic

A trend that makes both hiring managers and candidates smile :) 43% of our survey respondents are currently using a tech interview tool - a number that we foreshadow to rise. Most recruiters and the majority of engineering managers from this pool say that they will continue to use these tools even post-pandemic. This reaffirms the premise that it isn't just remote interviews that are broken, but coding interviews as a whole. Hence, the teams that shifted to using dedicated interview tools in the pandemic year, will continue to do so to keep reaping the benefits.
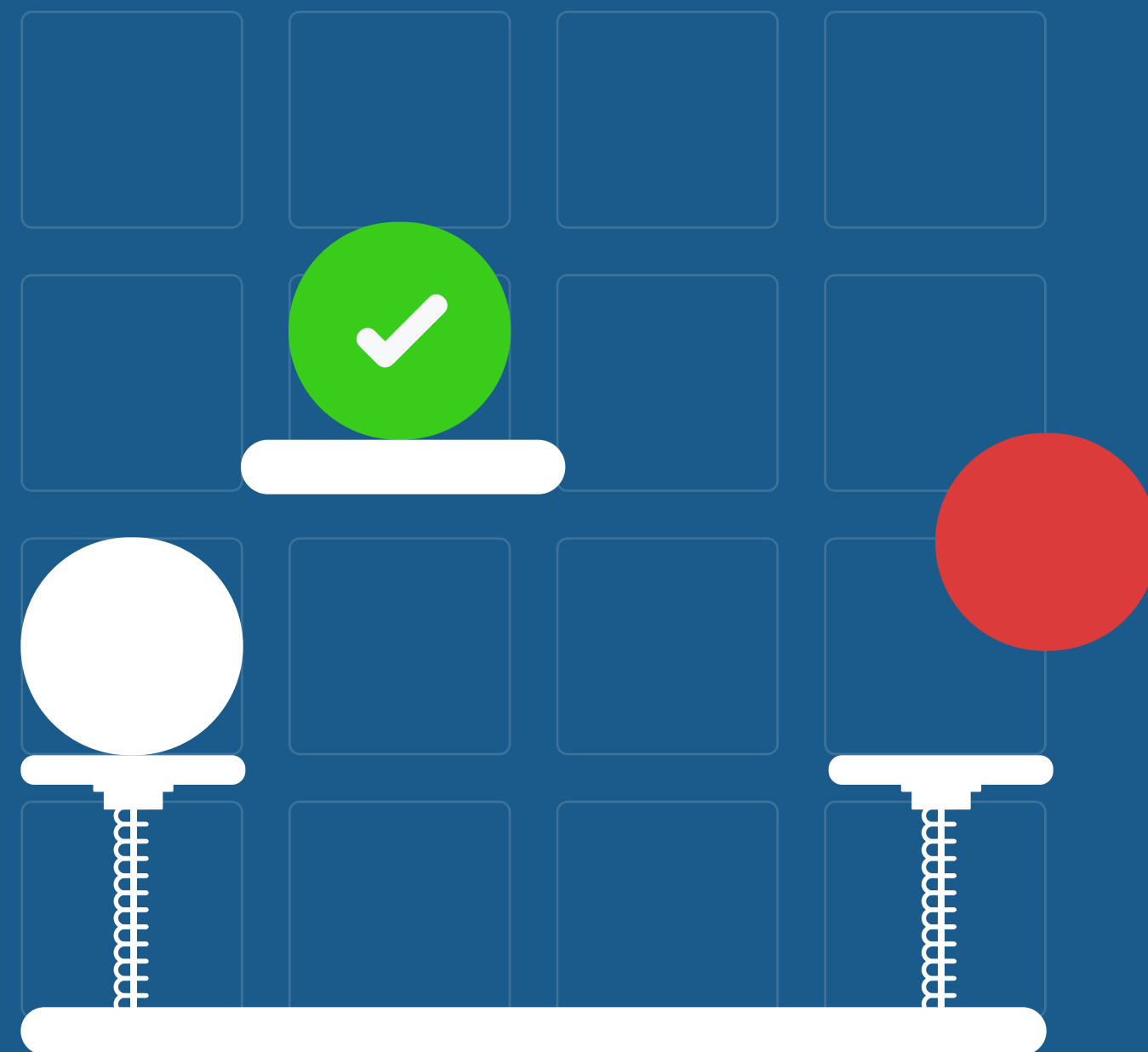
8 out of 10 engineering managers say they will continue use coding interview tools even after in-person interviews return

The Challenges of Tech Hiring

When it comes to hiring coders, there is no one size fits all. Collaboration between recruiters and hiring managers has always been a source of friction, but we wondered if the pandemic year has created newer challenges. In this section we look at the top 3 hiring challenges that tech teams face today.
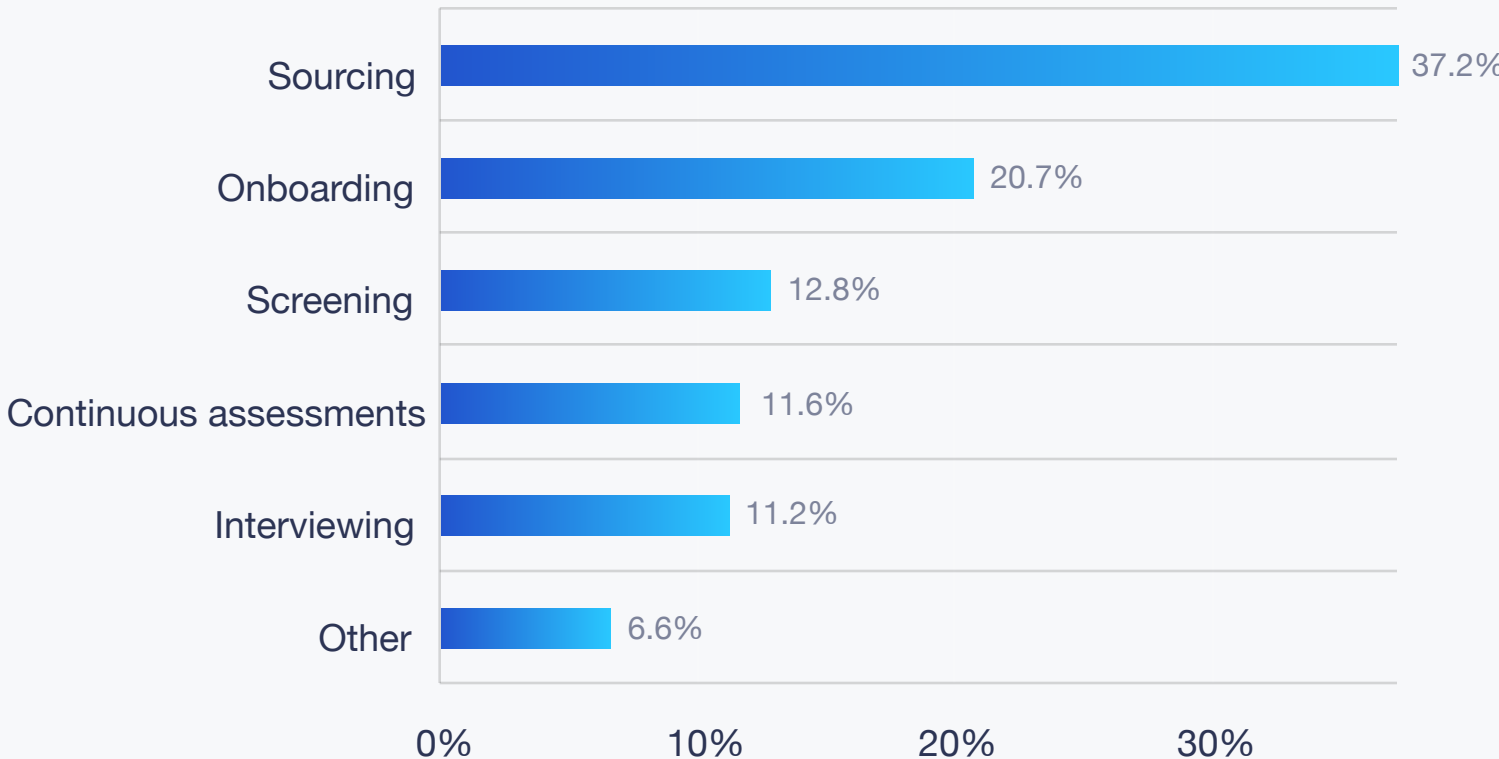
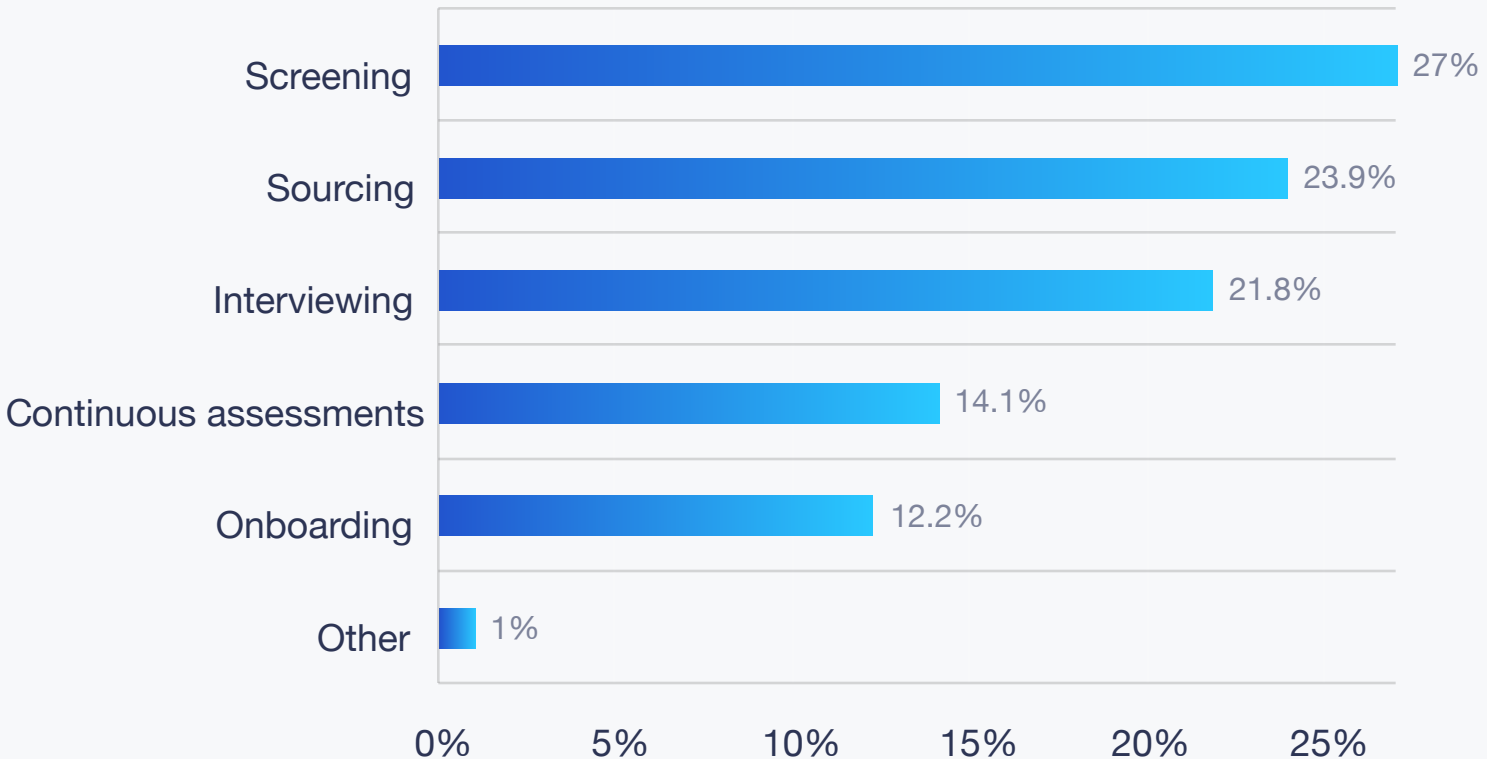# Recruiters Find Sourcing Tough; Engineering Managers Worry about Upskilling

With companies opening up hiring, it is predictable that keeping the funnel flush with top talent would be a recruiter's top concern. For most engineering managers, however, screening talent is a struggle, closely followed by upskilling teams for future needs.

Biggest Challenges in Hiring Pipeline

HR

Sourcing	37.2%
Onboarding	20.7%
Screening	12.8%
Continuous assessments	11.6%
Interviewing	11.2%
Other	6.6%

0%   10%   20%   30%

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Screening	27%
Sourcing	23.9%
Interviewing	21.8%
Continuous assessments	14.1%
Onboarding	12.2%
Other	1%

0%   5%   10%   15%   20%   25%

Teams Have Adapted to Remote Tech Hiring, and Align Better on Skills Requirements

In a major shift from our previous edition, the number of recruiters and engineering managers who align well on skill requirements has increased. Both functions agree that candidate quality and deadlines are important pain points of the process that need to be solved.

Pain Points in Developer Recruiting

- Low difficulty
- Medium difficulty
- High difficulty

	Aligning on skills required	Tech and HR working in silos	Hard deadlines	Low candidate quality	Weeding out unconscious biases
Low difficulty	26.4%	40.3%	23.1%	15.5%	29.9%
Medium difficulty	59.5%	43.3%	37.8%	43.1%	53.5%
High difficulty	14%	16.4%	39.1%	41.4%	16.6%

Pain Points in Developer Recruiting

- Low difficulty
- Medium difficulty
- High difficulty

	Aligning on skills required	Tech and HR working in silos	Hard deadlines	Low candidate quality	Weeding out unconscious biases
Low difficulty	25.6%	30.4%	13%	14.2%	23.7%
Medium difficulty	57%	55.5%	45.7%	46%	55.7%
High difficulty	17.4%	14.1%	41.3%	39.9%	20.5%

Employer Branding + Hiring Challenges = Improved Tech Hiring

Both the cohorts see the need for amping up employer branding activities in the wake of the pandemic. It is also heartening to see engineering managers own their role in improving tech hiring. A large chunk of managers have also said that un-siloing tech hiring is important; echoing the fact that both functions need to collaborate more in order to hire the best. We expect that this trend will only improve in the future as the lessons from the year of remote work are carried forward.

PRO TIP: Developers want to learn and grow. HackerEarth's Learning and Development platform can help you custom craft your upskilling opportunities and make your tech teams resilient for future challenges. **Know more**
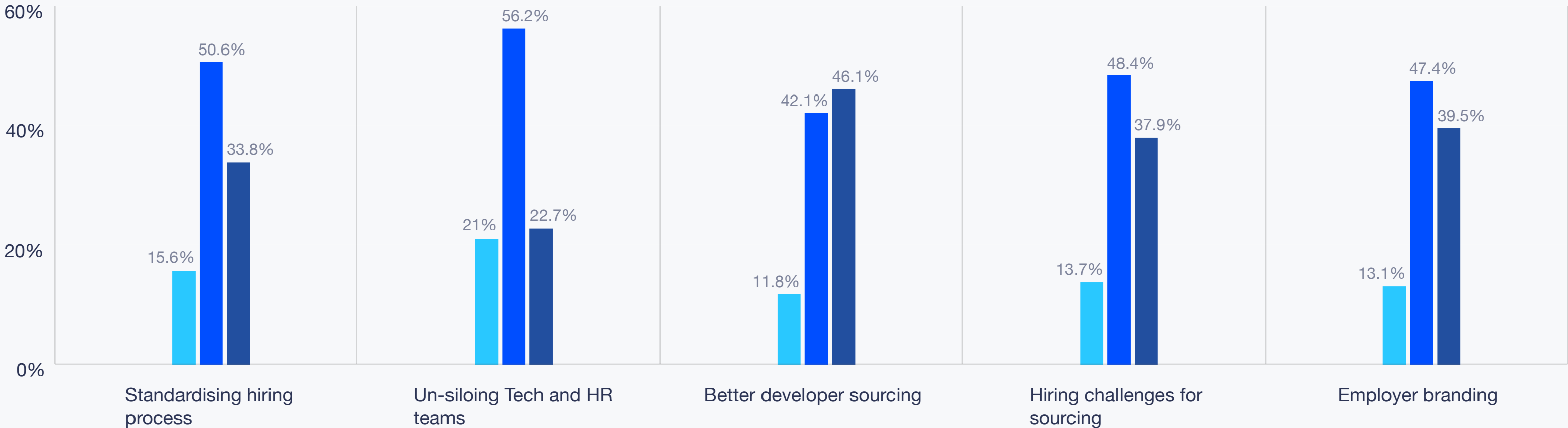
Impact of Key Changes on the Recruiting Funnel
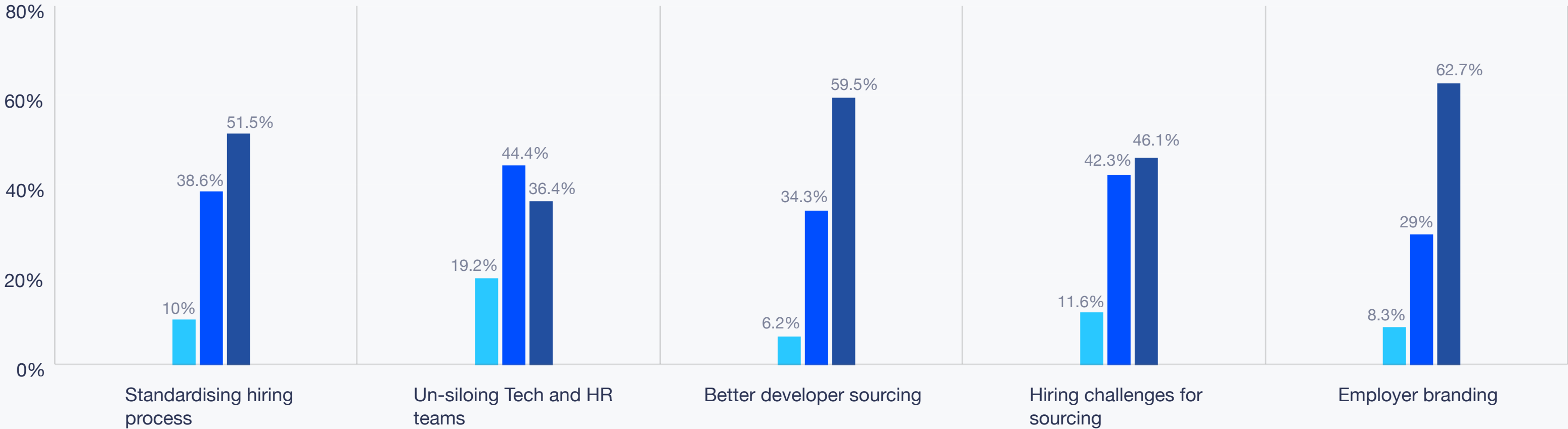
■ Low impact ■ Medium impact ■ High impact

	Standardising hiring process	Un-siloing Tech and HR teams	Better developer sourcing	Hiring challenges for sourcing	Employer branding
Low impact	10%	19.2%	6.2%	11.6%	8.3%
Medium impact	38.6%	44.4%	34.3%	42.3%	29%
High impact	51.5%	36.4%	59.5%	46.1%	62.7%

Impact of Key Changes on the Recruiting Funnel

■ Low impact ■ Medium impact ■ High impact

	Standardising hiring process	Un-siloing Tech and HR teams	Better developer sourcing	Hiring challenges for sourcing	Employer branding
Low impact	15.6%	21%	11.8%	13.7%	13.1%
Medium impact	50.6%	56.2%	42.1%	48.4%	47.4%
High impact	33.8%	22.7%	46.1%	37.9%	39.5%

Keeping Culture Alive

Remote work has its perks. It also has redefined the meaning of a much-used phrase - 'work culture'. What was once the domain of the HR department, has now become everyone's mandate. From changing gender pronouns to using hackathons for collaboration, we look at how culture has changed for tech teams across the globe.
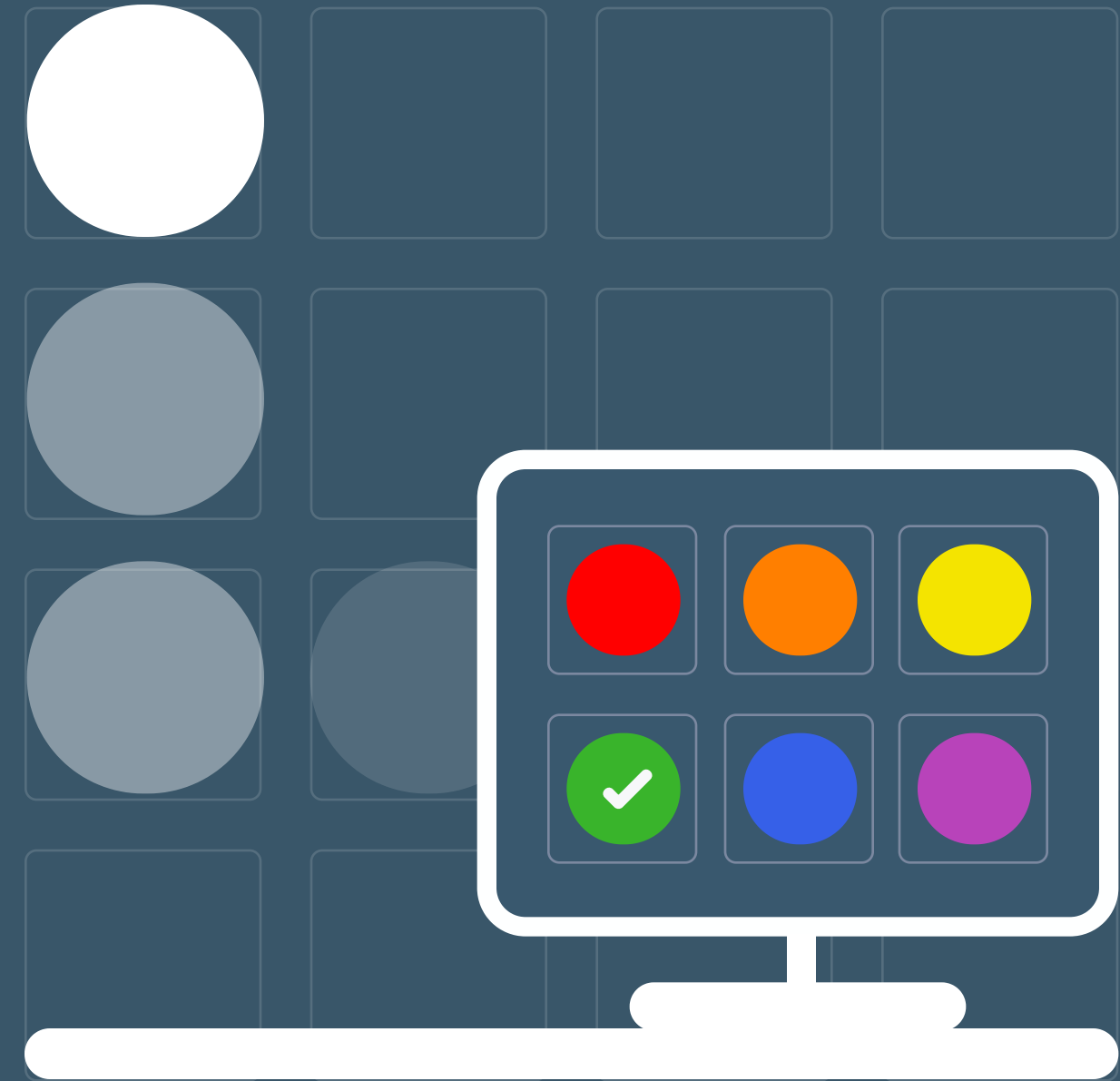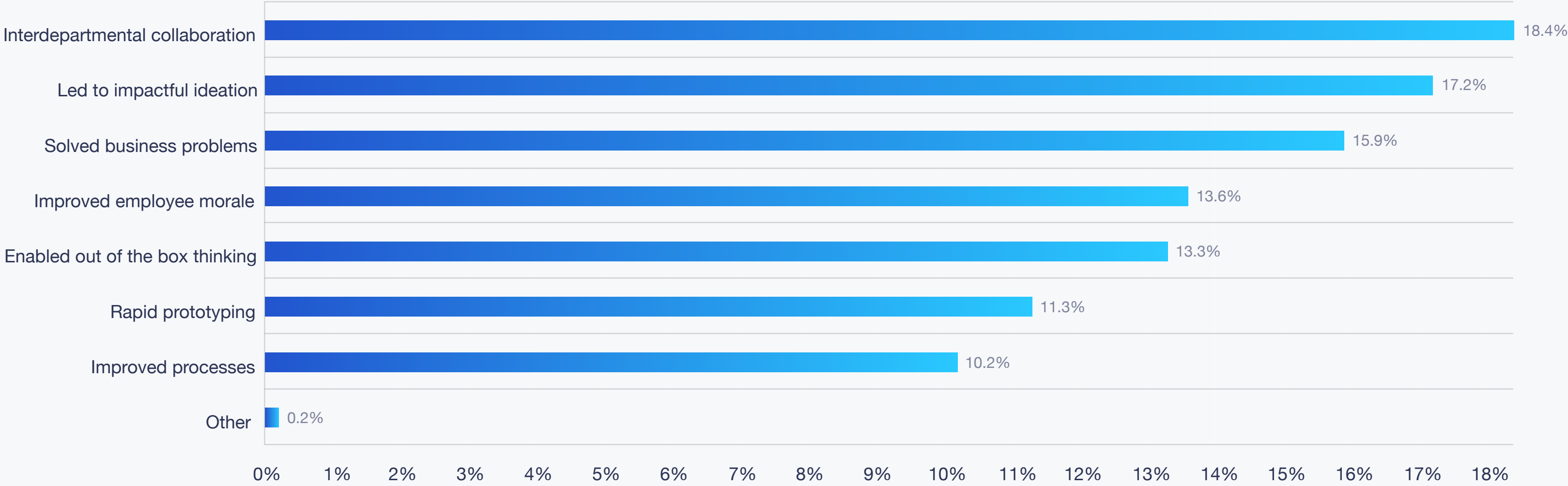
Internal Hackathons Are Becoming Part of Tech Team 'Culture'

While hackathons have often been touted as an exemplary method of engaging and sourcing from the tech community, they are also becoming integral as inter-team collaboration activities. About 43.5% of our respondents said they had organized an internal hackathon this year, and found that it improved ideation and cross-team functioning.

8 out of 10 engineering managers say they will continue use coding interview tools even after in-person interviews return

Benefits of Internal Hackathons

Benefit	Percentage
Interdepartmental collaboration	18.4%
Led to impactful ideation	17.2%
Solved business problems	15.9%
Improved employee morale	13.6%
Enabled out of the box thinking	13.3%
Rapid prototyping	11.3%
Improved processes	10.2%
Other	0.2%

Company Culture Is an Important Part of Sourcing Activities

Almost all our respondents from the HR function believe that promoting the company culture helps in sourcing candidates. In order to do so, they have included gender-neutral pronouns in all brand communiques and made sure to add LGBTQIA+ inclusive policies as part of their brand campaigns. Perks like upskilling opportunities, remote work processes, flexible working hours are some of the top EVPs that recruiters like to talk about when recruiting.

98% of respondents think promoting culture helps sourcing efforts

7 of 10 companies use gender neutral pronouns in their job descriptions

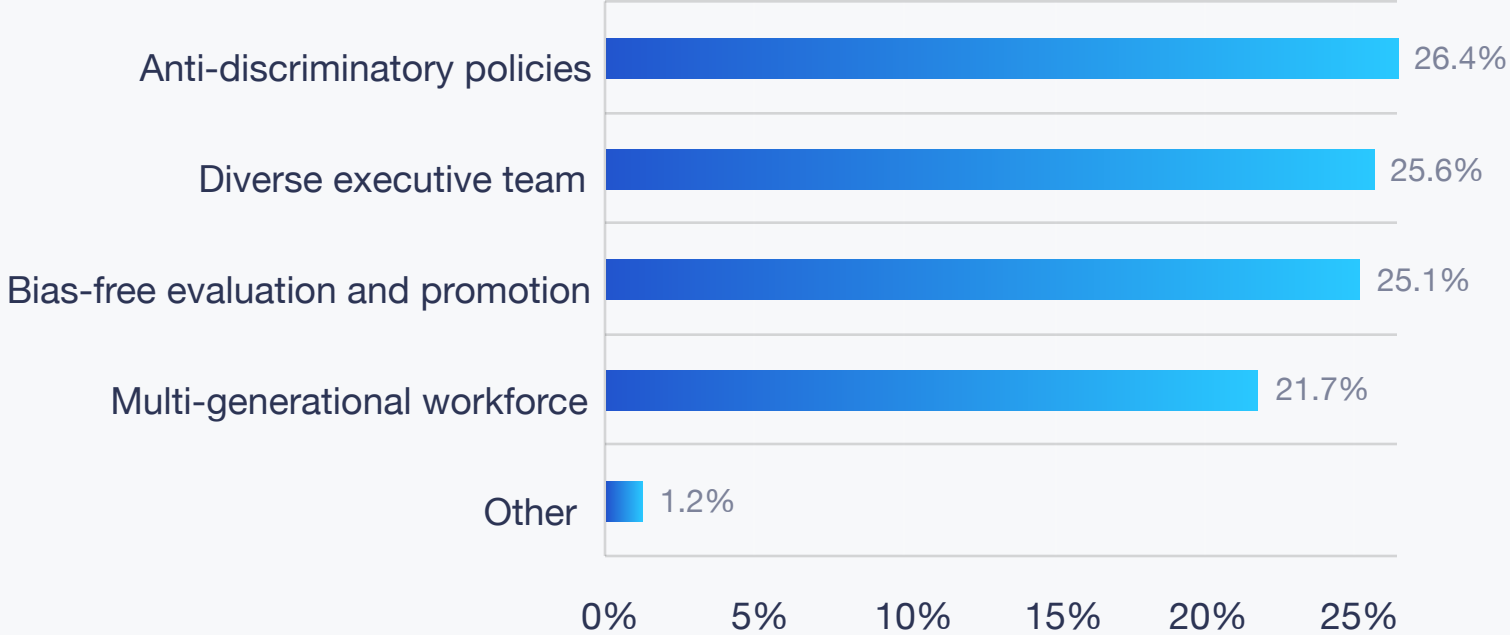**6 of 10** companies have enacted LGBTQIA+ inclusive policies

Perks

Perk	Percentage
Flexible working hours	21.8%
Learning opportunities	21.7%
Home workstation allowances	14.9%
Social & family events	13.3%
CSR programs	11.7%
Guest speaker sessions	9.1%
Unlimited paid time off	6.6%
Other	0.9%
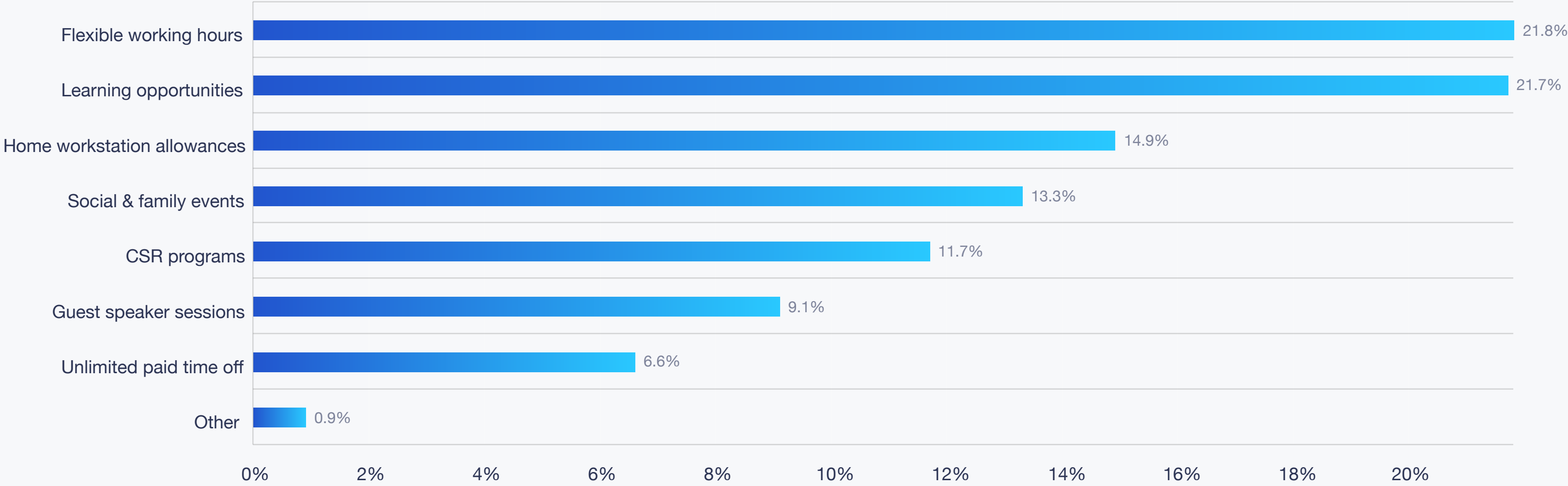
More Branding and Outreach Programs to Increase Diversity and Representation

Our survey shows us that D&I may have to take a backseat at times so that open roles can be filled faster. However, companies are still working hard to ensure they have the right policies in place to fend off biases. About 25.6% of our HR respondents believe having a diverse executive team, and improving connections with grassroots student communities can improve their diversity pipeline.
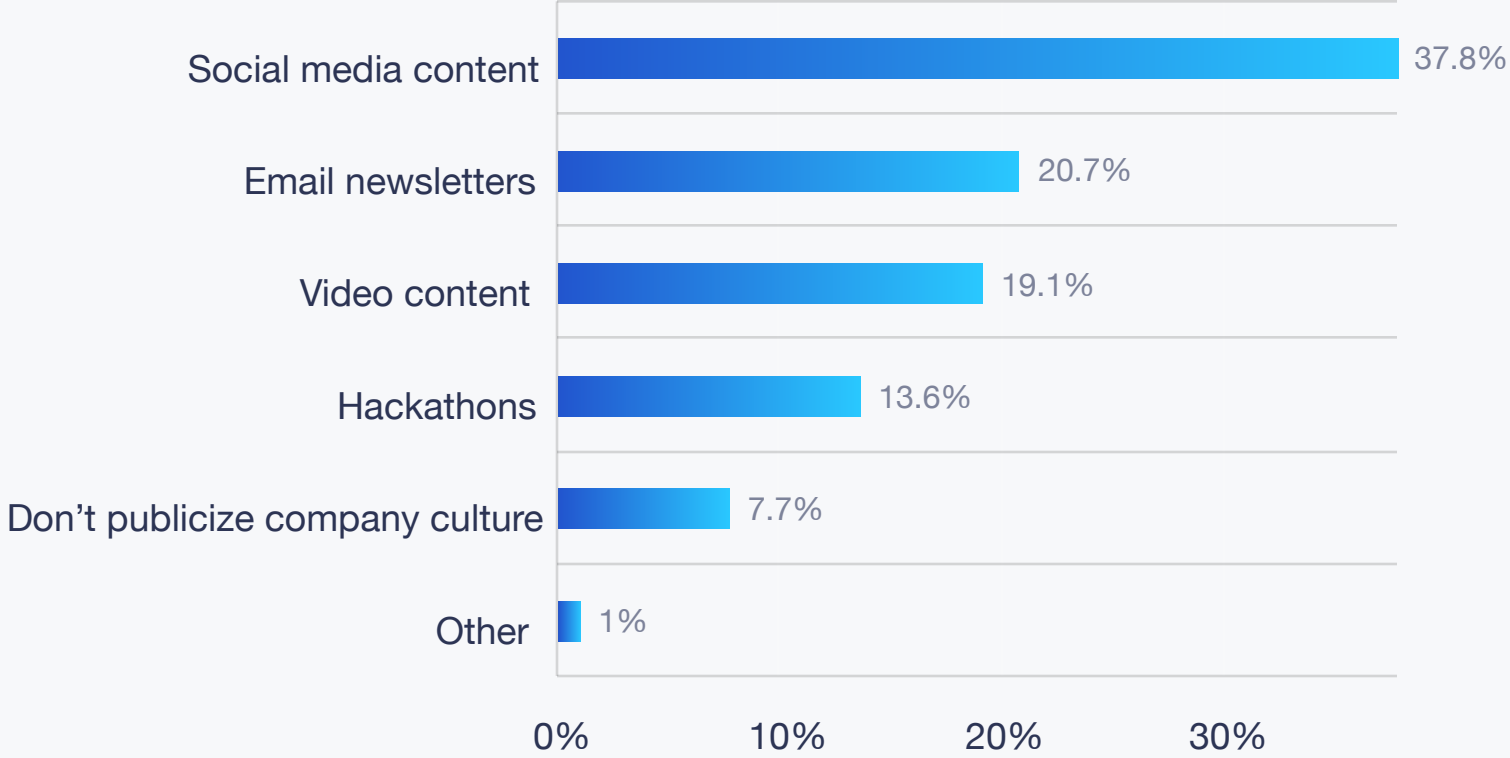
Methods to Improve Representation

Method	Percentage
Anti-discriminatory policies	26.4%
Diverse executive team	25.6%
Bias-free evaluation and promotion	25.1%
Multi-generational workforce	21.7%
Other	1.2%

0% 5% 10% 15% 20% 25%

Measures to Improve Diversity

Measure	Percentage
Opportunities for underrepresented groups	25.7%
Running outreach programs	25.2%
Ambassadors from underrepresented groups	16.3%
Partnering with NGOs	15.7%
Blind-hiring practices	12.4%
Other	4.6%

0% 10% 20%

Social Media for Promoting Culture and Hackathons for Fostering Communication

What do recruiters use to promote their company's values? Social media platforms win hands down - whether it is via personal branding initiatives, or through the company's handles. Internal hackathons are also currying favor as a great way to break silos within teams and foster communication during the times of remote.

Publicizing Company Culture

Social media content	37.8%
Email newsletters	20.7%
Video content	19.1%
Hackathons	13.6%
Don't publicize company culture	7.7%
Other	1%

0%   10%   20%   30%

Breaking Silos

Team building activities	28.5%
Town halls	22.1%
Cross-departmental projects	19.2%
Internal hackathons	16.2%
Democratizing information	12.9%
Other	1%

0%   5%   10%   15%   20%   25%
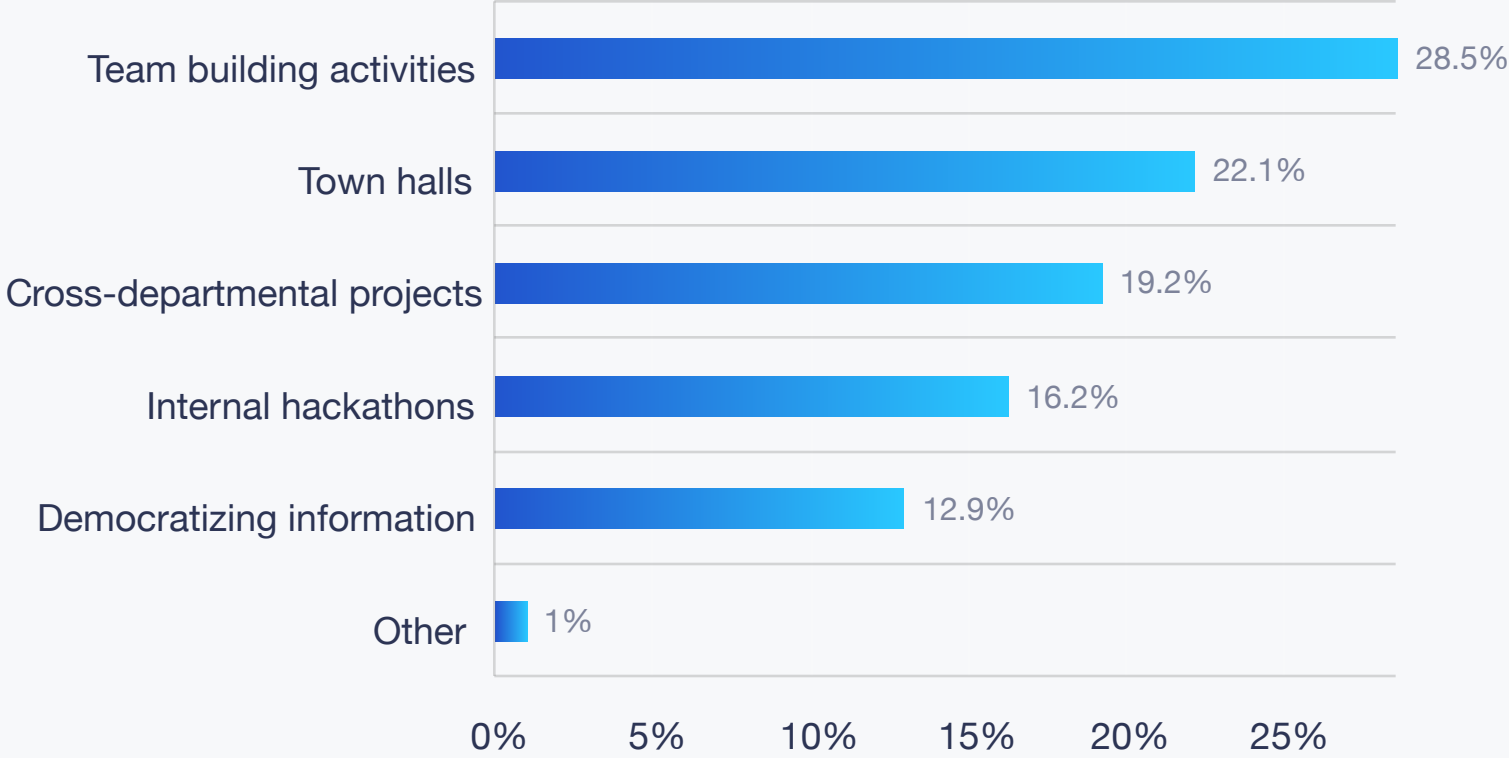
Looking Ahead

2020 changed norms.
2021 cemented the new mores into place.

Engineering managers have found a new approach to building tech teams to fit changing business needs. So, we asked our respondents to tell us their predictions for the future of tech and tech hiring, and distilled the top 3 in this section.
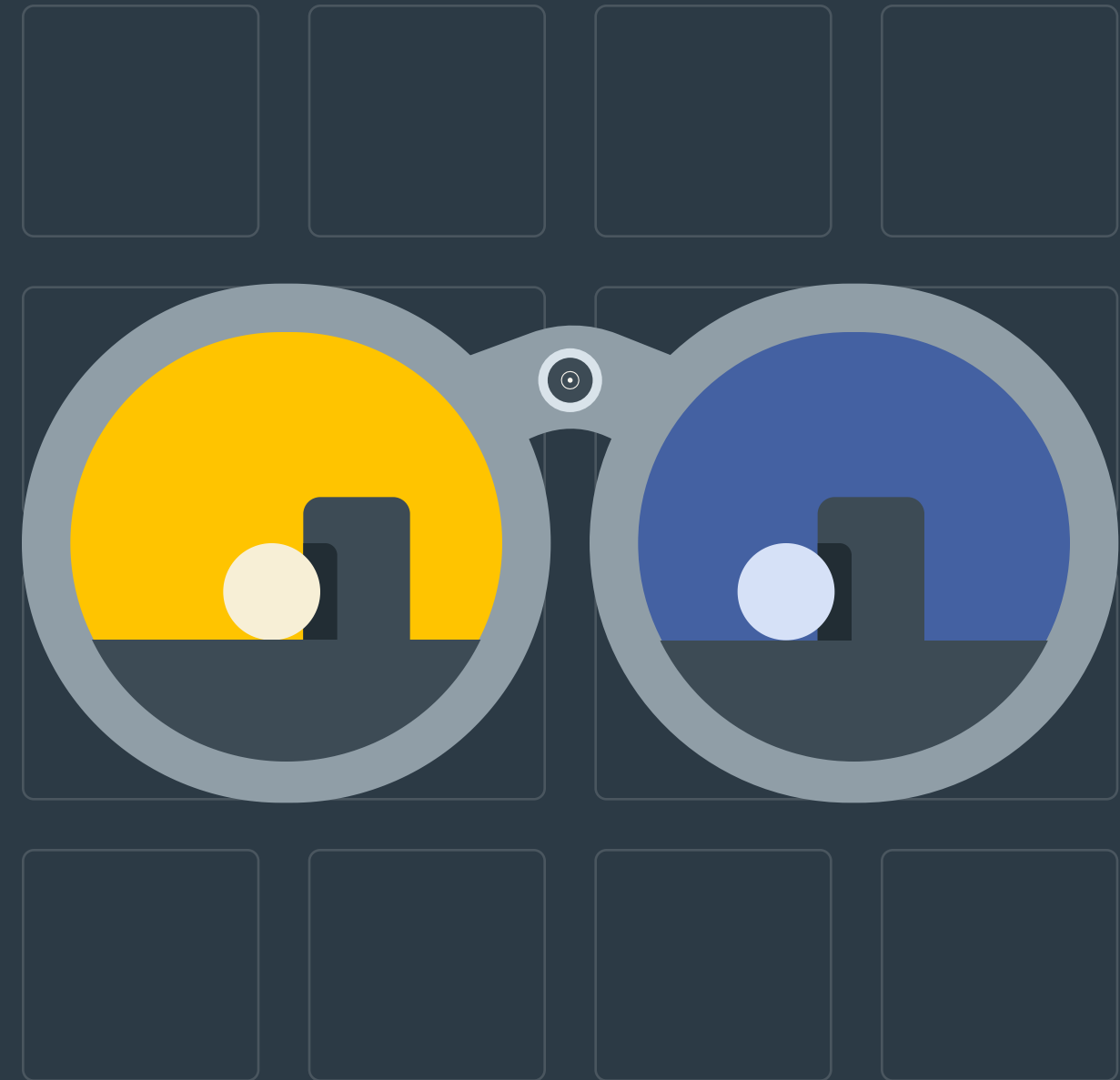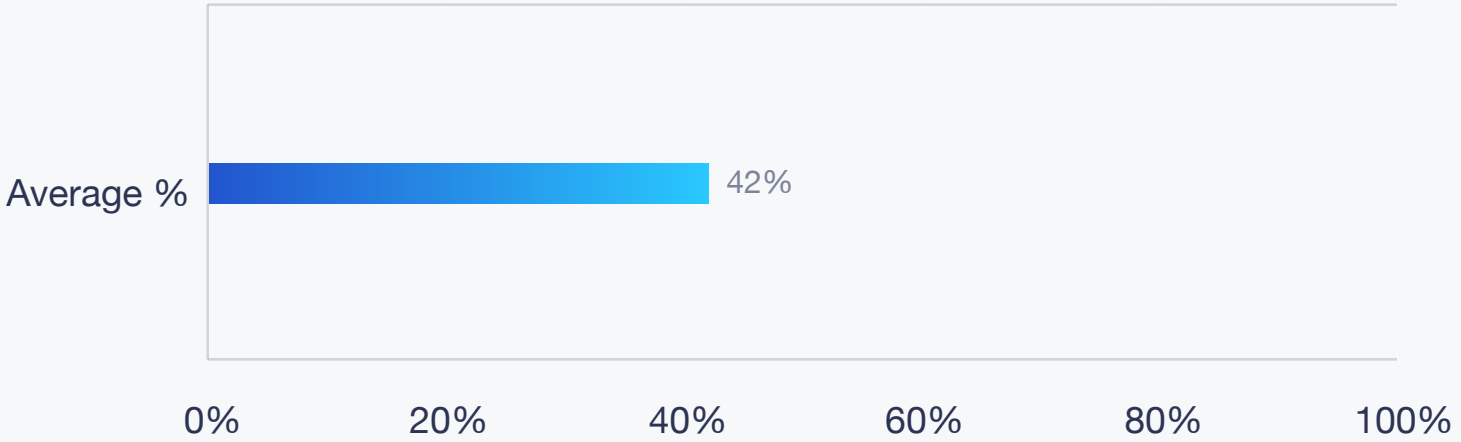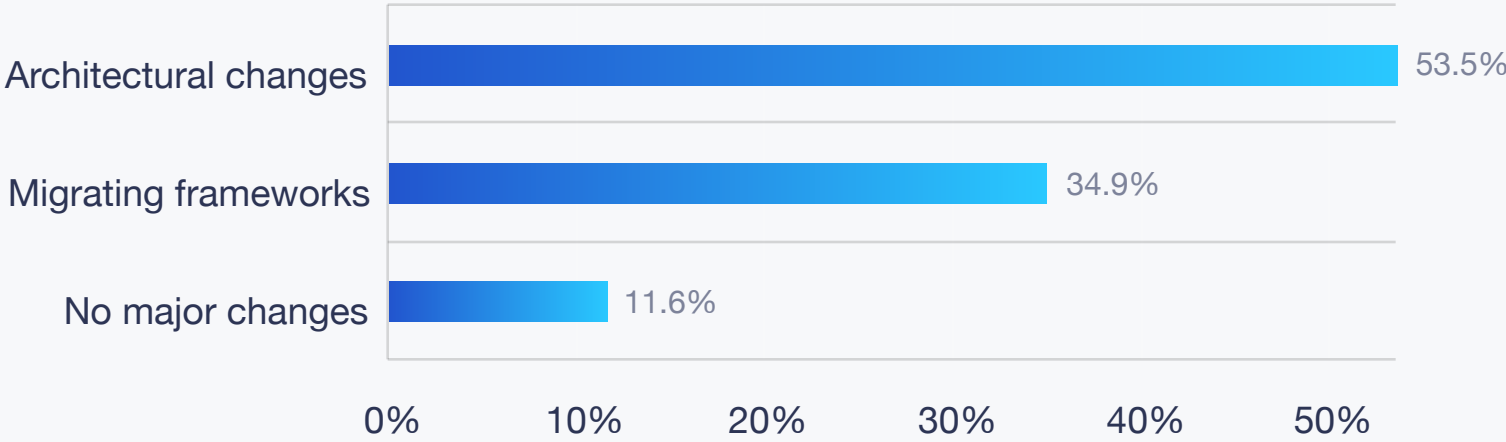
Changing Legacy Tech Stacks Is Important for Future-proofing Business

On average, about 42% of their tech stack is legacy, say our respondents. This leaves businesses vulnerable to rapid technological and process changes such as the one we saw in 2020. In order to future-proof their business, many companies are looking to make architectural changes in their tech stack which could also be one of the reasons why hiring top talent is so crucial in the coming year.

Tech Stack Legacy Quotient

Average % 42%

0% 20% 40% 60% 80% 100%

Degree of Changes to the Tech Stack

Architectural changes 53.5%

Migrating frameworks 34.9%

No major changes 11.6%

0% 10% 20% 30% 40% 50%

Automation Is the Future of Assessments

Given the hiring spree, we wanted to know what our respondents think the assessment tool of the future will look like. Automated features like fully automated full-stack coding tests and AI and NLP-based features are the ones most in demand.

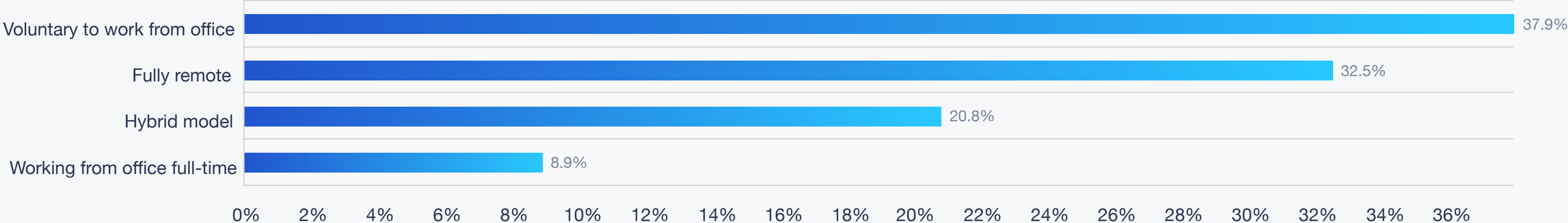# Most Requested Features on Assessment Tools

Automated full stack tests	29.4%
AI and NLP based features	26.6%
Semi-automated interviews	23%
Referrals	20.3%
Other	0.7%
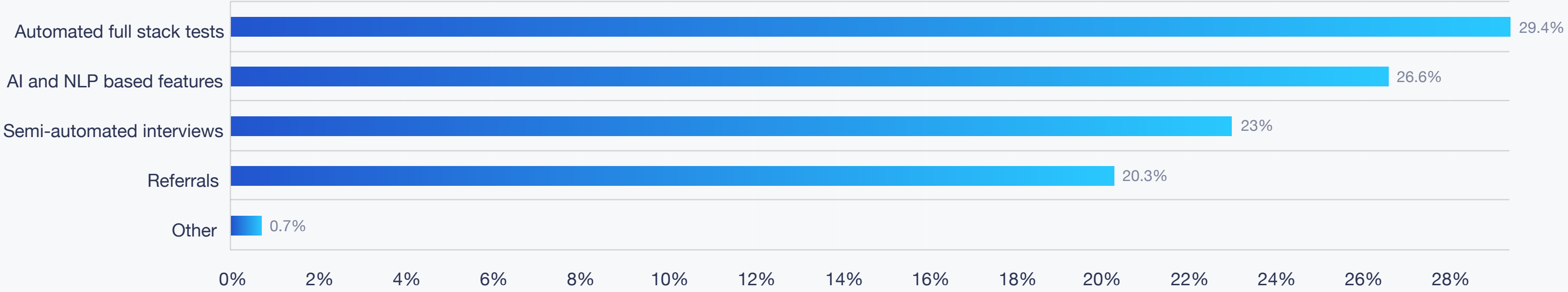
The Future of Work IS Hybrid, Mostly

We ended the survey with the question that is on top of everyone's minds - are we going back to the office in 2022? About 37.9% of our respondents said working from the office will be voluntary in the coming future, with 32.5% saying that they plan to be completely remote.

Future Working Models

Voluntary to work from office	37.9%
Fully remote	32.5%
Hybrid model	20.8%
Working from office full-time	8.9%

0% 2% 4% 6% 8% 10% 12% 14% 16% 18% 20% 22% 24% 26% 28% 30% 32% 34% 36%

Outro

Two years (almost) of remote work has fundamentally changed the industry we work in. We began this survey with a few assumptions, and we are glad to have been proven right on most accounts.

Remote work has mandated that tech hiring become a more collaborative process, and expedited the adoption of tech hiring platforms. What was a forced necessity last year, has now proven its worth. As the war for talent heats up, we expect to see more tech companies move away from their over-reliance on manual recruiting methods.

We also see that the themes that were center stage in 2021 continue to hold ground. Recruiters are more aware of branding and 'cultural' values, D&I has a better seat at the table, and there is a growing focus on a skill-first economy. As companies move forward into a changing work environment, they are doing so with renewed hope, empathy, and heart.

We are excited to see where this takes us in the coming year.
We hope you are too

Methodology

The HackerEarth State of Developer Recruitment Report 2021 is a comprehensive insight into technical recruitment post-pandemic. Comprised of inputs and insights from nearly 2500 engineering managers and HR professionals from 79 countries, the 2021 edition of the HackerEarth Developer recruitment survey aims to give recruiters and engineering managers a clear look at technical recruiting in a post-pandemic world.

We surveyed HR and Engineering professionals from

Industries

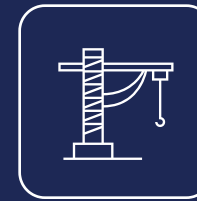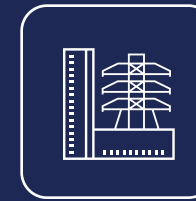Technology   Pharmaceutical   Retail   Automobile   Construction   Banking   Media   Finance   Insurance

Organization size

Early stage startup   Growth stage startup   Mid Market   Enterprise

They had the following designations

Engineering

Technical Lead   Engineering Manager   VP of Engineering   CXO

HR

Tech Recruiter   HR Manager   Head of Recruiting   CXO

HackerEarth for Enterprises

Assessments

Screen thousands of developers in seconds

FaceCode

Conduct coding interviews on a real-time code editor

Community Hackathons

Engage the developer community through open innovation

Internal Hackathons

Engage a global workforce by fostering innovation

Continuous Assessments

Identify skill gaps and continuously benchmark tech teams

Resources

How to run a perfect virtual hackathon

Top Creative Sourcing Techniques to Leverage Today

How You Can Leverage Candidate Experience To Attract Top Talent

4 Reasons Why Coding Interviews Are Broken