Hire★Vue

TECHNICAL HIRING

CREATING STRUCTURE TO MAXIMIZE INTERVIEW FAIRNESS AT SCALE

In a technology-driven economy, hiring the best software developers and engineers is increasingly difficult because demand is high and the talent pool is limited. Competing for top technical talent requires the ability to quickly identify quality while engaging candidates throughout the process.

Recruiting teams are not necessarily programmers, so evaluating technical skills is a daunting step and requires a strong partnership with technical hiring teams.

HireVue's technical hiring solution provides the tools necessary for recruiting teams to quickly prioritize talent with little involvement from the technical team. When candidates complete coding challenges their submissions are automatically scored, so recruiters can easily identify the best candidates based on their technical ability.

While coding ability is vital in a software developer or engineering role, it is also critical to measure broader competencies. Top candidates are not just proficient coders, they are also effective communicators, and problem solvers who work well in team environments.

HireVue's technical hiring solution measures all the important competencies, so recruiters have the confidence the candidates they advance to the hiring team are the most qualified for the role.

FEATURES

- Assess candidate potential by evaluating coding ability and soft skills
- Auto-scored coding challenges
- Evaluate soft-skills as well as coding proficiency
- Ability to create custom coding challenges
- Video enabled live programming
- Best in class tools to detect and deter plagiarism

BENEFITS

- Comprehensive candidate assessments allows you to understand how technical talent can code, communicate, and collaborate
- Non-technical recruiters can easily prioritize candidates with automated scoring
- Deter and detect plagiarism without the need to understand code
- Easily prioritize candidates to ensure you advance only the most qualified candidates to the technical hiring team
- Candidates complete their interview on-demand, which increases completion rates and eliminates the need to coordinate schedules

TECHNICAL HIRING RESULTS

GLOBAL ENTERPRISE TECHNOLOGY COMPANY BUILDS A GAMEWINNING **ARTIFICIAL INTELLIGENCE TEAM** WITH HIREVUE

30%

IMPROVE
Offer Rate by 30%

REMOVE RESUME
Bias and Promote Diversity

2%

EASILY DISTINGUISH
Top 2% of 4,000 Candidate Pool

BETTER ASSESS
for Coding and Culture Fit

EVALUATE CANDIDATES WITH **AUTOSCORED CODING CHALLENGES** OR VIDEO ENABLED PAIRED PROGRAMMING