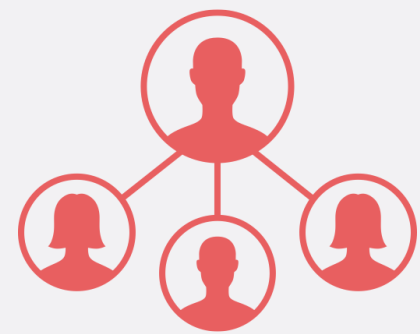


hackajob

Overview

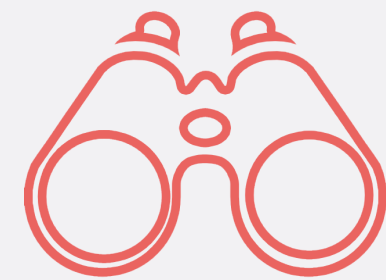
hackajob allows employers to fast track their hiring process by matching them with software engineers who have already verified their ability in specific domains through our online coding challenges and their past projects.

Our Products



Your Matches

Generated by our strengths-based matching algorithm, you receive new and verified candidates daily and simply invite your favourites through to interview.



Find Talent

Have access to search our on-demand, validated talent pool that are actively or passively looking for a new role, to build a high quality and relevant shortlist.



Interviews

Manage your end-to-end interview process with our slick interview tools that allow for easy scheduling and team collaboration. Alternatively, we'll integrate with your ATS.



Screen Talent

Technically test candidates you source on both hackajob and external channels using our automated assessment that supports more than 150 programming languages.

Highlights

65,000

Technical
candidates in our
marketplace

1,200+

Companies used
hackajob to hire
great tech talent

50,000

Job applications
processed to improve
our matching

26 minutes

An interview was
requested on hackajob
last month

95%

Reply rate within 48
hours of messaging
a developer

70%

Progression rate to
interview of Your
Matches

250+

New engineers live in
our private
marketplace weekly

14

Days to fill a role
on hackajob

Your Matches

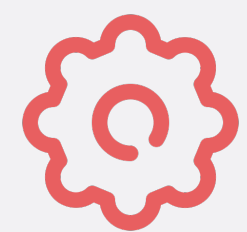
Generated by our matching algorithm, you can receive new and verified candidates daily and simply invite your favourites through to interview



Each candidate profile will include a personal summary, work experience, education, social profiles, key skills, scored past projects and challenges they've completed



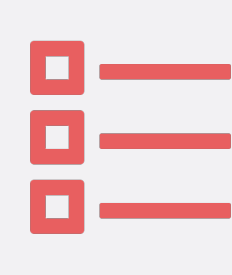
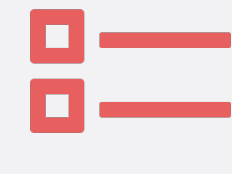
Our content-driven user acquisition strategy allows us to build a unique talent pool of the best Architects, DevOps and Software Engineers on the market

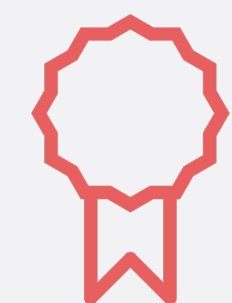



By providing more data up-front, more than 80% of candidates matched by our algorithm get progressed to the next stage

Find Talent

Have access to our on-demand, validated talent pool that are actively or passively looking for a new role, to build a high quality and relevant shortlist

-  Narrow your search using our skills, location, seniority and status filters.
-  Bookmark your favourite candidates to start building a shortlist

-  Our accuracy ranking and data from challenges candidates have completed allow you to identify the strongest candidates immediately

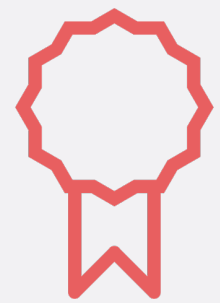
-  Request interviews with an engaged community - more than 95% of your outbound messages will be responded to

Screen Talent

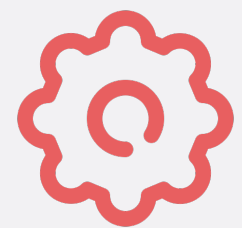
Use hackajob's advanced assessment tool as a testing platform to screen candidates that you find from other sources. Post multiple tests for different hiring teams, covering Development and DevOps, and only give access to the relevant hiring teams.



Invite external candidates to take your initial screening process whilst maintaining ownership of all candidate data



Our scoring system ranks candidates using a percentile ranking system rather than a raw score, giving you a better understanding of a candidate's ability



Our reporting functionality will give you a detailed breakdown of the candidate's performance, including specific areas within the solution

Interview Scheduling & Evaluation

Manage your entire recruitment process on hackajob with our sophisticated interview scheduling, hiring manager evaluation and interview feedback tools.



Use our interview scheduling tool to schedule interviews instantly, without the back and forth with candidates



Our hiring manager evaluation tool allows you to manage the entire process on hackajob, including collecting hiring manager feedback after each interview



Have direct access to candidates you've requested interviews with, allowing you to manage the process easier than ever before. Utilise our Talent Advocates for extra support when needed

Assessment Tools



1. Knowledge Test

Quick-fire, multiple-choice, single-choice, code output or spot the bug questions usually focusing on Design Patterns, Algorithms, Data Structures, but also on Frameworks or Optimisation.



2. Coding Challenge

This type of challenge includes an actual coding challenge which will launch in the hackajob's online IDE where candidates can write and run code, similar to what they would be doing in their local IDE.



3. Project

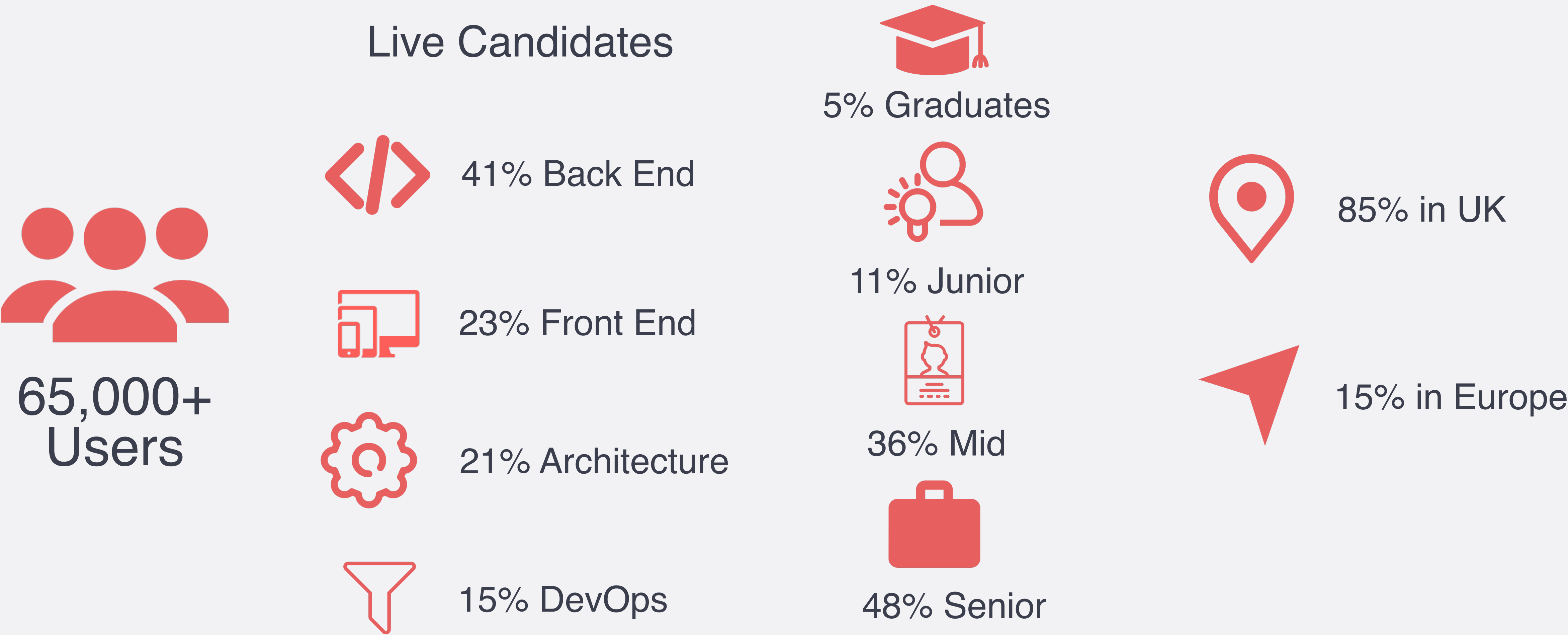
Candidates usually have 48 hours to complete this challenge. It includes a practical project. We look at the way candidates approach a project and assess different skills such as REST, Architecture, Security or Reliability depending on their job area. If they listed a framework on their profile, we recommend them to use it in this challenge.



4. hackaroot

A hackaroot challenge is used to assess DevOps knowledge. Candidates will complete the challenge in our browser, using our online shell and can run typical server commands (e.g. `sudo apt-get install`). We automatically score this challenge as well and give a score to the candidate instantly.

Candidate Data



Success Stories

Below is a selection of companies that have recently hired through hackajob



3 Hires in 3 weeks
AWS-focused
engineers who deliver
SOA solutions



First hire within 6 weeks
of joining hackajob
Principal Software Engineer



2 Hires in 4 weeks
Software Engineers/Architects
Distributed Systems Engineer

Case Study - Argos

Argos is currently changing and is in the process of a major digital transformation to become the UK's leading digital retailer. To make it possible, they have been seeking to assemble the best talent in the industry.



hackajob were asked by their technical recruitment team to provide talent for several positions and managed to help Argos hire:

Software Engineers

UI Developers

DevOps Engineers

The candidates we delivered had a variety of backgrounds and included people with past experience at Twitter, Groupon and Microsoft.

“hackajob enables us the opportunity to provide a positive candidate experience and provides us the best and most relevant tech talent in the market quickly.”



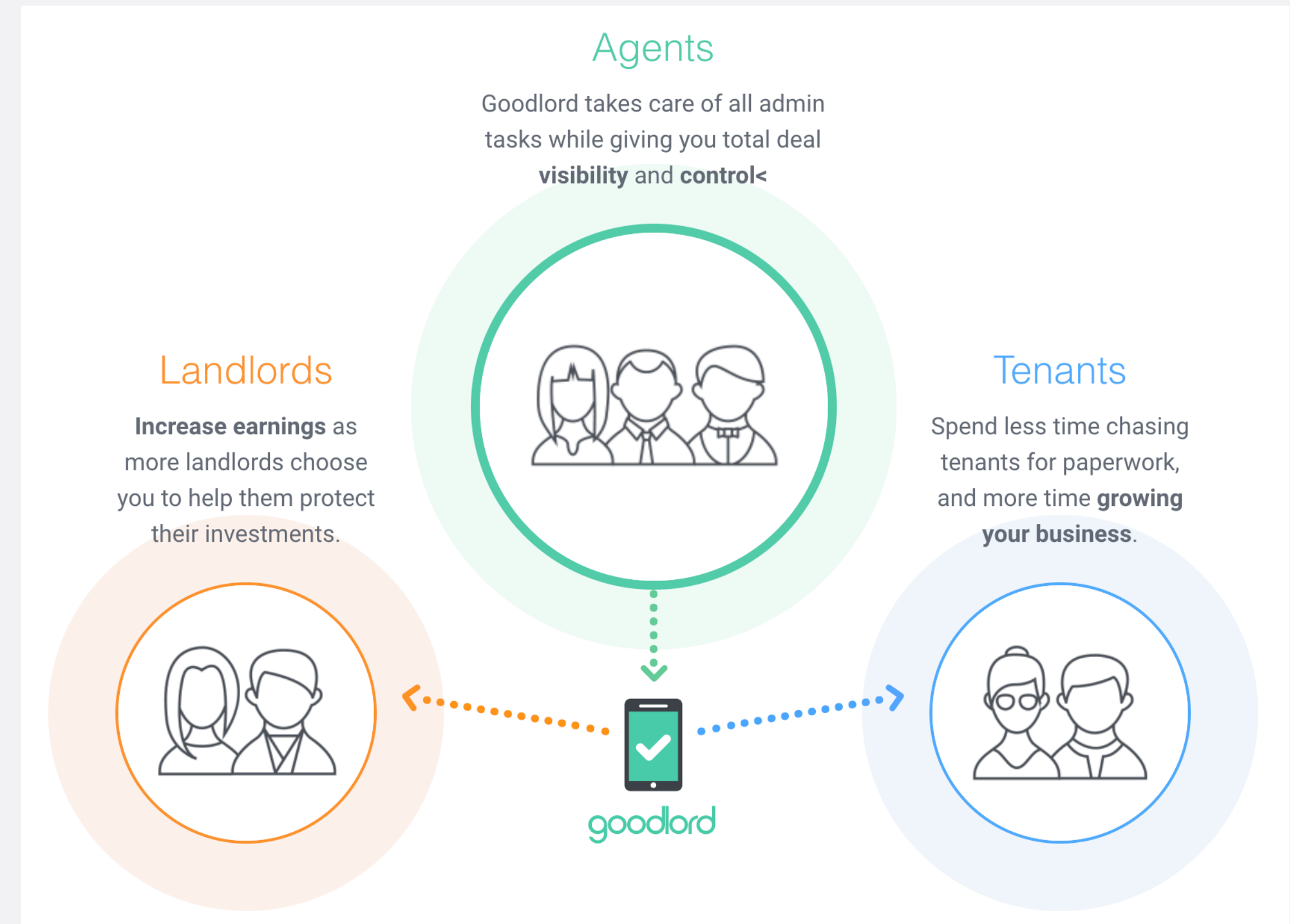
Case Study - Goodlord



Goodlord exists to streamline the lettings process for agents, landlords and tenants. They recently secured £7.2m funding to help drive their rapid expansion in the Property Management sector. They have a **cloud-based platform** transforming the way deals are done. They bring together agencies, landlords and tenants online with their software and process the paperwork of tenancy transactions electronically to minimise cost, effort and time.

Goodlord's team are solving the challenge of breaking a monolithic system into an event sourced **microservices-based architecture**, which has provided a number of opportunities to innovate on a technical level.

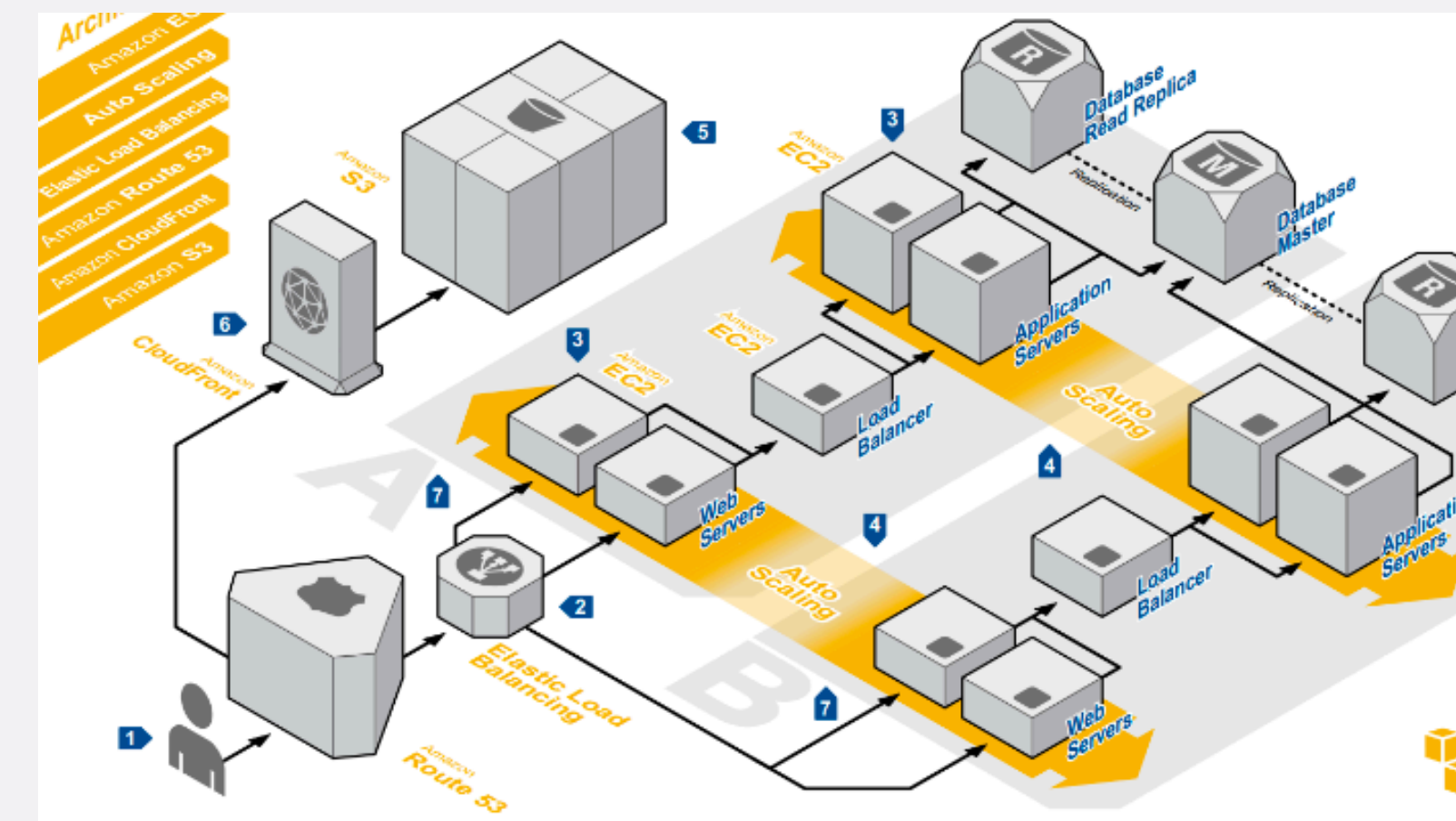
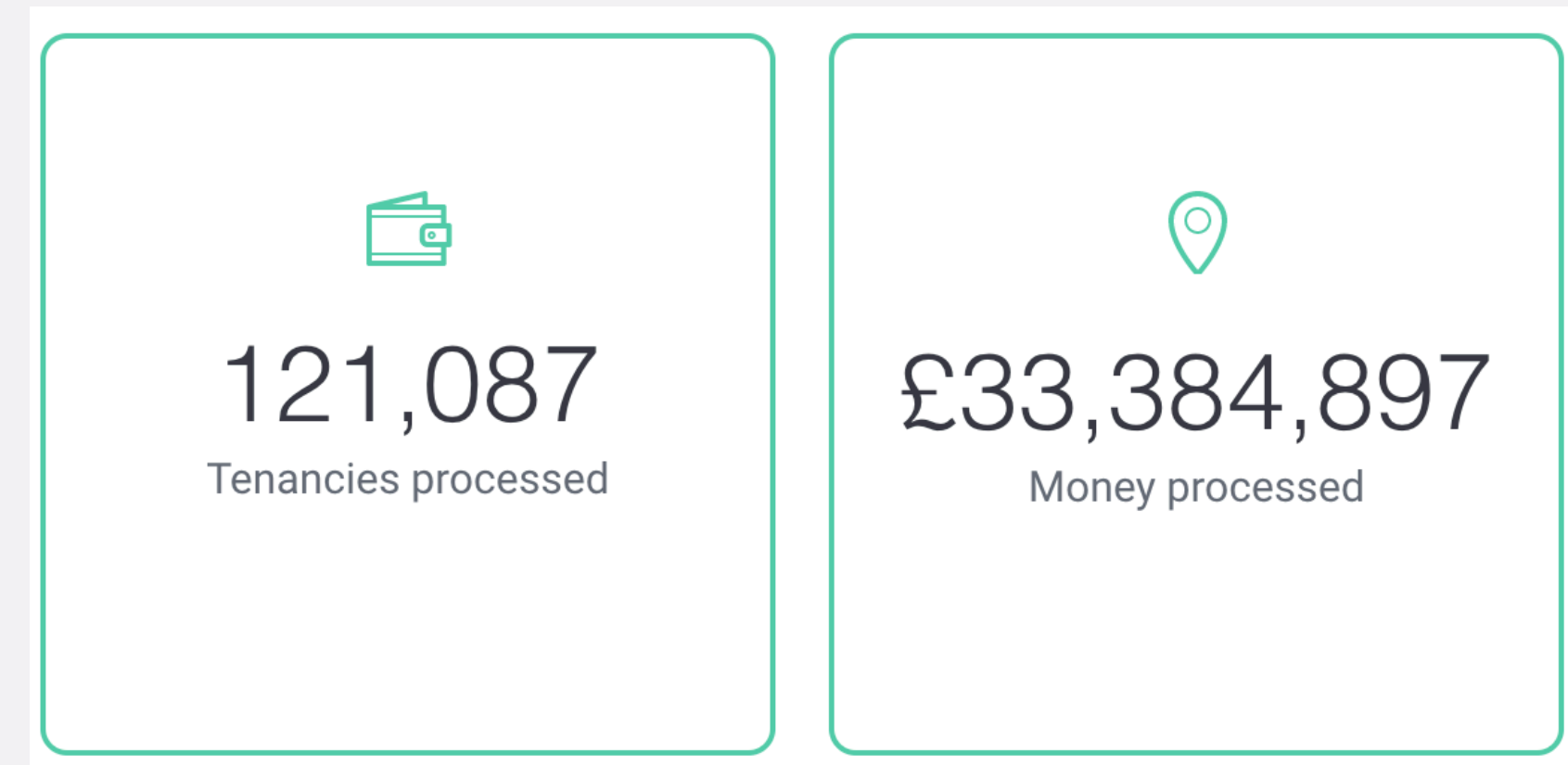
Challenges include ensuring the **system scales** to meet the company's growth, while retaining the agility to meet the needs of the different agencies as they start using their platform.



Case Study - Goodlord

Goodlord were looking to fill an essential **Lead DevOps Engineer** position which required deep knowledge of **AWS** infrastructure and services.

The ideal candidate was expected to work alongside their development teams to build **secure, robust and operable infrastructure and deployment systems**. Besides this being a particularly vital role to fill, there were also added time restraints on when the position needed to be filled: “**ASAP**” was the brief from our client.



Case Study - Goodlord



Mike Fox

Interested in **permanent** roles

Current Location: **London, United Kingdom**

Desired Location: **London, United Kingdom**

Interested in Remote: **✓**

Visa: **Not Required**

Seniority: **4-6 years**

Salary: **£85,000 - 90,000**

About Mike

I'm a passionate DevOps advocate with over 10 years of commercial experience. In my role as Head of Web Services at Flubit I've focused on automating infrastructure with extensive use of Terraform, SaltStack and Consul. I have a good working knowledge of networking and web standards as well as strong experience with Linux system administration and AWS. Over the years I've worked closely with technologies such as Elasticsearch and RabbitMQ and more recently with Docker and Kubernetes. Python is my preferred language for coding.

Strengths

DevOps	Ruby
Accuracy: 563/600 (93.83%) View Results	Accuracy: 563/600 (93.83%) View Results

Social

[View LinkedIn](#) [View GitHub](#)

Desired Roles

Engineering Manager (4-6 years)	DevOps/Sys Admin (2-4 years)	Application Architect (4-6 years)
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Keywords

Customer Facing	Python	Docker	Elastic Search	Saltstack	AWS	Microservices	Kubernetes	Application Architecture
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By analysing the results of the hackajob **challenges** completed by candidates and the other data points the platform collects, our **machine learning algorithm** was able to identify several suitable candidates for this role and prioritised 5 matches for the first batch in **a few seconds**.

Highlighted as a match was Mike Fox, a **DevOps** advocate with over 10 years of commercial experience. Mike took full advantage of the **DevOps challenges** available on the hackajob platform, scoring an impressive **93.8%**.

Case Study - Goodlord

From here, Goodlord were able to see all matched candidates and **review their profiles** from within the hackajob portal, including the scores received on completed challenges or past projects.

All successful candidates were managed from stage to stage through our **advanced interview management tool**, providing a slick and practical interface for clients to conduct a multitude of interviews all within one channel.

The client's continued use of our service allowed them to contact Mike and keep him **engaged** throughout the whole recruitment process, leading to an offer being made **less than two weeks** after Mike was matched with Goodlord.

The screenshot displays the Goodlord recruitment portal interface. At the top, there are three tabs: '1 Basic Info', '2 Date & Time', and '3 Confirmation'. Below the tabs, a message states: 'Please suggest time slots in at least 3 different days to speed up the interview booking process.' The main section shows a calendar for 'Oct 8 - 14, 2017'. The calendar has columns for each day from Sunday to Saturday. The time slots range from 8am to 5pm. The Friday column (Fri 10/13) is highlighted in yellow. There are two red blocks on Saturday (Sat 10/14) indicating booked times: '11:30 - 12:00' and '1:00 - 1:30'. Below the calendar, there is a checkbox labeled 'I do not know times for this interview - ask candidate'. To the right of the calendar, there is a dark blue header with the Goodlord logo and a dropdown menu. Below the header, there are four buttons: 'Technical Test 5', 'Face-to-face 3', 'Offered 1', and 'Hired 1'. The 'Hired 1' button is highlighted in red. Below the buttons, there is a candidate profile for 'Mike Fox'. The profile includes a photo of Mike Fox, his name, a green heart icon with '1', and a red heart icon with '0'. To the right of the profile, it says 'Job: Lead DevOps Engineer' and 'Candidate Actions'. Below the profile, there is a 'Quick Facts' section that says 'This candidate was interviewed by 5 other companies'. Below the 'Quick Facts' section, there are two tabs: 'Conversation' and 'Evaluation'. The 'Evaluation' tab is active. Below the tabs, there is a date '13 Oct 2017' and a play button icon. Below the play button, there is a section titled 'Available Actions' which contains the text 'Stage was changed to Position Accepted' and a 'Message' button.

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