CODING CHALLENGES MAKE FOR MORE EFFECTIVE TECHNICAL RECRUITING

+ CHALLENGE

A highly competitive market combined with a not-so-technical company perception and lengthy hiring process made technical hiring a hurdle for Deloitte Canada.

Deloitte Canada is one of Canada's leading professional services firms. It provides audit, tax, consulting, financial advisory, and risk advisory services to clients throughout Canada and the world. Even though 30% of its 4,000+ hires over nine months were for technical roles, it wasn't seen as a technical company. It was struggling to find developers and engineers to fill roles.

Add to that the challenges of a hiring cycle that took at least 2 weeks from interview to offer in a market where most technical candidates aren't on the market for more than 2 weeks total. Deloitte Canada knew it needed to change its process.

And it did with HireVue OnDemand, HireVue CodeVue coding challenges and a partnership between recruiters and hiring managers.

> "HireVue allowed us to do our HR screens in a much, much faster way. Where it would take us weeks, it's now taking us days."
>
> **GEORGIA ILIOS**
> *Senior Manager, Experienced Hire Recruitment*

+ RESULTS

$9,547

**SAVED FOR
EACH CANDIDATE**

2.5

**HOUR REDUCTION
IN INTERVIEW TIME
PER CANDIDATE**

78%

**REDUCTION IN TIME TO
HIRE — FROM UP TO
2 WEEKS TO JUST
3.9 DAYS ON AVERAGE**

TRANSFORMING THE TECHNICAL RECRUITING PROCESS

Deloitte Canada used CodeVue coding challenges to automate how it assesses candidates' technical competencies. It now assesses candidates with fewer live interviews and saves 2.5 hours on the technical recruiting process.

Before HireVue, candidates met with up to 5 staff. All those interviews were needed to verify that the technical skills the candidate claimed on her/his resume were true. The entire interview process took at least 4 hours per candidate. And interview to offer took up to 2 weeks

With HireVue CodeVue and OnDemand, candidates spend just 1.5 hours to complete the interview process — a 2-and-a-half hour saving per candidate — and meet with only 2 or 3 people. The average time from interview/assessment to offer is now just 3.9 days. The hours saved are hours that managers and recruiters now use to provide consulting, which is what they really want to be doing. Deloitte Canada calculated the cost savings of having fewer staff involved at a whopping $9,547 saved for each candidate interviewed.

"We were also getting to a quicker assessment of quality candidates. Before CodeVue, 1 out of every 4 candidates was getting to that final interview stage. That hasn't changed yet. It's still 1 of our every 4 candidates that are getting to the final interview stage, but it's happening so much faster. Now we're able to focus on just pushing more and more candidates through the process," Georgia shared.

> "CodeVue was a game-changer for us. It allowed us to automate that technical testing component, saving us interviewer time, and saving the firm money."

GEORGIA ILIOS
Senior Manager, Experienced Hire Recruitment

PARTNERING FOR SUCCESS

Deloitte recruiters worked closely with technical hiring managers to set up coding challenges in CodeVue, so recruiters and hiring managers can assess candidates' technical competencies quickly while still ensuring a positive candidate experience. And recruiters are now empowered with more knowledge of the roles they're hiring for and by being advisors to the hiring managers they work with.

Recruiters and hiring managers watch HireVue interviews and review coding challenges at a time that's convenient for them. Features in CodeVue let recruiters and hiring managers easily and quickly assess candidates' code. And recruiters include video questions with the coding assessment to gain deeper insights into candidates as a whole.

Candidates can take the interview and assessment anytime, anywhere. And 79% of candidates complete the interview and coding challenge. In the early months of using HireVue, 3,000 candidatesdid an interview and coding challenge and more than 1,200 offers had been made.

Visit our website to hear more from thier HireVue Horizon 2019 on-demand breakout session.

What Coding Challenges Did for Deloitte Canada and Why They Continue the Journey

Hire★Vue

SCREENING TIMES FOR 150–200 CAMPUS CANDIDATES WENT FROM 48 HOURS TO JUST 3-4 HOURS

GEORGIA ILIOS

"We're now making decisions based on real facts. We're no longer just looking at a resume to see which school an individual has gone to, and which program they've finished, and what their GPA is. Because technically, it could be someone who has never graduated, has worked with a coding school, and is brilliant. And now, we're able to find those candidates without having to depend just on a resume."