

# Interview

Assess advanced skills with a fully remote team.

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| <p>Invite candidate to a live pair programming video session</p> | <p>Load questions from the library, import Screen questions and candidate code, or create your own</p> | <p>Watch, chat, and collaborate as you run code in real time</p> | <p>Review key-by-key code playback to make hiring decisions as a team</p> |
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Conduct standardized, compliant, and efficient technical interviews in a single, fully-functioning IDE. Let candidates show off more advanced skills and give them an interview experience they will love.

| For Engineering Teams   | For Candidates   | For Recruiting Teams   |
|---|--|--|
|  <p><b>Conduct effective technical interviews easily</b></p> <p>Connect with candidates no matter where they are. Leverage a library of 2,100+ questions to conduct 1:1 or panel interviews in a real coding environment. Eliminate the hassle of interview setup with instant session creation.</p> |  <p><b>Set candidates up for success</b></p> <p>A real coding environment lets candidates demonstrate their skills. Candidates can leverage 40+ languages and developer-friendly tools that improve coding efficiency and focus on problem solving.</p> |  <p><b>Scale easily with a reliable enterprise-grade platform</b></p> <p>Interview is battle tested for scalability, reliability, and enterprise-grade security. Question approval workflow and granular user access controls ensure technical interviews are smooth and compliant.</p> |
|  <p><b>Get insights traditional whiteboarding can't</b></p> <p>Import candidate code from previous tests and build upon the challenge as you run and test the code. View key-by-key playback to better understand their approach to problem solving, debugging, and more.</p>                        |  <p><b>Immerse in an interactive experience</b></p> <p>With audio, video, and chat integrated into one screen, real-time coding and collaboration is interactive and immersive.</p>   |  <p><b>Improve efficiency with ATS integration</b></p> <p>Take private notes and leave candidate feedback directly in the interview session. Send invites and view decisions—all within your ATS.</p>   |

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## Interviewing Features

- 2,100+ pre-built questions
- Custom question support
- 40+ programming languages
- Content refresh and validation
- Import screen questions and candidate code
- Question approval workflow
- Coding, front-end, database, and diagram support
- Virtual whiteboard
- Code stubs support
- Test case provision
- Proctoring controls: detect window switching
- Key-by-key code playback
- Report sharing

## Candidate Experience

- Developer-friendly IDE (including autocomplete)
- REPL support
- Customizable editor: Emacs vs. Vim, dark vs. light
- Full-stack pair programming environments
- Shell-level access
- Benchmarked interviewer feedback

## Top Roles Supported

- .NET Developer
- Back-End Developer
- Cloud Engineer
- Data Scientist
- Front-End Developer
- Full-Stack Engineer
- Java Developer
- QA Engineer
- Software Engineer

## Compliance and Enterprise Features

- Pre-built ATS integrations and open APIs
- Teams management: granular access control
- SSO for ease of user management
- Highly available: 99.99% uptime
- Comprehensive audit logs and chat archival
- GDPR compliant
- ISO 27001 certified

*"HackerRank is very useful to collaborate with candidates and watch their thought process evolve as they work through a problem. Without HackerRank, a phone screen interview would be much less effective."*  
— Etienne Le Sueur, Senior Technical Staff member at VMware

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