

[Skillz Inc.](#) (Skillz) is shaping the future of online mobile multiplayer competition. In addition to millions in monthly prizes, the company boasts more than 30M players, and 20,000 game developers. Achievements like these don't happen without a skilled and ever-growing engineering team.



"We selected HackerRank over the competition because we required a remote hiring solution that would enable us to replace our in-person interview process, while providing an exceptional candidate experience, and maintaining a high bar for incoming talent."

[Tom Koning, Head of Recruiting at Skillz Inc.](#)

Making the Shift to Remote Hiring Using HackerRank

Previously, Skillz, like many companies, resorted to onsite interviews to fill the technical positions across their offices in San Francisco, Portland, and Las Vegas. But when the hiring landscape changed, they needed to quickly implement an effective remote hiring solution. After evaluating multiple options, they selected HackerRank over the competition.

Challenge: Coordinating Developer Hiring Across a Distributed Workforce

Skillz initiates their developer hiring process with a phone screen. This stage is intended to vet candidates' communication skills and general fit. In the next stage, Skillz leverages custom programming tests via HackerRank to vet candidates' technical skills. This step is accompanied by a system design evaluation using a virtual whiteboard. Finally, Skillz vets the individual's collaborative capabilities before making a hiring decision.

Since Skillz has a geographically distributed workforce, the interview panel is typically composed of engineers from multiple locations. So even if the role in question is based out of Portland, the interview panel may well be composed of individuals from San Francisco.

"We use HackerRank because it's the most widely adopted remote hiring solution on the planet and developers love it." [Tom Koning, Head of Recruiting at Skillz Inc.](#)

With more than 11 million members or approximately 30% of the world's developers registered on the platform, the HackerRank developer community is the largest of its kind. This means that many candidates are already familiar with the platform, enabling a more effective interview and developer-friendly experience.

Solution: A Candidate-Friendly Remote Hiring Solution

More candidate-friendly assessments

The last thing any candidate wants is to learn a new application or IDE on-the-fly—particularly when trying to impress a potential employer with their knowledge and skill set. With HackerRank, developers can practice and certify against a standardized skills rubric curated by the [HackerRank Skills Advisory Council](#), the market's first independent panel of industry experts focused on defining and validating common roles and required skills for success across a variety of technical careers.

HackerRank also leverages the [Monaco Editor](#), the [most popular open source IDE on the planet](#). Its features such as auto-complete, code linting, and keyboard shortcuts: subtle, yet powerful tools that savvy developers expect and regularly leverage.

Candidates' familiarity with HackerRank also enables more effective assessment of advanced technical skills. Subsequently, interviewers spend less time explaining how to navigate or leverage the interview platform. Instead, they're able to focus on assessing programming and design skills, collaborating on refinements to a solution, and exploring overall team fit. HackerRank's [intuitive virtual whiteboard](#), skills-based questions, and interviewer guidelines drive that efficacy.

Robust candidate review features

Like most companies, Skillz empowers their interview panel to drive the final hiring decision. This requires consistent candidate evaluation and a common understanding of the interview results across the entire team.

HackerRank's interview scorecard helps Skillz ensure that every candidate is measured against the same criteria. The scores, code, and design drawings saved inside the candidate packet enable consistent visibility across the entire team. As a Greenhouse customer, Skillz is also able to take advantage of one of HackerRank's many seamless ATS integrations so that candidate evaluations can be retrieved and reviewed at any point.

Utilizing these benefits, Skillz uses HackerRank to successfully identify, evaluate, and select the right candidates for their technical team.

Want to learn more?

[Request Demo](#)[Free Trial](#)

Or visit [HackerRank.com](https://hackerrank.com)