

SoFi on Hiring Skilled Engineers Who Share Their Vision

SoFi isn't your typical organization. Unlike other companies in the finance industry, it was founded to help solve a challenge that everyone faces at every stage of their life: **financial independence and helping people get their money right.**

Those challenges require a foundation of technological innovation to create cutting-edge solutions, like a one-stop-shop banking experience and a mobile app featuring a member's full financial picture.

"We are constantly striving to help our members with every decision we make, and all of our decisions are made with their interests at heart. At the end of the day, we're addressing a problem that is tangible, and we really care about our member experience," said Scott Leach, Manager of Technical Recruiting at SoFi.

While they've achieved impressive growth, they've maintained a commitment to their values and continue hiring developers who are advocates of their company's mission.

"I continually find myself coming back to how passionate, member focused, and genuine the folks are here at the company. We have a great group of leaders and individual contributors alike who understand that we're disrupting an industry that historically is devoid of innovation," said Leach.

According to the team, a key part of their success comes from leveraging HackerRank's tools to hire those skilled developers who share their vision.

"Imagine all the coolest things in the investment world. SoFi wants to help you invest in opportunities that are going to help you get your money right. We need people who share that vision, and HackerRank helps us get there," said Daniel Dunkley, Senior Manager of Software Engineering on the Invest team at SoFi.

To learn more about SoFi's digital innovation, dev team culture, and experience using HackerRank, we caught up with Dunkley and Leach to hear more.



Describe SoFi as you would to someone who's never heard of it before.

Dunkley: SoFi's vision is to help our members get their money right through better together initiatives. On top of our member facing product, SoFi's aspirations are to be a financial platform through other arms of the company, like our technology platform.

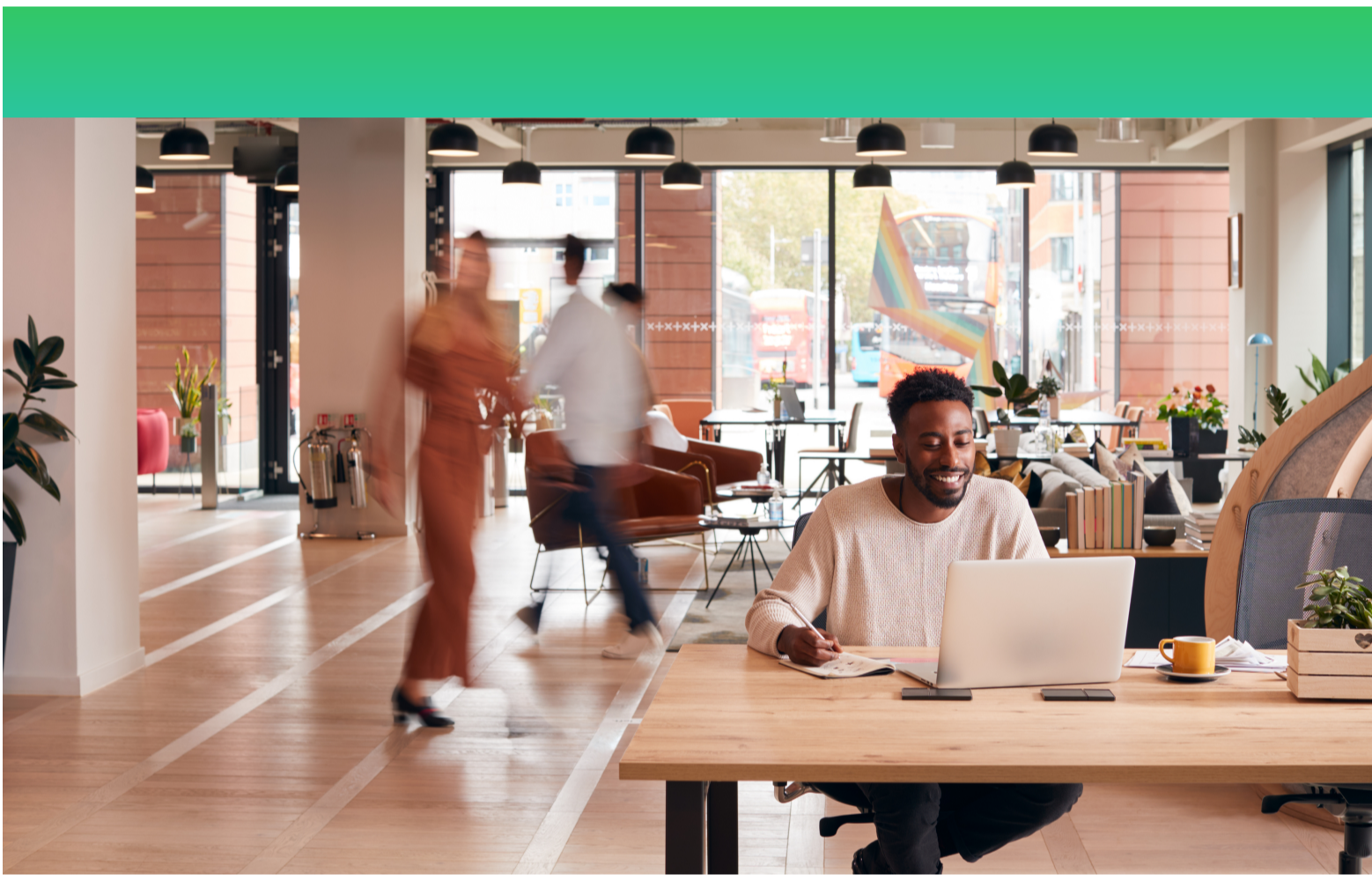
Leach: SoFi is unlike any other company I've worked for or with before. Our entire purpose is to help our members get their money right at whatever stage of life they're in. Historically, this is a problem that everyone has but very few have allies in. We're on a mission to help every member get to their financial goals through a one-stop-shop banking experience. We want to help them see around corners and plan for everything from buying their first stock to investing in saving for generations.

We needed to scale and bring in a solution that would help us be fair, unbiased, upskill/uplevel our technical interviewing practices, assess candidates from all backgrounds, and evaluate them against competencies that would lead to their success.

Tell us about how you've seen SoFi and the technology organization grow from when you joined the team.

Leach: When I started, there were approximately 1,000 employees across the entire company. We now have 600-plus teammates in SoFi's engineering, product, and design departments alone.

In the early days, product-wise, we were just a student loan, home loan, and personal loan company. Over the past four years, we've grown to be a multi-faceted, multi-platform, one stop shop for all things financial for our members. We've rolled out multiple products (SoFi Checking & Savings, SoFi Invest, SoFi Insights, and others) while focusing on our core member experience throughout each stage of their financial journey.



What were some of the challenges that brought you to need a solution like HackerRank in the first place?

Leach: We needed to scale and bring in a solution that would help us be fair, unbiased, upskill/uplevel our technical interviewing practices, assess candidates from all backgrounds, and evaluate them against competencies that would lead to their success here at SoFi.

And we needed to do all of this while maintaining a great candidate experience.

HackerRank is a great tool for interviewing folks consistently, evaluating code live, and collaborating effectively with candidates during the process.

Why did your previous solution not meet your organization's needs?

Leach: We were seeking a more dynamic solution where we were able to customize, get feedback, and develop agile solutions that allowed us to grow and evaluate talent at all levels fairly.

How has your usage of HackerRank's products changed over the course of the past two-plus years?

Leach: We use take-home testing for our more junior talent and whiteboarding for live coding interviews. Over the past two years due to COVID, we've had to shift all of our technical interviewing from in person to online. HackerRank has made this transition seamless, and now we're doing 1000-plus interviews per year on the platform.

What have been the benefits of screening and interviewing with us?

Dunkley: SoFi loves engineers, and engineers love integrated development environments (IDEs). We want to provide the best interview experience, both for the engineer and for the interviewer.

Leach: The team has loved HackerRank Interview's ease-of-access, and our engineers have picked it up quickly. Plus, our ability to fairly evaluate and assess talent as we grow as a company would be at stake if we didn't use HackerRank.



If you were to recommend HackerRank to a peer, what would you tell them?

Leach: The team's ability to pivot with us as a client has been tough at times, but HackerRank's client relationship team did a great job of identifying what we needed at the time even when we didn't know it. They were super helpful in identifying obstacles and streamlining processes to get us where we are today.

Overall, what's it been like to partner with us?

Leach: HackerRank is a great tool for interviewing folks consistently, evaluating code live, and collaborating effectively with candidates during the process. They do a great job of recommending questions (sometimes the library is a little too extensive!), and have done a good job of making sure the questions aren't leaked, gamified, or copied in today's modern world.

*Responses have been edited for length and clarity.

[Request a demo](#) to see how HackerRank can help you hire skilled engineers who share your company's vision.