A better way to evaluate experienced engineers.
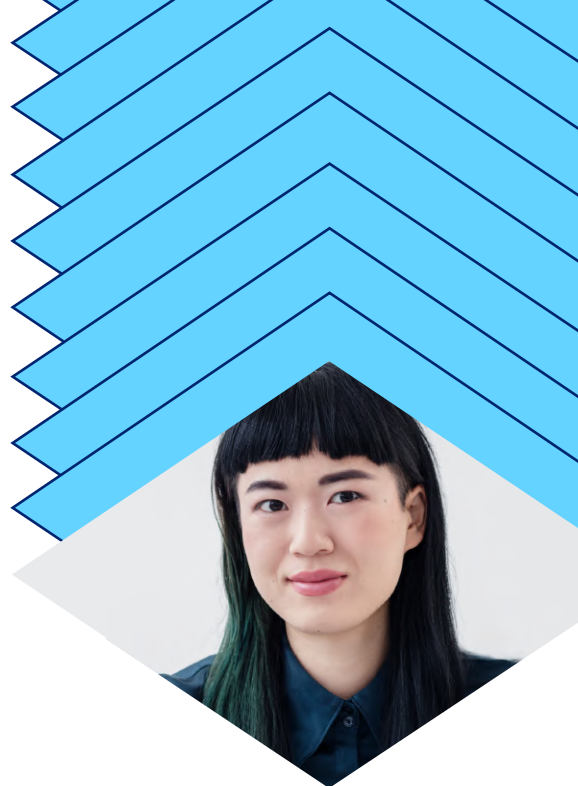# Less engineering time required.

Leverage CodeSignal's Industry Coding Framework to evaluate the programming skills of mid-to-senior engineers in a more predictable, accurate, and fair manner.

How it works:

- **Research-backed Skills Evaluation Framework** that's validated by subject matter experts and IO Psychologists.

- Mimics **real-world scenarios** with multilevel questions that start with basic requirements and gradually increase in complexity, requiring candidates to write, test, and refactor code.

- 90 minute duration helps **distinguish efficient engineers,** but can be extended for special accommodations.

- **Results are automatically scored,** so internal engineers no longer need to manually review responses.

Why the Industry Coding Framework?

- **Reduce engineering time** spent writing and maintaining questions, conducting phone screens, and scoring responses.

- **Reduce bias** with a validated assessment that highlights candidates' skills and abilities as opposed to their background.

- **Improve candidate experience** with realistic questions and a familiar IDE.

- **A stronger signal of skill** with CodeSignal's research-backed and predictive Coding Score.

- **Get more candidates in your pipeline** by making it easy to submit scores from recent completions.

- **Prevent cheating** with task randomization, consistently-released variations, and plagiarism checks.

Breaking down the Industry Coding Framework

The Industry Coding Framework is a progressive evaluation that follows one project and builds in complexity over 4 levels:

Level 1

Assesses general ability to implement basic code in a class and cover all corner cases.

Can include:

- Basic implementation (conditions, loops, type conversions)
- Basic data structures (1-2D arrays, lists hash tables)
- Covering corner cases, error handling

Level 2

Assesses ability to reuse implementations from the first level while adding new requirements, and apply aggregationing to existing simple code units.

Can include:

- Ability to proceed with intermediate implementation
- Data-driven skills
- Reusing existing code
- Advanced implementation and built-in data structures
- Manipulation with well-known formats such as JSON and CSV

Level 3

Assesses ability to support advanced features while reusing or encapsulating the existing functionality, and maintaining backward compatibility while extending existing functionality.

Can include:

- Reusing or encapsulation of the existing functionality
- Keeping backward compatibility for the existing code
- Ability to proceed with advanced implementation
- Use of advanced data structures (sorted maps, linked lists/queues, stacks, etc.)
- Advanced problem solving without advanced algorithms

Level 4

Finalizes the story and assesses ability to enhance existing functionality without regressions. Additionally, post-factum assesses code design skill.

Can include:

- Implementing an extendable and maintainable code (from levels 1-3)
- Ability to adjust previous functionality without regressions
- Refactoring techniques
- Advanced built-in data structures
- Advanced implementation without algorithms

Don't just take our word for it:

A leading enterprise tech company replaced their technical phone screen with the Industry Coding Framework, and within a matter of months they were able to:

Save Valuable Engineering Hours

15,000+

hours saved, which is the annual equivalent of nearly **7 full time engineers**

Enagage Candidates in the Screening Stage

93%

of candidates that were invited completed the assessment

Improve the Signal of Candidate Skill

45%

higher on-site to offer rate*
*when compared to previous baselines

Get started

Schedule a discovery call to explore how the Industry Coding Framework can help your organization give time back to engineers, improve speed-to-hire, and reduce bias.

LET'S TALK