![CodeSignal logo]

CodeSignal Tech Screen
A better way to conduct the technical screen

Reduce bias, give time back to engineers, and deliver a great candidate experience with human-led, computer scored interviews backed by Skills Evaluation Frameworks.

How it works:

— **Tech screening interviews** are scheduled with candidates at a time that is convenient for them, with around the clock availability.

— CodeSignal's **Interview Experience Managers** lead the session and serve as helpful product experts for candidates.

— Candidates engage in a series of **research-backed questions** that mimic on-the-job projects and accurately predict performance.

— Feedback is **delivered in a matter of minutes**, not days, after the tech screen is completed.

— **Cheating is prevented** with question randomization, consistently-released variations, and plagiarism checks—all maintained by CodeSignal.

Why Tech Screen?

— **Improve speed-to-hire** with quicker scheduling, completions, and scoring.

— **Reduce engineering time** spent writing and maintaining questions, conducting interviews, and evaluating responses.

— **Enhance candidate experience** with realistic questions, a state-of-the-art IDE, and helpful Interview Experience Managers.

— **Strengthen your signal of skill** with questions that have been validated by subject matter experts and IO Psychologists.

— **Minimize bias** with rigorously researched Skills Evaluation Frameworks and computer scoring that provides consistent and fair results.

The Interview Experience Candidates Want

2 out of 3
of candidates reported that they preferred a CodeSignal Tech Screen over a standard phone screen

100%
of candidates agreed or strongly agreed when asked if their Interview Experience Manager was helpful

Diverse team
of interviewers to help all of your candidates feel comfortable and perform their best

Here's what candidates have said about their CodeSignal Tech Screen:

Helpful Interview Experience Managers

> Thank you so much for taking the time to facilitate my tech interview. It was a really awesome experience. You were really easy and nice to talk to, and the coding exercise was a lot of fun! I am looking forward to hearing back regarding my results.

> This is the first time in my life when at the interview I solved real-life tests. I felt so nice and so comfortable... Actually, you've provided a positive environment, you provided it since the start.

A Fair, Relevant, and Engaging Set of Questions

> I had never experienced a task like this... I thought it was a great way to give insight to what I would be doing on the job.

> The task was very very hard but the feeling that I was getting was pure satisfaction. Great interview question and thank you so much for giving people opportunities like that!

Don't just take our word for it:

A leading enterprise tech company replaced their technical phone screen with Tech Screen, 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 onsite to offer rate*
*when compared to previous baselines

Let's talk about tech hiring

Schedule a call with our experts to learn how CodeSignal Tech Screen can help you give time back to engineers, make the right hires faster, and reduce bias.

LET'S TALK