**CODESIGNAL**

How to Solve the Biggest Challenges Faced by Engineering Hiring Managers

Engineering hiring managers today don't have it easy. The current market for tech talent is one of the most competitive in recent history, with senior positions harder to fill than ever before. Engineering teams, spending their valuable hours on long and unstructured interviews rather than coding, are stretched to capacity and facing burnout.

Diversity is a challenge, too. Most tech companies agree that there is a lack of representation in engineering, but it often falls on hiring managers to find a solution with little support or guidance. Then there's the lack of interview data, inconsistent interview results, and losing top talent to companies offering a better candidate experience.

The good news is that despite the challenges, there are solutions. From implementing structured tech screens to optimizing your hiring process, these four tips will help you and your team hire better, faster, and smarter.

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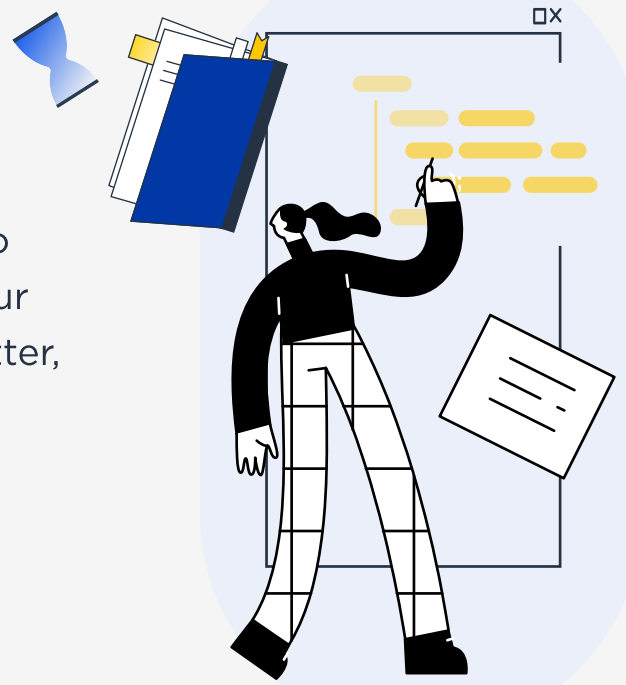
Implement structured tech screens to reduce interview time

Today, an estimated **86%** of the hiring process <u>falls on the engineering team</u>, and <u>on average, teams spend</u> **40 developer hours per hire**. The interview burden isn't just a threat to your ability to deliver projects on time—it's also a recipe for burnout, which has become so common that we're living in the era of the "Great Resignation."

While it's important to involve engineers in the hiring process (after all, they're the ones who will be working with successful candidates), spending too much time on the interview process can be damaging for employees. A good solution for this is structured tech screens. While it can take various forms, <u>CodeSignal Tech Screen</u> asks candidates to perform a series of real-world coding tasks— **administered live by a real human**—in a <u>cloud IDE</u>. Since every tech screen is **automatically scored**, candidates can hear back in hours and move through the process faster. This also means that the engineering team can focus on candidates who have passed a structured skills evaluation, rather than evaluating someone solely on their resume.
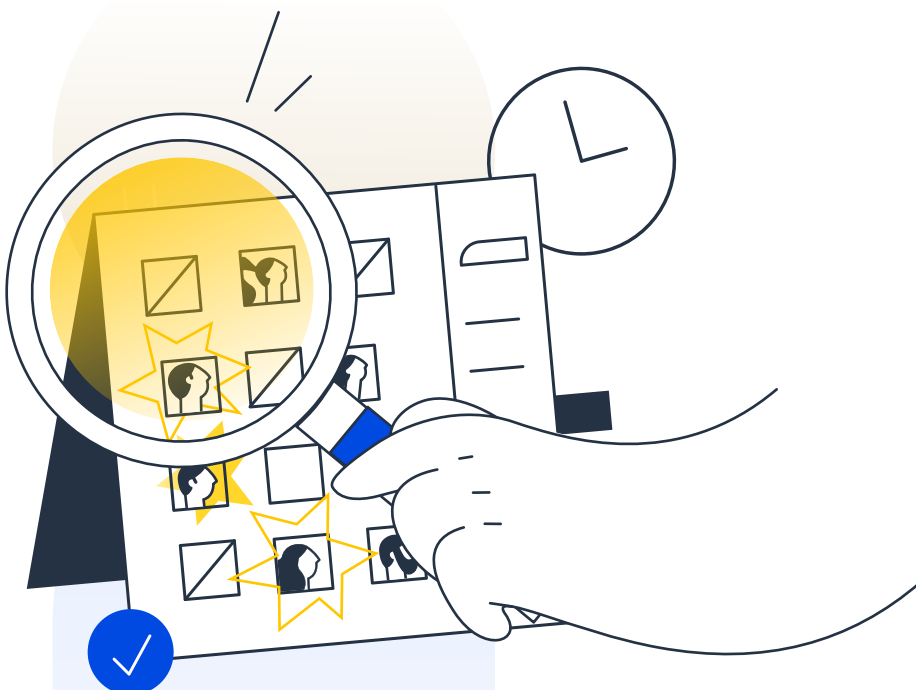
Optimize your hiring process to fill roles faster and improve candidate experience

Can't find engineers fast enough? You're not alone. There are 1.4 million unfilled positions for software engineers in the US, and the average role takes 49 days to fill, though roles requiring specialized expertise can be open for much longer. One way to fill roles faster is to streamline your hiring process, reducing bottlenecks:

- Use **standardized pre-screen assessments** to scale your search and find engineers who may be self-taught or from schools where tech talent is historically overlooked.
- Replace traditional phone screens with **structured human-led tech screens**, removing scheduling constraints and workload from engineering.
- Use a **cloud interview tool** that makes training easy and enforces consistent, repeatable interview practices.

When one large enterprise tech company made the switch to CodeSignal to help with these steps, their **time-to-hire was reduced by 59%**.

The other way to fill positions faster is to improve your candidate experience. Optimizing your process leads to happier candidates (that same company also saw a **31% increase in their onsite-to-hire ratio**). With less time spent on phone screens, your engineers will have more time to make personal connections with promising leads, while candidates will appreciate not having to wait weeks for results.
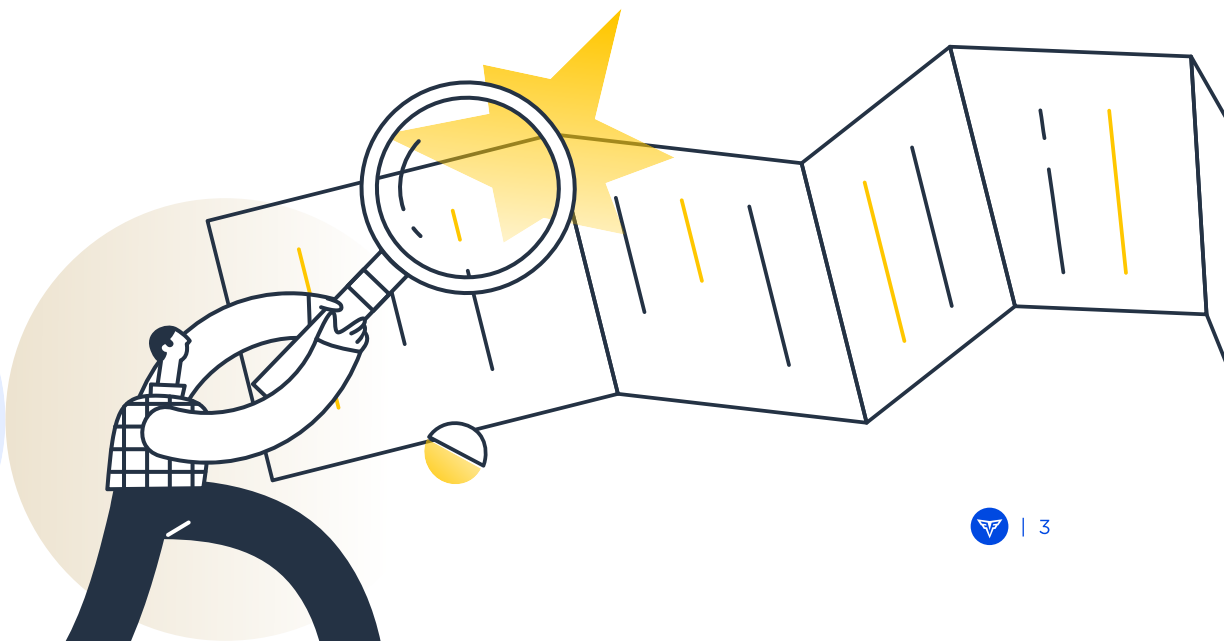
Structure your interviews for more consistent results

In the rush to fill roles quickly in a competitive market, it's common to hire the wrong person. A lack of consistent interview results can happen for several reasons:

- **Lack of proper training.** You have some experienced interviewers, while others find themselves "winging it".
- **Lack of a common rubric.** You're always debating the meaning of vague ideas like "culture fit".
- **Lack of consistent interview questions.** Some team members are much tougher interviewers than others.
- **Lack of replayability.** It's impossible to validate whether the candidate's answers were technically correct or review what happened.

The best way to achieve consistency is with structured interviews. Rather than delivering interviews with no personality, a well-structured interview ensures that the same questions are being asked of every candidate in a thoughtful, predetermined progression. For example, research shows that question order matters for a candidate's performance and experience in an interview. Starting with easier questions helps put the candidate at ease and prepares them for more challenging questions.

Creating a consistent interview process will also **reduce bias**. Candidates who go through a structured interview process will feel confident they are being assessed fairly. With a platform like CodeSignal, new interviewers can be trained easily, and all interviews can be replayed and reviewed by the team to help with alignment.

Diversify your team with pre-screen coding assessments

According to a 2021 study from [Hack Future Lab](#), 93% of leaders agree that diversity, equity, and inclusion (DEI) is a top priority, but only 34% think it's a current strength in their workplace.

The burden often falls on recruiters and hiring managers to do better, but when teams are still using traditional approaches like resume reviews or relying on referrals, it can seem like your hands are tied.

To reach developers from underrepresented backgrounds, hiring managers are adopting **research-backed pre-screen assessments**. These can be used at the top of the funnel to evaluate core programming skills shared across many roles, especially junior-level roles. Pre-built technical screens are developed, validated, and maintained by a vendor, who ensures that candidates are evaluated on the basis of their skills rather than where they went to school or previous work experience.

In addition, many assessment vendors [integrate with applicant tracking systems (ATS)](#), which makes it easy to send assessment invitations to candidates all over the world in bulk. Whereas manual resume review can be a bottleneck, assessments help your team consider a more diverse pool of engineers without needing more time and resources.

To learn more about how CodeSignal can help your team spend less time interviewing and more time on what matters most, sign up for a free demo [here](#).

CodeSignal is the leading technical interview solution, helping the world **#GoBeyondResumes** to hire high-quality and diverse technical talent. Talent Acquisition teams and engineering leaders use CodeSignal's skills evaluation frameworks to tap into underrepresented pools of candidates, save valuable engineering resources, increase speed-to-hire, and increase candidate pipeline yield.