



Breaking Conventional Hiring Practices

The Druva Case Study

About Druva

- Druva came to HackerEarth looking to hire software developers
- Specialises in data security and backup
- Has over 100s of clients, many of whom are marquee clients
- Has offices in India, Europe and USA
- The current requirement was for their Pune office

The Problem

- Druva's conventional hiring practice was very Institution biased
- Based on qualitative information shared from the recruitment team, Druva's bar on hiring is very high
- Even the brightest students from the best institutions find it hard to make it to Druva

The problem statement

- How to find top notch tech talent for Druva
- How to get Druva to hire outside their conventional philosophy?

The Druva Hiring Challenge



- An algorithmic coding challenge hosted on HackerEarth
- 4 problems of increasing difficulty
- 4 hour test

Druva hiring challenge in numbers

- Number of participating developers
- Number of developers who attempted one problem
- Number of developers who got all problems right
- Number of developers who attempted all problems
- Number of developers who attempted at least one problem

1757

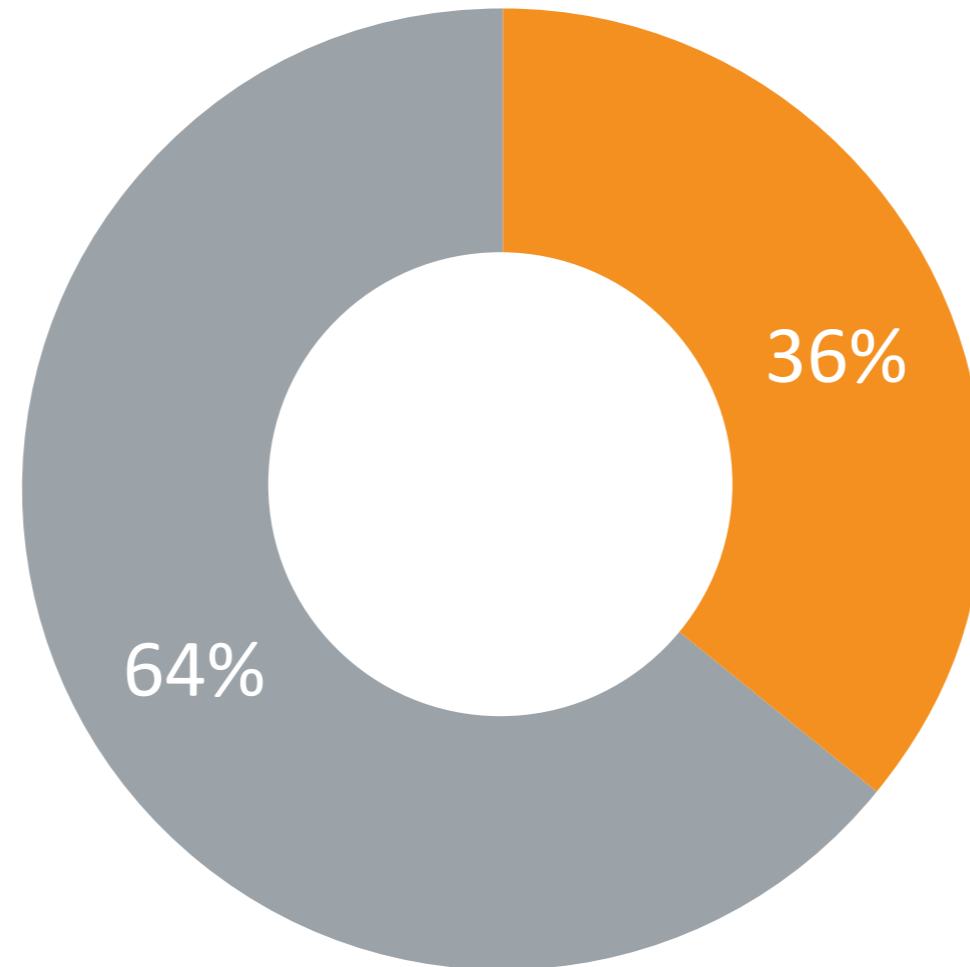
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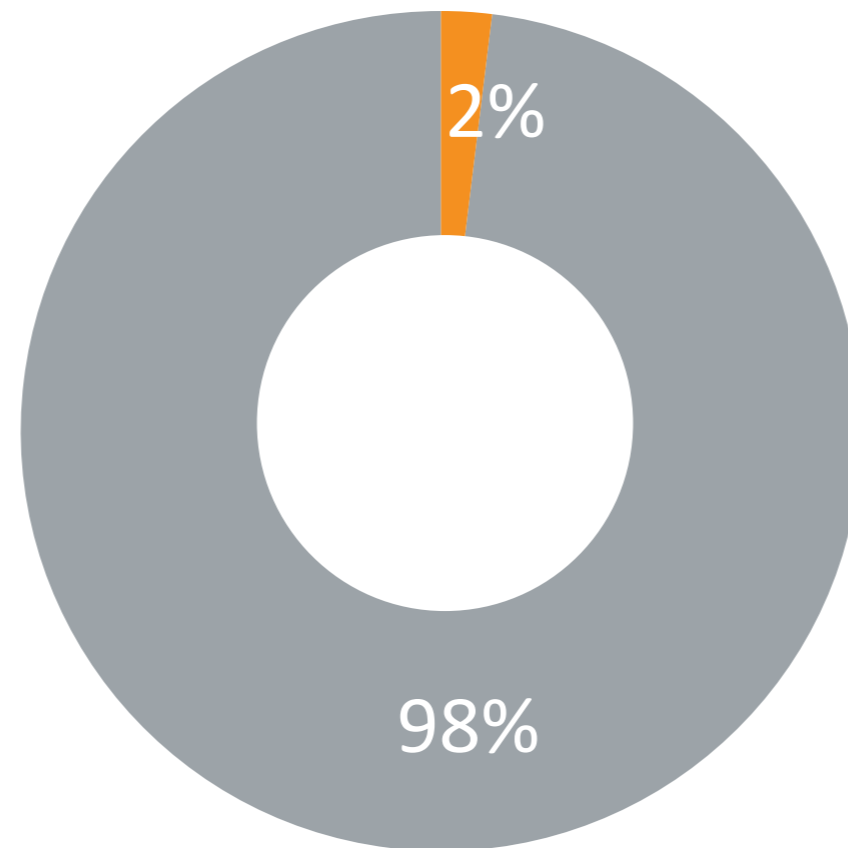
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Attracting the relevant talent



Over 36% percent of participants were relevant to the job requirement

Distinguishing the best from the rest, instantly



2% of the participants were exceptional. They were filtered instantly, at the end of the contest

The Hires

- 3 candidates hired from the hiring challenge
- Two out of three hires weren't from premier institutes

Darpan Kalra
(CGPA - 8.0)

Punjab University, Chandigarh

Kapil Dolas
(CGPA - 6.8)

Datta Maghe College on Engg. , Mumbai

Sudhakara Rao
(CGPA - 9.39)

IIT Bombay

Attracting talent from everywhere

- Finding talent from institutes outside the purview of conventional in-house hiring
- Identifying hidden talent, irrespective of CGPA or institute
- Also giving an innovative way of hiring best talent from premier institutes through Hackathon method



contact@hackerearth.com