

Intel Security successfully hires top developers, in less than 3 weeks for 8 different software engineering profiles, using HackerEarth Hiring Challenges.



McAfee is one of the most recognized names in the field of computer security. Their award winning anti-virus software have made them a household name. Since their acquisition by Intel in 2011, they've spent the first few years in merging with the Intel workforce. A lot of Intel India's workforce works for McAfee, which is now Intel Security, and in the last year, they have been aggressively hiring top developers to their security team.

Their recruitment heavily depended on the conventional sources- job boards, recruitment agencies and head hunters. However, the new age Intel Security required new age talent- talent that they weren't able find in the conventional sources of recruitment.

Their problem was threefold-

- Top quality talent
- Reduced hiring time
- Employer branding

HackerEarth's recruitment solutions addressed all three with great success.

HackerEarth Method

HackerEarth is a global community of programmers. It provides programmers a platform to code and compete, and discover the best job opportunities globally. It is the large and deeply engaged community of programmers, which is slowly becoming the first choice for hiring top quality technical talent.

There are multiple recruitment solutions built on top of HackerEarth, to source and evaluate programmers across skills. As Intel Security's need was to find top developers, the best suited solution for them was HackerEarth Hiring Challenge.

Intel Security's Requirement

The company's requirements could be broken down into 3 main categories-

Quality Hires

Finding top developers in a fragmented ecosystem is a tough ask. Intel required top notch developers with strong knowledge of computer programming fundamentals.

Quicker Hiring Time

As with any large corporate, rolling out offers is a long process. This is to ensure the quality of the hire. The need was to decrease the hiring time without compromising on quality.

Employer Branding

Good developers have a lot of options and many times, an employment decision comes down to the company's brand. To propagate within the developer community the feeling that Intel Security is a great place for developers.

HackerEarth Hiring Challenge

HackerEarth's Hiring Challenge is a coding competition where participants either solve algorithmic programming problems or build products. Each challenge has a problem statement and participants have to solve them in a defined time period.

In the case of algorithm problems, HackerEarth's proprietary code checker engine instantly evaluates the correctness of the solution and assigns a score to it. Participants are ranked based on the number of problems they solve, the quality of solution and the total time taken.

In the case of a product development challenge, participants submit the following for the product they've developed- source code, screenshots, details of system architecture, presentations, video links etc.

Intel Security used both these techniques to hire across multiple roles.

Intel was looking to add a lot of programmers to its development warchest. At the time of our first meetings with them, they wanted security engineers, test engineers, and front end engineers. We recommended 3 different programming challenges.

Intel Security SDET (Testing) Challenge - An algorithmic programming challenge, with an emphasis on testing skills.

Intel Security Front end Challenge - Participants were given a basic wireframe of a page with specifications, which had to be built out in a specific duration of time.

Intel Security Malware Analysis Challenge - A mock website with vulnerabilities was given. The participants were to list those vulnerabilities and suggest patches to fix them.

Moving Forward

Intel Security saw great dividends in each of their hiring excursions on HackerEarth. They successfully made great hires, significantly reduced hiring time and improved their brand in the developer community.

But in the business of recruitment, the best proof of a happy customer, is a repeat customer. Intel Security is very happy, as they have come back to us for 4 more challenges- Windows application challenge, .NET challenge, Android Challenge and another SDET challenge.

The Result

Hires

8

Intel Security hired 2 - 3 developers from each challenge. All of these hires met the high bar of standard set by Intel and were easily shortlisted from a small pool of developers sent from HackerEarth based on performances in the challenges.

Hiring Time

10-15 Days

From the general 45 - 60 days hiring times, Intel Security was rolling out offers in 10- 15 days of sending in the final shortlist. This is a 33% decrease in hiring time.

Branding

1500+

Each challenge hosted by Intel Security was heavily marketed among the developer community, resulting in at least 1500 participants in each Intel Security hiring challenge.

Client Testimonial

"With the traditional hiring approaches, our success ratio is 20:1 (out of 20 engineers we interviewed, we were able to identify one suitable engineer). But, with the HackerEarth approach, the success ratio was 4:1 (out of 4 engineers we interviewed, we were able to identify a suitable engineer). This not only saved time but also saved lot of effort of existing Intel Security company resources in identifying potential candidates. Overall, I highly recommend HackerEarth team for their great abilities of sourcing very relevant talent within short time." **Dilip Gudimetla, Senior Manager, Software Development, McAfee, Part of Intel Security.**