

Fill your tech recruiting pipeline, fast

Accelerate Your Technical Hiring with Coding Challenges

Coding Challenges give you exclusive access to candidates that pass custom technical assessments.

[Talk to a rep](#)



Who's using coding challenges on Hired?



Zhi F.

Software Engineer at Netflix

Full Stack 100%
Backend 93.3%
Debug 85.3%

Primary skills

Javascript React Python Java SQL

Additional skills

Node AWS Ruby on Rails Docker Ku

What is a Coding Challenge?

Coding Challenges are virtual 6 week campaigns run by Hired on your behalf.

- ✓ You choose the skills to assess
- ✓ Hired markets to qualified candidates
- ✓ You receive an exclusive list of vetted candidates

[Get Started](#)

Coding Challenges vs. Hired Marketplace

Coding Challenges are recommended when you need a one-off burst of candidates.

- ✓ Add 50-100 skill-assessed candidates to your pipeline
- ✓ Fast-track your interview process
- ✓ Grow your tech team, fast

[Talk to a rep](#)

```
const solution = (parentheses, index) => {
  /*
   * use a stack
   * starting at index
   * push open parens onto stack
   * pop closing parens off of stack
   * if popping last paren, return
   */
};
```

"Because Hired cuts multiple quarters out of the recruiting process, we bring in quality candidates faster. That has saved us a lot of time and money."



Mike Moriarty
Head of Global Staffing @ Dropbox



Resources to get started

eBook

How to Use Coding Challenge Events to Build Tech Talent Pipeline

Your guide to using coding challenges to expand into new markets, progress on DEI goals, and more.



eBook

8 Ways to Hire Faster & Build a Better Employer Brand

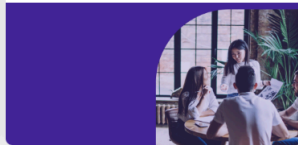
Discover strategies top employer use to consistently help their teams fill tech and sales jobs efficiently.



Tools, Templates, Lists, & Infographics

First 3 Questions to Ask Tech Talent (& What to Listen For)

Use this infographic to make phone screens productive for both yourself and candidates.



Frequently asked questions

What are coding challenges?



Coding challenges assess candidates' technical skills as part of the interview process. They are an excellent way to flex coding muscles and solve a problem similar to one the company may actually be facing. Typically, participants write code to solve given problems or tasks, often within a specified time frame.

Are coding challenges useful?



Yes! They offer a practical platform for improving coding skills, understanding algorithms, and developing problem-solving abilities. For jobseekers, they're an excellent way to prep for technical interviews or even get noticed by recruiters.

Why are coding challenges used in job interviews?



Coding challenges help employers assess a candidate's programming skills, problem-solving ability, coding style, and proficiency with specific languages or technologies.

What types of problems are presented in coding challenges?



Problems may range from simple algorithmic puzzles to complex software development tasks, often requiring knowledge of data structures, algorithms, and logical reasoning. Usually, companies include scenarios or questions that mimic problems developers would solve if they were hired.

How should candidates prepare for a coding challenge?



Practice solving various types of problems, familiarize themselves with common algorithms and data structures, and improve coding efficiency and accuracy. [This article offers an inside look into coding challenges](#) from a hiring manager's perspective. It includes a walk through of hiring manager expectations for assessments and the interview process, plus tips for successfully completing a coding challenge.

How are coding challenges evaluated?



Solutions are often evaluated based on correctness, efficiency, code readability, and adherence to the problem's constraints.

Is it beneficial to participate in coding challenges even if you are not job hunting?



Yes, participating in coding challenges can improve your coding skills, enhance your problem-solving abilities, and keep you updated with new algorithms and technologies.

Reach underrepresented talent

Diversity Recruiting Tools to Help Build an Inclusive Pipeline

Rated by G2 as a leading diversity recruitment tool, we make it easy to embrace skills-based hiring and exceed your DEI goals.

Diversify Your Pipeline

Find Candidates Now



Who's hitting DEI goals with Hired?



BlackRock



wayfair

signifyhealth

zoom



Source underrepresented talent for your pipeline faster

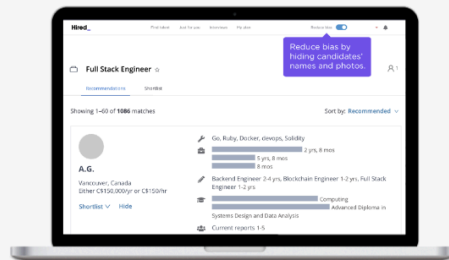
Award winning features bring underrepresented talent to the forefront, without eliminating candidates or reducing the search count.


[Surface Top Talent](#)

Combat wage gaps and overcome bias in the hiring process

- ✓ Prevent bias from impacting salary offers
- ✓ Salary Bias Alert notifies you if you offer a lower salary for a role than usual

[Make Better Offers](#)





R. W.

Security Engineer 6-10 yrs

AWS, APEX, Systems Engineering

4 yrs, 2 mos

\$ \$150,000

Focus on skills-based hiring to progress DEI goals

- ✓ Prevent unconscious or affinity bias in the hiring process
- ✓ Bias Reduction Mode removes candidate profile photos and names to emphasize skills and experience

[Find Skilled Talent](#)

Level the playing field with Hired Assessments

- ✓ Standardize the technical interview asynchronously
- ✓ Evaluate more talent across more time zones
- ✓ Free your team from human proctoring while offering safeguards such as live playback
- ✓ Improve the candidate experience with organized evaluations

[Learn About Hired Assessments](#)

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"I like how you can click a little toggle button and have a non-biased hiring process"



Brandon Muncy
Senior Recruiting Manager @ Excella



Resources to support hiring from end-to-end

eBook

10 Things You Can Do to Reach DEI Goals

Discover small but mighty tactics and strategies to improve team diversity and level up DEI hiring across your organization.



eBook

The DEI Hiring Playbook: 8 Actionable Strategies

Learn how to evolve your employer brand and expand your pipeline, what it means to screen for inclusivity, and the importance of retiring "culture fit."



eBook

3 Methods for Attracting Diverse Tech Talent

In this ebook, we'll share three specific methods for hiring a more diverse workforce to help you create an action plan and reach your hiring and DEI goals through the Great Resignation and beyond.



Frequently asked questions

What is diversity recruiting software?



Diversity recruiting software is a specialized tool designed to assist organizations in their efforts to create a more diverse and inclusive workforce. It leverages advanced technologies such as AI-driven algorithms and data analytics to identify, attract, and engage candidates from diverse backgrounds. By automating various aspects of the recruitment process and removing unconscious biases, this software helps companies build a more representative and talented team while fostering a culture of equality and inclusion.

Related: [Solutions for DEI leaders](#)

How can diversity recruiting software improve our tech and sales hiring?



Diversity recruiting software often significantly enhances your hiring process by leveraging data-driven insights and AI-powered algorithms to attract a more diverse pool of candidates. By removing unconscious biases and promoting inclusivity in job postings and candidate assessments, this software helps ensure a fair and equitable recruitment process. Ultimately, it enables your organization to tap into a wider talent pool, fostering a diverse and innovative workforce that drives business success.

What should I look for in diversity recruiting software?



When evaluating diversity recruiting software, consider essential features such as AI-powered [candidate sourcing](#) to attract diverse talent, unbiased and inclusive candidate screening, and customizable reporting capabilities to track diversity metrics. Look for platforms that integrate with your existing Applicant Tracking System (ATS) and offer a user-friendly interface for seamless adoption. Additionally, ensure the software complies with data privacy and security regulations to safeguard sensitive candidate information.

The Hired talent marketplace integrates with multiple [ATS partners](#), including: Ashby, Greenhouse, JazzHR, Lever, Teamtailor, Workable, and Workday.

What tools does diversity recruiting software use?

Diversity recruiting software uses a range of advanced tools to optimize the recruitment process. These tools include AI-powered algorithms for candidate sourcing and screening, data analytics to identify diversity trends, automated job posting to reach a broader audience, and candidate relationship management (CRM) systems for personalized outreach. Some platforms may also incorporate natural language processing (NLP) to minimize bias in job descriptions and assessments, ensuring a fair and inclusive hiring process.

What features does the best diversity recruiting software include?

The best diversity recruiting software encompasses a range of crucial features. It should have AI-driven candidate sourcing capabilities to attract diverse talent, blind resume screening to eliminate unconscious bias, and customizable diversity analytics for tracking progress and identifying areas of improvement. Additionally, seamless integration with your existing ATS and user-friendly interfaces are essential for optimizing the entire recruitment workflow and ensuring a successful and inclusive hiring process.

Technical recruiting handled for you

Let Hired Fill Your Talent Pipeline

Hired Talent Sourcing saves you time, allowing you to focus on the best tech (and sales) candidates for the job.

[Request a Demo](#)

[Find Candidates Now](#)



Top companies sourcing talent with Hired



BlackRock



wayfair

signifyhealth

zoom



Focus on interviewing while Hired handles the sourcing

- ✓ As an extension of your team, we short-list to enhance your tech candidate pipeline
- ✓ Hired Technical Sourcing is available as temporary or ongoing, long-term support
- ✓ Busy hiring managers? No dedicated recruiter? We fill the gaps!

[Get Started](#)

Save recruiting time

- ✓ Filter out unqualified and unmotivated candidates
- ✓ We take the top-of-funnel tasks off your hands
- ✓ We handle process management, including screening, short-listing, follow-ups, and candidate communication

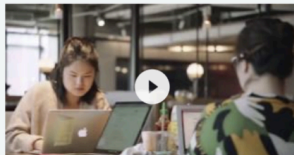
[Get Started](#)



Dropbox

We're here to unleash the world's creative energy by designing a more enlightened way of working.

Founded 2007 | 1501-5000 employees
Technology Infrastructure • Digital Storage • Information Systems
Headquarters address
1800 Owens St., San Francisco, CA / 501 Congress Ave., Austin, TX / 50 W 23rd St., New York, NY / 701 5th Ave., Seattle, WA / 200 W. Evelyn Ave., Mountain View, CA



Enhance the candidate experience and build your employer brand

- ✓ Faithfully representing your brand, we ensure a best-in-class process for candidates
- ✓ Never lose candidates due to uneven processes and poor communication
- ✓ Get valuable insight on candidates early in the process

[Find Skilled Talent](#)

"I focus on sourcing for full stack, frontend, mobile, backend, QA engineers, SDETs, and my number one go-to is Hired. I'm addicted to it."



Jonathan Kidder
Author & Sr Tech Recruiter @ Amazon



Resources to support tech and sales hiring from start to finish

eBook

Too Many Inbound Job Applicants But Not Enough Qualified Ones? 8 Tactics to Solve It

How can you reach quality candidates in a flood of applicants? Uncover 8 ways to prevent and/or handle an overwhelming amount of inbound candidates.



eBook

How to Secure Approval for New Tech Tools (Free Template)

It's crucial to get the right people involved early and secure purchase buy-in to expedite the process. Discover how to prepare your case and minimize pushback with the free template.



eBook

7 Ways to Message UVPs to Tech Candidates Now: Recruitment Marketing in 2023

To make the most of this opportunity to reach previously passive candidates and slingshot your teams forward, use this eBook to proactively address jobseeker priorities or concerns.



Frequently asked questions

What is talent sourcing?



Talent sourcing, or talent acquisition, is the strategic process of identifying, locating, and engaging with potential candidates for specific roles within a company. It goes beyond traditional job postings and involves proactive research, networking, and outreach to discover individuals with the right skills and qualifications. Effective talent sourcing requires a deep understanding of the industry, target roles, and the utilization of various tools and platforms to build a pipeline of top-tier candidates, ensuring a steady stream of talent for current and future hiring needs.

How can I implement a talent sourcing strategy?



To implement a successful talent sourcing strategy, start by aligning your hiring goals with your company's overall business objectives. Develop a compelling employer brand that communicates your company's values, culture, and opportunities. Utilize a combination of job boards, software, social media, employee referrals, and networking events to attract a diverse pool of candidates. Streamline your evaluation process with clear criteria, efficient communication, and a positive candidate experience. Lastly, continuously assess and refine your strategy based on data and feedback to ensure a consistent pipeline of top talent.

What is talent sourcing software?



Talent sourcing or acquisition software refers to specialized technology tools designed to streamline and enhance the process of identifying and engaging potential candidates for job openings. These platforms use advanced algorithms and data analytics to search through various online platforms, such as professional networks, social media, and job boards, to identify individuals with the desired skills and qualifications. They help recruiters save time, improve efficiency, and maintain a consistent pipeline of top talent by automating tasks like candidate screening, communication, and relationship management.

Is talent sourcing software or a talent sourcing agency right for me?

Deciding between talent sourcing software and a sourcing agency depends on your specific needs and resources. If you have a dedicated recruitment team and want more control over the process, sourcing software might be the right fit, offering automation and scalability. On the other hand, if you're short on internal resources and prefer a hands-off approach, a sourcing agency can provide expertise, access to a wider candidate pool, and personalized assistance. Evaluate your requirements, budget, and long-term hiring goals to make the most informed choice.

How can I promote diversity when sourcing talent?

Promoting diversity in talent sourcing involves several key steps. Start by reviewing your job descriptions to ensure they are inclusive and free from bias. Diversify your sourcing channels to reach underrepresented groups. Implement blind resume screening to focus on skills and experience rather than demographic information. Actively participate in diversity-focused events, communities, and partnerships. Finally, cultivate an inclusive company culture that values diverse perspectives, as this will naturally attract a wider range of candidates. By implementing these best practices, you can potentially build a more diverse candidate pipeline.

How does technical sourcing differ from general talent sourcing?

Technical sourcing focuses specifically on finding candidates with technical skills, such as software developers, engineers, data scientists, etc. The strategies and tools used might differ, given the niche skills and platforms where these professionals can be found.

How do you measure the success of a sourcing strategy?

Success can be measured through metrics like time-to-fill, quality of hire, candidate pipeline health, candidate engagement rate, conversion rates (from sourced to interviewed to hired), and feedback from hiring managers.

What's the difference between sourcing and recruiting?

Sourcing is the process of finding and engaging potential candidates, while recruiting involves the entire hiring process from identifying a vacancy to onboarding a new hire. Sourcing is just one component of recruiting.

What are some common challenges in technical sourcing?

Some challenges include the fast-evolving nature of tech roles, scarcity of top-tier talent, high competition among companies, and the difficulty in assessing technical expertise without a technical background.

What role does employer branding play in technical sourcing?

A strong [employer brand](#) can make it easier to attract top technical talent. Highlighting a company's innovative projects, positive work culture, opportunities for learning, and contributions to the tech community can make it more appealing to prospective candidates.

Source top talent

The Tech Hiring Platform to Find the Right Talent Fast

Instantly access a curated pool of experienced tech talent, seeking their next role.

[Request a demo](#)

[Find candidates now](#)



Who's growing tech teams with Hired?



BlackRock



wayfair

signifyhealth

zoom

Lex W.

Data Engineer at Google

Status:

Actively looking

Experience & Roles:

Total	4-6 years
1. Data	4-6 years
2. Backend	2-4 years

Cut through the noise to meet top talent

- ✓ Focus on talent with the tech skills and experience meeting your needs
- ✓ Boost productivity with curated searches to save up to 45 sourcing hours per hire
- ✓ Opportunities to boost your employer brand

[Meet candidates](#)

Build your strongest candidate pipeline with ease

- ✓ Onboard in minutes to our intuitive and easy-to-use platform
- ✓ Integrate with your ATS
- ✓ Manage your pipeline with an overview of your open roles and interviews

[Diversify your pipeline](#)

greenhouse

Teamtailor

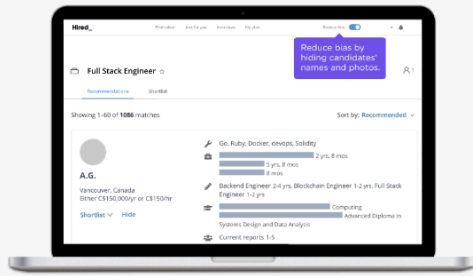
JazzHR

Ashby

workday

LEVER

workable



Source underrepresented talent to hit DEI goals

- ✓ Thousands of self-reported underrepresented candidates with 4+ years of experience
- ✓ Bias Reduction feature hides candidate names and photos
- ✓ Salary bias alerts notify you when your initial pay offer is too low

[Diversify your pipeline](#)

"The Hired candidate was chosen over a former co-worker and friend of the hiring manager. That says a lot about the quality of tech candidates Hired brings to the table."

Talent Recruiter @ Tech Healthcare Company



Resources to support CX and tech hiring from sourcing to signed offer

eBook

10 Things You Can Do to Reach DEI Goals

Discover small but mighty tactics and strategies to improve team diversity and level up DEI hiring across your organization.



Report

The Tech Hiring Tightrope; 2023 State of Tech Salaries

Our annual research study on trends in salaries, roles, skills, and locations.



eBook

Too Many Inbound Job Applicants But Not Enough Qualified Ones? 8 Tactics to Solve It

Get ideas to handle (or even prevent) this recruitment and hiring team problem.



Frequently asked questions

What is a tech hiring platform?

A tech hiring platform is a specialized online service that connects employers in the technology industry with skilled job seekers. It streamlines the recruitment process by providing features such as job posting, candidate screening, and communication tools. These platforms help companies find and hire the right tech talent efficiently, while also assisting jobseekers in discovering relevant job opportunities based on their skills and preferences.

What is the difference between a tech hiring platform and a job board?

While both a tech hiring platform and a job board serve as online resources for recruitment, they differ in their approach and functionality. A tech hiring platform is a comprehensive solution designed specifically for the technology industry, offering advanced features like candidate screening, [tech skills assessments](#), and personalized matching algorithms. On the other hand, a job board is a more general platform where companies post job listings without specialized tech-focused tools. The tech hiring platform ensures a more targeted and efficient hiring process, enabling employers to find the best-suited tech talent faster.

Do a talent marketplace and a tech hiring platform work the same way?

A talent marketplace and a tech hiring platform serve related but distinct purposes. While both aim to match talent with opportunities, their functionality and target audience differ significantly. A talent marketplace typically focuses on connecting freelancers or independent professionals with a wide range of skills to potential clients or projects. In contrast, a tech hiring platform is specifically designed to facilitate the recruitment process for tech roles within organizations. It typically offers features like job postings, candidate screening, and assessments tailored to tech positions.

What recruiting tools does a quality tech hiring platform include?

A tech hiring platform typically includes a range of essential recruiting tools tailored to the technology industry. These tools commonly consist of advanced candidate search and filtering options, skills-based assessments, and applicant tracking systems (ATS). Additionally, many platforms offer features like AI-powered candidate matching, coding challenges, and integration with popular job boards to streamline the entire recruitment process and help employers discover the best tech talent efficiently.

What should I look for in a tech hiring platform?

When evaluating a tech hiring platform, look for key features like a comprehensive candidate database, advanced candidate search and filtering capabilities, and [integration with popular applicant tracking systems](#) like Greenhouse, Lever, and Workable. Ensure the platform offers skills-based assessments and [coding challenges](#) to assess technical expertise accurately. Additionally, prioritize user-friendly interfaces, seamless communication tools, and personalized candidate matching algorithms to optimize your recruitment process and find the right tech talent for your company.

How do tech hiring platforms source their talent?

Tech hiring platforms source their talent through a variety of methods. They often maintain extensive candidate databases that include profiles from previous applicants, jobseekers, and industry professionals. Additionally, these platforms may use AI-powered algorithms to match job postings with relevant candidates based on skills and experience. Some platforms also partner with coding schools, tech communities, and other online networks to expand their talent pool and attract a diverse range of tech professionals.