

THE OFFICIAL 2021 GUIDE

# Top code assessment platforms for screening, interviews, and projects



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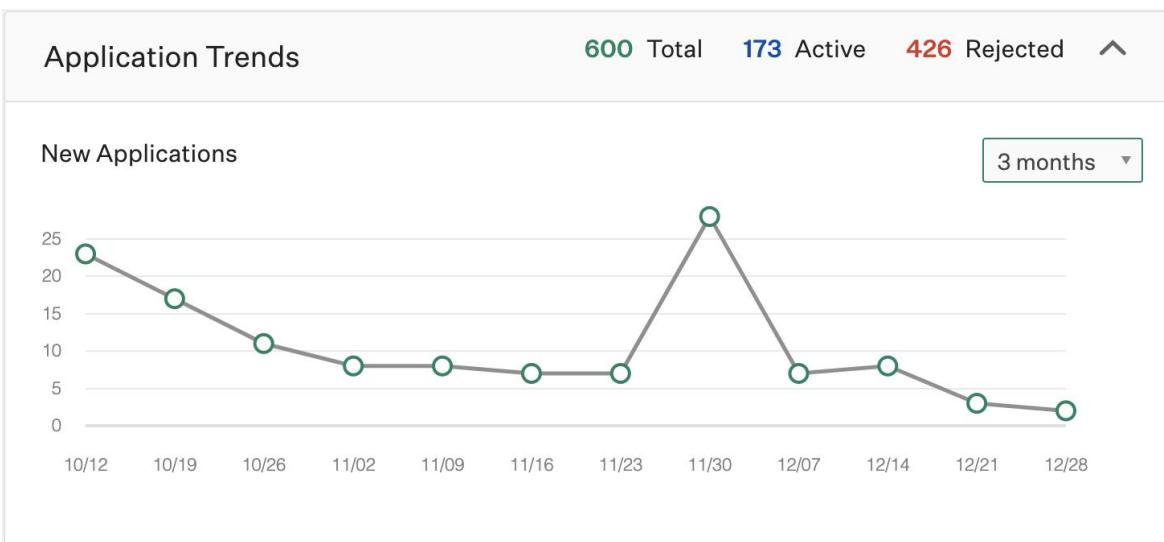


# SECTION I

# Industry Trends

## The shift to remote work

Due to the COVID-19 pandemic, most companies moved hiring processes from in-person to remote. On top of that, mass layoffs across industries mean that your job postings receive even more candidates than ever before. One of the companies we work with recently started scaling their full-stack engineering team and receives 200 applications every 30 days. They want their engineers in different time zones to interview and recommend the top candidates. How is any technical recruiter supposed to possibly coordinate a hiring effort in these circumstances?



The learn to code movement has introduced new career opportunities to many people, which is fantastic. But it's also made technical recruiting more challenging, as the overwhelming majority of applicants don't have the required experience for the jobs they're applying to. That's where code assessments platforms come in.

There are many code assessment platforms with countless features and differences which can be exhausting to navigate. But don't worry – we'll walk you through many of them so that you can make an informed decision. Remember that not long ago, most companies just asked candidates a series of riddles and hired based on vague, irrelevant, and biased criteria. Thanks to code assessment platforms, today's hiring process is far more equitable, sustainable, and scalable. You're on the path to a better future!

## SECTION I

# Industry Trends

## What does the technical interview process look like in a remote-first world?

All companies hire engineers a little bit differently, but the general flow is as follows:

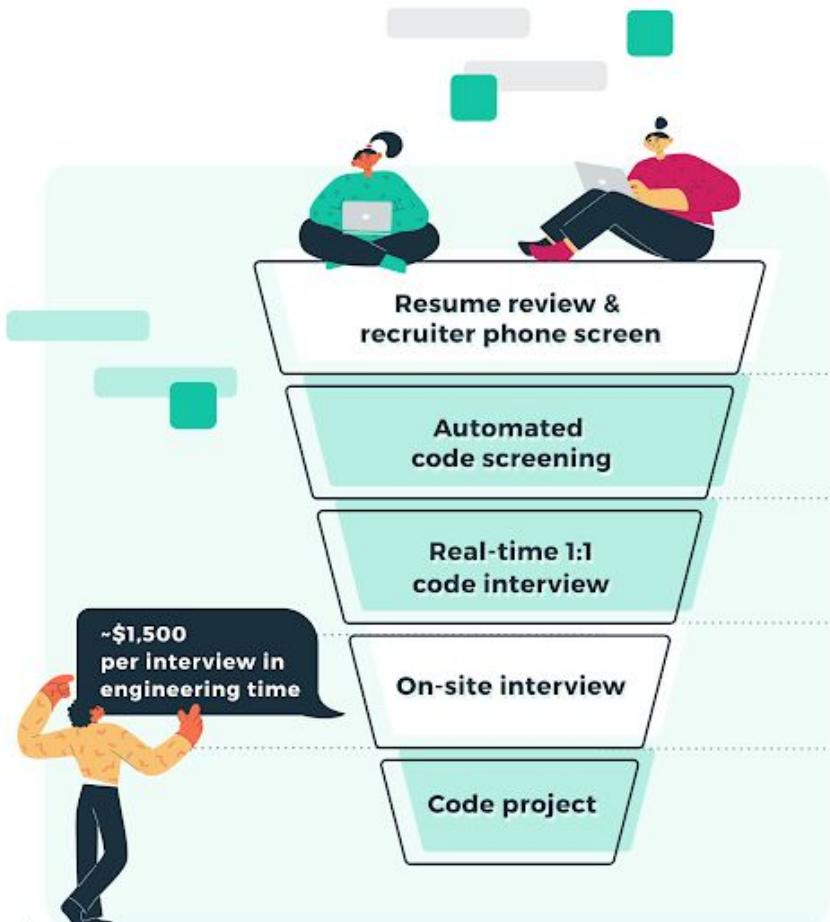
- **Code Screening:** Begin with a 1–2 hour automated screening process with coding challenges to remove candidates who lack the required skills or experience. This typically removes about 60–90% of applicants.
- **Code Interview:** Then schedule a 1-hour remote interview with real-time coding and whiteboarding.
- **Culture Interview:** After determining that the candidate possesses the sufficient skillset, invite them to an "onsite" (or remote) culture interview. This usually involves giving them a sales demo so they understand the product, and then having their potential coworkers interview them.
- **Code Project:** Finally, some companies that have multiple high-quality candidates will offer a take-home project where the candidates spend a few hours building an app and then upload it to a repository where their code can be reviewed and tested. This typically helps to identify a clear top candidate if you can only hire one.

Today, there are countless platforms for each of the above capabilities, and some platforms that offer an end-to-end experience for all of them.

 workable

**How to source top software development candidates during and after COVID-19**

[Read the article](#)



# SECTION II

# Platform Overviews

In this guide, we review the world's top code assessment platforms for screening, interviews, and take-home projects. Each section in this guide will consist of the most important features and factors to consider when selecting a platform, experts reviews, and recommendations based on your business needs.

	Website	HQ	Screening	Interviews	Projects
 <b>HackerRank</b>	<a href="https://www.HackerRank.com">HackerRank.com</a>	San Francisco	✓	✓	✓
 <b>coderbyte</b>	<a href="https://www.Coderbyte.com">Coderbyte.com</a>	New York City	✓	✓	✓
 <b>Codility</b>	<a href="https://www.Codility.com">Codility.com</a>	Poland	✓	✓	
 <b>CODESIGNAL</b>	<a href="https://www.Codesignal.com">Codesignal.com</a>	San Francisco	✓	✓	
 <b>Qualified</b>	<a href="https://www.Qualified.io">Qualified.io</a>	US	✓	✓	
 <b>hackerearth</b>	<a href="https://www.Hackerearth.com">Hackerearth.com</a>	India	✓	✓	
 <b>DevSkiller</b>	<a href="https://www.Devskiller.com">Devskiller.com</a>	Poland	✓	✓	✓
 <b>TESTDOME</b> AUTOMATED SKILL TESTING	<a href="https://www.Testdome.com">Testdome.com</a>	London	✓		
 <b>imocha</b>	<a href="https://www.Interviewmocha.com">Interviewmocha.com</a>	India	✓		
 <b>CodeInterview</b>	<a href="https://www.Codeinterview.io">Codeinterview.io</a>	San Francisco		✓	
 <b>CoderPad</b>	<a href="https://www.Coderpad.io">Coderpad.io</a>	San Francisco		✓	
 <b>CodeSubmit</b>	<a href="https://www.CodeSubmit.com">CodeSubmit</a>	London			✓
 <b>Byteboard</b>	<a href="https://www.Byteboard.com">Byteboard</a>	San Francisco			✓

# SECTION III

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## The best code assessment platforms for screening

Automated screening and coding challenges to optimize your engineering candidate pipeline



HackerRank

CODESIGNAL

hackerearth

imocha

Tests4Geeks

coderbyte

Codility

DevSkiller

TESTDOME

Qualified

### Features to consider

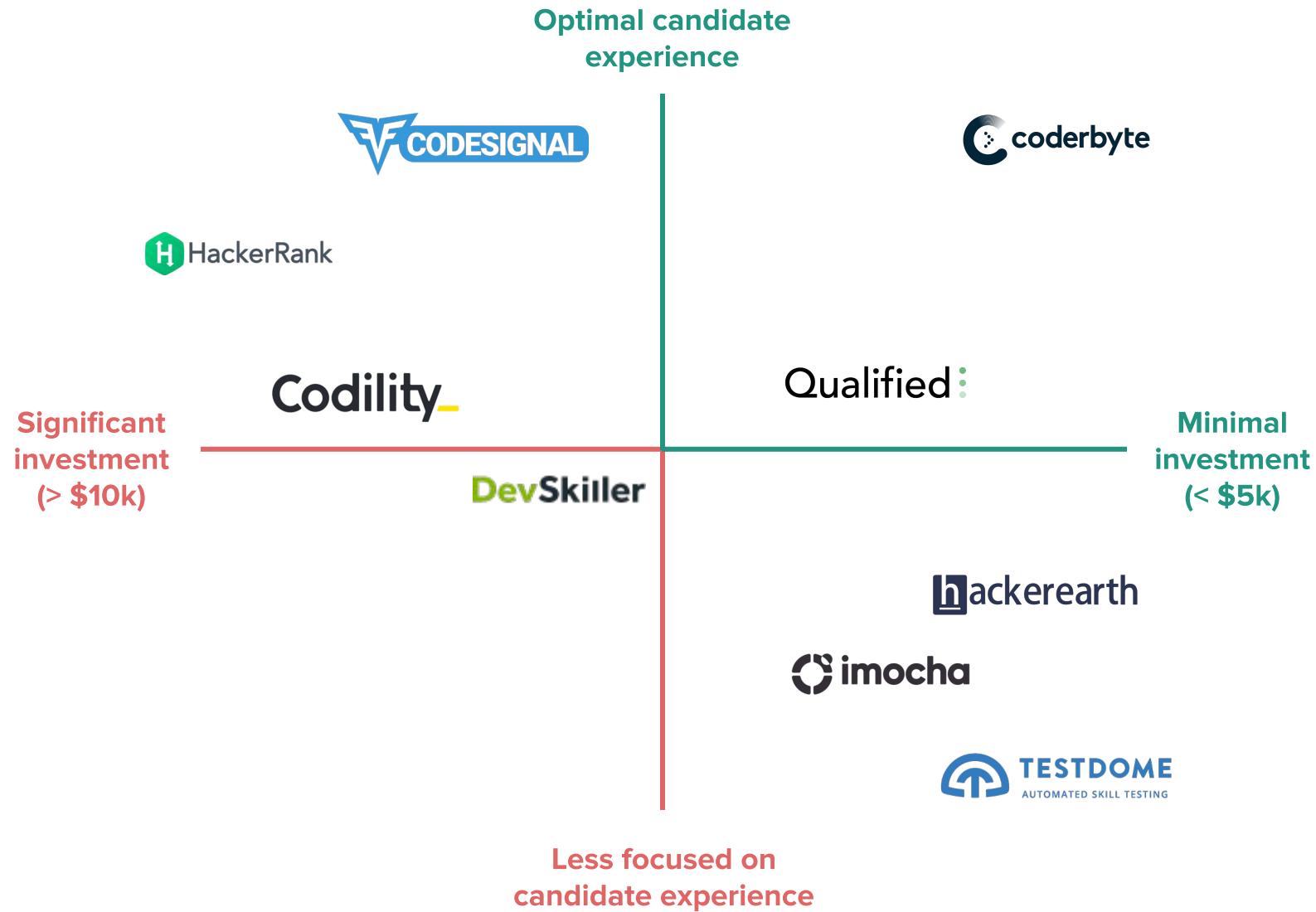
Here are the main factors that matter when selecting a code screening platform:

- **Fair and un-intrusive candidate experience.** Remember that a good software engineer has many career options. If you use a platform with a terrible candidate experience that requires them to turn their video camera on, prevents them from using normal functions in their browser, and answer endless algorithmic riddles, don't be surprised when most candidates, especially the best ones, simply don't complete your process.
- **Clear, straightforward, and affordable pricing.** You don't want a platform that severely limits how many candidates you can screen because that defeats the point of creating an equitable unbiased process where all candidates get a fair shot.
- **Robust, modern challenge library.** You need to ensure that the platform you select has challenges that match the skills and experience that you're hiring for. Odds are the job you're hiring for doesn't merely involve solving riddles, so you'll need a platform that offers more than algorithmic challenges.
- **Easy-to-use interface for recruiters and non-technical stakeholders.** Even if you're an engineer, trust me that you don't have the time to configure and manage every screening process. Pick a platform that even a recruiter can use to select a template and run a screening process without tons of technical implementation required.

Other important features like cheating detection and API integrations depend on your business and candidate pool.

### SECTION III

## Best Code Screening Platforms



### SECTION III

## Best Code Screening Platforms

### HackerRank

Helpful links: [Website](#) | [G2](#) | [Capterra](#) | [Pricing](#)

The screenshot shows the HackerRank interface for a 'Senior Software Engineer Test'. At the top, there are navigation tabs: 'TESTS' (which is selected), 'CODEPAIR', and 'LIBRARY'. A search bar and user profile icons are also at the top right. Below the header, the page title is 'Senior Software Engineer Test'. On the left, there's a sidebar with 'Tests > Senior Software Engineer Test'. The main content area displays a table of candidates:

CANDIDATE	STATUS	INVITED BY	TIMELINE	SCORE	ACTIONS
Thomas Downey	To be evaluated	Me	Completed 12 mins ago	92%	
Linnie Cole	To be evaluated	Me	Completed 2 weeks ago	90%	
Nathan Weaver	To be evaluated	Me	Completed 4 hours ago	87%	

Let's begin with HackerRank because they're the most well known and serve as a good reference for the rest of my reviews. They've been around for more than a decade and have raised \$40m+, earning them household name status. They focus on the world's largest corporations and offer the most robust platform, essentially functioning as an entire applicant tracking system for your developer hiring, from sourcing to negotiating offers. If you have the budget for extensive implementation and configuration, need custom integrations and enterprise-grade functionality, then this is the solution for you.

HackerRank is a leading technical screening platform, backed by leading growth and venture firms. They target the Fortune 2000 with a robust and customizable platform for technical teams to recruit and hire for roles such as data science, DevOps, front-end developers, and more. They offer online coding assessments, real-time code-pair sessions, and take-home projects.

#### Pros

- All-in-one platform including screening, interviewing, take-home projects, and more
- Massive library of challenges, multiple choice questions, and tasks
- Enterprise-grade functionality from integrations to SSO

#### Cons

- Don't expect to get very far on the free tier (maybe you can screen candidates for one role) before you encounter surprise limitations and an exhausting and opaque upsell process for a \$20,000+/yr plan no matter what your company size is.
- Candidates frequently complain about HackerRank's screening experience and intrusive approach to cheating detection ([example](#) and [example](#)) and may publicly shame your company's unrealistic assessments on social media

#### Recommended for

- HackerRank is great for multinational organizations in regulated industries that require and can afford enterprise software with highly technical implementations and a public relations team to monitor social media and address candidate complaints

## SECTION III

# Best Code Screening Platforms

## Coderbyte

Helpful links: [Website](#) | [G2](#) | [Capterra](#) | [Subscription Pricing](#) | [Pay-Per-Candidate Pricing](#)

The screenshot shows the Coderbyte platform's user interface. At the top, there's a navigation bar with links for Interview Prep for Developers, Pricing, Features, Resources, and Log In. Below the navigation is a breadcrumb trail: Screening → Interviews → Projects. The main content area is titled "Java Senior Devs (Spring)" and shows a summary of the assessment: 6 challenges, 3 multiple choice questions, 0 custom tasks, 1 open-ended question, and a total score of 1. There's a section for inviting candidates with fields for email addresses and buttons to "Send private invite links" or "Copy public invite link". To the right, there's a note about selecting from 300+ challenges to create and customize code screening assessments. Below this is a grid of icons representing supported coding languages: Ruby, React, C, Python, JavaScript, Swift, Java, and others. At the bottom, there are links for "SUPPORTED CODING LANGUAGES" and "SAMPLE CODE SCREENING ASSESSMENT".

Coderbyte has many of the everyday features you need from HackerRank, but packaged into a modern, self-service platform with straightforward pricing. Despite being the newest entrant in the market, they've grown rapidly and now have [1,000+ customers](#), including some of the best brands in tech. Coderbyte has a similar real-world challenge library and feature set for code screening, while offering more clever approaches to cheating detection that your candidates won't hate. The only reason not to use Coderbyte is if for whatever reason they lack an obscure skill that you're screening for or if your IT team absolutely requires direct API access and SSO.

## Pros

- The only platform that offers unlimited admins (recruiters/hiring managers), assessments, and candidates on any subscription plan, beginning at just \$99/month when you pay annually.
- Coderbyte takes candidates cheating seriously and has the industry's only code editor with a built-in capability for candidates to search Google. This feature not only gives candidates a wonderful assessment experience, it also enables you to better understand how candidates think and code, and to detect plagiarism more comprehensively.
- Candidate reports show you when and how frequently candidates leave the tab, how frequently and legitimately candidates use the Google search, and all copying and pasting.
- Advanced customizability and 1,000+ integrations via Zapier including Greenhouse, Workable, and Recruitee.

## Cons

- Coderbyte does not offer SSO or direct API access

## Recommended for

- Tech-forward organizations that are interviewing at scale or intermittently, and are comfortable operating a self-service tool.
- Organizations that want to optimize the candidate experience to increase their hiring rates and decrease the number of candidates that drop out of the interview process.

### SECTION III

## Best Code Screening Platforms

### Codility

Helpful links: [Website](#) | [G2](#) | [Capterra](#) | [Pricing](#)

The screenshot shows a detailed performance report for a candidate named Joan Smith. The top navigation bar includes 'Tests' > 'Junior Frontend' > 'Joan Smith'. On the left, a sidebar menu lists 'Teams' (selected), 'WAW Team', 'Tests', 'CodeLive', 'Sessions', and 'Tasks'. The main content area has tabs for 'Summary' (selected), 'Details', 'Timeline', and 'CodeLive Rooms'. The 'Tasks summary' section displays four completed tasks: 'AngularCounter' (Angular) took 36 min, scored 100%, 'ReactLikeButton' (React) took 21 min, scored 96%, 'DistinctLetterCount' (JavaScript) took 22 min, scored 100%, and 'TwoStories' (JavaScript) took 17 min, scored 98%. To the right, a large circular chart shows a 'Total score' of 98% ('1176 out of 1200 points'). Below the chart is a section for 'Unusual behavior detection'.

Codility went through an impressive rebrand and updated user experience recently to modernize their platform. Like HackerRank, they target large corporations with similar enterprise functionality and customizability. There aren't huge differences between the two platforms so if you're thinking about moving forward with HackerRank, definitely consider at least getting a demo of Codility (unfortunately they don't even offer a free trial without first talking to their sales team).

#### Pros

- Codility offers real-time coding interviews and take-home projects in addition to automated screening with code challenges
- Codility also offers many of the same enterprise features and challenges library as HackerRank
- Codility also offers advanced cheating detection. However, like HackerRank, many candidates may choose not to take the assessment because of it.

#### Cons

- No pricing information available online, but expect to go through a lengthy sales process and to pay a little bit less than you will with HackerRank, especially if you're switching

#### Recommended for

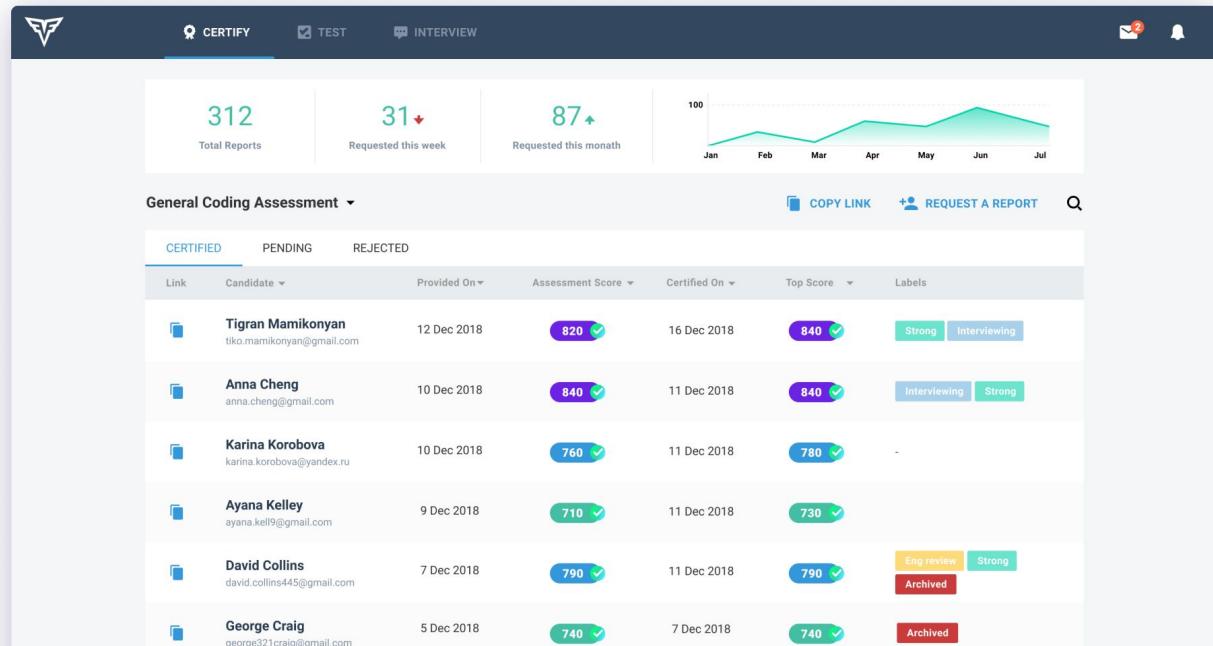
- Codility is great for multinational organizations that want to switch from HackerRank and lock in a lower price for the same enterprise features

### SECTION III

## Best Code Screening Platforms

### Codesignal

Helpful links: [Website](#) | [G2](#) | [Capterra](#) | No pricing page



The screenshot shows the Codesignal dashboard. At the top, there are three summary boxes: 'Total Reports' (312), 'Requested this week' (31+), and 'Requested this month' (87+). Below these is a line chart showing assessment scores from January to July. The main section is titled 'General Coding Assessment' and displays a table of candidates. The columns are 'CERTIFIED', 'PENDING', and 'REJECTED'. The table includes columns for 'Link', 'Candidate', 'Provided On', 'Assessment Score', 'Certified On', 'Top Score', and 'Labels'. The data for six candidates is listed:

Link	Candidate	Provided On	Assessment Score	Certified On	Top Score	Labels
<a href="#">Tigran Mamikonyan</a> tiko.mamikonyan@gmail.com	Tigran Mamikonyan	12 Dec 2018	820 ✓	16 Dec 2018	840 ✓	Strong Interviewing
<a href="#">Anna Cheng</a> anna.cheng@gmail.com	Anna Cheng	10 Dec 2018	840 ✓	11 Dec 2018	840 ✓	Interviewing Strong
<a href="#">Karina Korobova</a> karina.korobova@yandex.ru	Karina Korobova	10 Dec 2018	760 ✓	11 Dec 2018	780 ✓	-
<a href="#">Ayana Kelley</a> ayana.kell9@gmail.com	Ayana Kelley	9 Dec 2018	710 ✓	11 Dec 2018	730 ✓	
<a href="#">David Collins</a> david.collins445@gmail.com	David Collins	7 Dec 2018	790 ✓	11 Dec 2018	790 ✓	Eng review Strong Archived
<a href="#">George Craig</a> george321craig@gmail.com	George Craig	5 Dec 2018	740 ✓	7 Dec 2018	740 ✓	Archived

CodeSignal used to offer straightforward pricing for self-service functionality, however, as they've grown they've begun to focus more on enterprise customers, and now require you to request a demo to get pricing information. That being said, it still offers an intuitive and modern experience and will require way less technical configuration than HackerRank or Codility.

#### Pros

- Like the other platforms above, CodeSignal also offers coding interviews and take-home projects, in addition to screening
- By far the best user experience for any of the platforms that focus on enterprise.
- A high-quality candidate experience — unlike HackerRank, you won't find candidates complaining online en masse
- More affordable than Codility or HackerRank

#### Cons

- No free trial or sense of price until you engage with a salesperson

#### Recommended for

- CodeSignal is for hyper-growth, venture-backed startups and multinational organizations hiring 25–50 engineers per quarter.

## SECTION III

# Best Code Screening Platforms

## Hackerearth

Helpful links: [Website](#) | [G2](#) | [Capterra](#) | [Pricing](#)

The screenshot shows a test interface for '.NET Test'. At the top, it says '24 Questions' and 'Total Marks: 458.0'. A timer indicates '00:59:52 left'. On the right, there are links for 'pritika@hackerearth.com', 'English', 'Help', and 'End Test'. Below the header, it says '17 Multiple Choice Questions'. The first question is 'Question 1': 'In .NET, the garbage collector executes \_\_\_\_\_.' It lists four options: 'Once in every one minute', 'When an application is running low of memory', 'Once in every one second', and 'Once in every one hour'. There is a 'Submit' button at the bottom left and a 'Reset Answer' link at the bottom right. A small video camera icon with a person's face is in the bottom right corner.

HackerEarth bridges the gap nicely between self-service and enterprise functionality. It offers a comprehensive screening product at a reasonable price, but the flexibility to upgrade when you need advanced functionality and API access. Unfortunately, their user experience is clunky and outdated, and the candidate experience leaves a lot to be desired. HackerEarth is unique however in its approach to offering a '[hackathon capability](#)' and for using AI for grading.

### Pros

- Like the other platforms above, HackerEarth also offers real-time interviews. In addition though, they offer the ability to conduct community hackathons, which are great for career fairs and employee engagement.
- HackerEarth is the rare platform that offers both a truly self-service option at a reasonable price but also enterprise pricing as needed

### Cons

- A large portion of candidates drop-off during the tests because of the extremely invasive anti-plagiarism features (like recording candidates faces while they code).

### Recommended for

- HackerEarth is great for staffing agencies and companies hiring developers right out of school, where there is a high likelihood of inexperienced candidates and cheating.
- HackerEarth is also great for companies using a legacy technology stack, like .NET.

## SECTION III

# Best Code Screening Platforms

## DevSkiller, iMocha, TestDome, and Qualified

[DevSkiller](#), [iMocha](#), [TestDome](#), and [Qualified](#)

All these companies are grouped together because they share a lot in common and are honestly all difficult to give an honest review. Each of these solutions seems to rebrand and change their pricing frequently, so you really just need to do your own research at the time of reading this. On any given day, they might have a pricing page and then the next day you'll have to request a demo.

They more or less all offer some version of automated screening and customization, with some nuanced features and differences. The most compelling reason to use them is to diversify your assessments because some of the more well-known brands suffer from candidates leaking answers to their older challenges on Reddit.

The image displays four screenshots of different code screening platforms:

- DevSkiller:** Shows a dashboard with 261 total candidates, 6 invitation expired, 9 waiting for answers, 17 in evaluation, 11 waiting for decision, and 8 pending. It lists candidates like Louis Cook, Wendy Weber, Chandler Bing, and Larry Hanson with their profiles and test scores.
- iMocha:** Shows a detailed candidate profile for John Smith with a test score of 94% (47 out of 50 points), better than 85.71% of other candidates. It also shows his skills: SQL (100%), Java (93%), and Spring (40%).
- TestDome:** Shows a summary report for a business analyst test. It includes a bar chart for sectional scores (Business Analyst Skills: Below Average, Agile Project Management: Average, Analytical Thinking: Poor, Writing Skills: Excellent) and a report summary stating that Amily Carter's performance is average in knowledge of agile project management and below average in accuracy, speed, analytical skills and core business analyst skills.
- Qualified:** Shows a scoring summary for a test. It includes a progress bar for 90% completion, 6/10 questions answered, and a timing summary of 10 m, 35 s active time. It also displays detailed score statistics, including results spread and ranking (99th Team Percentile).
- Qualified (continued):** Shows a test settings interface with tabs for Test Settings, Questions, and Candidates. It lists three test questions with details like order, question text, type, difficulty, time, and max points. The first question is about paginating users in MySQL. The second is about fixing bugs in registerHandlers. The third is about new user forms.

## SECTION IV

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# The best code assessment platforms for interviewing

Hire remotely with real-time code interviews



 CoderPad

 coderbyte

 HackerRank

 CODESIGNAL

 Codility

 CodeInterview

### Features to consider

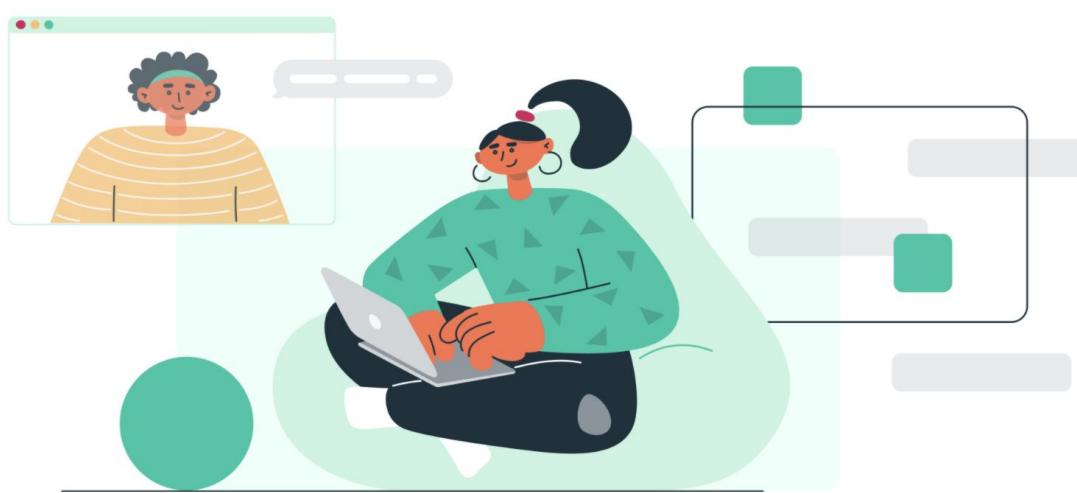
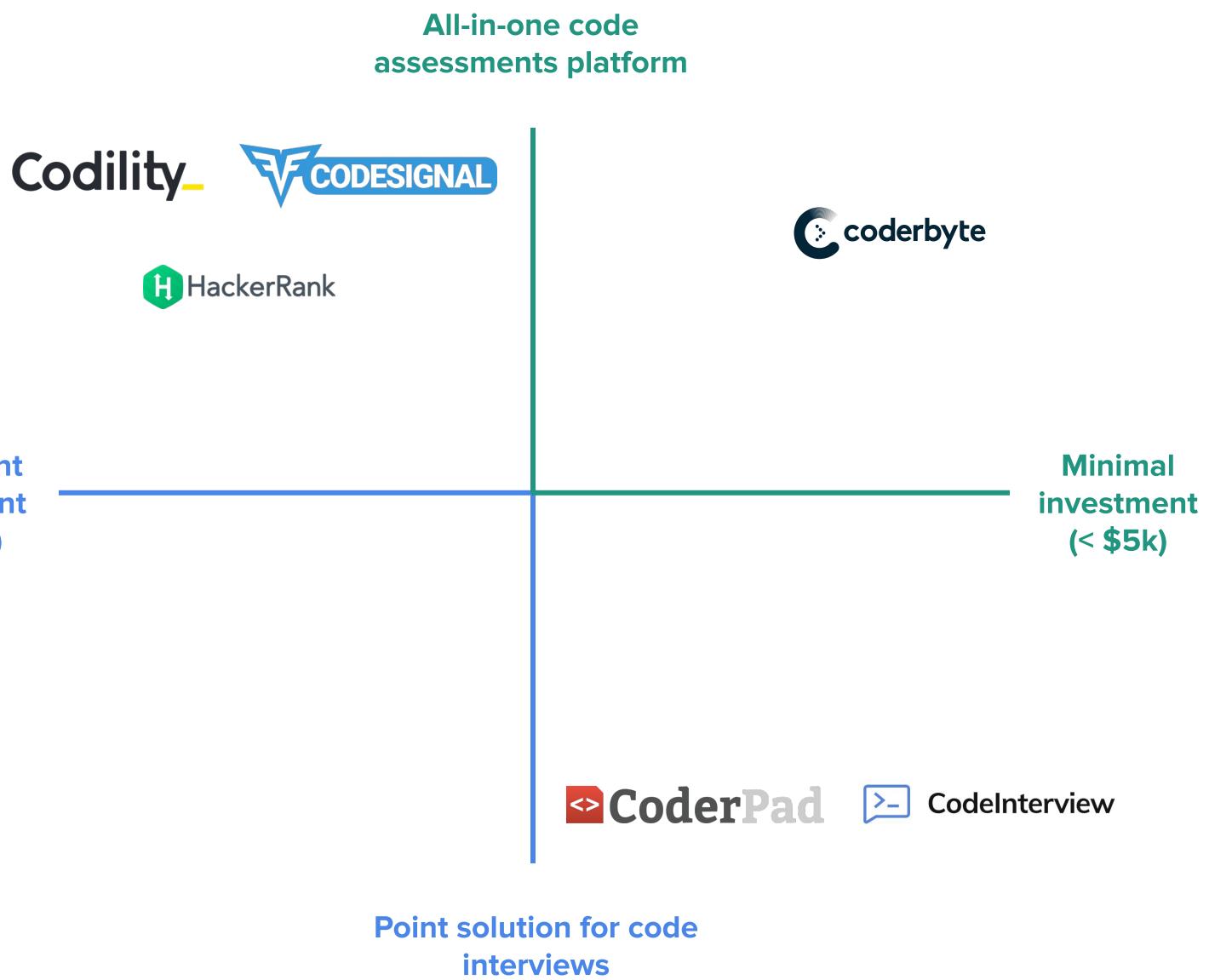
Here are the main factors that matter when selecting a code interview platform:

- **A fast and snappy core user experience.** The critical aspect of a remote interview is the ability to collaboratively code and communicate in real-time. It's important for the platform to allow multiple interviewers to join the session and cycle through questions and scenarios as the candidate demonstrates their skills.
- **Clear, straightforward, and affordable pricing.** Bringing candidates onsite takes a lot of coordination and time, but no explicit price or fee. When moving to remote interviews, there's a lot less coordination involved meaning that you can finally interview and give a shot to more candidates. However, you'll want a platform that allows you to interview enough candidates at a reasonable price, otherwise your hiring process can get expensive quickly.
- **Features and functionality.** While the most important part of a remote interview is the ability to code in real-time, there are many other features that matter, including whiteboarding, video and audio, and interview templates.

Other important features like cheating detection and API integrations depend on your business and candidate pool.

## SECTION II

# Best Code Interview Platforms

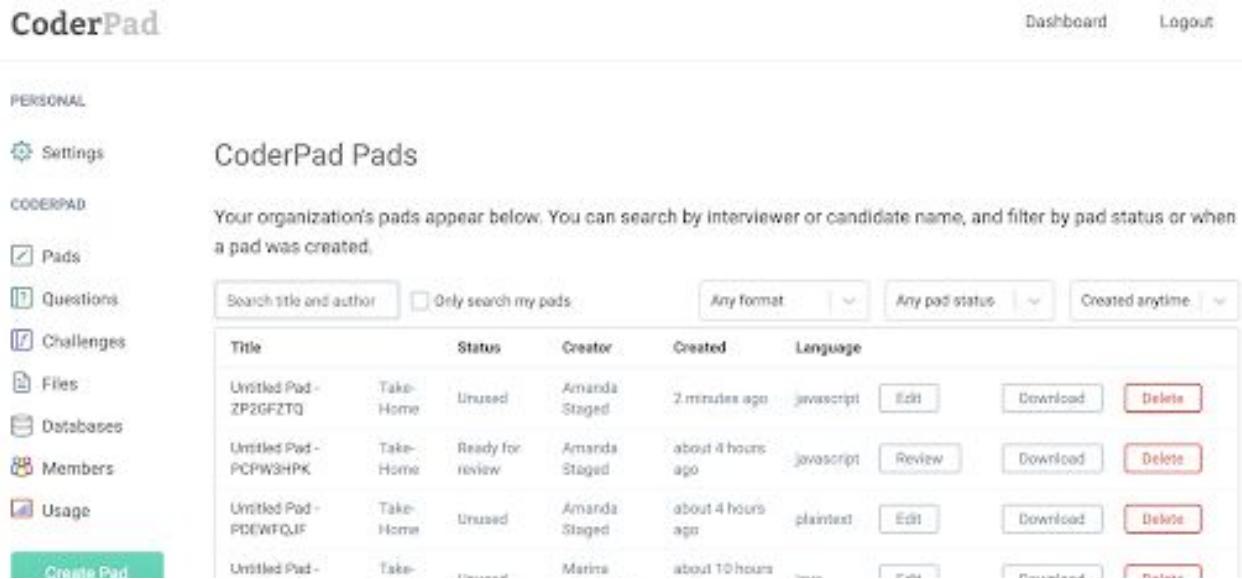


## SECTION IV

# Best Code Interview Platforms

## Coderpad

Helpful links: [Website](#) | [G2](#) | [Pricing](#)



The screenshot shows the CoderPad dashboard. On the left, there's a sidebar with 'PERSONAL' and several menu items: Settings (selected), Pads (checked), Questions, Challenges, Files, Databases, Members, Usage, and a green 'Create Pad' button. The main area is titled 'CoderPad Pads' and contains a table of interview pads. The table has columns for Title, Status, Creator, Created, Language, and actions (Edit, Download, Delete). There are four pads listed:

Title	Status	Creator	Created	Language	Action	Action	Action	
Untitled Pad - ZP2GFZTQ	Take-Home	Unused	Amanda Staged	2 minutes ago	javascript	Edit	Download	Delete
Untitled Pad - PCPW3HPK	Take-Home	Ready for review	Amanda Staged	about 4 hours ago	javascript	Review	Download	Delete
Untitled Pad - PDEWFQJF	Take-Home	Unused	Amanda Staged	about 4 hours ago	plaintext	Edit	Download	Delete
Untitled Pad -	Take-Home	Martina	about 10 hours ago			Open	Download	Print

CoderPad is a pioneer of online IDE's with one of the first and most popular coding interview platforms. For nearly a decade, CoderPad offered a simple dashboard to track candidates and start new interviews called "pads." The online IDE they built works very well for most languages and it can execute code quickly which makes it easy for the candidate to debug their code as they are writing it. The company was [recently sold to a private equity firm](#), which often happens before a platform gets more comprehensive, expensive, and enterprise-focused.

### Pros

- CoderPad is exceptionally easy to set up, taking just minutes to prepare for an interview
- There are different pricing tiers for companies of all sizes, with subscriptions beginning at just \$50/month
- The online editor works very well for most languages, including front-end languages
- CoderPad recently introduced a coding challenge capability

### Cons

- As noted earlier, CoderPad was recently acquired by an investment group, and the pricing has since increased significantly. \$50/month used to allow for 20 interviews, but now it's just 5.
- CoderPad has very limited features for customization and collaboration.

### Recommended for

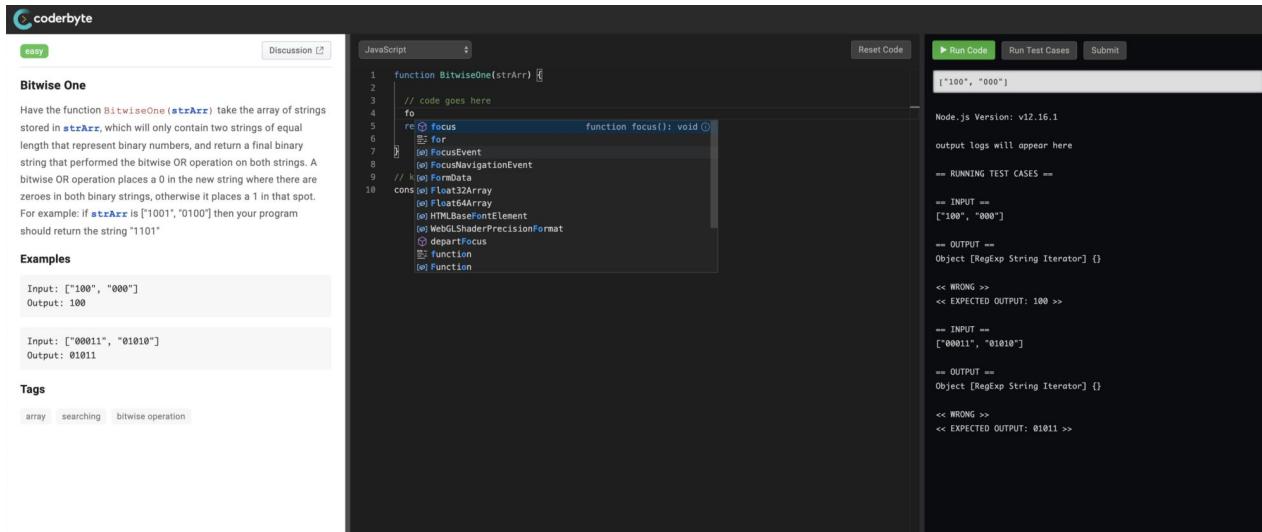
- Companies that need a simple and affordable tool to interview a limited number of candidates online. Great for savvy engineers who can set up their own interviews from scratch.

## SECTION IV

# Best Code Interview Platforms

## Coderbyte

Helpful links: [Website](#) | [G2](#) | [Capterra](#) | [Subscription Pricing](#) | [Pay-Per-Candidate Pricing](#)



Coderbyte's [interview feature](#) is simple and easy-to-use like CoderPad, with a few additional options that engineers and recruiters will appreciate. It offers the ability to use a [whiteboard](#) and create [interview 'templates'](#) with coding challenges that you can cycle through to guide an interview discussion. While Coderbyte doesn't offer video or audio capabilities, a Zapier integration makes it easy to sync with your existing communication tools. Further, Coderbyte allows for multiple interviewers to join a session.

### Pros

- Like CoderPad, Coderbyte is exceptionally easy to set up, taking just minutes to prepare for an interview
- Pricing is straightforward, begins at \$99/month, and offers unlimited candidates on all plans. Coderbyte has never raised funding from venture capitalists or private equity firms and is unlikely to have the same pressure to raise their pricing.
- The online editor works very well for most languages, including front-end frameworks

### Cons

- Lacks enterprise features like SSO.
- You have to call candidates separately, as Coderbyte does not yet have video or audio support.

### Recommended for

- Tech recruiters and engineering teams that care deeply about the candidate experience and want maximum flexibility to test a wide variety of skills.

## SECTION IV

# Best Code Interview Platforms

## HackerRank

Helpful links: [Website](#) | [G2](#) | [Capterra](#) | [Pricing](#)

The screenshot shows the HackerRank interview interface. On the left, there's a 'Task Description' section with a question about determining if a number is prime. It includes an 'Example' (n=24), 'Function Description' (isPrime), 'Parameters' (long n), 'Returns' (int), and 'Constraints'. The central part is a code editor with Java code for the isPrime function. The right side features a 'Scorecard' tab with sections for 'Code Quality', 'Problem Solving', 'Language Proficiency', and 'Technical Communication', each with a 5-star rating scale. Below the scorecard is a 'Chat Window' where two people are having a video call, with one person's video feed visible.

HackerRank is the most well-known enterprise solution in the code screening industry, and offers a great interview product called [CodePair](#). Like CoderPad and Coderbyte, it enables an interviewer and candidate to collaborate in an online environment to solve coding problems together and sketch diagrams. They provide an easy way to share challenge descriptions with a candidate along with providing them an online IDE to write and execute their code.

Their online editor supports over 35 languages, can be customized by candidates, and comes with built in audio/video capabilities. Their platform also allows recruiters to easily leave feedback about the candidate after the session for the rest of their team to see later on.

### Pros

- All-in-one enterprise-grade solution for all your technical hiring needs
- Built-in audio/video capabilities
- Freehand diagrams

### Cons

- Unless you're a multinational corporation, you will likely find HackerRank pricing to be cost-prohibitive
- Only supports algorithm challenges and simple programming problems — you cannot test front-end and back-end technologies, e.g. React, Python/Django, Ruby on Rails, etc.

### Recommended for

- Large corporations that require enterprise features like SSO and integrations

## SECTION IV

# Best Code Interview Platforms

## Codility

Helpful links: [Website](#) | [G2](#) | [Capterra](#) | [Pricing](#)

The screenshot shows the Codility CodeLive interface. At the top, there's a header with '01' and tabs for 'Task' and 'JavaScript + Jest'. Below the tabs, there's a task description about finding equilibrium indices in an array. The main area contains a code editor with a snippet of JavaScript code for solving the problem. To the right of the code editor is a 'Test Output' panel showing a successful compilation and test run. At the bottom left, there's a video feed showing two candidates in a video conference. The video feed includes icons for settings, zoom, and microphone.

Codility went through an impressive rebrand and updated user experience recently to modernize their platform. Their coding interview product, called [CodeLive](#), enables candidates and recruiters to collaborate online using real-life tasks in a shared development environment. Their tool comes with built-in audio/video capabilities and it also has a whiteboard feature called Canvas which allows users in the session to draw flow charts and diagrams.

CodeLive supports over 40 languages and allows candidates to run test cases against their solutions. It also supports templates so interviewers can easily start sessions with predefined tasks and code templates, making the entire experience more efficient.

### Pros

- Candidates can create and run their own test cases.
- Built-in audio/video capabilities.
- Templates can be predefined for new sessions.
- Freehand diagram.

### Cons

- No pricing information available online, but expect to go through a lengthy sales process and to pay a little bit less than you will with HackerRank, especially if you're switching

### Recommended for

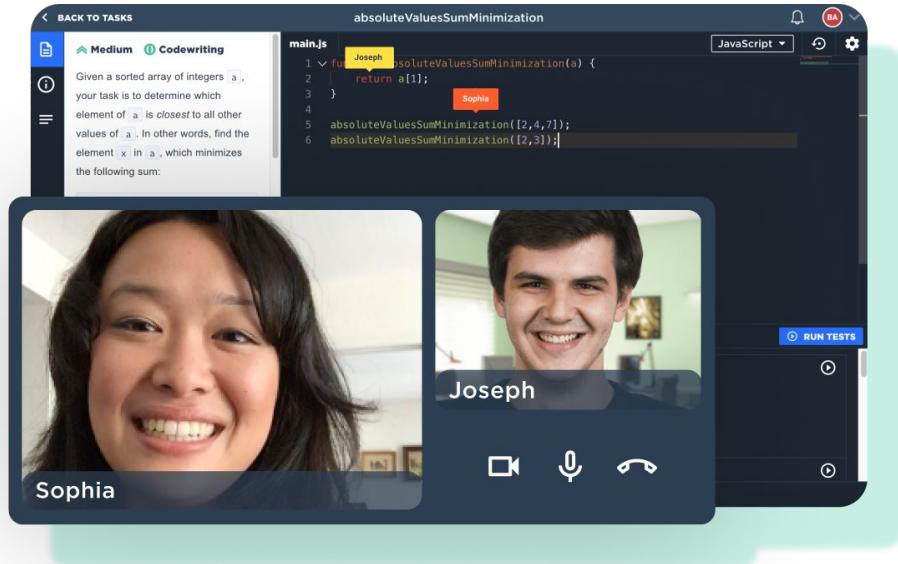
- Codility is great for multinational organizations that want to switch from HackerRank and lock in a lower price for the same enterprise features

## SECTION IV

# Best Code Interview Platforms

## CodeSignal

Helpful links: [Website](#) | [G2](#) | [Capterra](#) | No pricing page



CodeSignal's [Interview tool](#) is another suitable option for companies looking to streamline their technical interviewing process. Their platform makes it easy to track and create new sessions, and their online editor makes it easy to collaborate and code with candidates.

Their Interview tool also provides the ability to create diagrams and draw freely. Their platform supports over 40 languages and a great part of their tool is that candidates can run test cases that the recruiter setup beforehand.

### Pros

- Great user experience
- Built-in audio/video capabilities with recordings
- Freehand diagrams

### Cons

- There is no free trial or way to get pricing information without requesting a demo

### Recommended for

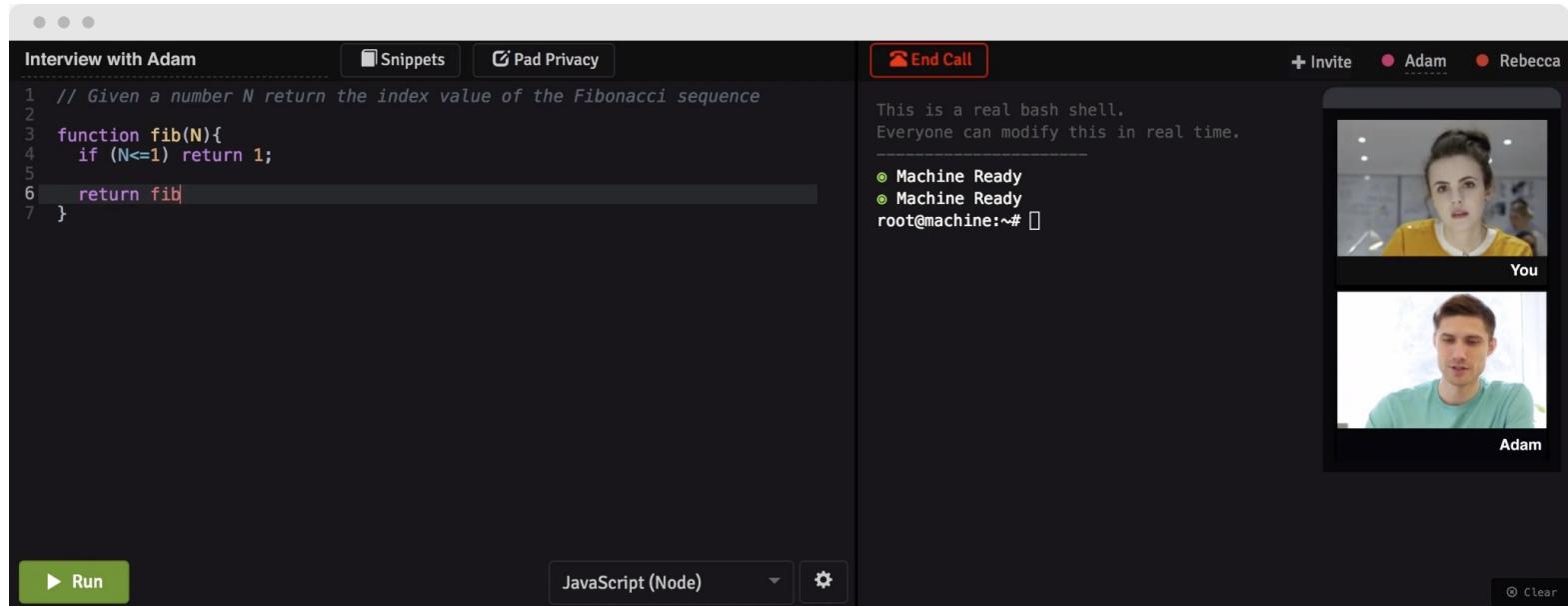
- If you're a large company that needs enterprise-grade functionality like SSO and a suite of integrations, but can't quite afford HackerRank or Codility.

## SECTION IV

# Best Code Interview Platforms

## Codelinterview

Helpful links: [Website](#) | [G2](#) | [Pricing](#)



Codelinterview is most similar to CoderPad because of their minimal platform that focuses on making it easy for engineering interviewers to start new sessions and collaborate with candidates. Their online editor supports over 25 languages, and it's one of the only other platforms aside from Coderbyte where you can interview candidates in technologies like Vue.js, React, Angular, Express, and other front-end languages.

They have a built-in audio/video capability, along with a code playback feature and other enterprise features like SSO and team collaboration.

### Pros

- Easy-to-use dashboard with modern editor which provides a good candidate experience.
- They support front-end technologies like React, Vue.js, Angular, and more.
- Advanced features like audio/video, code replay, templates, and SSO.
- Very affordable at just \$5/interview (and lower pricing available at scale)

### Cons

- If you also need to conduct remote code screening and take-home projects, you'll need to manage other tools in addition to Codelinterview.
- Very limited reporting functionality
- They have monthly pricing options but no option for unlimited

### Recommended for

- Small companies that don't need a single platform for code screening and interviewing.

## SECTION V

techxtalent

# The best code assessment platforms for take-home projects

Identify your top candidate amongst finalists



**GitHub**

 **coderbyte**

 **CodeSubmit**

 **HackerRank**

 **Byteboard**

### Features to consider

Here are the main factors that matter when selecting a take-home code project platform:

- **Cloud-based test and review.** For optimal efficiency, it's best to be able to build the project in the cloud and preview the app to make sure that it functions. It's also great to be able to review and comment on code within their platform so that various stakeholders can share feedback.
- **Real-world project library.** While you may have your own custom projects, it's always helpful to have at least a library of templates to choose from that simulate real-world challenges.
- **Integrates with your existing workflows.** If you have an existing GitHub repository or just want to be notified when the candidate uploads their project, it's important to select a platform that has a robust suite of integrations.

Depending on your situation, you may also want a platform that facilitates candidates writing their code in the browser, rather than in a native environment on their desktop and then uploading a file afterward.

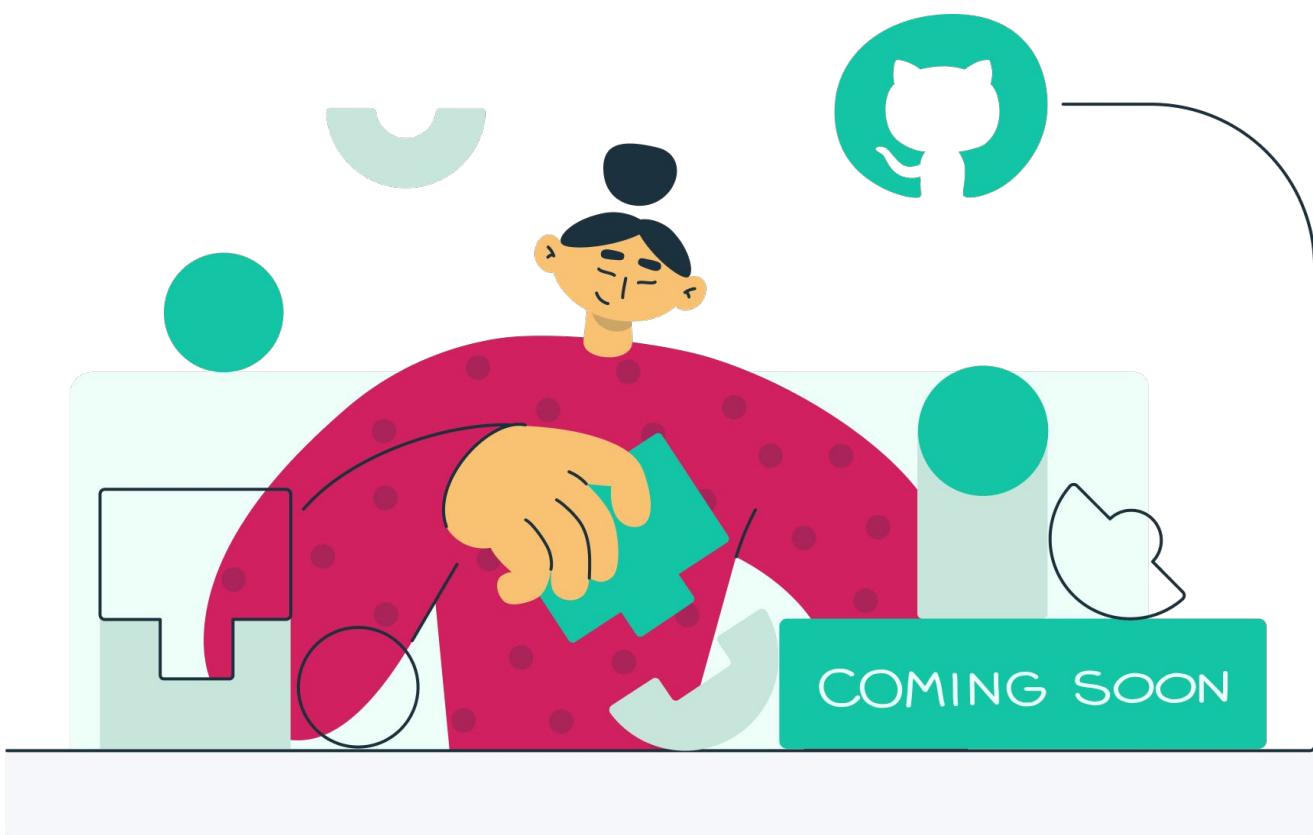
## SECTION V

# Best Code Project Platforms



Significant  
investment  
(> \$10k)

Minimal  
investment  
(< \$5k)



## SECTION V

# Best Code Project Platforms

## GitHub

Helpful links: [Website](#) | [G2](#) | [Capterra](#) | [Pricing](#)

GitHub Codespaces

# Your instant dev environment

For companies that are very serious about take-home coding projects, sharing candidates on a GitHub repo and asking them to submit a pull request is probably the best approach. With a new feature called [Codespaces](#), you can now review, comment on, and run code in the browser. Some companies have even been known to [pay candidates for lengthier projects](#), especially if those projects are the company's real engineering challenges, in order to truly assess skills.

Since all your candidates likely have GitHub, this is a pretty accessible way to conduct take-home projects. However, since this isn't GitHub's core focus as a platform, you are essentially duct-taping workflows together and have to deal with the resulting gaps in your hiring process.

### Pros

- If you already have an enterprise account on GitHub, there's no additional cost to running take-home coding projects for candidates on it
- You have endless customization over the project, scope, and workflow

### Cons

- Running a manual take-home project workflow on GitHub will make it difficult to keep your recruiting organized and unbiased, and to store your candidate data in one place

### Recommended for

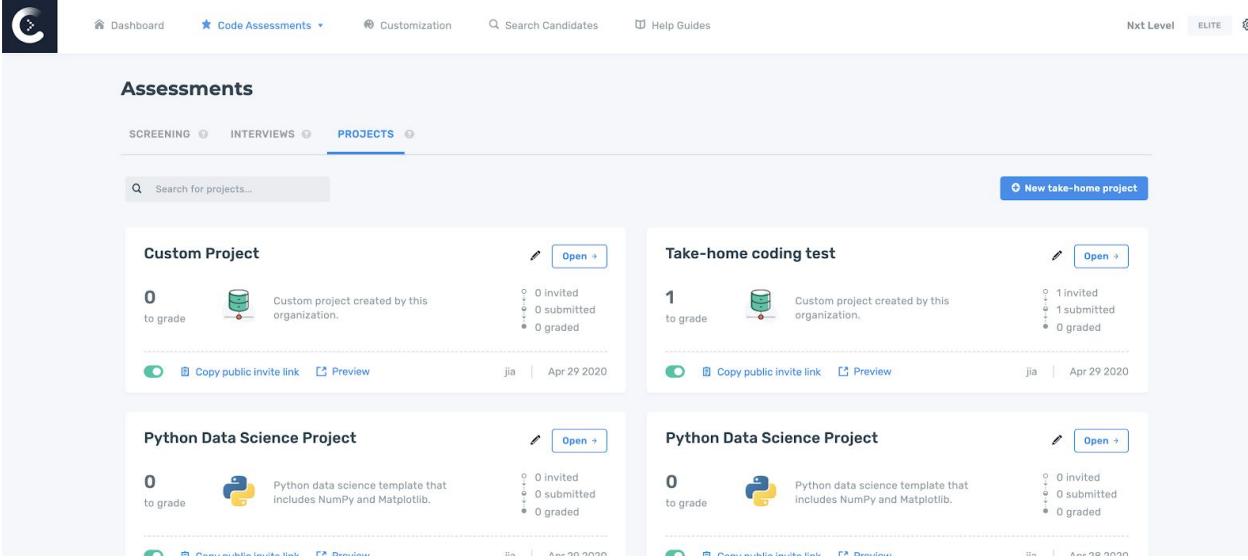
- The most prestigious technology companies where top candidates are willing to go through extensive interview processes in order to get an offer

## SECTION V

# Best Code Project Platforms

## Coderbyte

Helpful links: [Website](#) | [G2](#) | [Capterra](#) | [Subscription Pricing](#) | [Pay-Per-Candidate Pricing](#)



The screenshot shows the Coderbyte platform's interface. At the top, there is a navigation bar with links for Dashboard, Code Assessments, Customization, Search Candidates, Help Guides, and account levels (Nxt Level, ELITE, gear icon). Below the navigation is a search bar and a button for "New take-home project". The main area is titled "Assessments" and includes tabs for SCREENING, INTERVIEWS, and PROJECTS (which is selected). There is a search bar labeled "Search for projects...". Below the tabs, there are four project cards:

- Custom Project**: 0 to grade. Details: Custom project created by this organization. Status: 0 invited, 0 submitted, 0 graded. Actions: Open, Copy public invite link, Preview. Last update: jia | Apr 29 2020.
- Take-home coding test**: 1 to grade. Details: Custom project created by this organization. Status: 1 invited, 1 submitted, 0 graded. Actions: Open, Copy public invite link, Preview. Last update: jia | Apr 29 2020.
- Python Data Science Project**: 0 to grade. Details: Python data science template that includes NumPy and Matplotlib. Status: 0 invited, 0 submitted, 0 graded. Actions: Open, Copy public invite link, Preview. Last update: jia | Apr 29 2020.
- Python Data Science Project**: 0 to grade. Details: Python data science template that includes NumPy and Matplotlib. Status: 0 invited, 0 submitted, 0 graded. Actions: Open, Copy public invite link, Preview. Last update: jia | Apr 29 2020.

With Coderbyte's [Projects](#) capability, you can easily host your take-home and invite your top candidates through the platform. Companies that prefer to use the projects feature rather than automated screening assessments typically already have a take-home project hosted on GitHub that they use, and so Coderbyte can help them manage candidates and track how they are doing with their final project submission. Candidates can then submit their projects with a link to their repository and an explanation of how their code works, and your team can manually review their code.

### Pros

- Coderbyte also offers screening and interviewing so you can run an entire hiring process and store all your candidate data within a single platform.
- It's cost-effective: Coderbyte is the only platform that offers unlimited admins (recruiters/hiring managers), assessments, and candidates on any subscription plan.

### Cons

- Coderbyte does not currently offer SSO or direct API access (API access is available through Zapier).

### Recommended for

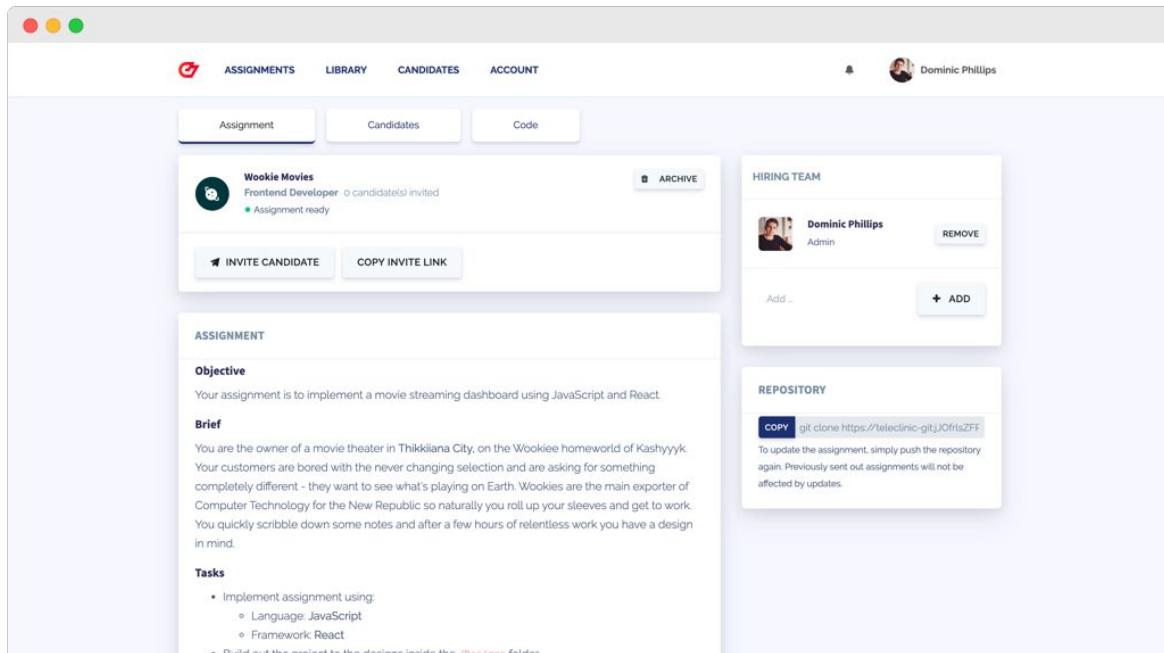
- Tech-forward organizations that can define their own take-home projects and want one platform for managing code screening, assessments, and take-home projects.

## SECTION V

# Best Code Project Platforms

## CodeSubmit

Helpful links: [Website](#) | [G2](#) | [Capterra](#) | [Pricing](#)



Unlike other platforms which have a secondary feature for take-home projects, CodeSubmit's focus is on [take-home coding projects](#) for assessing candidates. They support most languages, have a large library of real-world projects that you can use, and offer seamless integration with existing workflows. Candidate submissions then need to be manually graded by your team, as explained in their FAQ:

*We believe that technical interviewing should be a reciprocal process. If candidates invest their time in completing the assignment, then the hiring team should invest some time in reviewing them.*

### Pros

- Great experience for running code assessments with take-home projects
- Straightforward and affordable pricing

### Cons

- No true automated code screening or interview capability which means you will likely have to use multiple tools and fragment your candidate data. At that point, there's only marginal more value than just using GitHub.
- [Candidates may not appreciate](#) spending hours building a complex project especially at the early phases of the interview process

### Recommended for

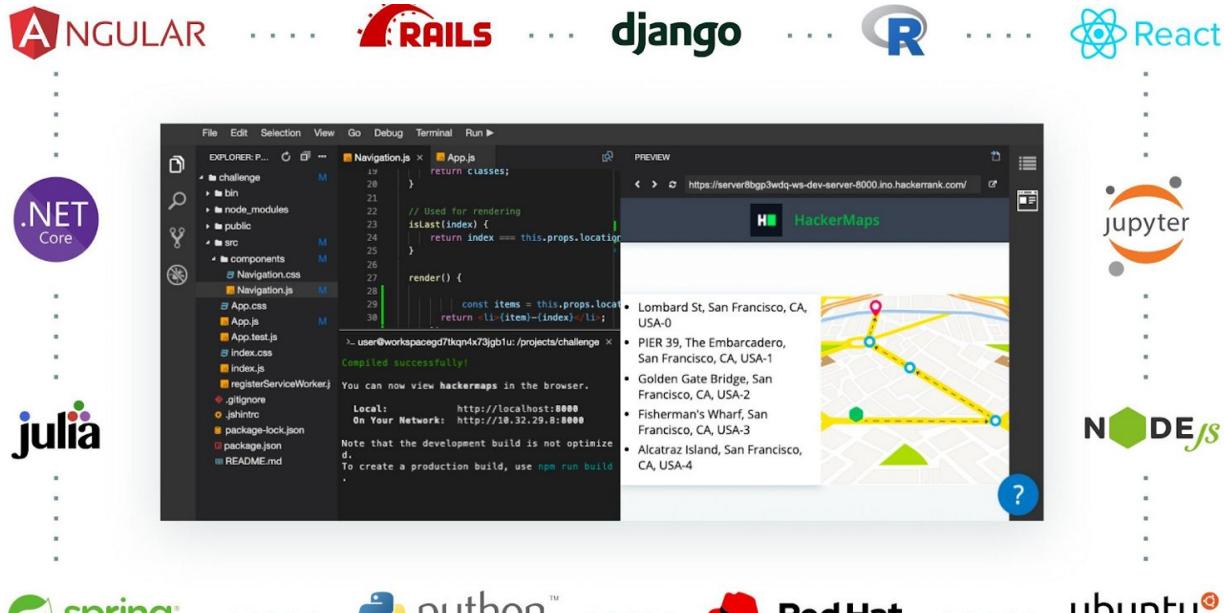
- Companies that have the resources to send out take-home projects and manually review candidate submissions

## SECTION V

# Best Code Project Platforms

## HackerRank

Helpful links: [Website](#) | [G2](#) | [Capterra](#) | [Pricing](#)



As usual, HackerRank offers the most enterprise-grade feature set. With HackerRank's Projects capability, you can access a deep library of projects for front-end, back-end, data science, and DevOps roles. HackerRank also offers a Docker container backed, developer-friendly environment with support for multiple files, debugging, autocomplete, linting, git integration, and more, to complete projects within the browser.

### Pros

- HackerRank is an all-in-one developer hiring platform, so you can manage everything in one place
- Robust project library that encompasses the most common roles
- The ability for candidates to code in HackerRank's online IDE or at-home

### Cons

- It's not cheap and you'll have to go through a lengthy sales process to get a sense of pricing
- The user experience is a bit clunky and outdated

### Recommended for

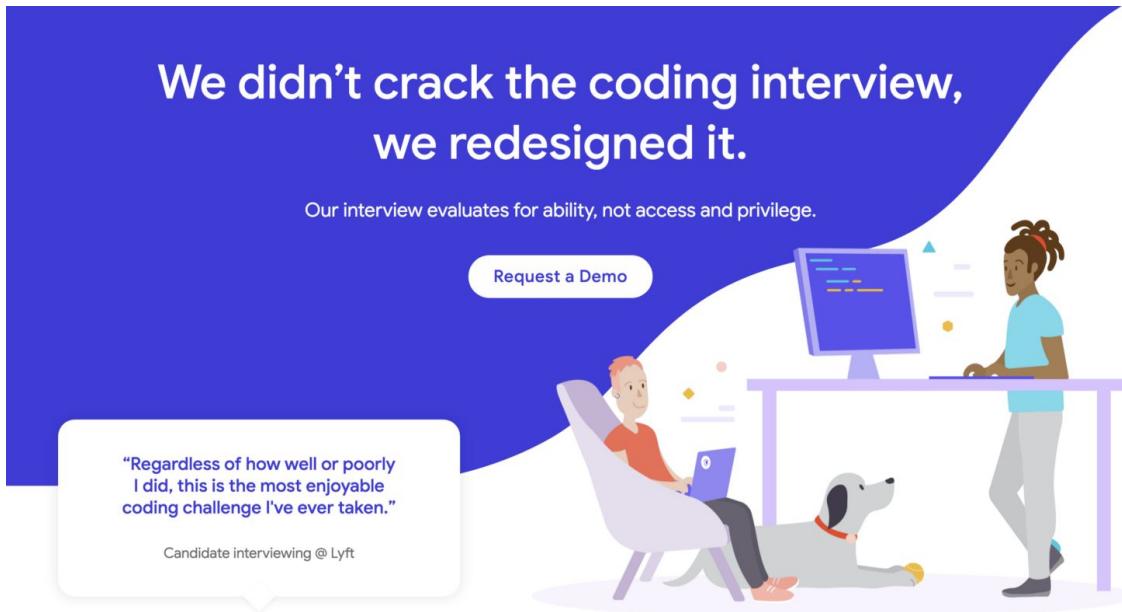
- Large corporations that require and can afford enterprise features like SSO and API access

## SECTION V

# Best Code Project Platforms

## Byteboard

Helpful links: [Website](#) | [G2](#) | [Capterra](#) | [Pricing](#)



Byteboard, created by a team working at Google, combines live interviews with take-home projects to change how technical interviews are conducted. A candidate and an interviewer work on a project together, where the solution is then graded manually to consider whether the candidate should move forward in the interview process.

*The Byteboard interview replaces pre-onsite interviews across all of your key technical roles with a small, time-boxed project that simulates real-life asynchronous work.*

### Pros

- A great way to gauge a candidate's strengths and weaknesses because ample time is spent live-coding with them
- Proves a pleasant, and less stressful experience for candidates during the initial technical screen

### Cons

- Companies need significant resources and time to be able to run this sort of interview with candidates because each submission needs to be manually graded
- Not self-serve, so will need to spend some time talking to a salesperson to get started
- Candidates may not appreciate spending hours building a complex project especially at the early phases of the interview process

### Recommended for

- Companies that do not want to automate their technical screening process at all and have the resources to conduct length project-based interviews

# SECTION VI

# Resources



## techxtalent

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