

HakerRank

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HackerRank

- HackerRank is a skill based hiring platform
- Skill is measure by solving online challenges

Problem

Can we “lead score” candidate pipeline?

Using:

- Historical data about hiring outcomes
- Ability of candidates to solve online challenges

Motivation

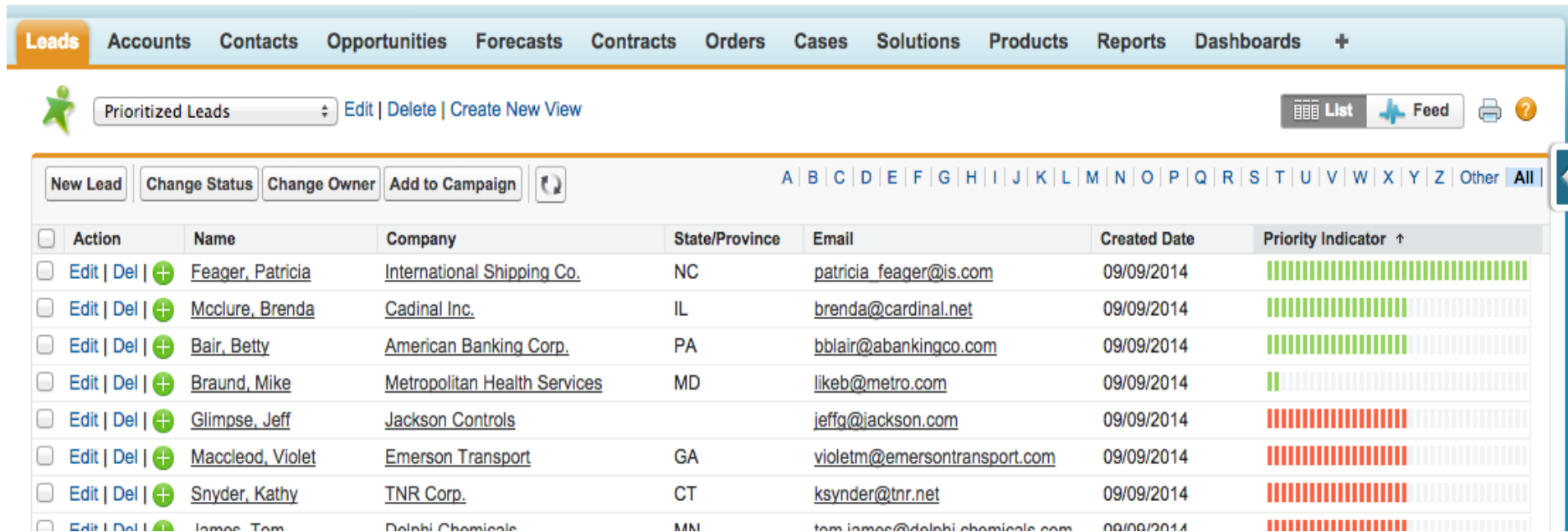
Provide a good metric for heiring managers based on skills

Solution

Accurately “lead scores” the candidate pipeline

Vision

Upload list of candidates



The screenshot shows a CRM interface with a top navigation bar containing links: Leads, Accounts, Contacts, Opportunities, Forecasts, Contracts, Orders, Cases, Solutions, Products, Reports, Dashboards, and a plus sign. Below the navigation bar is a sub-header for 'Prioritized Leads' with a green star icon, and links for 'Edit', 'Delete', and 'Create New View'. On the right, there are icons for 'List', 'Feed', a printer, and a help icon. Below the sub-header is a table of leads with columns: Action, Name, Company, State/Province, Email, Created Date, and Priority Indicator. The table contains 8 rows of lead data. The 'Priority Indicator' column uses a bar chart to represent priority levels, with green bars for higher priority and red bars for lower priority.

Action	Name	Company	State/Province	Email	Created Date	Priority Indicator
Edit Del +	Feager, Patricia	International Shipping Co.	NC	patricia_feager@is.com	09/09/2014	
Edit Del +	Mcclure, Brenda	Cadinal Inc.	IL	brenda@cardinal.net	09/09/2014	
Edit Del +	Bair, Betty	American Banking Corp.	PA	bblair@abankingco.com	09/09/2014	
Edit Del +	Braund, Mike	Metropolitan Health Services	MD	likeb@metro.com	09/09/2014	
Edit Del +	Glimpse, Jeff	Jackson Controls		jeffg@jackson.com	09/09/2014	
Edit Del +	Maccleod, Violet	Emerson Transport	GA	violetm@emersontransport.com	09/09/2014	
Edit Del +	Snyder, Kathy	TNR Corp.	CT	ksnyder@tnr.net	09/09/2014	
Edit Del +	James, Tom	Dalshi Chemicals	MM	tom.james@dalshi-chemicals.com	09/09/2014	

Data Sources

- Challenges: Challenge and it's metadata, such as tags and activity stats.
- 4.1 million -- number of assessments completed on HackerRank
- Data is on AWS

Model

Decision Tree

- Interpretable
- Can be applied to large database

