asseco

INDUSTRY: **SOFTWARE**

95% RETENTION
AMONG TOP UNIVERSITY
GRADUATES

ABOUT THE COMPANY:

Asseco is one of the largest corporations in the technology sector quoted on the Warsaw Stock Exchange. It was established in 1991 and provides computer software to the banking industry.

Codility_

Codility_

THE CHALLENGE

ANNA PARUCH

HR Specialist

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Initiated in 2016, Asseco Starter is the internship program for talented students and graduates from technical colleges. Top candidates are snapped up in 7 days, so the recruitment team needed to act fast. "We wanted to acquire the best talent ahead of the competition and be able to deliver an excellent candidate experience," says Anna. "At the same time, we needed

to ensure that the recruitment process was fair, standardized for every candidate, and accurately measuring their technical skills," she adds. The team decided to use Codility for accurate screening and cheating and plagiarism prevention, without the risk of damaging the candidate experience.

"We care about providing an excellent candidate experience. We needed our tech assessments to be easily accessible so that our candidates could take them at any time and place, comfortably from their desks."

CURRENT CHALLENGES:

Hire top candidates for the **internship program**

Ensure a **standardized and fair screening** process

Provide excellent **candidate experience**

Set **anti-cheating measures** in place

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THE IMPLEMENTATION

The application process for Asseco Starter kicks off in spring. Every candidate receives a take-home assessment with CodeCheck testing their coding skills in Java, SQL, C++, .NET, or C#. Anna and her team have a robust library of tasks in different languages and technologies to choose from. "We can easily choose the tasks we need without engaging our hiring managers' time," says Anna. "Our engineers do not have to prepare or check the tasks manually and that's a huge time saver," she adds.

Every take-home assessment may raise concerns on whether the candidate completed the test on their own. In these cases, Codility's plagiarism prevention and detection protocols flag suspicious behaviors for the team to review and address individually. "We rarely have any cases of

cheating, but if we do, we act accordingly and firmly," says Anna. "Sometimes we need to cross some candidates off the list, but they all get a credit of trust," she adds.

"Codility is the most important element of our selection process. It allows us to screen hundreds of candidates and pick the most talented ones, based on their technical skills."

Once the screening process is finished, the chosen candidates go through the phone interview with the recruiter and the final

interview with the hiring manager. The team used to invite candidates on-site, but now they're planning to start using CodeLive as a shared, live, development environment for remote interviews. "When I first showed CodeLive to our hiring managers, their eyes lit up," says Anna. "They realized it makes remote coding so much easier, plus it allows them to draw diagrams, tables, or visually explain complex processes," she adds. With the capabilities of CodeLive, Asseco will no longer rely on whiteboards and Google docs. Using CodeLive means the team will be able to conduct remote interviews without compromising on the quality of the candidate experience.

"Paper and pen is not an attribute of a progressive employer by any means. Our candidates expect more than that. If we want to compete over tech talent, we need to go with the times and use the tools that provide a natural coding and communication environment for young people."

THE RESULTS

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Since 2016, Asseco has screened over 3,600 candidates with Codility. In 2020 alone, the number of internship applications exceeded 1,600. Using Codility allowed the team to narrow this number down to the 24 most talented, apt, and qualified candidates that took the internship.

But it's the quality of candidates, not quantity, that makes a difference. Out of the lucky 24 interns, 23 got a full-time job once the internship was over. That's an incredible 95% retention rate. "Our hiring managers were extremely impressed with the effectiveness and solid work ethic of these young grads," says Anna.

Overall, since the beginning of the program in 2016, over 70% of the interns still work for Asseco, and the team could not be more proud. The company remains one of the most attractive places to work for engineers in Poland, attracting more talent year by year.

"We are able to assess our candidates' skills so well during the recruitment process with Codility, that almost all of them are hired and remain in the company after the internship is over."

Conducted **3,600 CodeCheck assessments** since 2016

Screened **1,600 candidates** for the internship program in 2020

Employed **24** top university graduates

Retained **95%** of their interns full-time

Gained **100% satisfaction** among Hiring Managers