



Bentley®

INDUSTRY: **ENGINEERING
SOFTWARE**

MOVING CAMPUS RECRUITMENT ONLINE & ATTRACTING OVER **3000 UNIVERSITY GRADUATES**

ABOUT THE COMPANY:

Bentley Systems (Nasdaq: BSY) is the infrastructure engineering software company. We provide innovative software to advance the world's infrastructure – sustaining both the global economy and environment. Our industry-leading software solutions are used by professionals, and organizations of every size, for the design, construction, and operations of roads and bridges, rail and transit, water and wastewater, public works and utilities, buildings and campuses, and industrial facilities. Our offerings include MicroStation-based applications for modeling and simulation, ProjectWise for project delivery, AssetWise for asset and network performance, and the iTwin platform for infrastructure digital twins. Bentley Systems employs more than 4,000 colleagues and generates annualized revenues of more than \$800 million in 172 countries.

THE CHALLENGE



**GIRENE
SCIUKAITE**

Graduate & Intern
Development
Program Director



**LISA
BRUTKO**

Graduate & Intern
Development
Program Manager



Since 2012, the Graduate Development Program for software engineers at Bentley Systems allows young adepts to gain experience within the engineering realm, working alongside the international software development team and developing a wide array of technical skill sets. Every year, the Bentley Systems Talent Acquisition team visits technical universities and colleges in the U.S., Canada, Europe, and India, participating in over 40 campus events and career fairs every semester to look for the most

talented and ambitious young professionals. But in 2020, most college campuses closed their doors and many companies canceled their internship programs due to the pandemic. Bentley Systems quickly adapted their program by moving their recruitment process online and didn't miss a beat in keeping their graduate program intact throughout the year. The positive result in doing so was an influx of thousands of candidates who expressed interest in joining the program.

“Typically, we would get 40 to 50 applications per career fair. But this time, we were getting hundreds of them. Within just 6 weeks, we received over 2,000 applications in the United States. We needed to quickly train our recruitment team and be able to engage with the student population online, without having that face-to-face interaction.”

CURRENT CHALLENGES:



Career fairs and on-campus events were **canceled in 2020**



Recruitment for the internships and Graduate Development Program needed to **move online**



The number of **candidate applications** doubled



Maintaining excellence in quality and candidate experience with an online format

THE IMPLEMENTATION

To process such a high amount of applications and provide an excellent candidate experience to every student, the team transitioned to an online recruitment process in the blink of an eye. The pre-screening process transitioned to a CodeCheck online skills assessment so the team could automatically screen thousands of applications and choose the most talented candidates quickly.

“CodeCheck was a game-changer this year. We transitioned every initial technical phone screening with a software engineer into a CodeCheck test.

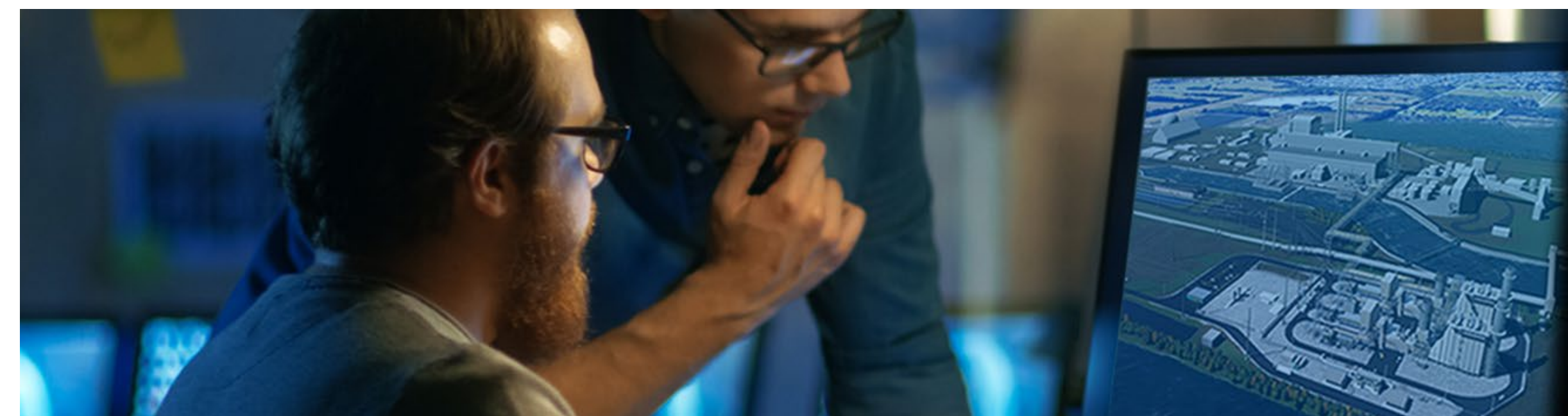
It saved a lot of time for our engineers and recruiters - in some cases, we were able to complete the pre-screening phase in less than a week.”

The candidates who passed the screening phase moved to a technical interview with a software engineer. This time, the team replaced a traditional on-site interview with CodeLive, providing a fully remote, one-on-one interaction with video, voice, and pair-programming capabilities. “The first time we’ve seen such a volume of candidates, not having that face-to-face

connection, we really relied on CodeLive. It has made our remote communication much easier, taking so much pressure off our shoulders,” says Girene.

“Our hiring managers can now not only review the code together with the students, but also understand how they solve problems under stress, or how they utilize their knowledge in real-life

situations,” adds Lisa. In fact, CodeLive allowed candidates to connect with their future mentors in a more personal way, which typically happened during in-person campus events. The candidates could learn more about Bentley Systems, and the hiring managers could better understand their cultural fit, providing a more natural interview experience in these challenging times.



THE RESULTS

While some companies canceled their internships in 2020, Bentley Systems kept their internship program ongoing, providing unique career opportunities to almost a hundred of students. Not only did the team transform into virtual hiring, but they successfully navigated through an unprecedented increase of applications this year in a shorter period of time.

“This year, we doubled the number of applications and shortened our time-to-hire by over 30%.

Typically, it would take us 6 weeks to get to the final interview; now, we were able to do that in only 4 weeks. In the U.S., over 85% of our offers were accepted before the holiday season and that was a huge success!”

Most of all, Lisa and Girene were able to effectively engage candidates online and provide an excellent virtual experience.

“The engagement in online assessments has increased, as everything is virtual and clickable. Even the students get excited about it!” says Lisa. “At Bentley, we care about candidate experience a lot. This new process is very convenient to candidates and user-friendly; our candidates can complete the assessment whenever and wherever they prefer. They also feel that it’s fair because all the candidates receive the same tests, and we prescreen them based on their technical skills above anything else,” adds Girene.

What about the hiring managers? “They fell in love with it!” says Lisa. “It changed their mentality, it’s fun, it’s easy to use, and very flexible. Our hiring managers love to explore it

and they want to use it in every interview process,” she adds.

What’s the future of campus recruitment for Bentley Systems? They’ve proven virtual hiring can work and be very successful, attracting thousands of talented students willing to join the team. “Whatever comes next, we’re ready,” says Girene. “We will be looking closer at our candidates’ expectations, as their feedback is extremely important. They might prefer sending resumes while staying home, and we’ll be prepared to attract these young talents remotely and create an amazing work experience for them,” she adds.



Moved campus recruitment online and attracted over **3000+ global applicants**



Completed the **screening phase** in less than a week



Decreased time-to-hire **from 6 to 4 weeks**



85% of offers accepted before the end of the fall season in the US



100% candidate and hiring manager **satisfaction**