



INDUSTRY: **GAMING**

UNITY SAVED 2,200 HOURS OF RECRUITING TIME OVER JUST 90 DAYS

ABOUT THE COMPANY:

Unity is the world's leading platform for creating and operating real-time 3D (RT3D) content. Unity's platform provides a comprehensive set of software solutions to create, run and monetize interactive, real-time 2D and 3D content for mobile phones, tablets, PCs, consoles, and augmented and virtual reality devices.

ABOUT UNITY



CHRIS WEBER

Global Head of Recruitment,
AI & Operate Solutions



After many years working for numerous founders and startups with some of the biggest names in tech, Chris Weber joined Unity in December 2016 to build its team of engineering talent. He moved into a broader role in February 2020 and now leads the global recruitment function for AI, Operate Solutions, G&A and Marketing. Along with 4 teams in the Americas and EMEA consisting of 35+ recruiting professionals, Chris focuses on improving processes to ensure Unity is engaging the best tech talent in the world.



LAUREN ALLEN

Senior Recruiting Programs
Manager



Lauren Allen joined Unity as the Senior Recruiting Programs Manager in January 2019 after working in similar talent-related roles at companies like Reddit and Medium. Working closely with hiring teams across different engineering functions at Unity, Lauren has focused on streamlining recruiting processes and driving efforts to make candidate experience a core value.

“We view Unity as a real-time 3D development platform that can help transform anything from the way we buy clothes to how financial analysts look at anomalies across discrete datasets and beyond. The same way Adobe moved the world from paper to digital, we want to guide the world into the 3D realm.”

UNITY BY THE NUMBERS:



In the first 9 months of 2020, Unity has seen an average of more than **5 billion downloads** per month of applications built with Unity.



As of the end of Q3, Unity had approximately **2.5 billion monthly active end-users** who consumed content created or operated with its solutions.



94 of the top 100 game development studios by global revenue are Unity customers.



As of the end of Q3, **10 of the top 10 auto manufacturers** were using Unity.



120 Million+ end-users communicated using Unity voice and text service on average monthly in 2019



Unity creators are located in more than **190 countries** and territories worldwide.

THE CHALLENGE

When you're recruiting tech talent for a gaming and 3D development powerhouse like Unity, you have an advantage compared to many other hiring teams. Coders and engineers want to work for a company whose technology has played a role in repairing a NASA spacecraft, running autonomous vehicle simulations, developing movies like 2016's *The Jungle Book*, and improving jobsite safety for construction works. And that's not to mention what Unity is most known for—its roots are in game development.

But just because the world's top tech talent seeks positions at Unity

doesn't mean recruiting is always easy. Because of the Unity 3D development platform with so many unique use cases, there are many different engineering units within the company, all leveraging different tech stacks and coding languages. Finding the right candidates for so many unique roles can be challenging - especially when there isn't a standardized recruiting process.

Between delays in getting completed tests back from candidates and limited time for engineers to assess the results, moving candidates through the hiring process took longer than ideal. "We were lucky

because we knew that engineers really wanted to work for Unity," says Chris, "but there was a clear need to streamline the process—both for the sake of our hiring managers and to provide candidate experiences we're proud of."

"Every business unit from R&D to graphics, AR/VR, operations, and security had nuanced processes. While one team used online testing platforms, another team ran their recruiting processes based on a bug hunt. It was a take-home challenge that became increasingly difficult to manage."

THE IMPLEMENTATION

Takeaways from Implementing Codility

-  **New Technologies**
-  **Candidate Experience**
-  **Objective Review**
-  **Evaluate Assessments**

Implementing new technologies like Codility that work seamlessly can create a word of mouth effect throughout the company and drive adoption. What started as a platform used specifically within the Montreal-based AI and Monetization team quickly spread to the other regions and business units.

Using new technology to improve the candidate experience has a significant impact on the long-term talent pipeline. By treating candidates fairly and providing easy-to-use assessment environments, it's more likely that top talent will apply to new roles in the future.

Having an unbiased technical assessment platform makes it easy to objectively review a candidate's capabilities without being overly influenced by their résumé. Hiring managers can feel confident they're adding the best candidates for open roles.

Relieving the pressure on internal engineering teams to run and evaluate coding assessments results in significant productivity benefits.



Transforming recruiting processes started with finding new technology solutions that could streamline talent assessment. **And this is when Unity turned to Codility.**

THE RESULTS

IMPROVED PRODUCTIVITY FOR ENGINEERS

Adoption of the platform across Unity's locations saw significant results.

“In addition to candidate experience, improving team throughput was also one of our top concerns. With Codility, our teams ran 750 candidate tests over a 90-day period, saving 2,200 hours of interview time. That kind of productivity is like gaining time to launch an entirely new product or enter a new vertical.”

IMPACTFUL CANDIDATE EXPERIENCES

The amount of interviewing time saved for engineering teams was the real proof of concept for Codility. But candidate experience is equally important to the recruiting team as they apply the company's “user first” mindset to hiring.

“The difference between candidate feedback before and after Codility has been clear. Our engineers are happy with the platform and we aren't getting the negative candidate feedback that we used to have with previous assessment processes.”

Using CodeCheck to run technical assessments as well as CodeLive and Canvas to conduct remote interviews has helped transform the kind of feedback Unity gets from candidates.

ADAPTING TO THE EVOLVING LANDSCAPE OF TECH HIRING

The global health crisis of 2020 presented unique challenges for all companies and Unity was no exception. However, the work Unity did to establish more standardized hiring processes paid off when they had to go fully remote.

“We were one of the early companies to shut down offices for the safety of our employees,” says Lauren. “I worked closely with managers on my team to quickly publish a how-to guide with best practices and fact sheets for hiring processes. In just about a week, we seamlessly implemented fully remote recruitment

processes globally. And Codility played a significant role in that transition.”

Initially, Unity was using CodeCheck to run technical assessments in the screening phase of their hiring process. When they were forced to go remote, they quickly shifted to CodeLive to collaborate with candidates and get an understanding of how they would fit on engineering teams. CodeLive Canvas was especially useful as the customizable remote interviewing environment enabled hiring managers to review technical questions with candidates on a high level. With Codility, Unity is making candidate experience its top recruiting priority. That, in turn, is leading to greater productivity and better hiring decisions.



750+ candidate tests administered in 90 days



3 hours of engineering time saved per test



2,200+ total hours of interview time saved across departments