VONAGE

INDUSTRY: **TECHNOLOGY**

INCREASING ENGINEERING TEAM CAPACITY IN 5 LOCATIONS

ABOUT THE COMPANY:

Vonage, a global cloud communications leader, helps businesses accelerate their digital transformation. Vonage's Communications Platform is fully programmable and allows for the integration of Video, Voice, Chat, Messaging and Verification into existing products, workflows and systems. Vonage's fully programmable unified communications and contact center applications are built from the Vonage platform and enable companies to transform how they communicate and operate from the office or anywhere, providing enormous flexibility and ensuring business continuity.

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Codility_

THE CHALLENGE

In recent years, the talent market for engineers has become increasingly competitive, as more businesses start to realize that technological innovation will be vital to their success. With product and technology teams located in the UK, Poland, Israel, Spain, and the US and over 100 tech positions to fill in the upcoming months, Vonage is at the forefront of that talent war.

The company is on the lookout for mid and senior-level engineers, maximizing their capacity with top talent.

"We have high standards of engineers that we look for, and at the end of the day we know we're only going to hire the most qualified candidates. We need to make sure our engineers are coming with the right experience, quality of work, leadership capabilities, and have excellent delivery."

By raising the bar, the hiring team at Vonage set the quality of candidates as priority. But in order to attract top talent, their recruitment needed transparency in delivering a five-star candidate experience.

DANIEL HECKER-CAMPBELL

Talent Acquisition Manager

VONAGE

CHALLENGES:

Increase the **capacity of the engineering team**

Fill 100 mid and senior-level engineering positions in the upcoming months

Deliver an **excellent candidate experience** in a competitive job market

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THE IMPLEMENTATION

The Vonage team wanted to automate the initial phases of the recruitment process as efficiently as possible, to screen hundreds of candidates in search for the right quality. They've implemented CodeCheck assessments across most of their technical hires.

"The direction to use Codility is fully supported by our Engineering teams to keep the bar on a consistently high level. Today, most teams look for 80% test scores from software engineers. We know that someone who passed the test, has the baseline standard that we expect."
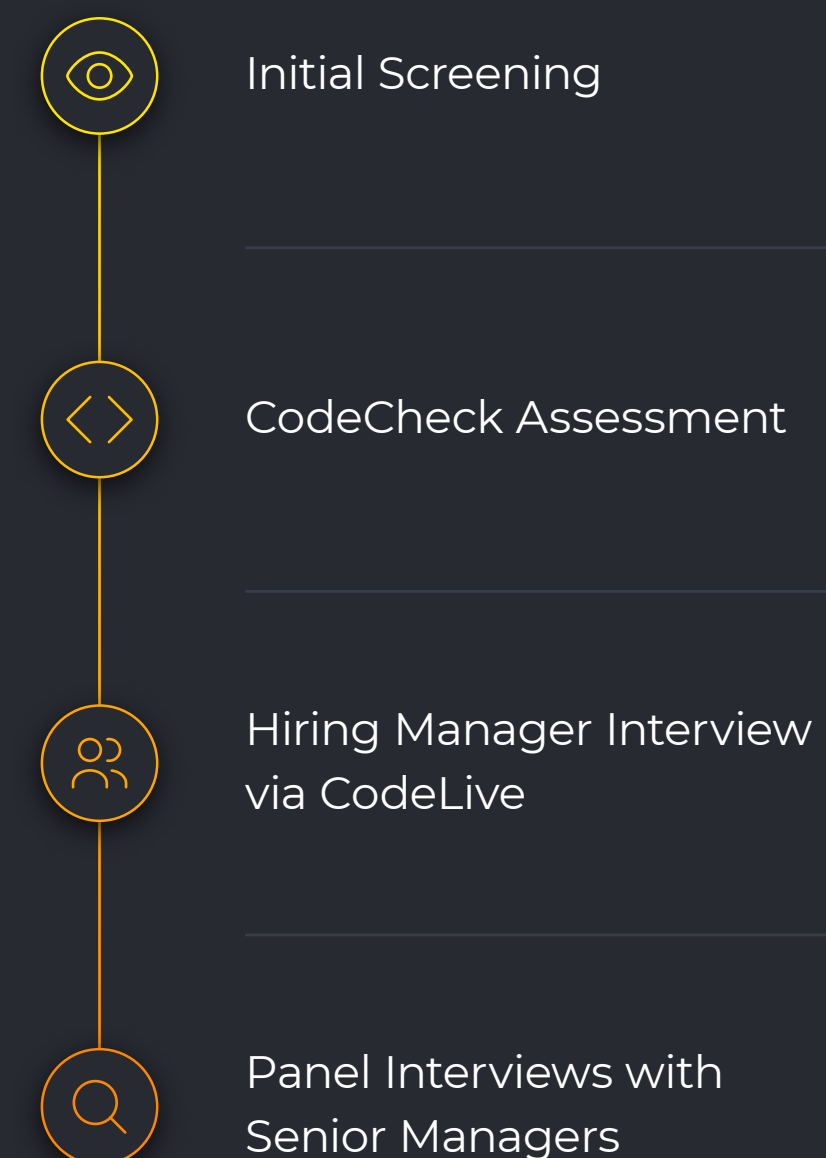
The team also needed a centralized way of scheduling remote interviews to help move the right people to the next stage quickly, so they decided to integrate Codility with Greenhouse - their applicant tracking system. The integration allows them to seamlessly invite candidates to a Codility test, as well as review and store their test reports in one interface.

"Greenhouse and Codility integration makes our job easier. We have a Codility test stage in our interview hiring plan at Greenhouse. We can quickly create a link to the test and share it with

the candidate and a hiring manager - it's all in one place, it's easier for us to track, and it's much more efficient."

Finally, the integration enables faster review and collaboration on specific candidate profiles between interviewers and hiring managers. "The results are automatically sent to Greenhouse: the score and the link to the report will already be there," says Daniel. "We also get notified by email once the candidate completes the test so we can easily track progress, quickly follow up with top candidates and be one step ahead of our competition," he adds.

Hiring Process for a Mid-Level Software Engineer:

Initial Screening

CodeCheck Assessment

Hiring Manager Interview via CodeLive

Panel Interviews with Senior Managers

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THE RESULTS

So far, Vonage assessed over 5,500 candidates with CodeCheck and conducted 529 remote interviews with CodeLive. It didn't take long for the HR team to see the first successes of their improvements.

"The biggest benefit of using Codility is the fact that we can screen a big volume of candidates. If we're looking to fill 100 roles, screening the candidates individually would take a lot of time. With Codility, we're able to bring in top talent in less than 30 days."

This way, the team manages to continuously increase the engineering team capacity in five different locations, hiring the top mid and senior-level managers faster and leaving the competition behind. On average, the team fills 15-20 tech positions a month and is still looking to hire hundreds of engineers in the upcoming months. What are they the most proud of? "We're not a huge team but we're under a lot of pressure," says Daniel. "The fact that we consistently meet the business needs, sustain and even over achieve our goals, is our biggest accomplishment. It's tough to attract and engage top tech talent but it's teamwork that makes us successful," he adds.

5,500 tech candidates at Vonage assessed with CodeCheck

529 remote interviews conducted with CodeLive

30 days to bring **top tech talent on board**

5 tech teams with increased capacity in the UK, Poland, Israel, Spain, and the US