CUSTOMER SUCCESS STORY

How Finleap streamlines technical Hiring for its diverse fintech ecosystem

Tom Moore-Stanley
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Nabeel Nabeel
Recruitment Manager: Technology & Product, finleap

Tom Moore-Stanley joined finleap in January 2017 and is now the Recruiting Lead focused on hiring leadership talent across C-level, Head Of, and Director levels for technology, product, and design roles. Because the team is always hiring for a variety of fintechs, Tom has to streamline processes while adapting to new business demands and technologies.

Nabeel Nabeel joined finleap in September 2019 as the Recruitment Manager for Technology and Product roles. He values the company's dynamic environment in which he gets to build new ventures and tackle new hiring challenges every day. Especially as more hiring processes go remote, Nabeel continues to look for ways to assess talent and culture fit more efficiently.

"Ecosystems aren't just one company. As a result, finleap is unique in that it doesn't have a single engineering culture or tech infrastructure. We have many different offices and teams that all have their own unique ways of operating and we have to make sure we're always hiring accordingly."

"We are not an innovation lab, our passion is to build fintechs that truly solve the pain points of customers."

Ramin Niroumand
Founder & CEO, finleap

About finleap

- finleap was founded in 2014 with the vision to reshape the future of finance. Based in Berlin with offices in Hamburg, Milan, Madrid and Paris, finleap offers fintech SaaS solutions to various enterprises and builds stand-alone fintech companies.

- finleap has already developed 17 ventures with its infrastructure and added others by acquisition to its ecosystem. These include companies such as solarisBank, the technology platform with a banking license, ELEMENT, a fully digital insurer, and PAIR Finance, a provider of data-based receivables management.

- finleap provides access to seed capital, a network of investors and experienced entrepreneurs as well as customers and top talents. The finleap group employs over 1.100 people from 80 nations.

The Challenges of Hiring for an Ever-Evolving Engineering Team

The recruiting team at finleap has proven its ability to remain flexible as new project demands continue to introduce new hiring challenges. They've created a blueprint for new projects that focuses on an initial search for a technical leader as well as 5 or 6 engineers to cover frontend and backend development, QA, and DevOps. And when they needed to streamline processes, they started focusing on hiring full-stack engineers rather than specialists to increase efficiency and flexibility for new projects.

While the recruiting team continues to meet business demands, there are two constant challenges—scale and speed. In the hyper-competitive Berlin market, finleap needs to attract the top talent, assess their skills, and make hiring decisions as quickly as possible.

"It's not necessarily just about hiring processes," says Moore-Stanley. "It's about talent attraction. To get the best candidates, we need to advertise in the right places and create a strong presence online. In recent years, we've gotten better results by committing to Stack Overflow, but it's important to always find new ways to attract the best engineers."

Even after getting top talent to apply for finleap positions, the recruiting team needed ways to speed up the hiring process.

"We've always used case studies to assess a candidate's technical skills," says Moore-Stanley. "Each hiring manager would create a case study from scratch. Then we'd review it, send it out to candidates, answer their questions if instructions weren't clear, wait for completion, and come up with a grading system to communicate results. Sometimes it could add 2 to 4 weeks to our hiring processes."

This is why the finleap recruiting team started looking for new technology solutions - to accelerate its skills assessments and reduce time to hire. They discovered Codility and quickly saw results.

Codility_

Lessons Learned from Rolling Out a New Platform

01

With more hiring going remote, it's important to have a process and the technology to assess a candidate's culture fit in addition to technical abilities.

03

Maximizing the candidate experience leads to faster assessment processes and streamlines the overall recruitment funnel.

02

Removing subjective grading by using an entirely objective grading system significantly improved the quality and speed of hiring processes.

04

Reviewing code assessments with a candidate leads to insights that you can't get from a CV alone.

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What Changed After Implementing Codility?

Objective assessment grading

One other benefit of using CodeCheck and the Codility platform to conduct candidate assessments is that the grading system is entirely objective.

"Everyone in tech knows that engineers who have different backgrounds also have different styles," says Nabeel. "The diversity is great for finleap. But it also means that there are many subjective opinions during the assessment process. Our goal is to give every candidate the best chance to move forward and Codility gives us a neutral perspective that makes it possible."

This neutral perspective helps Codility make more data-driven decisions about candidates, going beyond details on a CV to identify which candidate is truly the right fit.

"The combination of CodeCheck assessments and the ability to review tests with candidates using CodeLive has resulted in some unique hiring situations," says Nabeel. "There have been times when we weren't overly impressed with a candidate's CV, but they were able to make a real impact in the case study. There have also been times when a candidate looks great on

paper but fell short in the assessment. Using Codility gives us a more complete picture of a candidate so we can make the best possible hiring decision."

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Rapid candidate assessments

The primary benefit of implementing Codility has been significantly faster time to hire. Compared to the previous approach to candidate assessment, CodeCheck has given the finleap hiring team a more engaging way to distribute technical case studies that candidates return much faster.

"With our previous approach, it could take a candidate weeks to complete an assessment," says Moore-Stanley. "Between creating the test, going back-and-forth to answer the candidate's questions, and setting a deadline, we had created overly complex assessment processes. With Codility, we've gone from an engineer taking 3 weeks to even start an assessment to candidates starting in just 2 or 3 minutes. It's an extreme example, but it's true."

Support for increasingly remote hiring

Onsite evaluation and interviewing has always played a major role in finleap's hiring success. As more hiring is done remotely, it's important for finleap to be able to properly assess a candidate's technical skills as well as culture fit. With CodeLive, finleap hiring managers are able to see what it would be like to work with a candidate-even if they aren't interviewing onsite.

"We've always followed a fairly standard hiring process. We have a feel out call, deliver a skills assessment, have a call between the candidate and the hiring manager, and then bring people in for team interviews," says Nabeel. "But sometimes the in-person interview isn't possible. CodeLive plays an important role in these remote hiring scenarios, giving us a way to assess culture fit and collaborative style without having candidates in the office."

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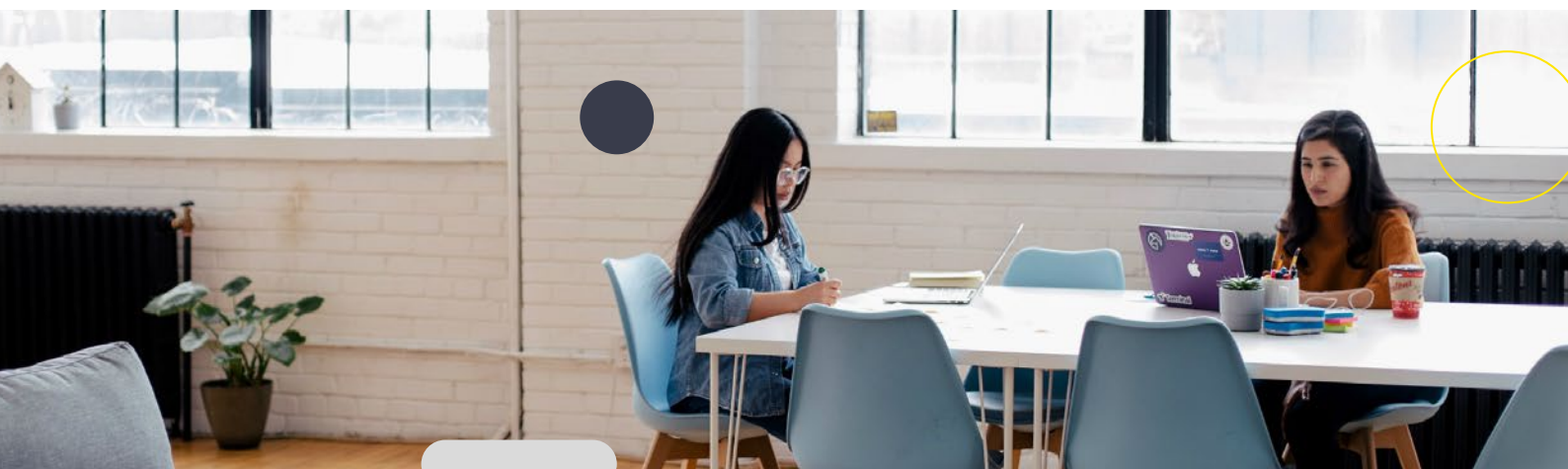
What Are the Biggest Tech Hiring Trends to Look Out for?

We asked Nabeel and Tom for predictions on how tech hiring will change in the coming months and years.

The hiring team at finleap is preparing for the continued rise of remote hiring. Trying to assess culture fit without an onsite interview will continue to challenge hiring teams, but finleap is getting ahead of the problem by implementing the right technology. But one thing Tom says is that

> "there are a lot of social profiles available to understand a candidate's personality. None of them quite capture culture fit, which is why remote interviews are so important to get right."

But perhaps the most important trend is that technology continues to evolve rapidly. There needs to be a balance between stability and innovation, according to Nabeel. By going niche with hiring processes and open positions, finleap and other organizations can uncover the best tech talent without having to fight through the big pools of generalized candidates.

You'll find more guides, case studies, and datasheets to help you refactor your tech recruiting on the resources section of our website

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