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Interview Engineering for University recruiting

Executive brief 2020

Challenge

Organizations are accelerating their digital transformations and increasing the transparency in their hiring processes. University Recruiting teams are in a unique position to cast a wider net by giving more candidates access to potentially life-changing job interviews. Yet, constraining factors like limited software engineering time to interview, inconsistent process, and brand affinity all act as obstacles to organizations with lofty hiring targets.

In a typical environment, 87% of engineering leaders agree that "it would be easier to reach hiring targets if they had more time to interview candidates."[1] This constraint disproportionately impacts Underrepresented Minority students and those from non-traditional backgrounds. It also causes the average interviewing process to under-achieve on its single goal: hire software engineers that propel business growth.

> "Karat has allowed us to free up thousands of hours in engineering time that was used in technical phone screens while still matching our hiring bar. The impact has been especially noticeable in peak hiring seasons where we can now interview hundreds of candidates in a short window and deliver a responsive candidate experience."
>
> **John Egan** Head of Growth Engineering, Pinterest

The Karat Solution

Intuit, Pinterest, Robinhood and many more companies partner with Karat to increase interview capacity without taxing developer productivity during University Recruiting season. Karat enables this by applying Interview Engineering to the entire hiring process—starting with technical interviews conducted by Karat's global network of Interview Engineers.

Beyond interviewing, Karat partners with your team to improve predictiveness of technical interviews and increase visibility into the overall hiring process. Karat clients gain access to analytics and benchmarking insights needed to make strategic talent acquisition decisions. Clients are supported by Client Success Managers, Alignment Engineers who configure Karat interviews to your hiring bar, and live 24/7 Operations Specialists are on call to support your candidates and recruiters.

1 Karat and Harris Insights Interview Gap Survey, January 2020

Case study in brief

▲ **CHALLENGE**

Each year, University Recruiting teams strive to hire a new class of diverse software engineers. Interns and new college grads apply in droves, creating a massive interview wave that pressures engineering teams. Success depends on having enough developer time and experience to interview all the candidates in a predictive, fair, and enjoyable way.

👁 **SOLUTION**

Karat conducts live, highly predictive technical interviews on your behalf; partnering with your engineering and University Recruiting teams to implement a process that reduces developer time spent interviewing by 60% and improves hiring yield. Candidates interview remotely, 24/7 for a more flexible candidate experience that supports employer brand.

📶 **RESULTS**

60% reduction in time spent interviewing

20% increase in hiring yield

Up to 2x improvement in onsite to offer ratio

| | | PRE-HIRE
Live technical interviews | | | | POST-HIRE
Alignment and analytics | |
	Sourcing	Code challenge (optional)	60 min. interviews, calibrated to your hiring bar	Final round interviews	Hiring decision	Ongoing interview alignment	Analytics and insights
Client	●			●	●		
Karat		●	●			●	●

Results

Karat clients get an inclusive and fair interviewing process that is no longer constrained by interviewer bandwidth. University Recruiting and engineering leaders get a highly predictive hiring process, access never-before-seen hiring analytics, and increase hiring yield by up to 20% across engineering teams.

Engineering leaders reduce developer time spent interviewing and gain confidence in the quality of hires. Talent Acquisition leaders accelerate interviewing processes and access rich data about their talent pool. Job candidates are assured a fair and professional interview experience with 24/7 flexible scheduling.

- **Gain developer productivity** 60% reduction in developer time spent interviewing
- **Get more predictive** 55% improvement in onsite to offer ratio
- **Build brand affinity with candidates** 95% rate their experience as positive

ABOUT KARAT
Karat conducts live, highly predictive technical interviews and powers world-class hiring processes for leading organizations like Intuit, Pinterest, and Robinhood.

Karat's network of experienced Interview Engineers have conducted tens of thousands of technical interviews with software engineering job candidates. Clients increase capacity to interview with structure and consistency all while providing exceptional candidate experiences. Karat has amassed the largest, most robust dataset of structured-interview intelligence to produce never-before-seen hiring analytics.

Trusted by the best

Learn more about Interview Engineering at karat.com