# DevSkiller

## CASE STUDY

**PLUTORA.**

### 50%

50% fewer technical interviews

### 8 h

8h of dev time saved per candidate

Higher quality of candidates

| | |
|---|---|
| **COMPANY** | **NUMBER OF EMPLOYEES** |
| Plutora | 90 |
| **FIELD** | **ESTABLISHED** |
| Computer software | 2012 |
| **DEVELOPERS HIRED PER YEAR WITH DEVSKILLER** | **LOCATION** |
| Up to 10 | 3 offices across the globe |

Plutora is a market leader in value stream management, with release, test environment, and analytics solutions for enterprise IT. Their mission is to enable predictable, high-quality enterprise software delivery across the entire release portfolio.

## TECH SKILLS THEY VALUE

## CHALLENGES

**Before using DevSkiller**

PLUTORA USED **PHONE INTERVIEWS** TO PRESELECT THEIR CANDIDATES.

THE ONES WHO PASSED WERE INVITED TO A **TECH INTERVIEW** FOLLOWED BY A **BEHAVIORAL INTERVIEW**.

Because the process wasn't automated enough, it required a lot of manual work on their side. Also, the effectiveness of phone screening was insufficient as it didn't eliminate the candidates without the right skills.

## SOLUTION

In 2018, Plutora implemented DevSkiller into their technical recruitment process.

**Their aim was to:**

**AUTOMATE** TECHNICAL SCREENING TO **REDUCE THE WORKLOAD**

**LIMIT** THE NUMBER OF INTERVIEWS

**IDENTIFY CANDIDATES** WITH THE RIGHT SKILLS **BEFORE THE INTERVIEW** STAGE

## RESULTS

"Thanks to automating the screening stage, **we were able to reduce the interview rate by 50%**. At the same time, the quality of candidates who make it to the interview stage is now much greater. DevSkiller adds an extra layer of quality to our technical hiring process"

**RICHARD WILLIAMS** VP OF ENGINEERING AT PLUTORA

**PLUTORA.**

Per each candidate, Plutora **saves approximately 8 hours of their internal developer time**. That's because they don't have to pull developers in to interview poor candidates.

"Our process is now much better since there is a tool that can help understand the depth of a developer's knowledge. We've definitely seen an improvement in the tech ability of the candidates, especially around code review and programming tests", says Richard.