

# How to Adjust Your Workflows Based on Candidate Profile

**Hiring workflows depend on the roles you're recruiting.** The most successful hiring teams create specific recruitment workflows depending on the scale of candidates applying, the seniority of the role, and the source through which the candidates enter the hiring process.

## How many candidates will go through your workflow?

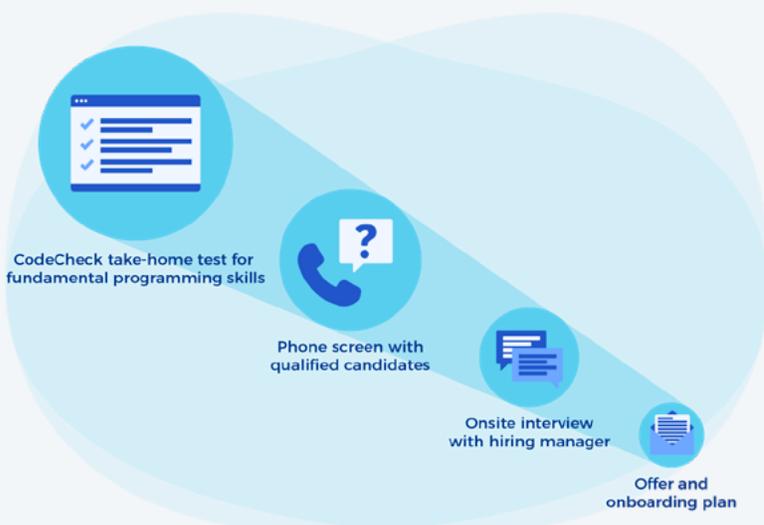
This will impact how much time you want to spend with each individual candidate. The more candidates, the stronger your automation should be.

## How do candidates enter into your workflow?

If they were referred for a high-value role, you'll want to process them differently than a fresh graduate who applied directly through your website.

## What is the seniority level of the candidates in this workflow?

This changes both how you'll assess their technical skills and how you'll structure the overall workflow to fit around busy work and home lives.



## HIGH-SCALE RECRUITMENT

### Intern and Graduate Candidates

Intern and university recruitment is seasonal, so workflows need to be able to handle surges of candidates and then efficiently surface the best talent.

- Use CodeCheck automation and benchmarking data upfront to screen for coding fundamentals, ensuring the right candidates advance to the next stage.
- Follow up with qualified candidates via phone screening to check for communication skills and culture fit.
- Finish with onsite interviews, including a CodeLive interview with senior developers on your team.

Your high-scale workflow is optimized for efficiency while providing a great candidate experience.

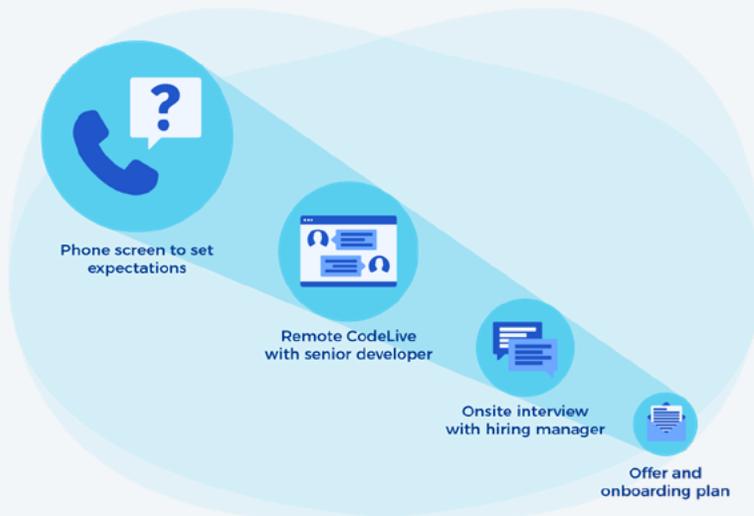
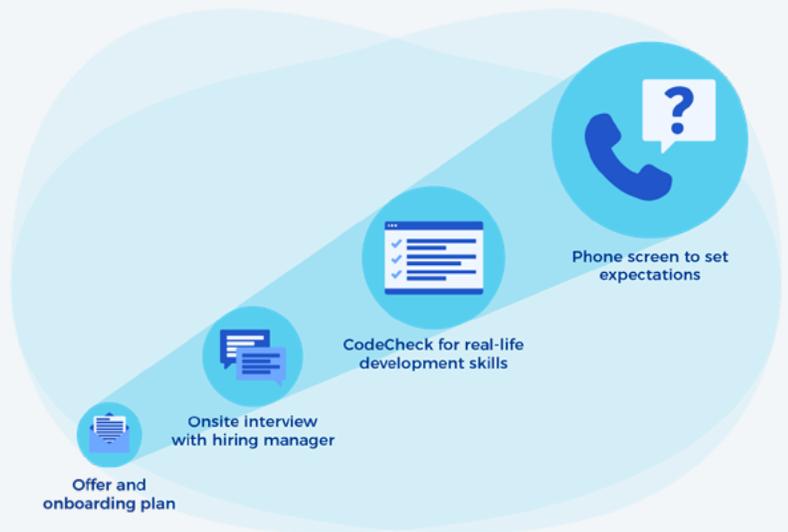
### REFERRAL HIRING

## Experienced Developers

For mid-level engineers and referrals, it's important to adjust recruiting workflows to be relevant and flexible.

- CodeCheck screening highlights the candidate's ability to work within a specific framework and other real-life engineering skills.
- This allows candidates to show off their industry experience and reveals their skill using the technologies of your stack.
- Follow up with a CodeLive session using the candidate's submitted CodeCheck report for deeper technical conversations in person.

Roll out the red carpet for referrals by connecting them directly with your own developers using relevant, real-life screening tasks.



### HIGH-VALUE HIRES

## Senior Developers

When hiring for critical, senior roles, your recruitment workflow should balance assessing technical skills and communication styles, but also provide candidates with the information needed to make a positive decision about joining your team.

- Senior developer recruiting starts with high-touch treatment.
- Use the phone screen to understand a candidate's background and then jump into a CodeLive interview session to collaborate on customized problems, allowing you to gauge their problem-solving and communication approach.

Effective workflows for high-value developer candidates focus on connecting them with your technical team members.

Contact us to discuss how to refactor or enhance your current tech hiring workflows.

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