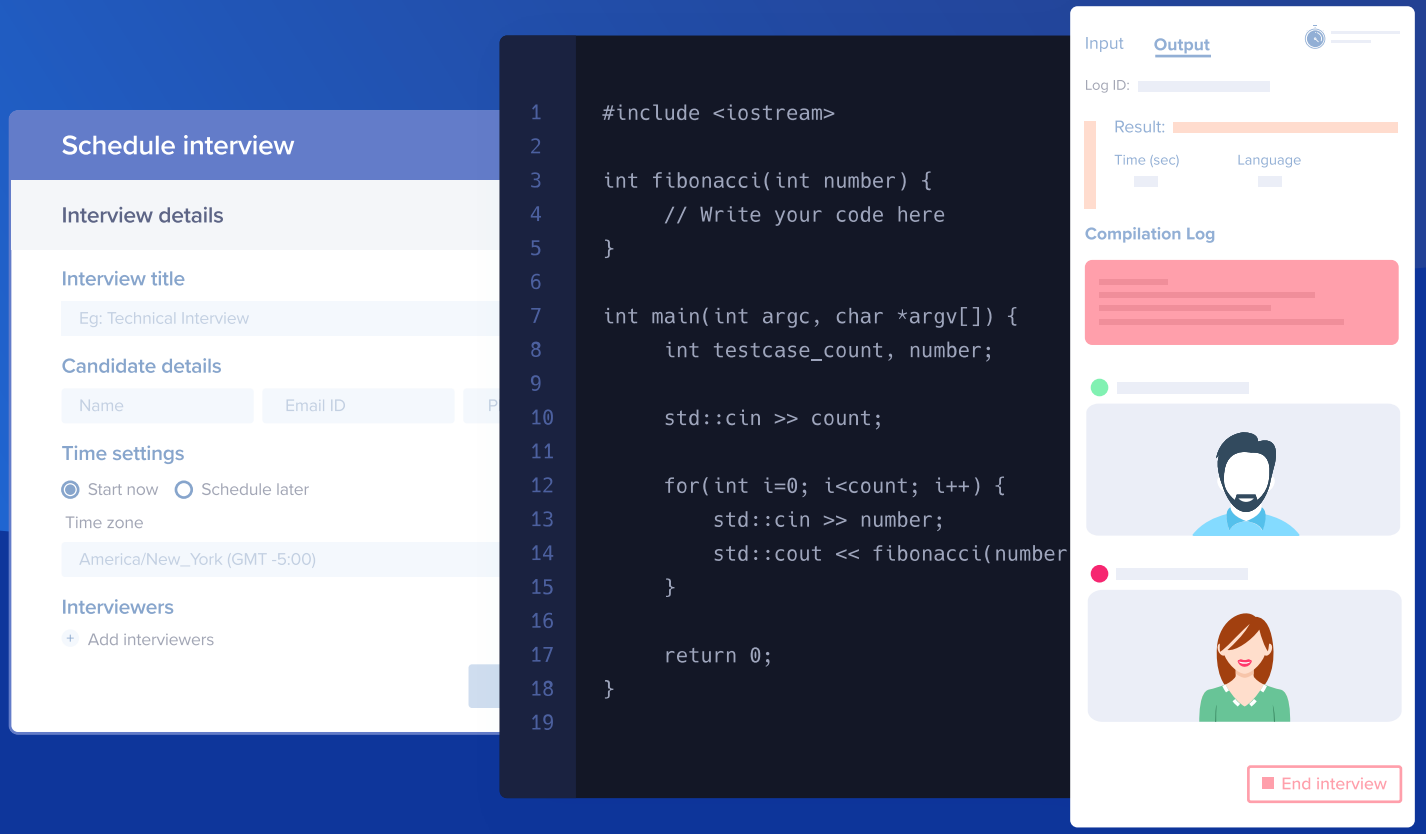
hackerearth

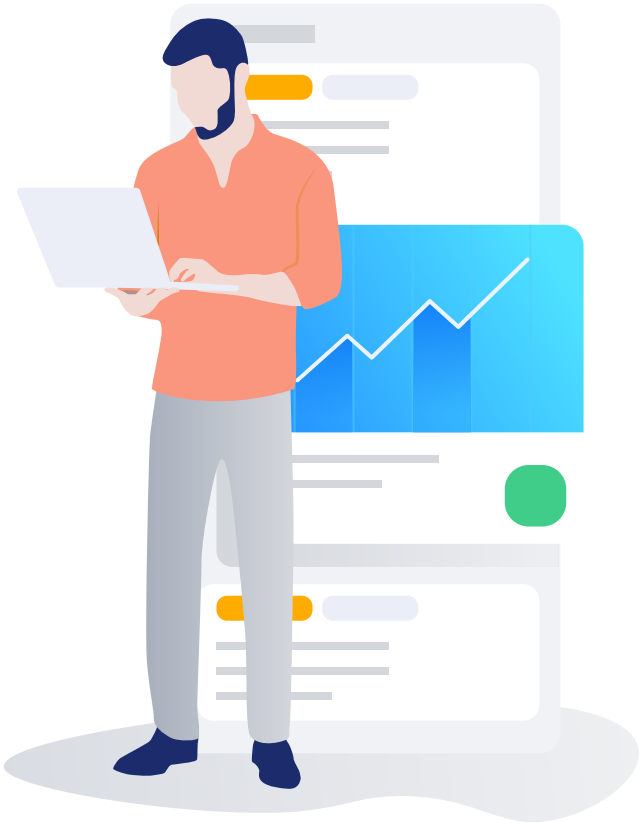
The Ultimate Guide to Remote Interviews With HackerEarth FaceCode



With remote working taking center stage and remote hiring poised to be the new normal, **Video interview tools** are becoming increasingly popular among businesses of various sizes. They work like a charm not only during the initial stages of screening, but are also a good way to assess senior tech candidates as well while saving time and resources and streamlining the hiring process.

This is also useful in cases where there is a vast difference in time zones. Given that a significant number of people use mobile devices to access the Internet, video interviewing solutions are a great way to tap into a wider pool of candidates. Besides, remote interviews help you reduce the overall cost per hire by not having to bring shortlisted candidates over to your office from around the world for an interview.

Today, the number of people working remotely is on the rise. An **analysis** done by FlexJobs and Global Workplace Analytics found that there has been a major upward trend in the number of people working remotely in the US. In the span of one year, from 2016 to 2017, remote work grew 7.9%. Over the last five years, it grew 44% and over the previous 10 years, it grew 91%.



Why should you opt for remote coding interviews?

While there is always a personal touch involved in bringing candidates over to your office for an interview round, the benefits of remote interviewing are significant in itself to warrant consideration. Here are 5 reasons why you should go remote:

Reason #1: Accurately Evaluate Tech Talent faster

Developers loathe whiteboard interviews because they don't have a compile button and having a pair programming session with a hiring manager either onsite or through remote interviewing tools that don't allow for pair programming.

Reason #2: Decreased costs

Reduced costs from not having to bring candidates from around the world to your office for interviews with your hiring manager. On average one could save upto 60% per open position by going completely remote.

Reason #3: Diversified talent pool

One of the most oft-cited reasons companies hire remote employees is to expand their talent pools. Hiring people from different geographies not only gives organizations the flexibility to attract great talent, that otherwise might not want to travel to a location but also allows them to expand their talent pool.

Reason #4: Effective way to assess senior tech talent

If you are hiring senior tech candidates like a principal architect, engineering managers, etc. they would not be open to take-home coding assessments and a simple video interview may perhaps not give you the complete picture when it comes to their coding ability.

Reason #5: Make tech recruiting bias-free

With companies taking great measures to ensure bias-free hiring, remote hiring tools help you make this a bias-free hiring an easier process. Remote hiring tools allow you to mask personally identifiable information to further reduce the chances of bias based on age, ethnicity, age, sex, color, race etc.

So, how does FaceCode Help?

FaceCode is HackerEarth's online interviewing platform that lets you conduct remote video interviews to evaluate the programming skills of candidates without compromising on the interviewing experience. With FaceCode, recruiters and hiring managers alike can go beyond whiteboards, collaboration docs, and regular video interviews by assessing coding skills and problem-solving abilities of developers in real-time through virtual pair programming.

With FaceCode, You can:

- Conduct remote pair programming interviews with a robust Code Editor that supports over 38 programming languages
- Assess tech candidates faster with real-time evaluation of programming skills
- Provide a better candidate experience with a user friendly UI and a platform which both interviewers and candidates equally like
- Schedule interviews effortlessly at the click of a button and integrate with HackerEarth Assessments to interview shortlisted candidates directly

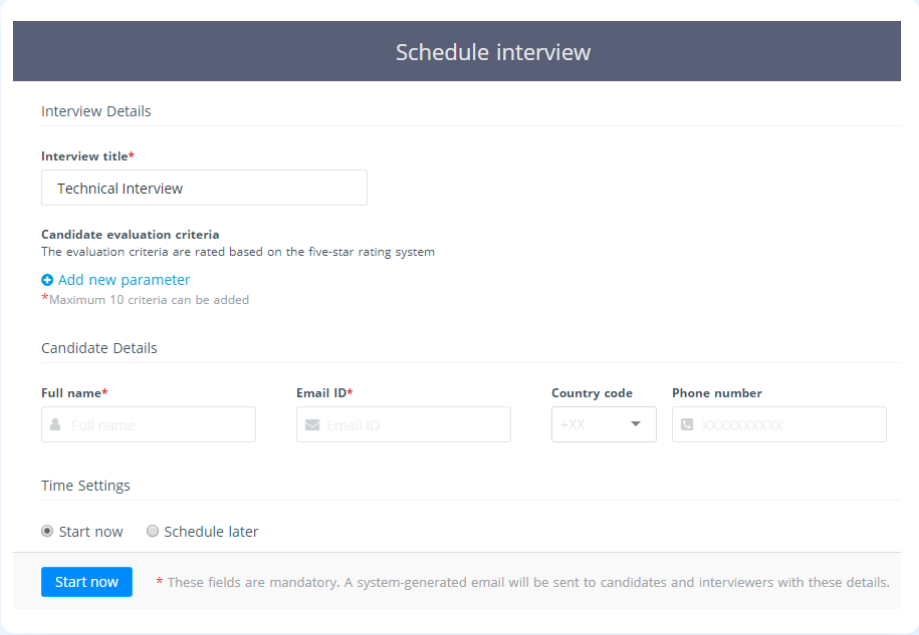
Keep track of interviews through activity logs and manage all scheduled interviews easily through robust dashboards

How does it work?

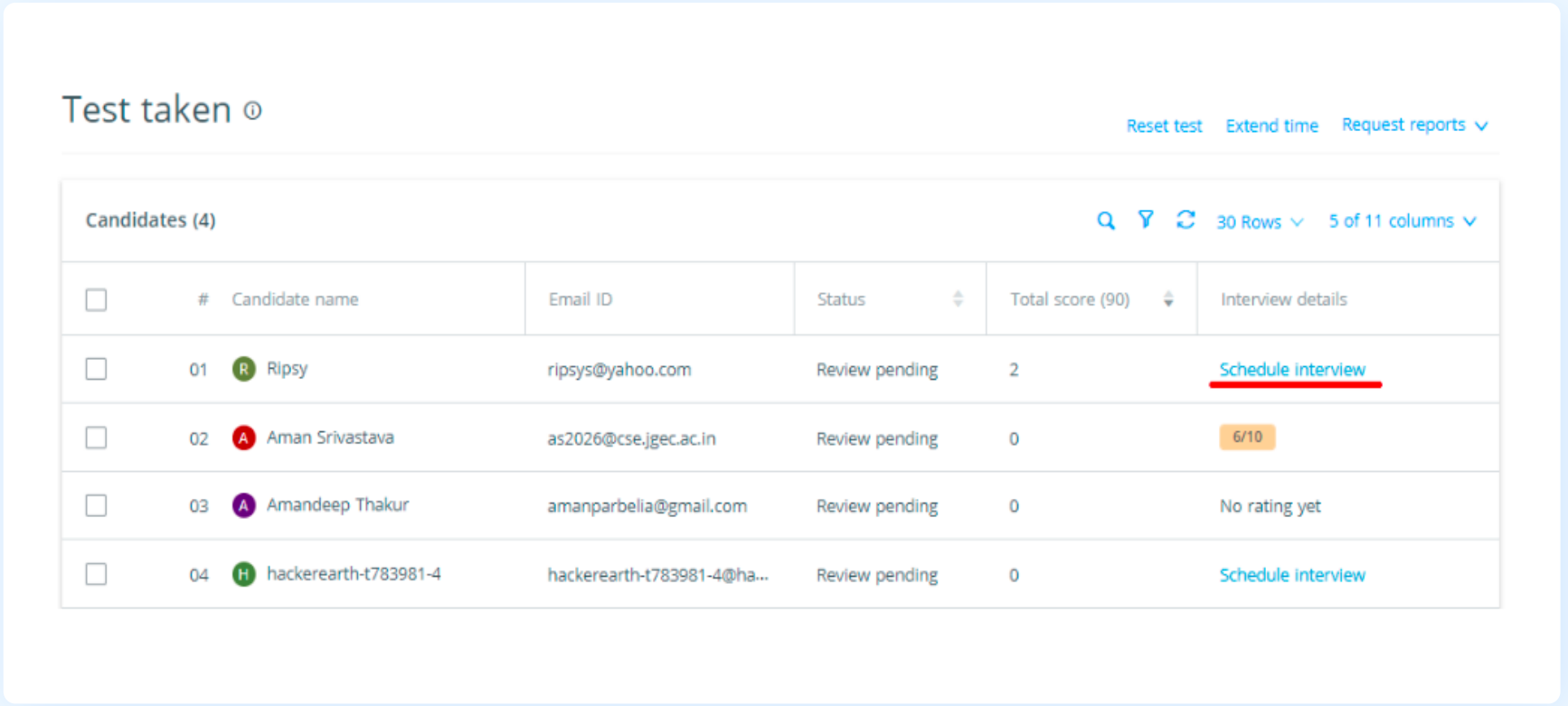
Setting up a FaceCode session is easy

Step1: Invite candidates to take up the assessment either directly or from your HackerEarth Assessment Shortlist

You can easily invite a candidate for an interview with just an email ID



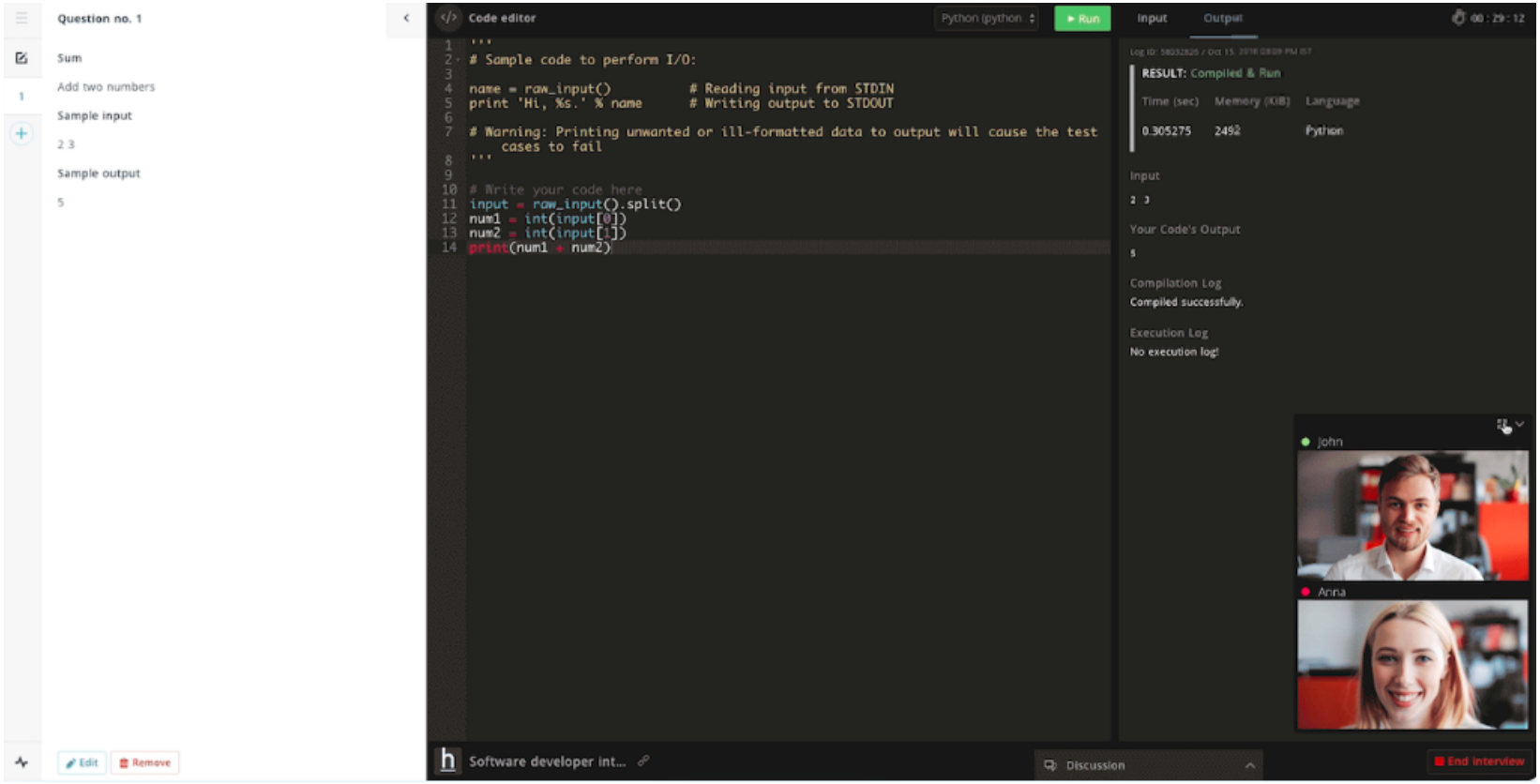
Or you can schedule an interview from the list of shortlisted candidates from hackerEarth Assessments



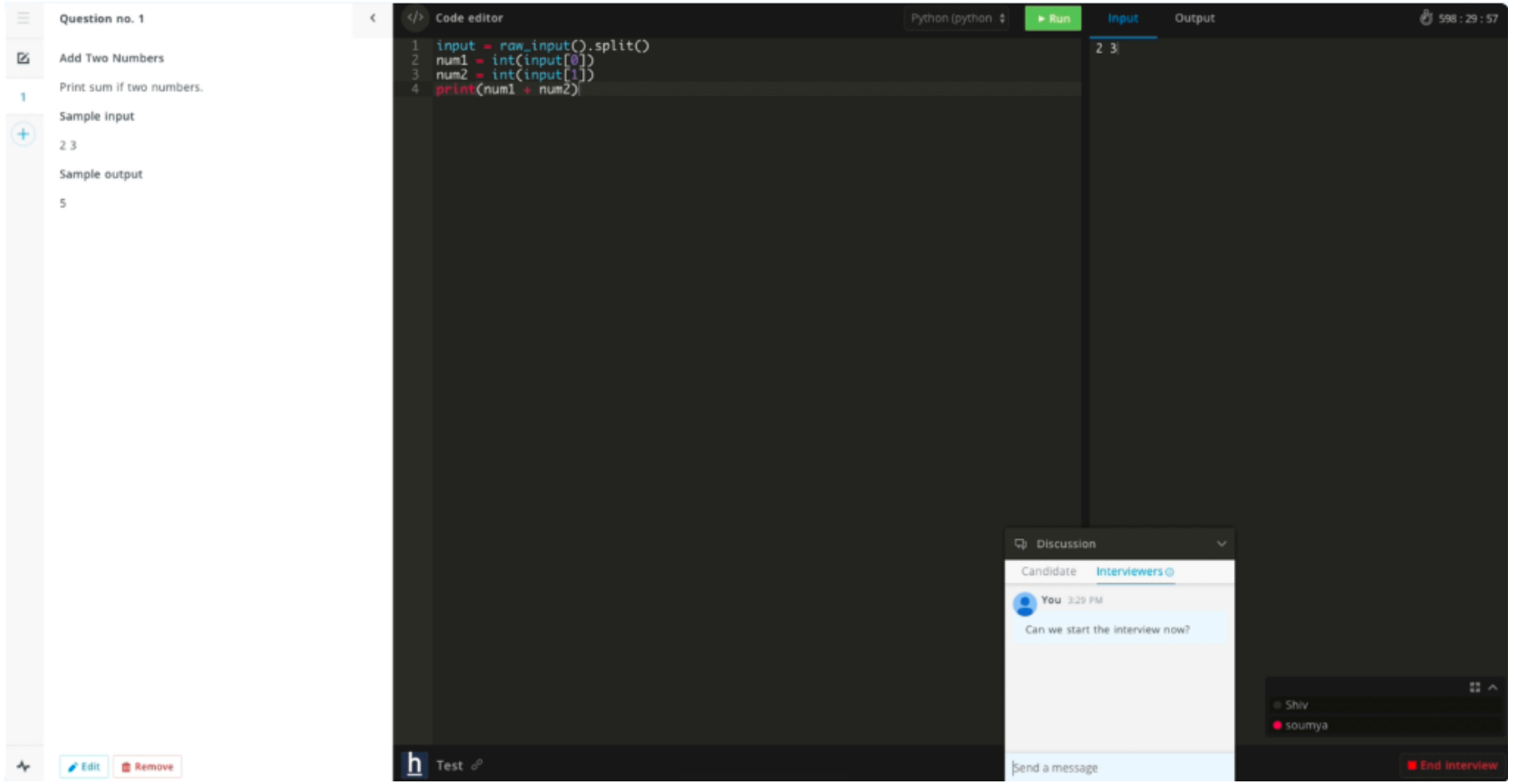
Step 2: Evaluate the candidate's skills in real-time through virtual pair programming interviews

With FaceCode you can conduct a video interview with your candidate and it's built in editor helps you watch your code in real time.

The real-time code editor supports over 41 programming languages such as Java, PHP, JavaScript, Python, and Ruby. Based on the questions, candidates can write, edit, and compile code in real time.

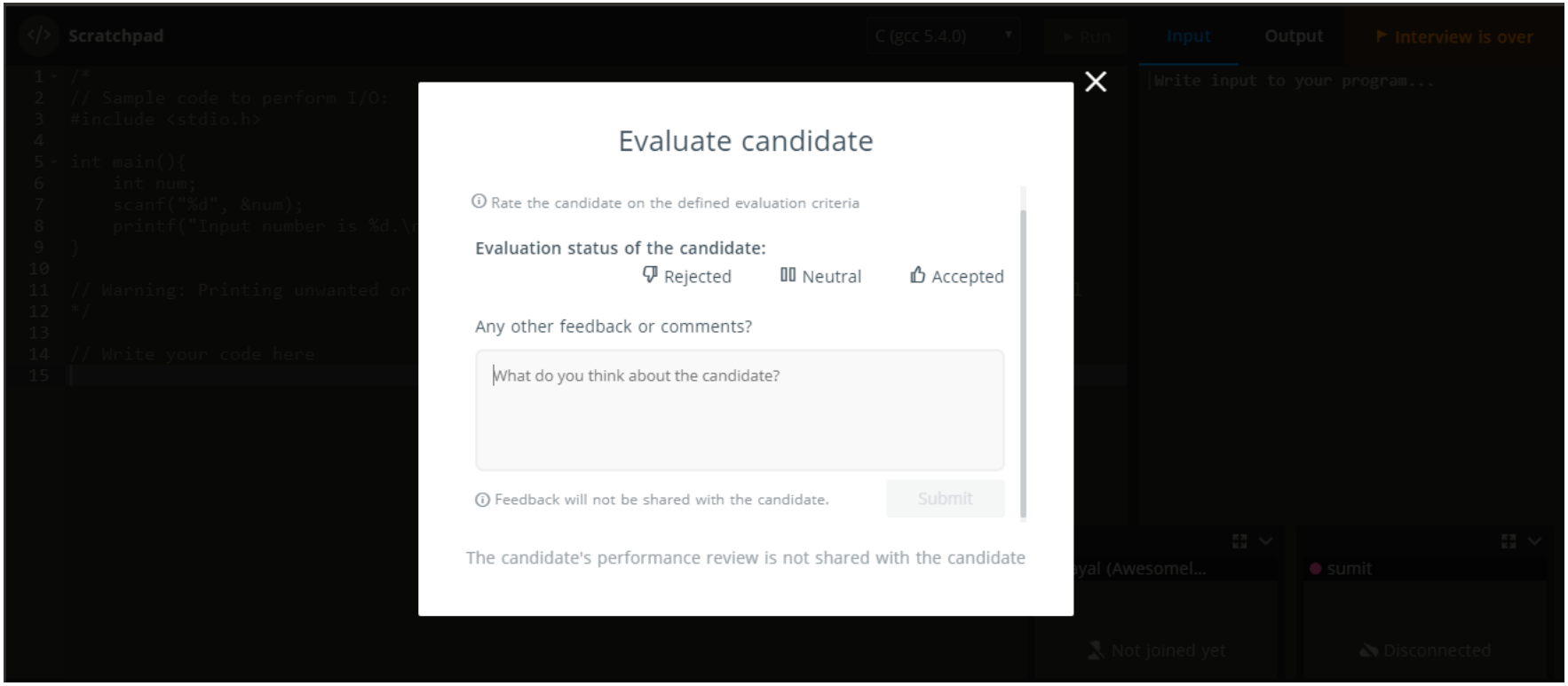


Using the multi-room chat feature, multiple interviewers can view the code in the collaborative editor and ask follow-up questions.



Step 3: Provide Feedback to the candidate instantly and access the interview log to simplify the decision making process

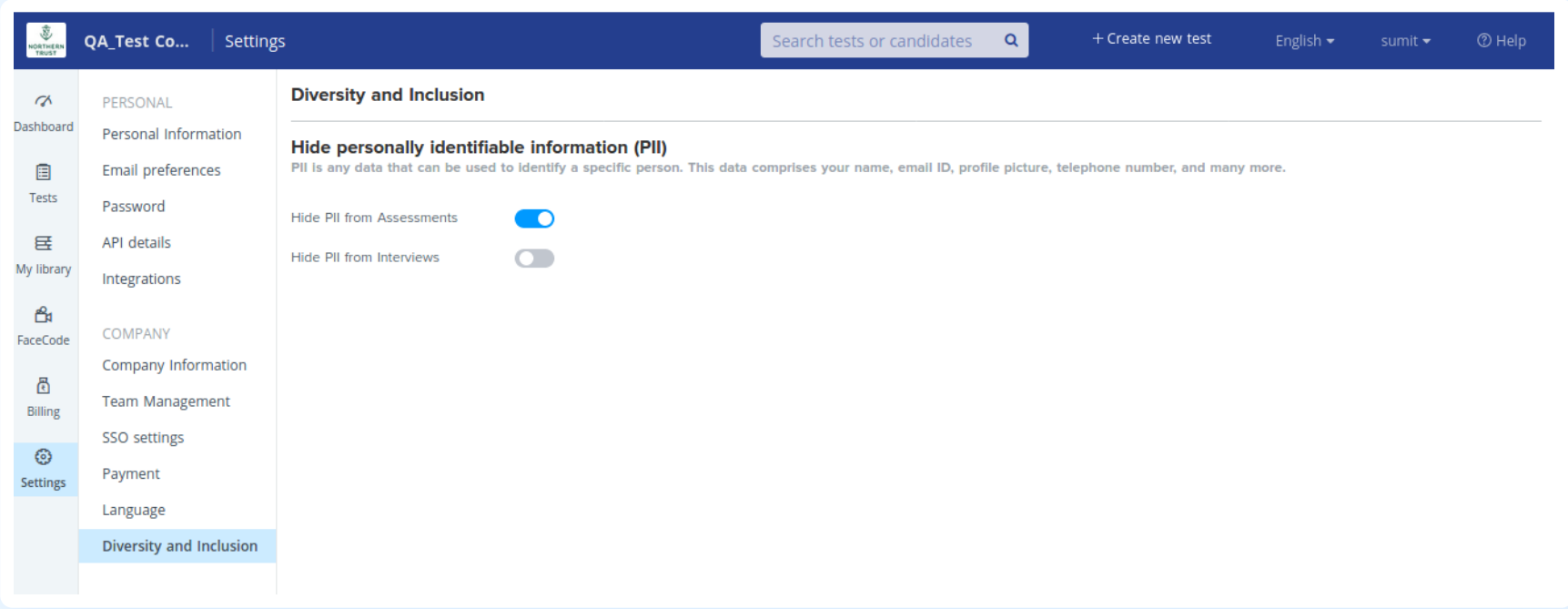
Once the interview is complete, you can submit the evaluation of the candidate and make notes for future reference and to aid decision making.



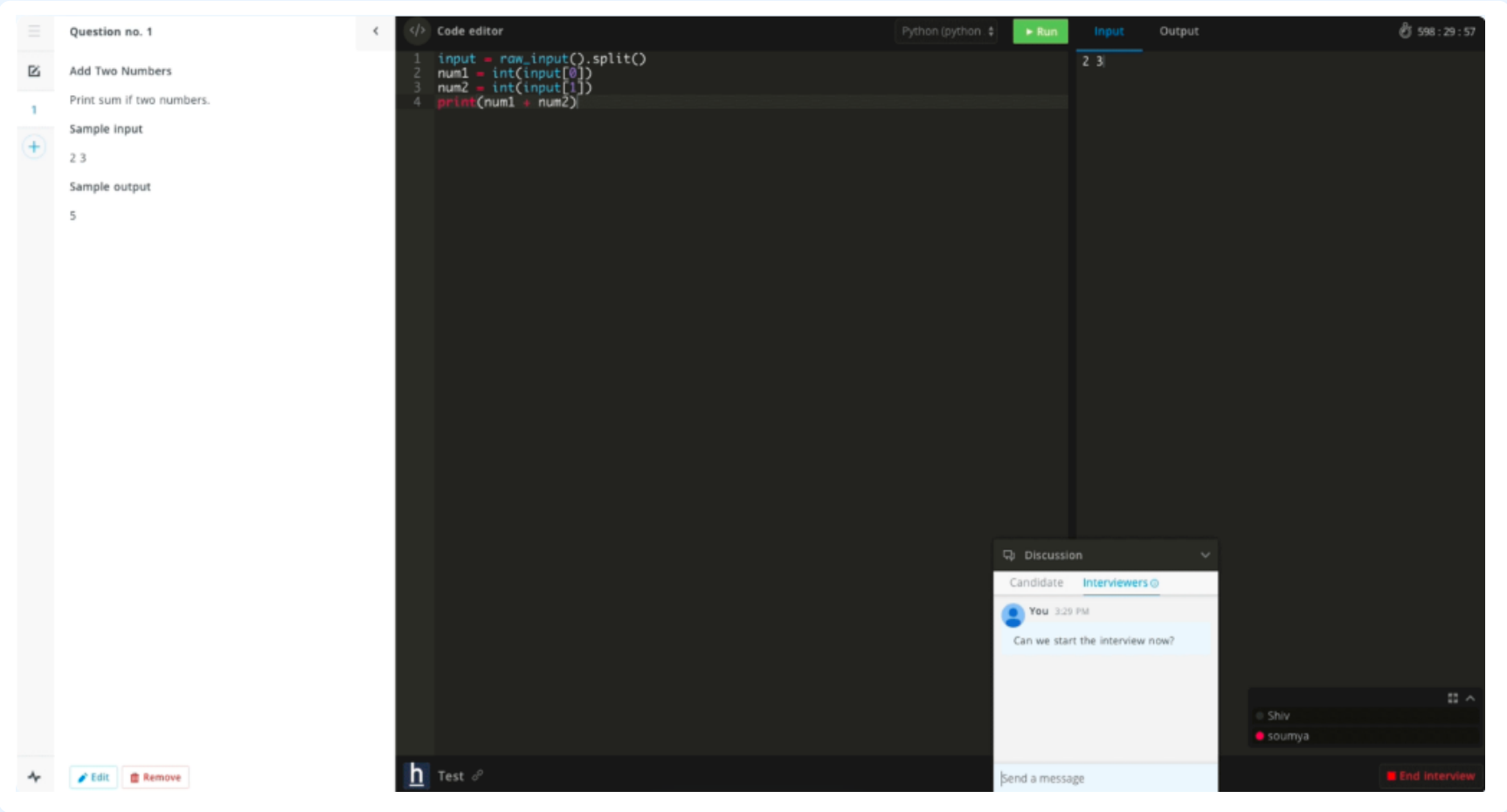
Why FaceCode is the best remote interviewing tool for tech hiring

With FaceCode you get a better experience than an in person interview while saving costs and time. FaceCode's power-packed features thoroughly cover the course of the remote interviewing process.

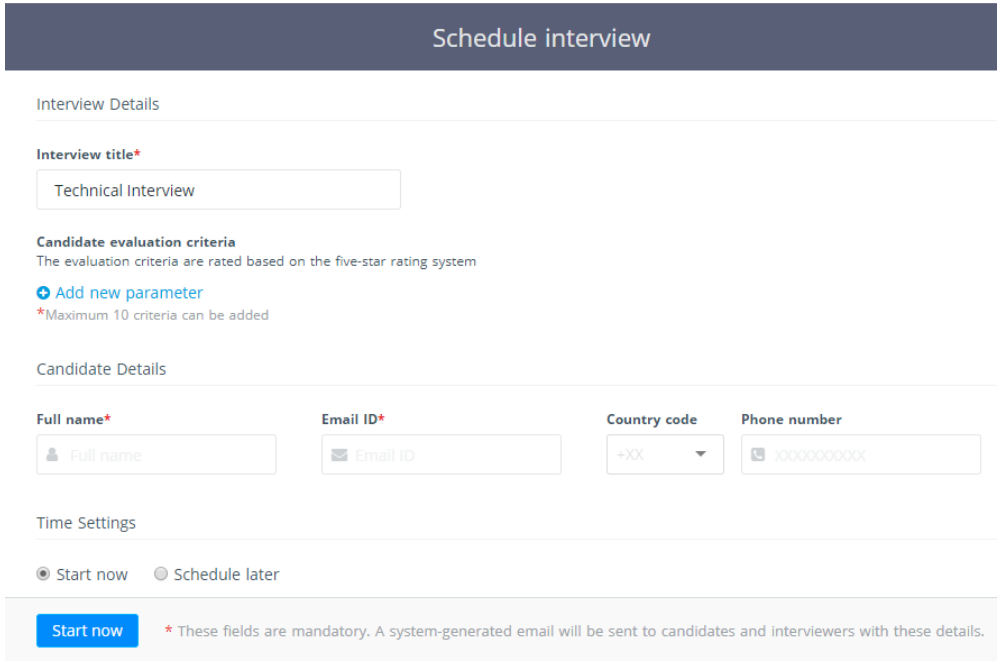
Mask Personally Identifiable Information and conduct a fair, unbiased video interview. It gets as easy as a simple click to ensure bias-free hiring. Mask personally identifiable information covering everything from age, sex, race, religion, disability, national origin etc.

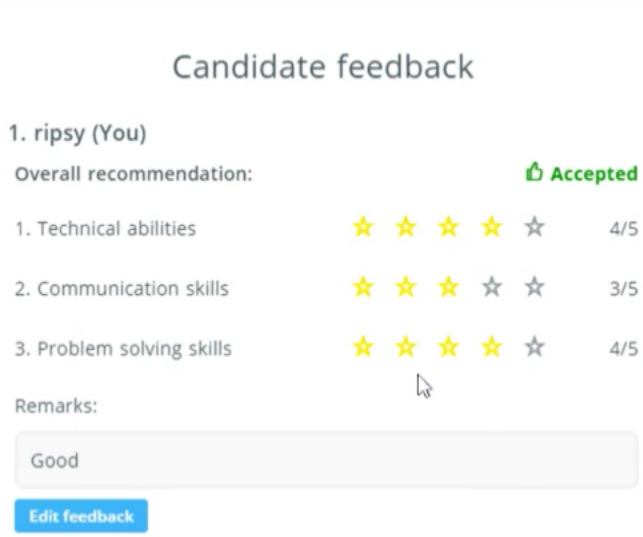


Add multiple interviewers to a FaceCode Session. Add multiple interviewers to the room and get a well rounded assessment of the candidate. Use the chat room to collaborate with other interviewers and ask follow-up questions.

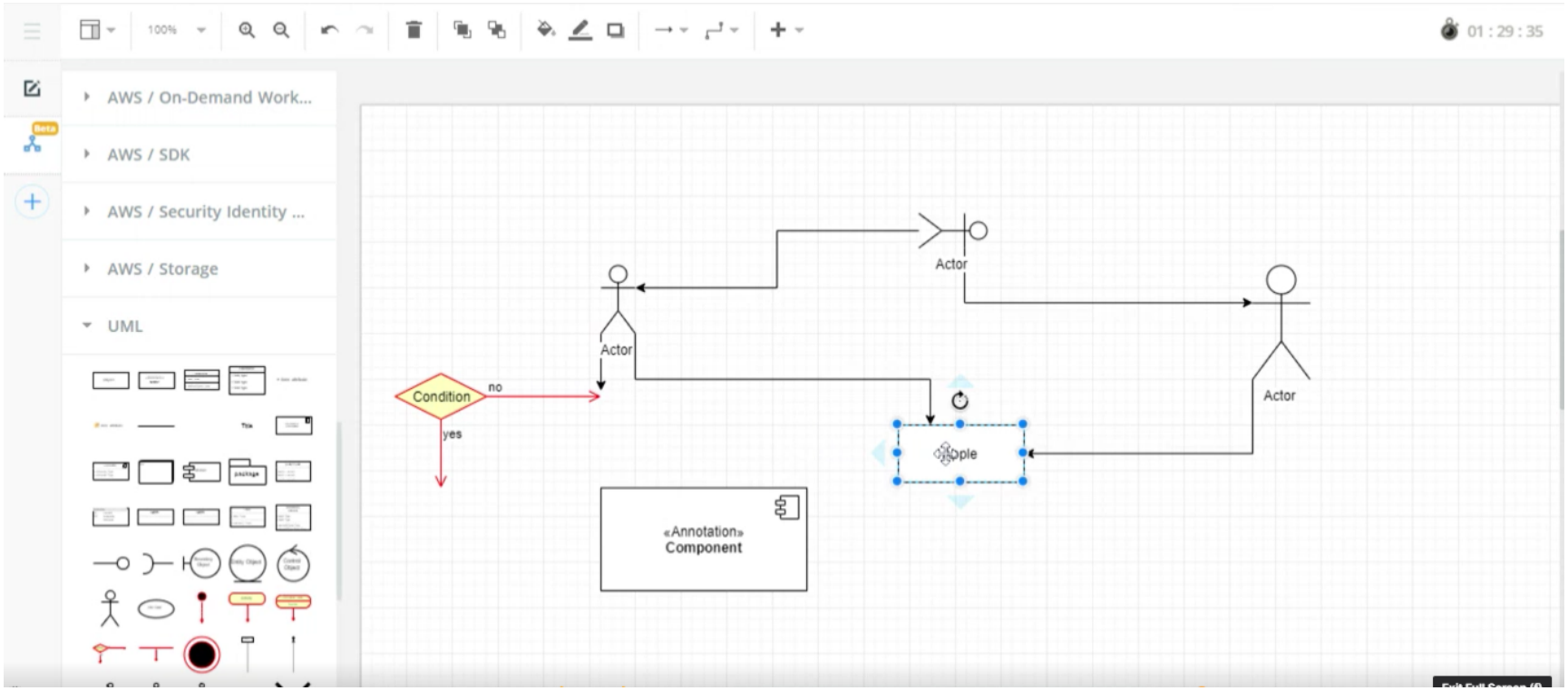


Add evaluation parameters inside FaceCode to take complete control over the interview process and evaluate candidates better by rating them against each parameter.

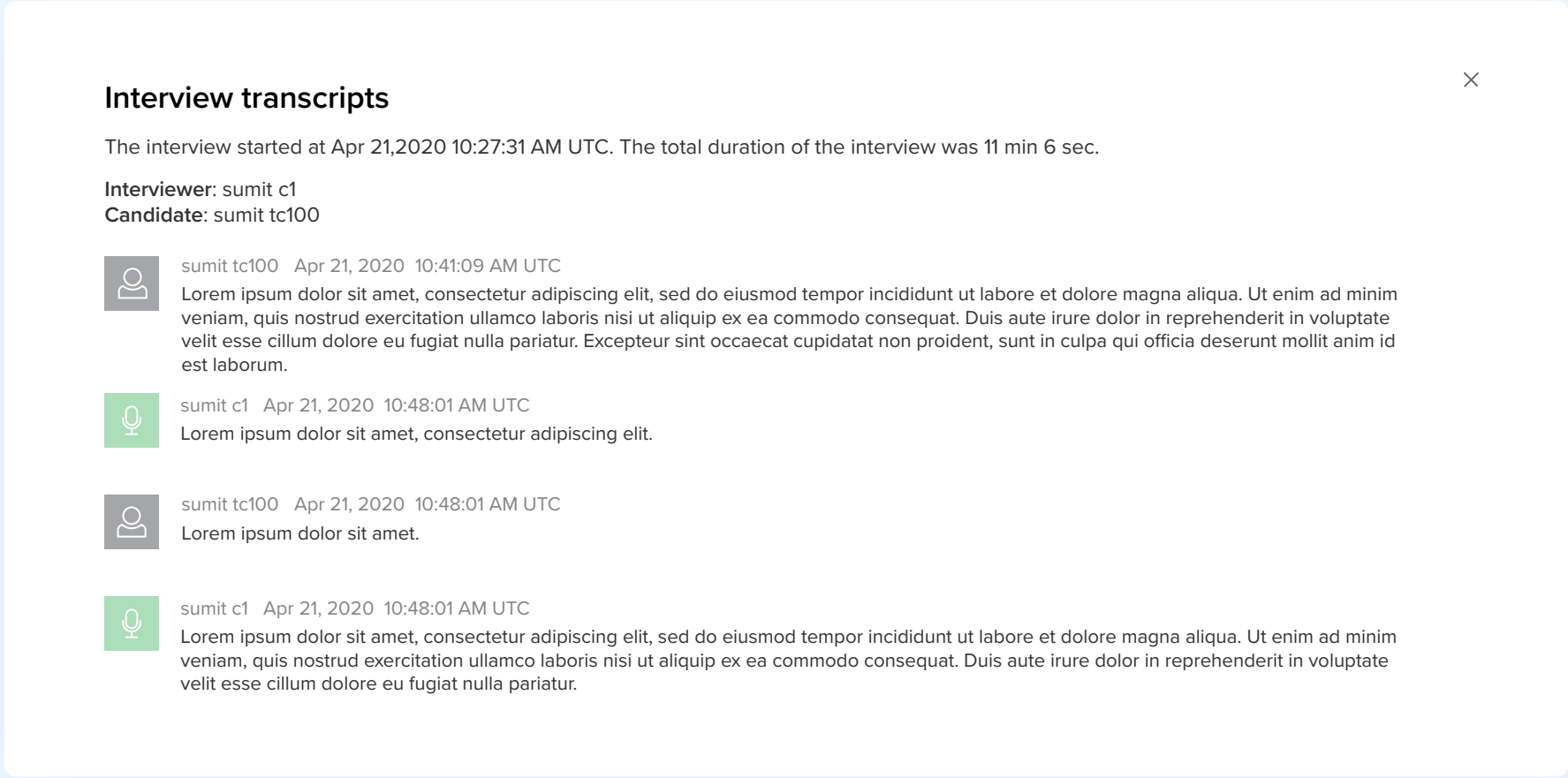




Collaborative Online Diagram board - FaceCode offers an integrated diagram board through which interviewers can evaluate a developer's system design, problem-solving, and role-specific skills.

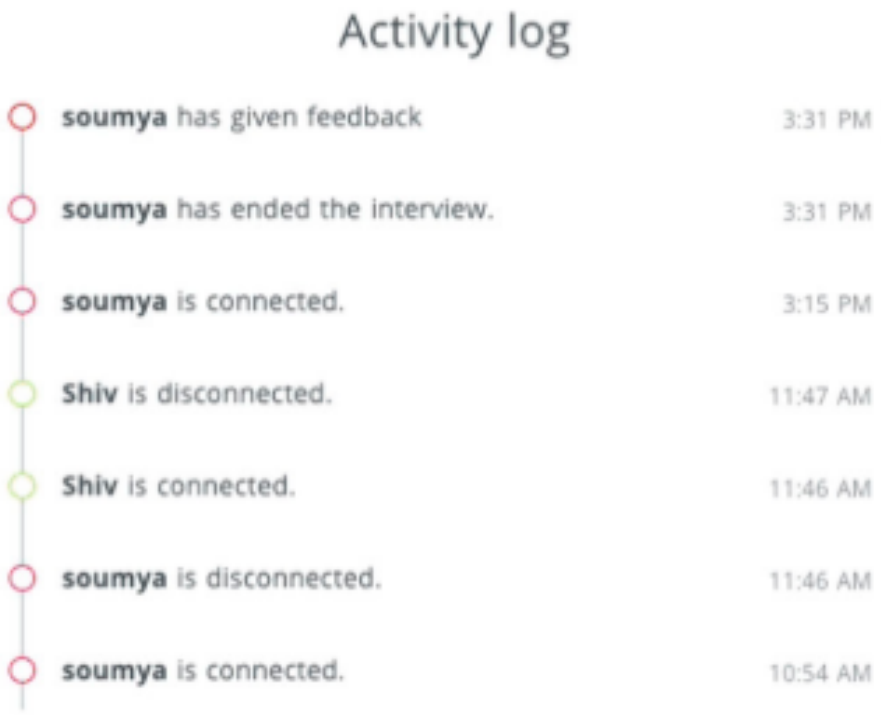


Speech-to-text conversion to get a complete transcript of the interview. Refer back to the transcript at any time to assist your decision making.



Keep track of all your interviews

Use activity logs to get a detailed analysis of all the interviews conducted and look up for information at any point of time.



Tech Hiring Use Cases

Experienced Talent

Candidates that are applying for a senior role do not want to be tested on the basics of coding, neither do they want to sit through a take-home coding assessment to prove their skills. In such a case the most effective way to assess their skills is through video interviews and pair programming. Posing appropriate coding questions based on interviewing them and understanding their skill level is a more suitable and useful way to assess senior tech candidates.

Early Talent

Save time and money by conducting remote tech interviews instead of having to call candidates over to the office. Accurately assess coding skills through a collaborative panel through a process that interviewees like and developers love.

University Hiring

Hire the best tech talent in universities without even having to set foot on campus through a combination of HackerEarth Assessments and FaceCode to conduct effective university hiring drives with double the efficiency and half the time.

Try using video interviews in your assessments and let us know how it works for you. If you need any help on using this feature, write to us at support@hackerearth.com

If you're new to HackerEarth and want to create accurate skill-based developer assessments, sign up for our 14-day free trial.

HackerEarth Inc.
550 Bryant St, Suite 2K,
San Francisco, CA 94107

Website: hackerearth.com/recruit
Email ID: contact@hackerearth.com

USA : +1-650-461-4192
INDIA : +91-80-4155-4695