

The Ultimate Guide to Remote Interviews With HackerEarth FaceCode

Schedule interview

Interview details

Interview title
Eg: Technical Interview

Candidate details
Name Email ID P

Time settings
 Start now Schedule later
Time zone
America/New_York (GMT -5:00)

Interviewers
+ Add interviewers

```
1 #include <iostream>
2
3 int fibonacci(int number) {
4     // Write your code here
5 }
6
7 int main(int argc, char *argv[]) {
8     int testcase_count, number;
9
10    std::cin >> count;
11
12    for(int i=0; i<count; i++) {
13        std::cin >> number;
14        std::cout << fibonacci(number)
15    }
16
17    return 0;
18 }
19
```


Input **Output**


Log ID: _____

Result: _____

Time (sec) Language

Compilation Log



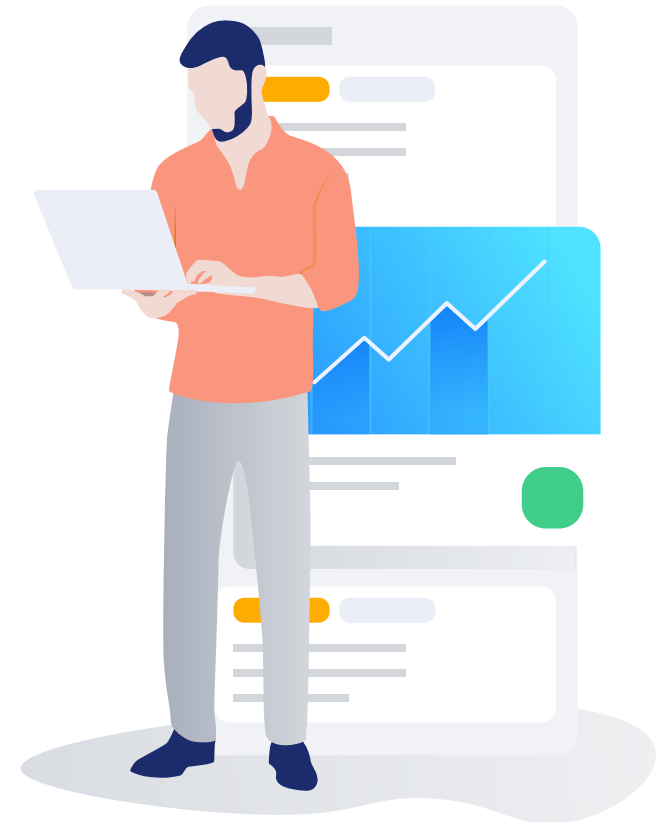


[End interview](#)

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

The screenshot shows a 'Schedule interview' form with the following sections:

- Interview Details**: A text input field for 'Interview title*' containing 'Technical Interview'.
- Candidate evaluation criteria**: A section with a sub-header 'Candidate evaluation criteria' and a note 'The evaluation criteria are rated based on the five-star rating system'. It includes a link 'Add new parameter' and a note '*Maximum 10 criteria can be added'.
- Candidate Details**: A section with four input fields: 'Full name*' (with a person icon), 'Email ID*' (with an email icon), 'Country code' (a dropdown menu showing '+XX'), and 'Phone number' (with a phone icon and a placeholder 'XXXXXXXXXX').
- Time Settings**: A section with two radio buttons: 'Start now' (selected) and 'Schedule later'.
- Buttons and Footer**: A blue 'Start now' button and a note '* These fields are mandatory. A system-generated email will be sent to candidates and interviewers with these details.'

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

Test taken ⓘ

[Reset test](#) [Extend time](#) [Request reports](#) ▾

Candidates (4)							🔍	🔼	🔄	30 Rows ▾	5 of 11 columns ▾
<input type="checkbox"/>	#	Candidate name	Email ID	Status ▾	Total score (90) ▾	Interview details					
<input type="checkbox"/>	01	R Ripsy	ripsys@yahoo.com	Review pending	2	Schedule interview					
<input type="checkbox"/>	02	A Aman Srivastava	as2026@cse.jgec.ac.in	Review pending	0	6/10					
<input type="checkbox"/>	03	A Amandeep Thakur	amanparbelia@gmail.com	Review pending	0	No rating yet					
<input type="checkbox"/>	04	H hackerearth-t783981-4	hackerearth-t783981-4@ha...	Review pending	0	Schedule interview					

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.

The screenshot displays the FaceCode interface during a virtual pair programming interview. On the left, a sidebar shows a question titled "Sum" with the instruction "Add two numbers" and sample input "2 3" and output "5". The main area is a code editor for Python, containing sample code for reading input and calculating the sum of two numbers. A "Run" button is visible above the code. On the right, a panel shows the execution results: "RESULT: Compiled & Run", "Time (sec): 0.305275", "Memory (KB): 2492", and "Language: Python". Below this, the input "2 3" and output "5" are shown. At the bottom right, a video feed shows two participants: John and Arina. The interface also includes a "Discussion" button and an "End Interview" button.

```
1 '''
2 # Sample code to perform I/O:
3
4 name = raw_input()      # Reading input from STDIN
5 print 'Hi, %s.' % name  # Writing output to STDOUT
6
7 # Warning: Printing unwanted or ill-formatted data to output will cause the test
8 # cases to fail
9 '''
10 # Write your code here
11 input = raw_input().split()
12 num1 = int(input[0])
13 num2 = int(input[1])
14 print(num1 + num2)
```


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

The screenshot displays a collaborative coding interface. On the left, a sidebar shows a question titled "Add Two Numbers" with a description "Print sum if two numbers." and sample input "2 3" and output "5". The main area is a code editor with Python code:

```
1 input = raw_input().split()
2 num1 = int(input[0])
3 num2 = int(input[1])
4 print(num1 + num2)
```

 The editor shows the input "2 3" and the output "5". A "Discussion" chat window is open in the bottom right, showing a message from "You" at 3:29 PM: "Can we start the interview now?". The chat window lists participants "Shiv" and "soumya" and includes an "End interview" button. The interface also features a "Test" button and "Edit" and "Remove" options at the bottom left.

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.

The screenshot displays a dark-themed coding environment. On the left, a code editor titled 'Scratchpad' contains C code for a simple I/O program. The code is as follows:

```
1- /*
2- // Sample code to perform I/O:
3- #include <stdio.h>
4-
5- int main(){
6-     int num;
7-     scanf("%d", &num);
8-     printf("Input number is %d.\n", num);
9- }
10-
11- // Warning: Printing unwanted or
12- //
13- //
14- // Write your code here
15- |
```

In the center, a white dialog box titled 'Evaluate candidate' is open. It contains the following elements:

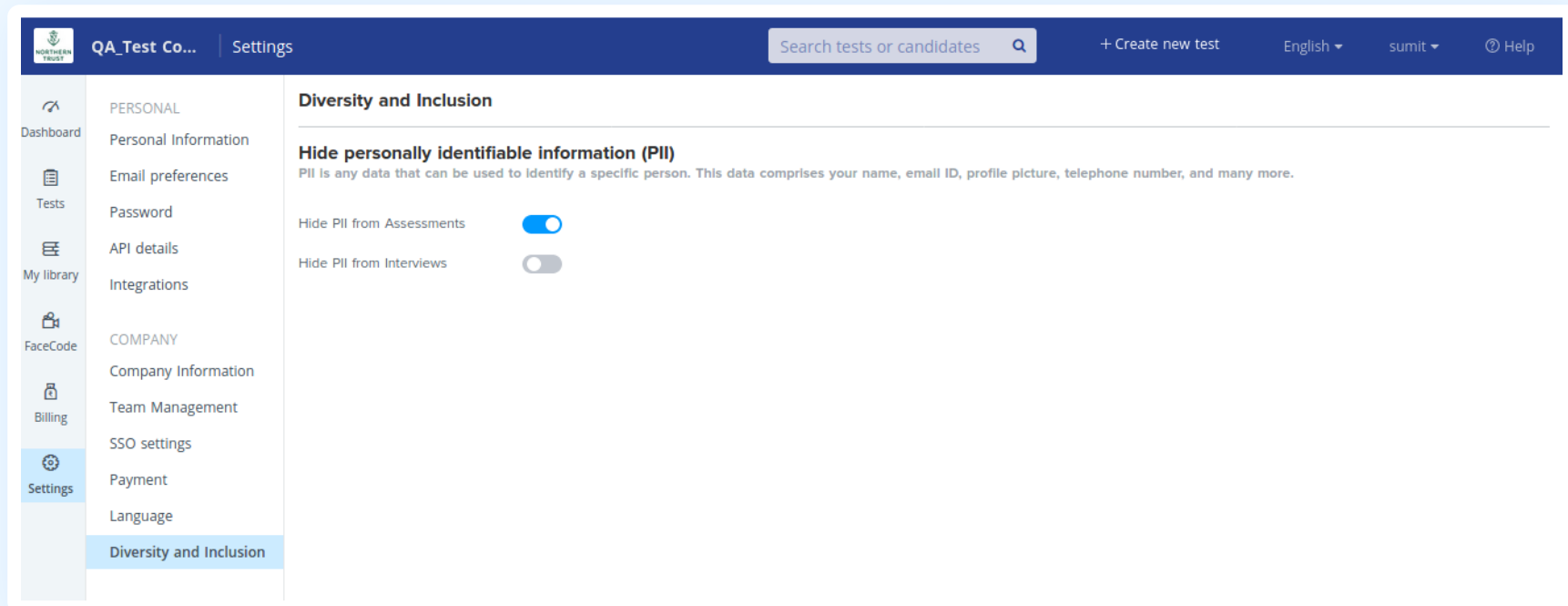
- A heading: 'Evaluate candidate'
- A sub-heading: 'Rate the candidate on the defined evaluation criteria'
- An 'Evaluation status of the candidate:' section with three radio buttons: 'Rejected', 'Neutral', and 'Accepted'. The 'Accepted' option is selected.
- A text input field with the placeholder text: 'Any other feedback or comments?' and the content: 'What do you think about the candidate?'
- A 'Submit' button.
- A note: 'Feedback will not be shared with the candidate.'
- A footer: 'The candidate's performance review is not shared with the candidate'

The background interface includes a top bar with 'C (gcc 5.4.0)', 'Run', 'Input', 'Output', and 'Interview is over'. The 'Output' pane on the right shows the text: 'Write input to your program...'. At the bottom, there are chat messages from 'royal (Awosomel...)' and 'sumit', along with status indicators for 'Not joined yet' and 'Disconnected'.

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.



The screenshot shows the 'Diversity and Inclusion' settings page in the FaceCode interface. The page is titled 'Diversity and Inclusion' and features a section for 'Hide personally identifiable information (PII)'. Below this section, there are two toggle switches: 'Hide PII from Assessments' (which is turned on) and 'Hide PII from Interviews' (which is turned off). The interface includes a dark blue header with the company logo, a search bar, and navigation links. A sidebar on the left lists various settings categories, with 'Diversity and Inclusion' currently selected.

Category	Setting	Status	
PERSONAL	Personal Information		
	Email preferences		
	Password		
	API details		
	Integrations		
	COMPANY	Company Information	
		Team Management	
		SSO settings	
		Payment	
	Settings	Language	
Diversity and Inclusion			

Diversity and Inclusion

Hide personally identifiable information (PII)
PII is any data that can be used to identify a specific person. This data comprises your name, email ID, profile picture, telephone number, and many more.

Hide PII from Assessments

Hide PII from Interviews

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.

The screenshot displays the FaceCode interface during an interview. On the left, a panel titled "Question no. 1" contains the task "Add Two Numbers" with the instruction "Print sum of two numbers." Below this, it shows "Sample input" as "2 3" and "Sample output" as "5". The main area is a "Code editor" with Python code:

```
1 input = raw_input().split()
2 num1 = int(input[0])
3 num2 = int(input[1])
4 print(num1 + num2)
```

 The "Run" button is highlighted in green. To the right of the code editor, the "Input" field contains "2 3" and the "Output" field is empty. At the bottom, a "Discussion" chat window is open, showing a message from "You" at 3:29 PM: "Can we start the interview now?". The chat window also lists participants "Shiv" and "sourmya" and includes an "End interview" button.

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

Schedule interview

Interview Details

Interview title*

Candidate evaluation criteria
The evaluation criteria are rated based on the five-star rating system

[Add new parameter](#)

*Maximum 10 criteria can be added

Candidate Details

Full name* **Email ID*** **Country code** **Phone number**

Time Settings

Start now Schedule later

* These fields are mandatory. A system-generated email will be sent to candidates and interviewers with these details.

Candidate feedback

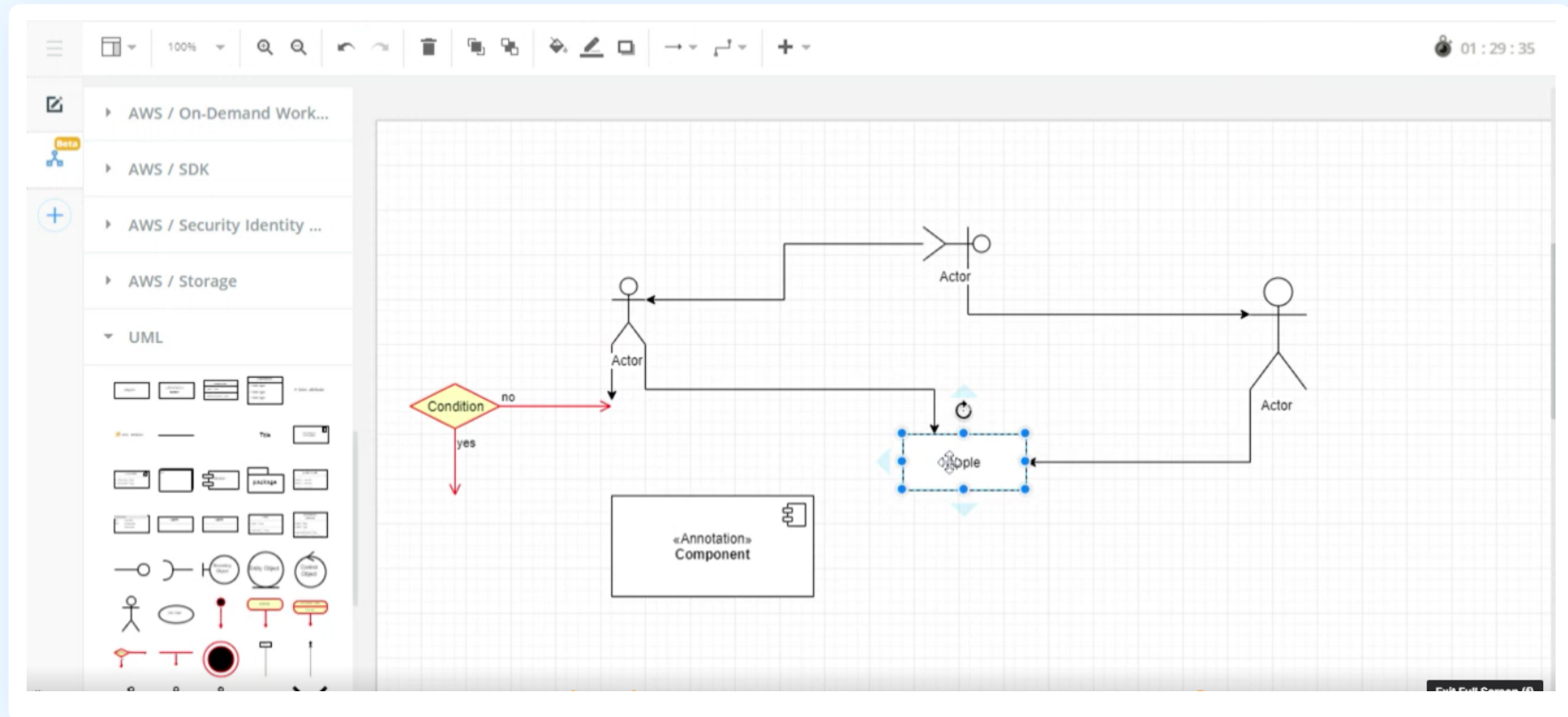
1. ripsy (You)

Overall recommendation: 👍 Accepted

1. Technical abilities	★ ★ ★ ★ ☆	4/5
2. Communication skills	★ ★ ★ ☆ ☆	3/5
3. Problem solving skills	★ ★ ★ ★ ☆	4/5

Remarks:

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.

Interview transcripts ✕

The interview started at Apr 21,2020 10:27:31 AM UTC. The total duration of the interview was 11 min 6 sec.

Interviewer: sumit c1

Candidate: sumit tc100



sumit tc100 Apr 21, 2020 10:41:09 AM UTC

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.



sumit c1 Apr 21, 2020 10:48:01 AM UTC

Lorem ipsum dolor sit amet, consectetur adipiscing elit.



sumit tc100 Apr 21, 2020 10:48:01 AM UTC

Lorem ipsum dolor sit amet.










sumit c1 Apr 21, 2020 10:48:01 AM UTC

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur.

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.

Activity log

	soumya has given feedback	3:31 PM
	soumya has ended the interview.	3:31 PM
	soumya is connected.	3:15 PM
	Shiv is disconnected.	11:47 AM
	Shiv is connected.	11:46 AM
	soumya is disconnected.	11:46 AM
	soumya is connected.	10:54 AM

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.](#)



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