

**Pre-interviewed
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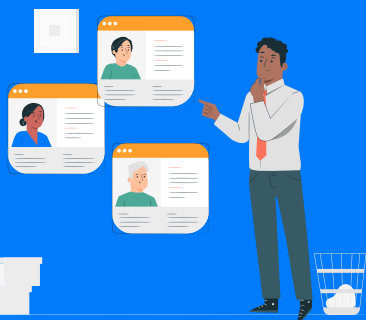
Introduction

In the highly competitive landscape of reliability engineering, Last9 needed to scale its DevOps team rapidly to meet the increasing demands of its infrastructure. With limited internal recruitment bandwidth, they faced a critical challenge, hiring for two critical roles without compromising quality or efficiency:

- Senior GoLang Backend Developers
- Senior Site Reliability Engineers (SREs)

To address this, they turned to HyreSnap, a partner specialising in sourcing and pre-interviewing candidates with precision.

The Hiring Challenge



Recruiting for Last9 was not merely about filling vacancies; it required identifying top-tier candidates capable of managing intricate, large-scale distributed systems while simultaneously engaging with customers to resolve real-time technical challenges. The engineers needed to possess deep expertise in backend technologies, particularly with proficiency in GoLang, and demonstrate the ability to articulate complex technical solutions to clients in a clear, concise manner.

The stakes were high, as Last9 sought not only technically skilled professionals but also those who could seamlessly bridge the gap between engineering and client interaction, ensuring smooth communication and swift problem resolution under pressure.



88 HOURS SAVED
of Last9 interviewing panel bandwidth

HyreSnap's Solution

Pre-interviewed Candidates

HyreSnap's Smart Sourcing Streamlines tech recruitment by using AI-driven tools and expert-led pre-interview assessments to identify, screen, and deliver highly qualified candidates tailored to a company's specific needs.

By conducting rigorous technical evaluations and cultural fit assessments upfront, HyreSnap ensures that only the best-suited candidates reach the interview stage.

Candidates shared with the Last9 team already possessed the following:

1

Higher chances of selection

Because they were top performers in HyreSnap interviews.

2

More aligned to the company/culture/role

Even before the first contact with the Hiring Manager.

These resulted in a better hit ratio and seamless interviewing experience.

This process saves significant time and resources, as seen with Last9, allowing teams to focus on final-round interviews with pre-interviewed, competent candidates.



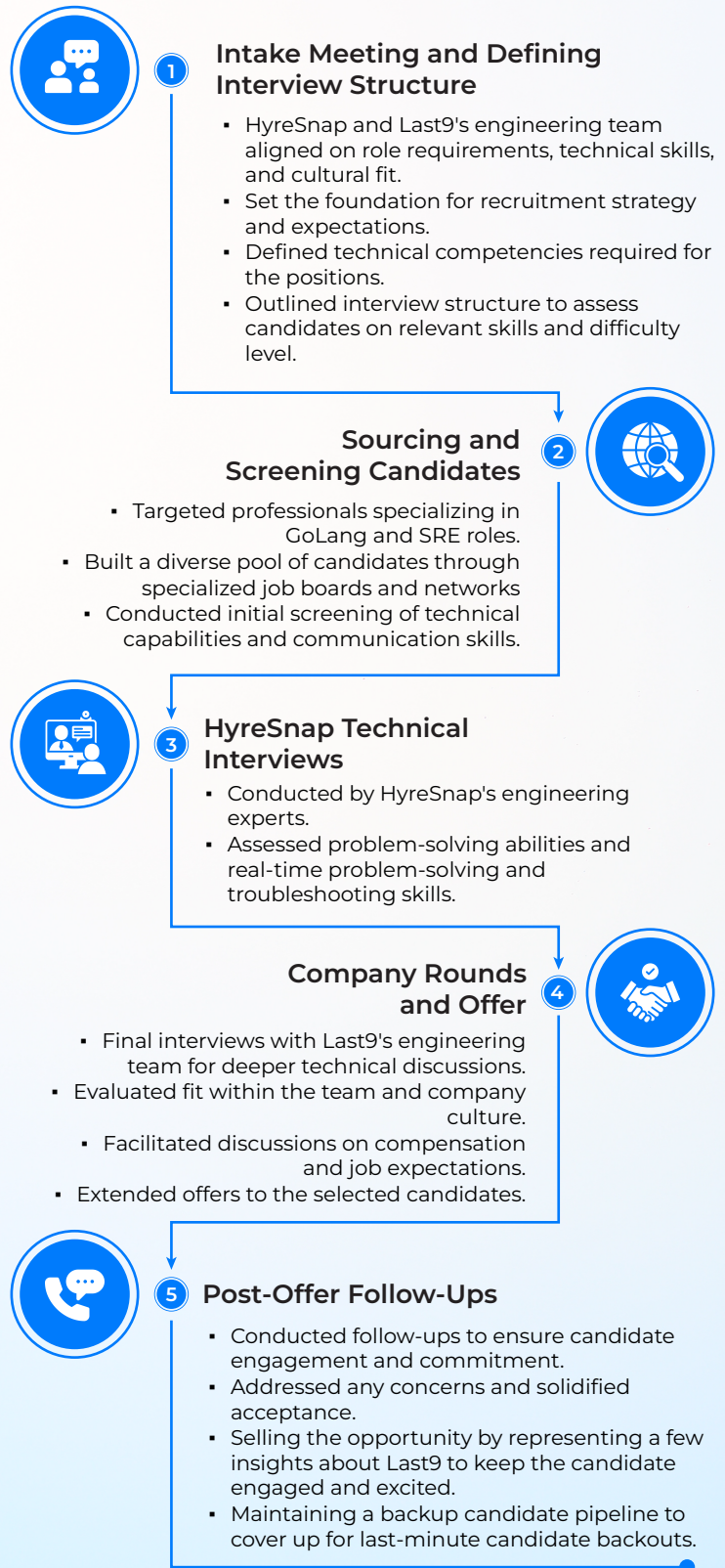
HyreSnap's Unique Value Proposition **Pre-interviewed Candidates**

HyreSnap's approach to pre-interview candidates is meticulously designed to ensure that only the most qualified individuals progress to the hiring company. The process begins with a thorough evaluation conducted by a dedicated pool of seasoned interview experts who assess candidates based on the specific requirements of the role. This includes not only technical skill assessments but also live interview sessions that simulate real-world scenarios, allowing candidates to demonstrate their problem-solving abilities and communication skills under pressure.

After each assessment, HyreSnap generates comprehensive interview reports that provide detailed insights into the candidates' strengths, weaknesses, and overall fit for the role. This ensures that hiring teams can make informed decisions based on a holistic view of each candidate.

This detailed and diligent process was successfully implemented for Last9, reducing hiring time and improving candidate quality while saving **80%** of the interviewing panel's bandwidth.

Step-by-Step Breakdown of the Process



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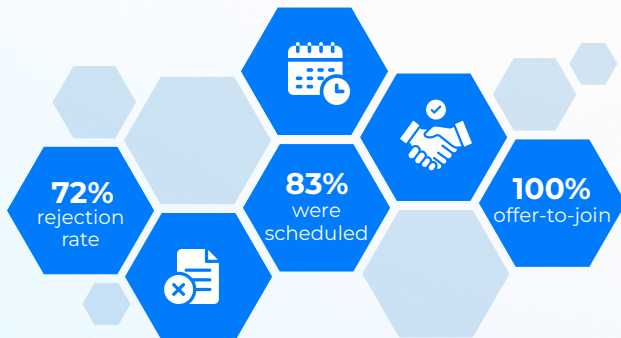
“HyreSnap brought the expertise we needed at a critical time. Their ability to quickly understand our requirements, adapt their strategy, and provide high-quality candidates saved us invaluable time and effort.”



Rishi Agrawal
Director of Engineering, Last9

Key Successes in the Hiring Process

HyreSnap's recruitment success for Last9 was rooted in a precise, quality-first approach that significantly reduced the time and effort required from Last9's engineering team. By employing a rigorous screening process, HyreSnap ensured that only the most qualified candidates made it through to Last9's internal interview stages.



The GoLang Engineer hiring funnel saw a 72% rejection rate at the pre-interview stage, leaving just 6 candidates who moved forward. Out of these, **83% were scheduled** for technical interviews, and 80% cleared Last9's first-round interviews, resulting in a **100% offer-to-join** ratio for the final selected candidate.

16 candidates got rejected in the HyreSnap Round, additionally saving 25 engineering hours

In the **DevOps Engineer pipeline**, HyreSnap conducted interviews with 52 candidates, rejecting 81% (42 candidates got rejected in HyreSnap, additionally saving 63 engineering hours) in the initial stage. Of the 10 cleared candidates, 75% passed Last9's technical interviews. Two candidates reached the offer stage, with one already offered and another set to be offered-showcasing the effectiveness of HyreSnap's precision-based selection process.

Key Highlights Include:

1

Rigorous Screening Process

HyreSnap rejected 72% (GoLang) and 81% (DevOps) of candidates early on, sparing Last9's engineers from wasting time on unqualified candidates.

2

High R1 Pass Rates

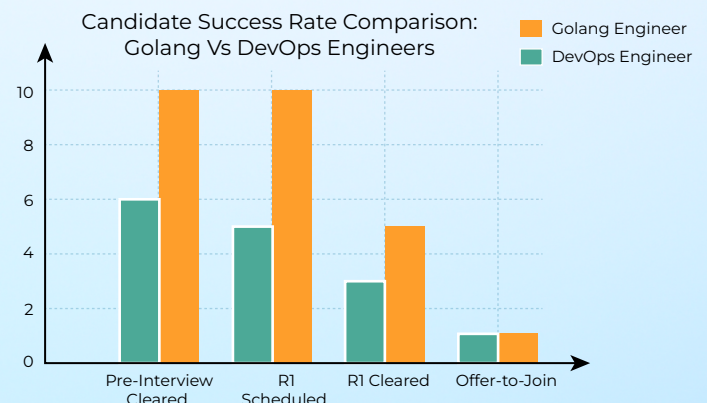
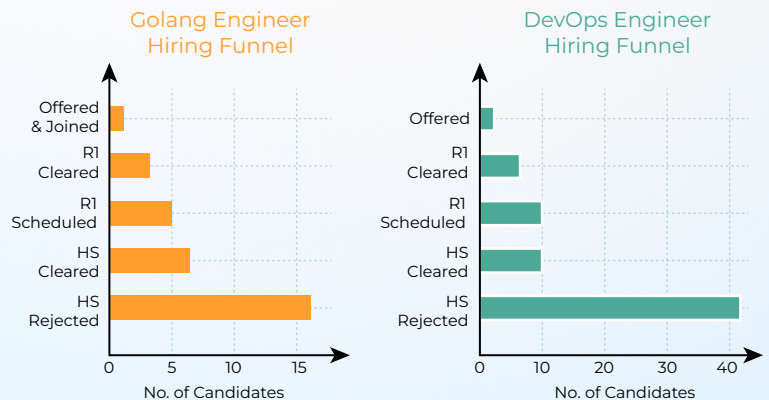
80% of GoLang and 75% of DevOps candidates cleared Last9's first-round interviews, proving HyreSnap's accurate technical assessments.

3

Offer Success and Acceptance

The 100% offer-to-join ratio for GoLang engineers and the high likelihood of acceptance for DevOps candidates reflected HyreSnap's ability to match the right talent with Last9's needs.

Through this process, Last9 saved 88 hours of their engineering team's bandwidth freeing them to focus on other critical tasks while ensuring that only top-tier candidates progressed to the final interview stages. HyreSnap's deep understanding of technical requirements and their ability to filter candidates efficiently turned a typically resource-intensive process into a seamless, high-success-rate hiring pipeline for Last9.



HyreSnap as a **Strategic Partner** in **High-Stakes Hiring**

The partnership between Last9 and HyreSnap didn't just solve a recruitment challenge; it set a new standard for precision hiring in the DevOps space. HyreSnap's ability to adapt, recalibrate, and deliver high-quality, pre-interviewed candidates saved Last9 invaluable time and resources, allowing them to hire engineers who have already made significant contributions to their team.

For companies like Last9, HyreSnap became more than a service provider; they became a trusted partner in ensuring that the best talent was on boarded quickly and efficiently

About HyreSnap

HyreSnap Smart Sourcing is a boutique search firm for engineering roles. Smart Sourcing simplifies tech hiring by providing pre-interviewed, top-quality candidates. We not only source the candidates, but we also interview them with our pool of leading experts. We have more than 1,500 interview experts, located across 9+ time zones. By offering curated profiles and conducting interviews upfront, we ensure you find the perfect fit within just 3 to 5 profiles.

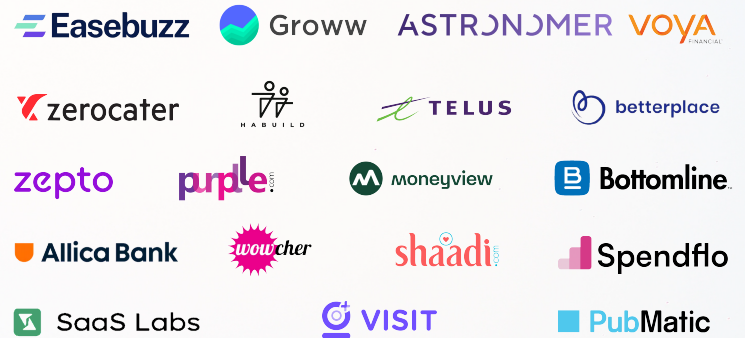
Resources

Sample Interview Guide(curated post calibration with Hiring Manager) : [ReactJS Interview Guide](#)

HyreSnap Sample report :

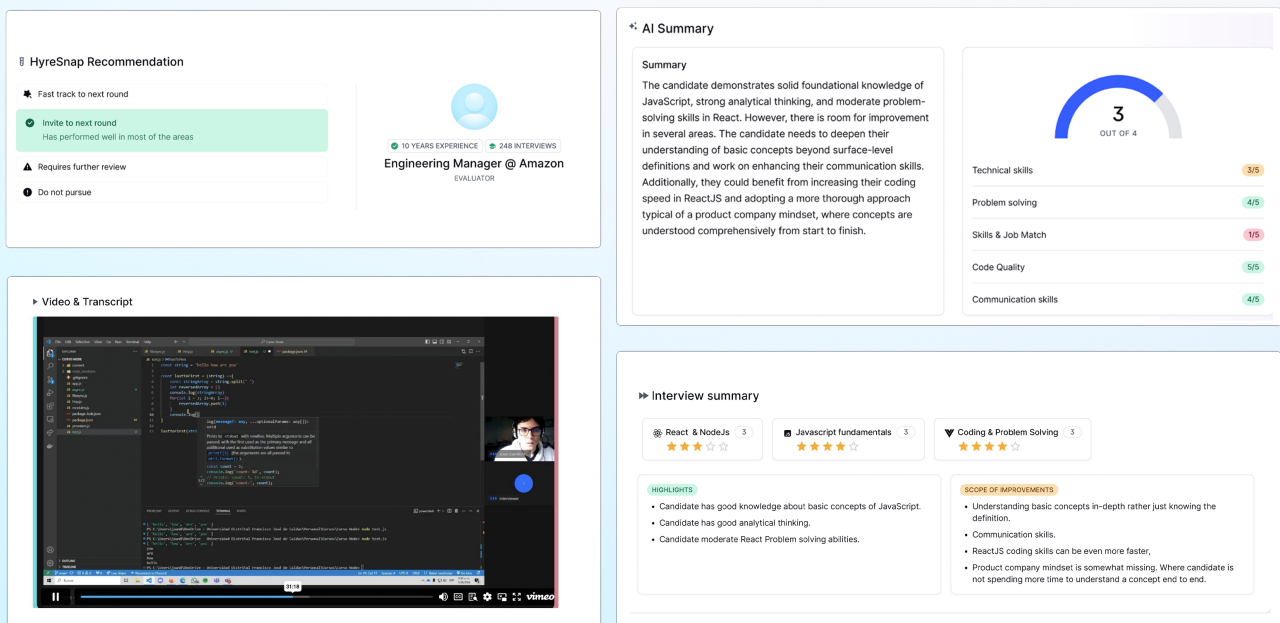
<http://app.hyresnap.com/report/sample>

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Data-Driven Candidate Assessment

Get Expert Insights with our In-Depth Interview Reports



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