BairesDev

Recruiting Process

We focus on our clients' business drivers to exceed expectations

1. Job Applications (2M/Year)

We receive **over 2 million applications** each year. After assessing each profile, we use a unique set of algorithms to assign candidates to the most appropriate open positions that we have or may have in the near future. This step marks the beginning of our rigorous hiring process, which only the Top 1% of candidates will get through.

2. Online Tests

Once the applicants have been tracked for a position, **our system automatically assigns a set of 8 to 12 online tests** aligned with their specific skills along with mandatory English and IQ exams.

We have more than 80 different tests that we use depending on the applicant's desired role and relevant experience. For example, a Java Developer will have to go through (at least) Java, Object-oriented Programming, SQL, Algorithms, Frontend, Backend, Advanced IQ, English, and other tests depending on the position.
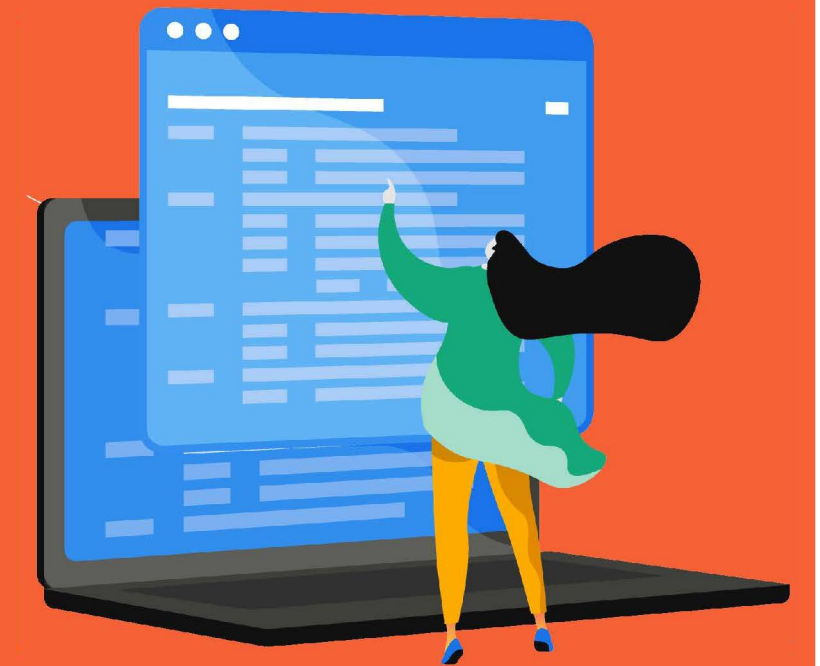
Examples

JAVA
If you want to compare 2 strings in the variables "one" and "two" to see if strings' content is the same, what should you write?
- if (one.equals(two)) ...
- if ((one-two) == 0) ...
- if (one == two) ...
- if (one eq two) ...

.NET
The return data type void means:
- The function cannot return a value.
- A "void" memory area is returned in order to be assigned.
- None of the above.
- Void is not a valid data type.

3. Recruiting Interview or Self-Driven Process

Currently, candidates have 2 alternative paths to get to our Talent Pipeline:

RECRUITING INTERVIEW
Candidates that pass the online exams thenparticipate in personal interviews designed to measure IQ, situational response, and personality traits. Beyond simply qualifying candidates based on their technical prowess, these steps ensure the necessary communication skills, commitment, and personality types consistent with successful fits for BairesDev and our clients.

SELF-DRIVEN PROCESS
Some candidates have a very busy schedule, and the coordination of the recruiting interview is a roadblock delaying their application process. For that reason, we have developed anew asynchronous candidate-driven application process that is designed to evaluate the candidates during their own available time, ensuring that we have access to top talent regardless of their calendar availability.

4. Technical Interview

Next, our expert Technical Interviewers and Subject Matter Experts conduct exhaustive interviews that include specific, detailed questions related to particular programming languages and the potential projects in which the candidate might participate. This interview applies to all candidates, regardless of their path through the previous step.

Throughout the entire interview, **commitment and appliance** are evaluated; punctuality, predisposition, sense of responsibility, tone of voice, etc.

Candidates that complete these steps to our satisfaction constitute the **top 1% software engineers** that BairesDev provides for our clients.

THE INTERVIEW LASTS 30 MINUTES:

5 MIN
Candidates **recap their experience**, career goals, and motivations.

5 MIN
General **development questions**. I.e., a candidate sourced for testing could be asked "Have you used any test framework?"

20 MIN
Technology-specific scorecard questions.
EXAMPLE: RUBY
What are the caching strategies in Rails?
- HTTP caching (with ETags for instance)
- Page caching
- Action caching
- Fragment caching

+30 MIN
For certain interviews, an additional 30 minutes will be added during which candidates are **tasked with real-time problem-solving** challenges while sharing their screen.

EXAMPLE: QA AUTOMATION
Statement: Assuming that you have configured Selenium on your preferred IDE; write a program in java that does the following:

1) Go to mail.google.com
2) Maximize the window
3) Sign into your account
4) Click the compose button
5) Log out of your account
6) Close the browser

5. AI-powered Team Recommendation Engine

When our clients need engineers for a new or existing project, we use our AI-powered engine to fully customize their team-building requirements in the fastest and most effective way. By selecting from variables such as industry expertise, technology stack, IT infrastructure, project scope, and size, this AI and machine-learning-powered algorithm identifies the individuals in our database who best match the client's unique needs and goals. In just seconds, it delivers the most qualified engineering team for the project.

Why BairesDev

We are a strategic partner to global brands for software development. We leverage over a decade of cross-industry experience, and over 4,000 technical experts from the Americas to design and deliver high-quality software.

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