



# Fixing the Broken Process of Hiring Software Engineers

The hiring process for software engineers is inefficient, costly, and outdated—and the numbers don't lie. Look at how these common hiring issues disrupt growth, innovation, and productivity.

# The Software Engineer Hiring Puzzle

Hiring software engineers has become a marathon, not a sprint. A [Reddit thread](#) detailed one engineer's 6-year job hunt experience that included 4 interviews, a week-long unpaid assignment, and ultimately... ghosting.



## 7 weeks

on average to hire for technical roles like engineering.

[AMW Survey](#)

## \$30K USD

per hire to fill just one role.

## 1 in 3

new hires leave or a fired in under 6 months.

[Linux Foundation](#)

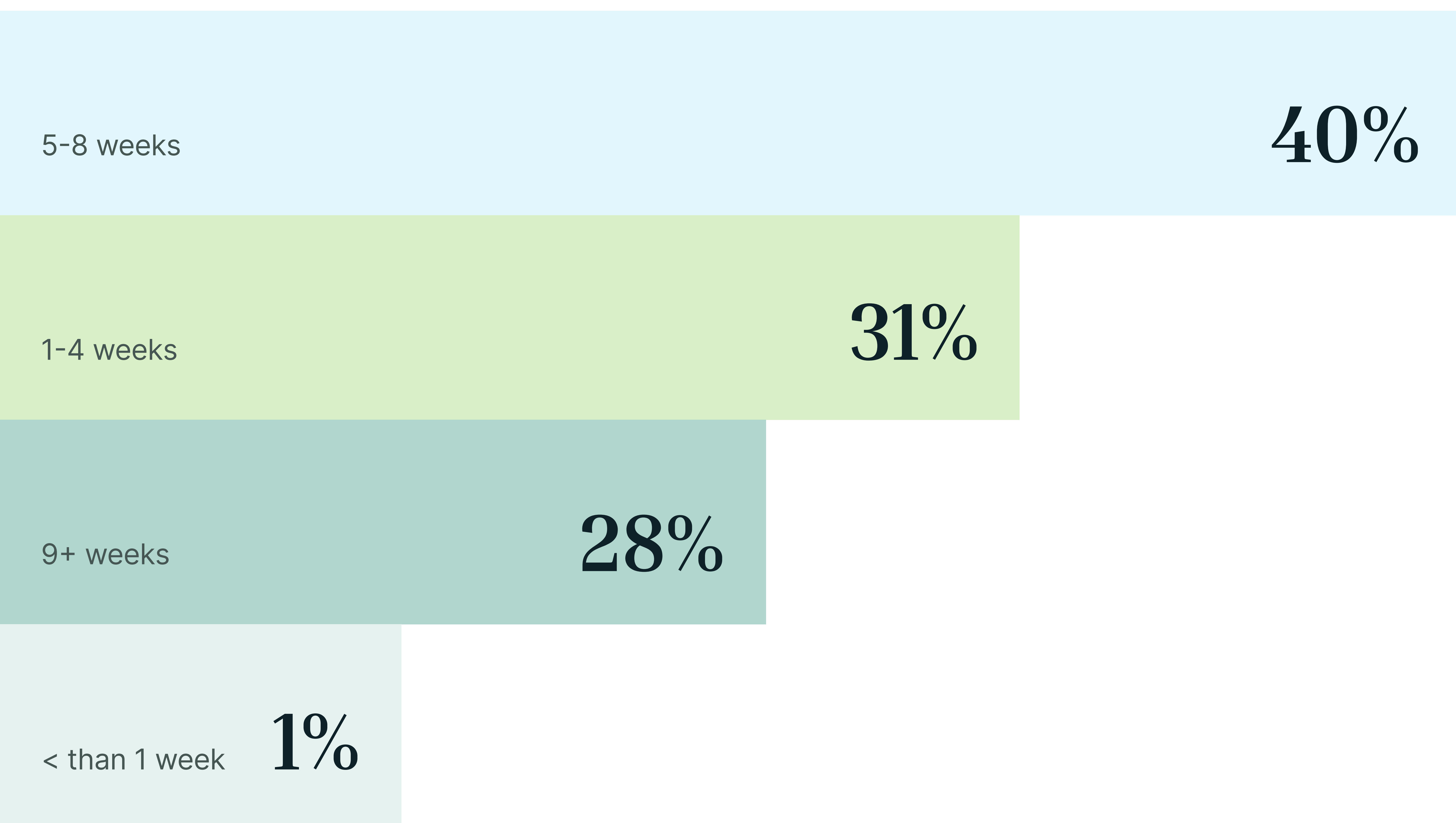
[Source: AWS/General Assembly State of Tech Talent Acquisition 2023](#)

*All that time and money to hire — yet only a **29% success rate**. Something is clearly broken.*



# How long is it taking companies to fill tech roles?

Hiring data for data analytics, data science and UX design positions can take a good portion of the fiscal year.



Source: AWS/General Assembly State of Tech Talent Acquisition 2023

## Why the Process Fails

Hiring processes fail when subjective judgment replaces objective assessment. Personal biases and gut feelings overshadow competency, undermining the identification of qualified candidates.

- 🕒 **Unstructured Interviews:** Often based on "vibes" instead of measurable skills.
- 👤 **Bias Creep:** Interviews allow personal judgment to overshadow competency.
- 📊 **Over-Reliance:** Companies skip data-backed testing for arbitrary "gut feelings."



# Enter Skills Testing

Structured interviews paired with general mental ability (GMA) tests predict job success 76% of the time. Yet only 40% of U.S. employers test for relevant skills.

**76%**

of the time, structured interviews paired with GMA tests predict job success.

**40%**

of U.S. employers test for relevant skills.



## Key takeaway

The solution isn't adding more interviews. It's pre-employment scenario and aptitude tests that reflect real-world job needs.

- ✔ More reliable.
- ✔ Cost-efficient.
- ✔ Optimized for hiring the right talent.

AI can write code, complete take-home assignments, and even answer interview questions in real time. The hiring process now faces new challenges of detecting and addressing tool dependency.

**The Solution:** Qualified by Andela is revolutionizing how software engineers get hired by using real-world coding tests to match talent with business needs.



## Here's why it works:

- 01** Automated scoring to instantly evaluate skills.
- 02** Benchmark against global talent standards in minutes.
- 03** Review test sessions via replay video to assess problem-solving and coding workflows.
- 04** Detect AI usage with Insights and coding playback.
- 05** Candidate-friendly, with short, relevant assessments taking as little as 20 minutes.

# Top companies use skills-based assessments to limit bias and inefficiency

Leading tech giants like Apple, Facebook, and Zoom have trusted **Qualified** to assess top-tier engineers.



Source: AWS/General Assembly State of Tech Talent Acquisition 2023

## It's Time to Fix Tech Hiring

Stop choosing candidates based on how great they “vibe” in an interview. With Qualified, you can assess real skills and objective data, ensuring you only hire the right talent for your business needs.





Andela exists to ensure technologists have access to equal opportunity regardless of where they live. Our digital talent solve complex and compelling problems, changing their career trajectory and quality of life, while companies can craft a workforce that represents the world around them with lower costs, faster speed, and greater flexibility.

**Hire smarter. Contact  
Andela and explore  
Qualified today.**