

**HackerRank** 

# Assessments

Integration guide

November 2022

**LinkedIn** Talent Hub



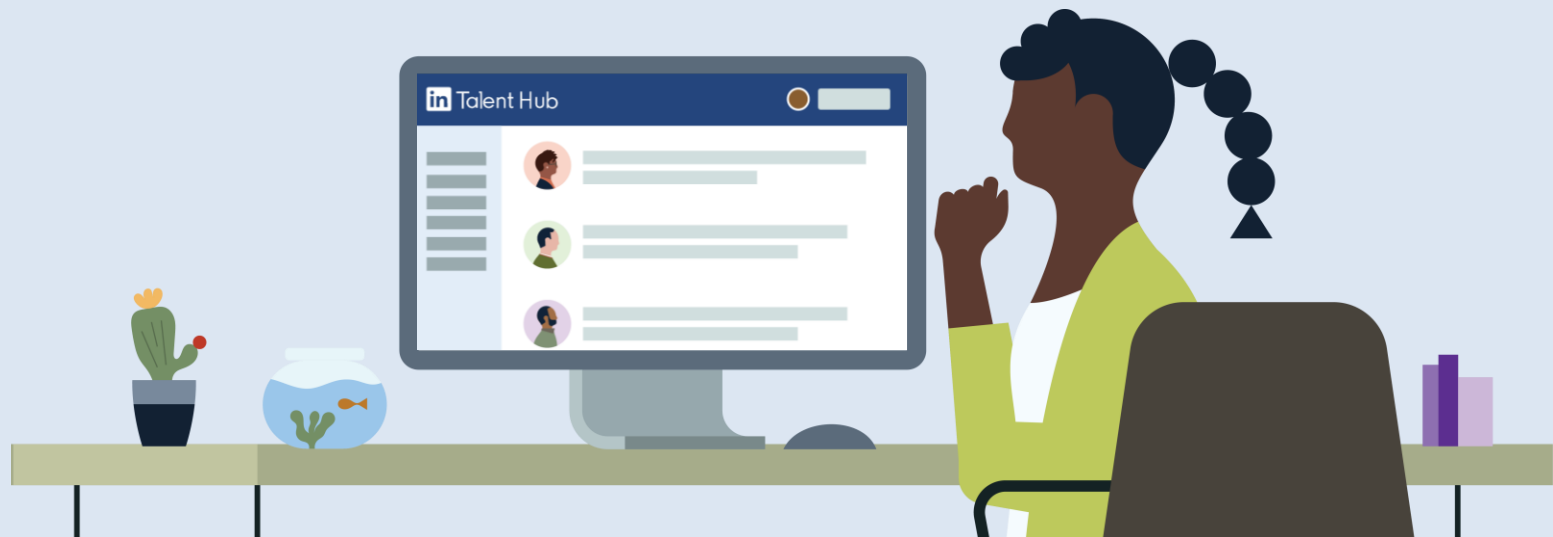
# Save time by integrating with assessment tools.

Now you can streamline your searches and narrow down your applicant pool even faster. Once you authorize HackerRank Assessments to Talent Hub, you'll be able to complete your assessment tasks more easily and in one place, saving you time and helping you keep track of your most qualified candidates,

Connect with your HackerRank account once, and you'll be set-up to connect the right candidates to your relevant assessment packages.

## Talent Hub Integrations

Talent Hub is the only applicant tracking system (ATS) that allows you to source, manage, and hire on a single platform. Third-party integrations make the process even easier, consolidating your workflow and giving you more time to focus on building winning teams.



# Assessments integration at a glance

By integrating with HackerRank, you'll be able to save time by quickly discovering the most qualified candidates for a job.

## Get a holistic view of candidate qualifications.

Equip your team with a full picture of a candidate's skills, in addition to what's available on their LinkedIn profile, to facilitate better interviews and hiring decisions.

## Streamline your evaluation process.

Spend less time toggling between multiple tools by sending assessments and reviewing outcomes directly within a candidate's Talent Hub profile.

## Zero in on candidates with the right skills and aptitude.

Easily screen for must-have criteria up front, so the most qualified candidates are progressing through your hiring pipeline.

### Things to be aware of

#### Screening dimensions

You can screen for experience, related educational degrees, and specified requirements or skills for the job.

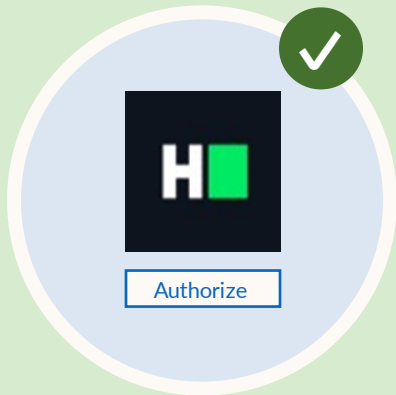
#### Benefits of integration

Linking to an assessment tool can decrease time and cost to hire, as well as help you find the best-quality candidates.

### Get started

[Contact or enable HackerRank](#)

# We'll help you get started.



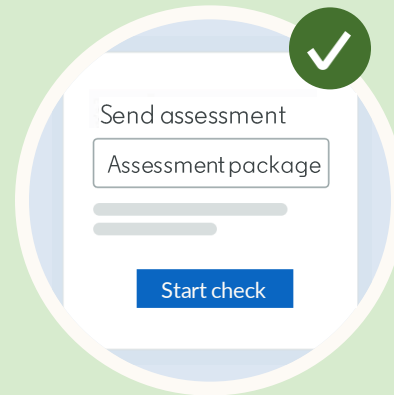
## Enable HackerRank.

You can do this from the Talent Hub integrations page under Assessments.



## Select a candidate.

To start, navigate to pipeline review or a candidate's profile.



## Initiate the assessment.

Select screening packages and initiate the assessment.



## Track progress.

Verify if the check has been completed and get more details.

## Find HackerRank in Talent Hub

1. Click your picture in the upper right-hand corner and select “Product Settings” from the drop-down menu.
2. On the Product Settings page, click “Integrations” under “Advanced.”
3. Find HackerRank under “Assessment” under “Available integrations” and click the “Authorize” button.

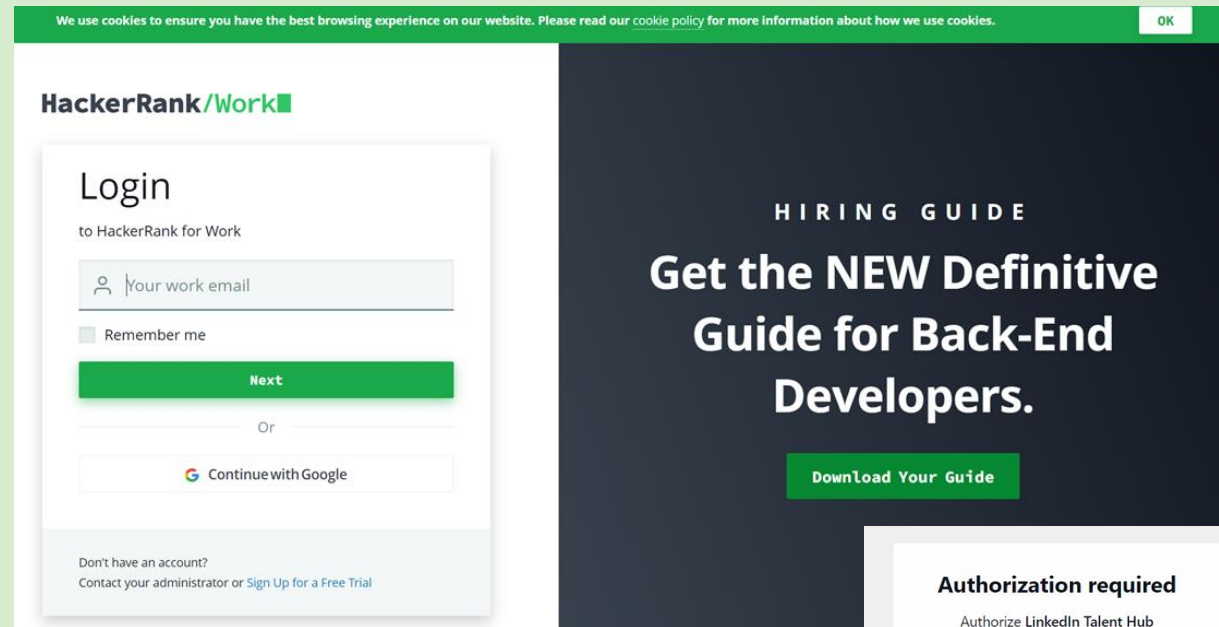
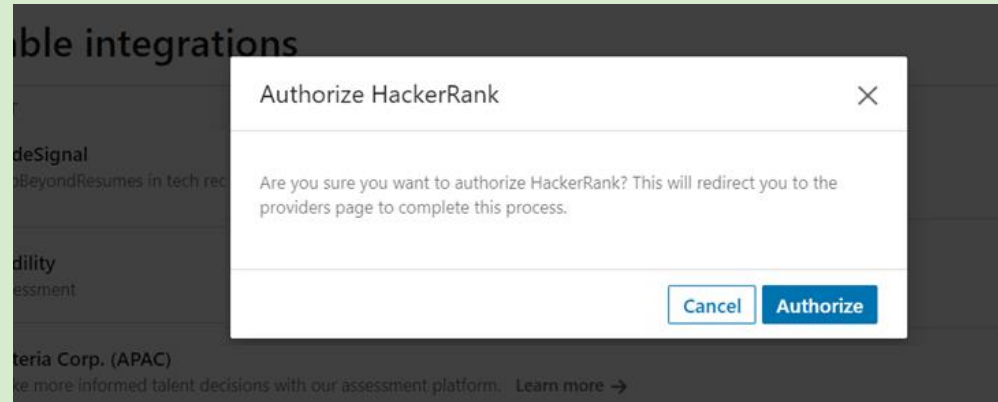
The screenshot displays the Talent Hub interface. At the top, there is a navigation bar with the Talent Hub logo and menu items: Projects, Jobs, Recruiter search, and Reports. On the right side of the navigation bar, there are icons for search, a document, a bell, a question mark, and a user profile picture. The user profile picture is highlighted with a blue circle containing the number 1. Below the navigation bar is a sidebar menu with the following items: Interview templates, Scorecard templates, Hiring process, Source tracking, Referrals, Advanced, Import/Export, Integrations (highlighted with a blue circle containing the number 2), My Account Settings, Individual integrations, and Email & calendar. The main content area is titled "Available integrations" and lists several integration options under the "ASSESSMENT" category. Each option includes a logo, the name of the integration, a brief description, a "Learn more" link, and an "Authorize" button. The "Authorize" button for HackerRank is highlighted with a blue circle containing the number 3. The integration options listed are: Codility (Assessment), Criteria Corp. (APAC) (Assessment), DevSkiller (Assessment), HackerEarth (Assessment), HackerRank (Assessment), and Talegent (Assessment).

Enable integration

## Complete the process

Users will be redirected to HackerRank's website to complete the authorization process.

Once authorized, users with the right permissions can begin assessments.



## Verify authorization

1. When redirected back to Talent Hub, refresh the page until HackerRank displays as “On” under “Authorized integrations.”
2. This indicates that integration is now live for all users on the contract.

The screenshot shows the Talent Hub interface. The top navigation bar includes 'TALENT HUB', 'Projects', 'Jobs', 'Recruiter search', and 'Reports'. The left sidebar contains a menu with categories: 'Recruiting Settings' (Tags, Custom fields, Message templates, Approvals, Interview templates, Scorecard templates, Hiring process, Source tracking, Referrals), 'Advanced' (Import/Export), 'Integrations', and 'Hiring process' (Source tracking). The main content area is titled 'Authorized integrations' and is divided into sections: 'ASSESSMENT' (Criteria Corp., HackerRank, Talegent), 'BACKGROUND & REFERENCE CHECK' (Certn, Refapp), and 'PAID JOB DISTRIBUTION' (Broadbean). The HackerRank integration is highlighted with a blue circle labeled '2', showing its status as 'On'. A blue circle labeled '1' points to the 'Integrations' menu item in the sidebar.

Select a candidate

## Locate the action

Once the integration has been enabled, assessments can be initiated through the pipeline in Talent Hub.

1. To initiate a check with a candidate in the pipeline, click on the ellipsis and select “Send assessment.”



The following users will have the ability to do this:

- ✓ Talent Solutions Administrators
- ✓ Users with Project Owner roles
- ✓ Users with Sourcer roles

The screenshot displays the Talent Hub interface for a pipeline named "CLC Gaming Engineering Test Project". On the left, a sidebar shows the pipeline stages: "All active candidates" (2), "Archived candidates" (0), "Incoming Candidates" (2), "Screening in progress" (0), "Interview screening" (0), "Offer" (0), and "Hired" (0). The main area shows a search bar and a list of candidates. The first candidate, Dipali Shah, is selected. Her profile includes her name, title "Sr. Partner Engineer at LinkedIn", location "San Jose, California, United States", and a list of experiences and education. A dropdown menu is open over the candidate's profile, showing various actions. The "Send assessment" option is highlighted with a blue circle and the number 1. Other options in the menu include "Schedule interview", "Request interview feedback", "Invite to a video intro", "Run background check", "Add note", "Share for review", "Add tag", "Save to another project", "Save to PDF", "Find more people like", and "Provide feedback".



## Choose and start assessment

1. Select HackerRank from the drop-down list — it displays the Assessment packages that have already been configured with HackerRank.
2. If needed, manually enter the candidate's email address by clicking the pencil icon.
3. Click "Send." HackerRank will send the candidate an email with a request and link to assessment.

The screenshot displays the LinkedIn Talent Hub interface for a project titled "CLC Gaming Engineering Test Project". The main profile of Dipali Shah, Sr. Partner Engineer at LinkedIn, is visible. A "Send assessment" dialog box is open on the right side of the screen. The dialog box contains the following information:

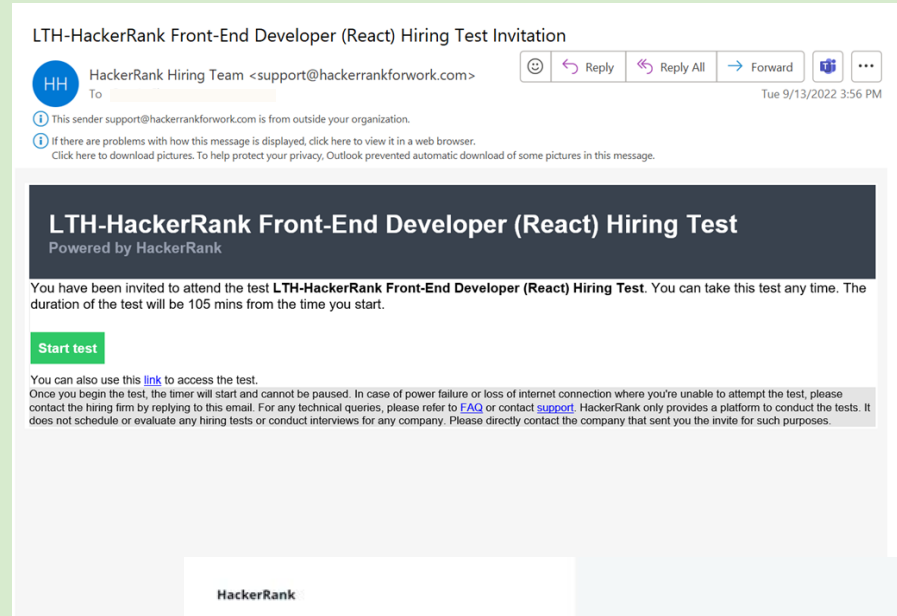
- Assessment provider:** HackerRank
- Assessment package:** LTH-HackerRank Front-End Developer (React) Hiring Test
- Request will be sent to O.E.T.K. at:** dipshah@linkedin.com
- Powered by:** HackerRank

At the bottom of the dialog box, there are two buttons: "Cancel" and "Send". Three numbered callouts are present on the right side of the dialog box:

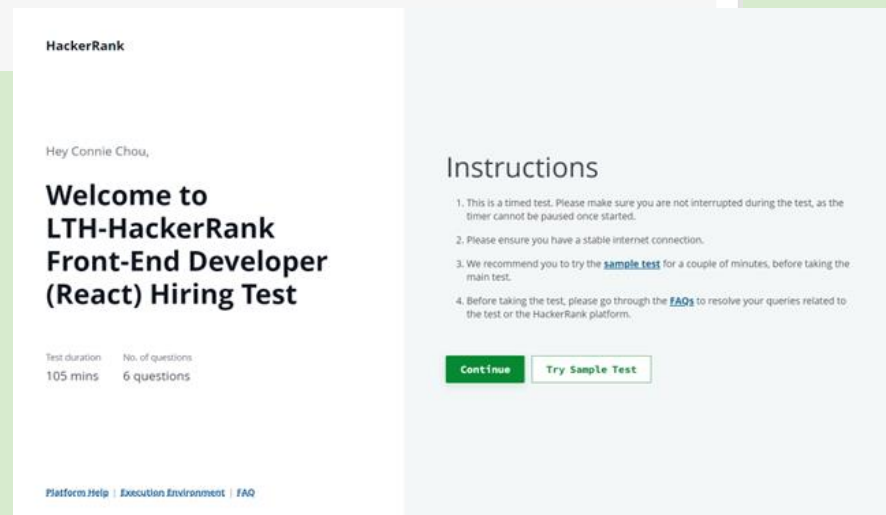
1. Points to the "Assessment provider" dropdown menu.
2. Points to the email address field and the pencil icon for editing.
3. Points to the "Send" button.

## Candidate notification

1. Candidate receives an email with the assessment invitation.
2. Candidate follows link to complete assessment on HackerRank.



1

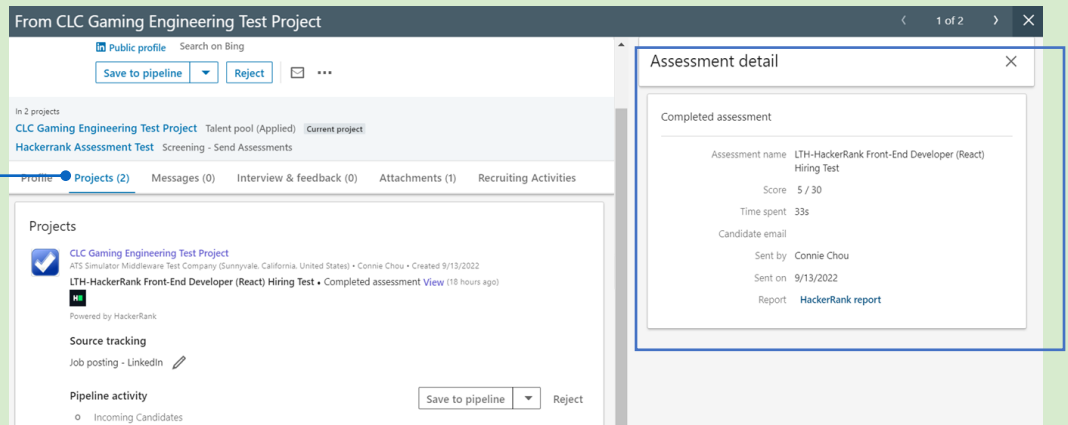
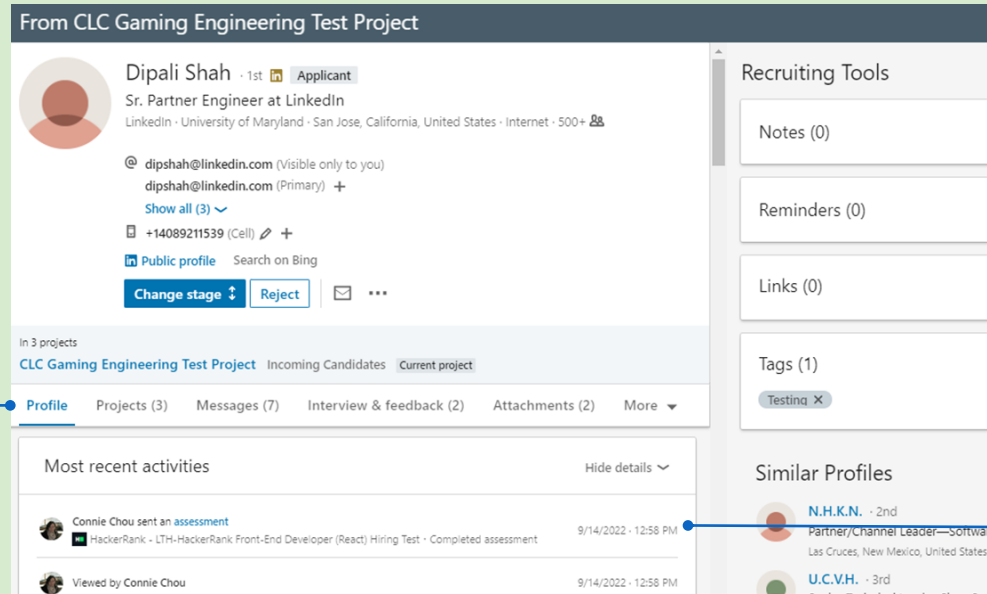


2

## View status

1. Once an assessment has been initiated, go to the "Profile" tab on the candidate's profile for updates.
2. You can view the status of the assessment once it's been completed.
3. Further details are located under the "Projects" tab, where assessment scores are also available.

All Talent Hub users will be able to view whether an assessment has been initiated on an account.



## Option to Set-up Automated Actions

Automated Actions in Talent Hub helps you save time on common actions by automatically completing tasks such as moving candidates through your pipeline and notifying team members of candidate activity based on rules set in a hiring process.

1. Set-up Automated Actions by configuring the “if then” conditions. We recommend associating the Assessment with a specific pipeline stage
2. Select HackerRank from the Assessment provider drop-down
3. Once conditions have been selected, select Save

Read the [help article](#) for more information on Automated Actions.

Create an Automated Action for "CLC Pipeline Process"

Automated actions can perform tasks for you based on the conditions that you specify, such as moving a candidate to a new stage if they reply to an InMail.

**If \***

Candidate is moved to the pipeline stage(s)

**In the pipeline stage(s) \***

Screening in Process X

Select the pipeline stage(s) to detect the condition in

**Then \***

Send assessment

**Assessment provider**

HackerRank

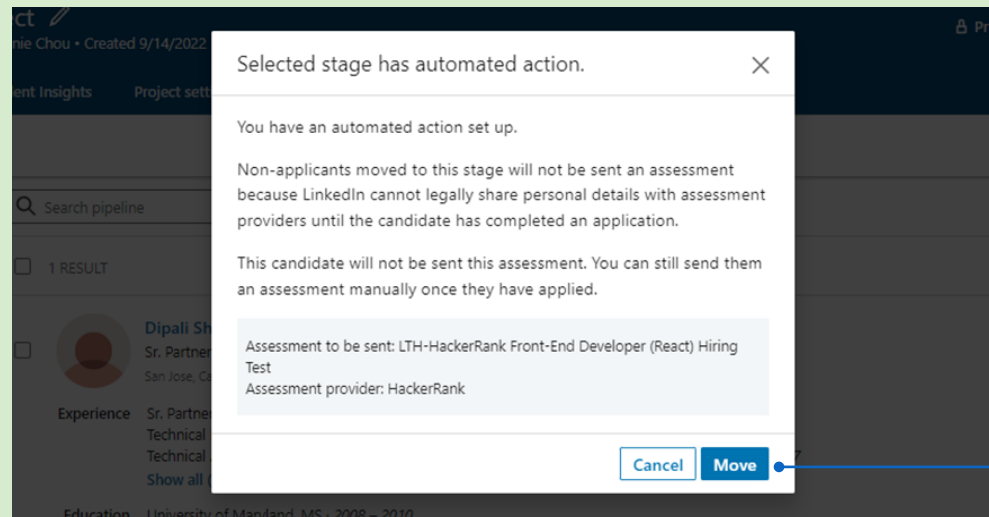
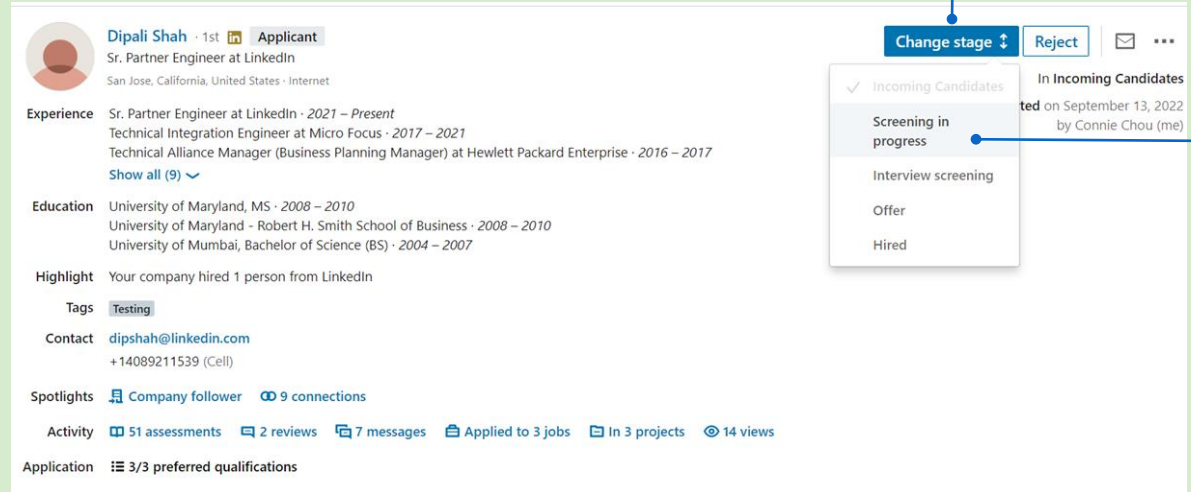
LTH-HackerRank Front-End Developer (Rea)

Cancel Save & apply action

## Automated Actions Continued

1. To activate, click “Change stage” on the candidate profile
2. Select the stage that you set up an Automated Action for from the drop-down
3. Click “Move” from the pop-up window to confirm the action

Read the [help article](#) for more information on Automated Actions.



# FAQ



## 1. Can existing HackerRank customers enable the integration from Talent Hub?

Yes, existing HackerRank customers can enable the integration from Talent Hub under Product Settings > Integrations > Available Integrations > Assessment.

## 2. How do I sign up for HackerRank as a new customer?

New customers cannot sign up for HackerRank through Talent Hub.

Please visit and contact the [HackerRank](#) platform to understand, purchase, and activate their plan. Once an Enterprise Platform plan is activated, users can enable the integration on Talent Hub.

## 3. What permissions/licenses are required to use HackerRank?

Only Talent Solutions Administrators or users with Project Owner or Sourcer roles can initiate assessments for candidates on Talent Hub. Only HackerRank Enterprise Platform licenses are able to leverage this integration.

## 4. Does the requestor email have to be the same as the email associated with my HackerRank account?

No, the requestor's email does not need to be the same as the email associated with their HackerRank account.

## 5. Are there any fees for enabling the HackerRank integration?

No, there is no fee required to enable HackerRank.

## 6. Are there any promotions to enable the HackerRank integration?

Currently, there are no promotions to enable HackerRank.

## 7. If I have any integration questions or configuration issues, who can I reach out to?

For integration questions relating to the Talent Hub experience, please refer to the [Help Center](#). For questions relating to HackerRank account configuration, licensing or permissions, or any other core HackerRank platform issue (including candidate email templates, assessment package set-up, validity period, etc.) please reach out to [support@hackerrank.com](mailto:support@hackerrank.com).

## 8. Who can I send assessments to?

Assessments can only be sent through Talent Hub to applicants who are LinkedIn members. We cannot currently integrate assessments for non-applicants or guest apply candidates.

## 9. Can I automatically progress candidates to specific stages once they have completed an assessment?

We do not have the ability to automatically progress candidates to a specific stage once they have completed an assessment.



**10. Do candidates receive an email from Talent Hub once an assessment has been sent or completed?**

No email notifications are sent from Talent Hub when an assessment is complete. Customers will need to set up notifications through their assessment provider.

**11. Can I cancel an assessment from Talent Hub once I've already sent it?**

Currently, assessments can only be canceled by the customer from the provider site.

**12. Where can I find the assessment scores on the candidate profile?**

On the Project tab there will be a link to “view” the completed assessment and assessment details.

# Questions?

We're here to help you master integrations in Talent Hub.

You'll find more answers in the [Help Center](#) — and your LinkedIn Support team is always available for additional support.

Thank you.

