

Tech Recruiting Playbook

For Remote Startups

Tips and best practices for guiding startups through today's distributed workforce



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Introduction

We woke up to a new reality when COVID 19 happened. The global pandemic has forced an overwhelming change to how work works. Just a year ago, we were discussing the future of work. It was a dream, and now, we were suddenly placed in this dream and we don't know if it's a good dream or a bad dream. We're remote now, whether we like it or not.

We had no choice but to commit to what [Time](#) calls "the world's largest work-from-home experiment". Because of this, the world have seen an unprecedented growth of distributed companies and an influx of applicants on the job market. A [recent survey](#) estimates that the remote workforce has nearly quadrupled to include 50% of U.S. workers. Remote appears to be more than a glancing trend as remote workers are [13% more productive based on deliverables](#).

What does this mean for remote startups? What does this mean for remote hiring? How do you do distributed work the right way? How do you run a remote operation with the most efficiency? It means that you can either evolve with the times or become another failed startup statistic. You have to ask the right questions

Having worked with dozens of startups we understand how critical the time is. To be able to transform to a remote environment on the fly and at the same time build a highly functioning environment team. This is particularly crucial for scaling startups, who can't afford to mishire, and where communication and team skills are more important.

We have interviewed hundreds of engineers in dozens of different cities across a lot of engineering roles for startups. Woven have seen some things that work well and seen some things fail spectacularly.

The truth is that remote means more. It's not as easy as bringing your laptop home. It's a lot more complicated than sending the engineer home. You can't get by doing the same things. Programmers and engineers, who were never known for their social skills in the first place, now exposes the biggest weakness of engineering teams. And we discovered that engineers need to do more than just code.

Imagine this. You need to hire an engineer but you need to save on engineering time and you're not quite confident that you can maintain a high hiring bar. Tech Recruiting is hard. Remote tech recruiting more so. There are just so many things to consider beyond technical skills and knowledge. While there are obvious and resume-based hires, the hidden gems can only be found with a more granular and refined process.

We understand. That's why Woven put together a tech recruiting playbook for startups that is guaranteed to start you on your journey for better hires. At a time where the world is becoming increasingly distributed, Woven is dedicated to bringing remote together.

Bringing Remote Together

Use this playbook for:

- Evaluating your remote startup work culture
- Learning best practices around technical recruiting
- Refining your hiring process
- Setting your remote engineering team up for success

Why Remote is Important

The pandemic notwithstanding, there has been a cultural paradigm shift in what society deems to be an appropriate workplace - and remote work has capitalized off of that newfound freedom. The concept of remote work is that employees can successfully execute projects and daily tasks without needing to commute to an office each day. Remote work provides the benefit of flexibility in an employee's professional and personal life.

A whopping 74% of respondents in an [annual survey](#) by the International Workplace Group believe that [flexible working has become the “new normal”](#). According to [Netskope](#), which provides cloud security services, almost six in ten American knowledge workers are working remotely as of March 2020, and the percentage is likely to go up.

According to the [latest estimates](#), close to 40% of all jobs can be plausibly done from home. Modern technology makes it possible to work in unconventional ways, and the job market has evolved dramatically because of this. Many companies notice the benefits of remote-based work, and the number of flexible jobs may continue to steadily increase. Advances in technology are keeping pace. About 94% of U.S. households have access to broadband Internet – one of the most important enablers of remote work. Workers also have access to an array of tools that allow them to video conference, collaborate on shared documents, and manage complex workflows with colleagues around the world. A remote workplace was considered too divergent and quirky in the past, but today, technological and cultural advances have set the stage for remote work adoption.

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Where We Came From:

Remote Work Stats Before COVID

- In 2020 (before COVID-19) there were already [7 million people](#) working remotely in the U.S., or 3.4 percent of the population.
- 43 percent of U.S. employees already were working remotely, at least some of the time, according to Gallup's most recent [State of the American Workplace](#).
- Over the last five years, the number of people working remotely has [grown by 44 percent](#).

While the benefits of working from home are immediately clear for employees, namely avoiding the daily commute and working to a schedule that suits them, the advantages for employers are not always quite so obvious.

As much as remote work promotes employee well being, more appealing benefits of remote work for companies are an increase in productivity, company savings, efficiency, and much more. Based on a collection of statistics sourced from the world's leading research institutions studying the topic of telework, including [Gallup](#), Harvard University, Global Workplace Analytics, and Stanford University, the [following](#) are equally attractive incentives for companies to embrace remote work.



With these statistics, it is clear that remote work is more than just a trend among startups. Remote work is a response to our current conditions and with a ground that is ripe for adoption.

The Challenges We Face

Despite the benefits of remote work, the fact is it's hard to build relationships from afar. There is no water cooler to gather around, and you can't strike up a spontaneous conversation at your co-workers' desks. Companies are realizing that social interactions are harder to duplicate online. While a simple lunch can bring a team together, or just the sheer force of being together in one space can help ease into a cohesive team, it's not as easy online.

Skills shortages are bad enough, but now remote companies must also deal with increased job hopping and even ghosting. For those unfamiliar with the term, ghosting is when someone suddenly ends all contact without explanation. It originated in the dating world but has now spread to the workforce. In other words, your developer may be chatting with you about his dogs one day and not show up again for work the next day. And you really don't notice until it's too late to get them back. Increased job hopping, and the growing phenomenon of ghosting means one thing – it's a talent-driven market and we will need to adapt.

How Can Woven Help?

Woven is a tech recruitment platform for remote startups. When we formed Woven in 2017, we set out to eliminate the gap between talent and opportunity, so programmers and engineers can find a team where they flourish. Programmers were never known for their social skills and now remote work exposes the biggest weakness of engineering teams. The truth is that remote means more. And remote startups can't get by doing the same things.

Engineers need to do more than just code.

Code is just half of software engineering. Woven is the other half; the **only** technical assessment that tests for essential remote skills like **debugging**, **architecture**, and **communication**. To us, it's more than just code, we find the modern engineer. The one that can proactively debug, escalate, and troubleshoot. The one that whenever it hits the fan, can send the right email to the right people and coordinate and drive results. We find the modern engineer that takes development teams to the next level.

These skills are essential for a remote engineer, where more is needed to operate independently and efficiently. This results in not only great technical hires but cohesive teams, so that you can maintain a high engineering bar. This is particularly crucial for scaling startups, who can't afford to mishire, and where communication and team skills are more important.

Because of our hiring process, Woven recommended employees have retention that is 3x the industry average. We have better recommendations resulting in better hires. We allow startups to stay focused on what your team does best. No distractions. **All at 1/3 of the cost of a traditional headhunter.**

In this playbook, we share exactly what is needed to help you hire engineers for remote work and what you can do to streamline your remote hiring process.

DID YOU KNOW

The Industrial Revolution had a huge impact on how—and where—Americans work. Industrialization pulled workers out of their homes, which may not be surprising. What may be less expected, though, is that American craftspeople and merchants took advantage of the home-workplace hybrid to have street-facing shops, with personal living space in the back, or upstairs, for family.

Tech Recruiting Playbook for Remote Startups

You're remote now, whether you like it or not

You can either evolve with the times or become another failed startup statistic. The truth is that remote means more. You can't get by doing the same things. Programmers were never known for their social skills and now remote work exposes the biggest weakness of engineering teams. Engineers need to do more than just code. At a time where the world is becoming distant, Woven is dedicated to closing that gap and bringing remote together.



Candidate Attraction

The wonder solution of remote workers has introduced a new problem. How do you find and hire these engineers and developers? A local startup needs to be visible in their city to attract candidates, whereas we've seen remote job posts easily get 10x the volume.

Typically, remote work gets a larger candidate pool so you have a chance to get better engineers and a more diverse team. This is in big contrast to, say, being forced to recruit from a university where everyone has the same skill set and values.

It can be a double-edged sword that that remote work gets more candidates and noise. Startups must make an effort to provide time to filter out fluff from the grains so to speak. This also requires more work on assessments to get a good read on the applicants.

Remote Job Boards

As remote work is getting more eyes, there is an increasing number of job boards adding in the remote work category. Some are even dedicated to remote. These job boards typically break down openings by roles, and then by whether the company requires you to be in a certain country, or whether you are free to roam the world. With its prevalence, it can be easy to think that there are more than enough remote workers to go around.

Unfortunately, that's not the case. Tech hires are highly sought-after, with companies looking for remote workers more than ever before. [New research](#) shows that 80 percent of U.S. workers would turn down a job that didn't offer flexible working. Over half (53 percent) of U.S. respondents say that having a choice of work location is more important to them than working for a prestigious company. As a result, in the past ten years, 83 percent of U.S. businesses have introduced a flexible workspace policy, or are planning to adopt one.

"Remote is a Cheat Code for Hiring."

-Wes Winham, CEO of Woven



Startups and the hottest tech companies can always be found posting jobs at sites like [Flexjobs](#), [We Work Remotely](#), [Working Nomads](#), [Remotive](#), and one of our recent favorites focused on matching women in tech, [Power To Fly](#). There's still the industry's long-players -[AngelList](#) and [StackOverflow](#). AngelList and Stack Overflow are go-to job boards for many top tech talents, especially web developers. There's a lot more.

Many applicant tracking systems (ATS) integrate with job boards for ease of posting. There is still some manual work required, especially to optimize success, but streamlining your process with tools that integrate well is recommended. For example, Woven integrates with Greenhouse, Workable, Lever, Jobvite, Google Hire and more to attract, advance, screen, notify, and hire candidates easily and simply.

Another important key to success is to refresh your job postings every two weeks to ensure a consistent flow of candidates. This allows your job post to seem more recent, let candidates know you are actively looking to fill your role and be seen at the top of job boards. While your presence in job boards are not guaranteed to get you the right applicants for your position, being present on these boards can give the right signal to possible future applicants.

Need some ideas for your job description? Here are [some recommended templates](#) for common engineering roles in remote startups.

Technical Screening

Technical Screening is the process of testing and evaluating a candidate's skills and experiences against a set of requirements using conversation-friendly questions to uncover strengths and weaknesses without appearing confrontational. It lets you know that the candidate can do the job well, but typically only assesses for one portion of on-the-job skills. Keep in mind that many of the available technical assessments only test for code, while Woven recommends tests for essential engineer skills like debugging, architecture, and communication.

Woven recommends that you do the technical screening earlier in the process. It saves you engineering time and you can allow more candidates to get a bigger pool, less work on your end. By prioritizing performance over scanning resumes you can build a hiring system with less implicit bias to ensure the right candidate gets the job. Advancing more fringe candidates results in a bigger pool of talented applicants. This in turn leads to more diverse teams and higher-quality candidates.

Some companies feel that technical assessments are enough. However, Woven believes that programming is just one facet of the job. When doing technical assessments, if possible, test for essential engineer skills like debugging, architecture, and communication. These skills are becoming more important to survive in a distributed environment.

Take the time to develop more scenarios especially if you are looking to hire more roles. While take-home assessments can be found online for cheaper, they are not designed for getting the best out of your applicants.

Startups need to consider however, that technical screens are not a good experience for candidates and are biased and induce stress. They typically don't test for the same things that are needed for the job and require a lot of time from your engineering team.

Even if you have an in house technical recruiter, make sure to involve everyone for a proper vetting. A lot of involvement is still needed from the hiring and engineering team to vet and recommend a candidate.

Assessment Types

	Pros	Cons
Whiteboard	Cheap	Biased and Induce Stress
	Instant Read on Technical Skills	Requires Time from Engineers
		Not Indicative of Job Performance
		Doesn't Incorporate Real Job Work
Code Quizzes	Somewhat Cheap	Feedback is Pass/Fail
	Fast Grading	Doesn't Test Other Engineering Skills
	Low Effort	Doesn't Incorporate Real Job Work
	Scalable for Many Roles/Hires	
Take-Homes	Cheap	Time consuming to make, grade
	Comprehensive. Involves Job Work.	Limited in Scenarios
		Not Scalable
Tech Recruiters	Saves Time. Low Effort.	Expensive
	In-house. Retain Knowledge.	Poor Judgment of Tech Skills
		Coordinating

Woven Work Simulations

Woven is the only technical assessment that tests for essential engineer skills like debugging, architecture and communication. We use real work scenarios so that companies can assess talent better and build high performing remote teams.

01

Real Job Work

Woven Work Simulations resemble real work that engineers would see on the job. This is more likely to predict success within the workplace than a code quiz or whiteboarding exercise.

02

More Than Code

Woven is the only technical assessment that tests for essential engineer skills like debugging, architecture and communication. It's more than just code, it's the modern engineer.

03

Save Eng. Time

We allow you to stay focused on what your team does best. No distractions. This reduces the number and duration of engineering interviews required for a 80% reduction in engineering time spent on hiring.

04

More For Less

Woven gives a better assessment of engineers than other platforms are able to at 1/3 of the costs. Don't believe us? Try us with our Money Back Guarantee.

05

Real Feedback

We don't just pass or fail candidates. Every assessment deserves detailed and tangible human feedback. See specific code feedback by engineers, for engineers.

06

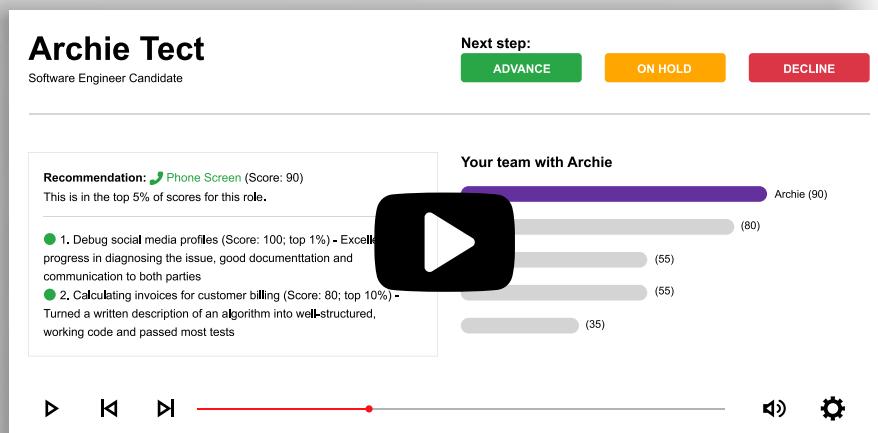
Objective

Prioritize performance over scanning resumes so we can help build a hiring system with less implicit bias. Get larger applicant pools, more diverse candidates and complete engineers.

Real World Scenarios

Outside of your assessments -whether whiteboards, or quizzes, you can create your own scenarios that have open ended responses. Take the bar higher and go beyond coding. Check for other soft skills such as problem solving, adaptability, pressure management, creativity, and teamwork.

Your candidates should be able to shoot an email explaining the problem, or handle a meeting with colleagues to discuss potential resolutions. When working in tech roles, you will often need to discuss codes or designs with others. The ability to clearly communicate is essential to collaborative work. It is particularly important when working with non-tech, as the engineer must take technical information and convey it clearly to those without advanced technical knowledge. This way, progress and options are understood by everyone involved.



Don't Hire Coders. Build Remote Teams.

Each scenario is customized to meet your objectives. You get to know the strengths and weaknesses of every potential team member on all aspects of the job. Turn the interviewing conversation from a technical probe into how you can achieve mutual success. All before you have your first conversation with them. This is crucial for scaling startups who can't afford to mishire, and where a complete skill set is more important. With Woven employee retention is **3x** the industry average. Better recommendations for better hires.

Phone Screens

After a candidate successfully completes the technical screen, conduct a personal screening with the goal of gauging interest and searching for any potential deal-breakers. Make sure that your requirements align and ask for information that is critical to you that you wouldn't get from a technical exam. Be clear and direct in your communications with candidates. Virtual interviews can be tough for both sides, so set expectations for both yourself and the candidate at the beginning of the process.

Some standard discussion:

- Candidate timeline - “Where are you in your search?”
- What are their salary expectations? - “The budgeted range for this role is between \$X and \$Y. Is that in the ballpark of what you’re looking for?”
- Candidate Expectations - “What are you looking for in the role?”
- Outline the steps of the interview process

Encourage questions, ask for clarification when needed, and be helpful and responsive with any follow-up interactions. You may use video calls to interview and engage with candidates. Knockdown some barriers to communication with video conferencing. Inform candidates ahead of time that the call will be through video, to give them time to prepare and ensure a stable internet connection.

Make it official. Send them a letter. Here are some [template emails](#) for hiring, rejection, and job offer letters.

Reaffirm Technical Skill

While a good technical screen should tell you everything you need to know about an engineer's capabilities, it is good to follow up with some more questions to confirm their knowledge. You don't need to conduct another screen, but see that your expectations align with the results produced.

Specific questions around the assessment that they took can help reveal more about their thought process and separate some candidates from the field. Understanding why a top candidate may have underperformed in an area may deescalate a red flag. No technical assessment is perfect, and while humans are typically no better in assessing talent, a blended approach is a wise strategy.

Beyond Coding

Woven is the only tech hiring platform that tests for debugging, architecture and communication. We believe in this and it is a core value of the entire platform. Why? It's because when you're looking for a team member, you want to get someone who also has the soft skills to figure out solutions when things go wrong. Woven's real-world scenarios allows companies to see key engineering capabilities like technical communication. How can you replicate this?

Final Interview

Meet the Team

The candidate should have meetings with all decision-makers and anyone that they would be working closely with. While a face to face meeting is typically preferred, for fully distributed teams this may not be possible. Video calls are a viable option.

The purpose is to go more in-depth and on a level that was not discussed before. You should have an idea of the candidates' skillset, but ask questions to see how that fits within your organization.

Diverse skills make for diverse teams. Too often employers look for people similar to themselves when they should be looking to make their team better. Consider bucketing interview questions into important employee attributes such as hard skills, soft skills, career and culture.

Salary Negotiation

Hiring remotely allows you access to talent you typically never would. Not only geographically, but financially. Not everyone can afford to pay Silicon Valley prices for top talent, but remote work helps even the playing field by decreasing the emphasis on the cost of living and focusing more on the quality of work produced. It shouldn't be used as an excuse to pay less, as companies are technically saving money on office costs, but if you have the right tools you shouldn't have to sacrifice quality for the price.

Here are some average salaries across different roles and seniority levels.

	Junior	Mid	Senior
Software Engineer	\$50K - \$80K	\$70K - \$110K	\$80K - \$130K
Backend Engineer	\$60K - \$90K	\$80K - \$120K	\$100K - \$150K
Frontend Engineer	\$40K - \$70K	\$60K - \$100K	\$70K - \$120K
Devops Engineer	\$50K - \$80K	\$70K - \$130K	\$90K - \$150K
Data Scientist	\$60K - \$90K	\$80K - \$130K	\$100K - \$150K
Project Manager	\$40K - \$70K	\$50K - \$80K	\$70K - \$120K

Hiring for the Right Fit

Hiring for the right fit has become a central concern for distributed companies. Apart from the technical aspects, you must now ask yourself, how do you make them stay? We believe that the right fit makes the difference in employee retention.

You hired someone with the best resume but 3 months later, the new hire is leaving. What could have gone wrong? When doing final interviews, interview for a fit, and not credentials. Focus on personality and work ethics. Talk about your culture and what it takes to succeed in your organization. This is the time to really get down to understand what makes the candidate tick. Doing this ensures that your hires will fit your organization. Look for qualities that make a strong remote employee. Those include timeliness, dependability, respect, collaboration, perseverance, empathy, kindness, and ambition.

Track record is important, but hire for potential. Someone with a strong interest in your team and startup's passions is more likely to fit in immediately. Unlocking potential has to do with marrying someone's skills and passions, so even if a person hasn't yet found a way to truly unleash themselves, if your position can do it for them, you'll likely see results.

Take the time to do things the right way, and you'll make sure that your employee will be there for the long haul—and be one of the greatest things to happen to your company.



[Podcast: Hiring and Managing World-Class Remote Teams](#)

Andreas Klinger the Head of Remote at AngelList

 [LISTEN HERE](#)

Onboarding

You've hired successfully! Congratulations! Start your hire on the right track by starting with an onboarding process. What exactly is onboarding? Simply put, it is the action or process of integrating a new employee into an organization. The best way to show a company's culture and goals is to have a proper written onboarding process. This will also ensure that your new hire's first weeks flow smoothly.

How do you make a better onboarding process?

A successful onboarding program actually begins during the recruitment and hiring process. It includes the hiring process -from writing a clear job description to sending offer letters (or declines for that matter), and making sure that they have the right tools for their jobs. It all starts with how you make the applicant feel valued and important as a new member of your team.

Determining your culture is the best way to set your onboarding protocols. Make this as step by step as possible, so you don't miss a thing and so everyone has the same experience. Great onboarding programs encompass much more than a one-day or even one-week orientation. They can last 90 days or even a year. They create a strong sense of belonging and purpose for your new hires. Remember, your company culture is created anew each day by leaders and employees. To ensure your onboarding process evolves alongside culture, your teams must commit to reviewing and refining the onboarding experience over time.

With a solid commitment, your onboarding program can become a true differentiator, energizing the employees you hire today and attracting the talent you will need in the future.



Podcast: Building a World-Class Onboarding Process For Your Software Engineering Team

Radoslav Stankov, Head of Engineering at Product Hunt

Gergely Orosz, Engineering Manager at Uber

 **LISTEN HERE**

Hiring for the Right Fit

Building your Remote Culture

Startups were among the first movers in embracing remote work. They are new, more flexible, and in most cases, have a culture that is ready for remote work. Startups innovate and solve problems together, sometimes bringing together different expertise and knowledge to create a solution, build an app, or tackle a coding issue. For startups, coming onto unpredictable circumstances is the norm. Creativity and flexibility should be hand-in-hand.

Remote requires more. You need to dedicate more resources to make sure your team can succeed. With limited resources and the need to be fast, flexible, and innovative, it is essential to hire candidates who can truly demonstrate their ability to adapt, turn words into action, and align with the culture and mission of the startup.

This kind of culture happens across Slack rooms, Google docs, Zoom meetings, and that's how most startups see collaboration. Even without any conscious effort, your start-up already has a company culture. If it's positive or negative is something you, as a founder, need to nurture, building out the values and processes necessary to leverage its beneficial qualities. So how can you build a remote culture?

Enabling Your Hires for Remote Success

At Woven, communication and coordination are principles that we live and swear by. Generally speaking, communication is the ability to exchange information, coordination is the ability to work toward a common goal. Both of these create a culture that is shared and helps foster trust and engagement. For remote work to be successful, companies must create clear processes that support each of these principles.

According to the Buffer State of Remote Work in 2020, two unique struggles continue to be an avenue for improvement in remote work: the difficulties with collaboration/communication, and with loneliness. In a remote environment, it can be difficult to explain complex ideas, especially if people aren't able to ask questions and have discussions in real-time. Asynchronous communication adds to the limitations. That's why it's key to iterate when there's tension.

Time zones and working hours be taken into consideration during recruitment. Some companies require an overlap of hours, while some don't care as long as the work gets done. If work requires constant communication, it might create a problem regardless of how talented the candidate is.

Remote Standards

Establish a Communications Plan

This will serve as a single source of truth and should be communicated company-wide. This can start as a single company webpage or repository. One of the most sizable challenges when going remote is keeping everyone informed efficiently. Put concerted effort in systematically documenting important process changes in a central place to minimize confusion.

Whatever your current view on transparency, leaders shouldn't hold back during this time. Team members will expect frequent updates as leaders iterate on their communication plan in realtime. Consider an always-on video conference room per team, where team members can linger, or come and go as they please.

This simulation helps acclimation, enabling team members to embrace the shift to remote in a less jarring way. It also shows intentionality around informal communication — an important element that occurs spontaneously in an office, and needs an immediate replacement in a remote setting. For a fast-boot on this front, consider replicating [GitLab's public communication guide](#).

Standardize and Minimize Your Tool Stack

Having many channels for interaction increases the chance of miscommunication. While using email to communicate occasionally does not seem worrying, it will inevitably result in people being left out of the communication train.

When functioning remotely, strip the tool stack down to a minimum. Google Docs, a company-wide chat tool (like Microsoft Teams or Slack), and Zoom are all you need to start. If your team needs access to internal systems through a VPN, ensure that everyone has easy access and clear instructions on usage. Ultimately, it all comes down to access and ability for the entire team to see what is going on. It is not a question of which technology to use or not but rather fostering trust that everyone is on the same page.

Drive Change

More and more companies are operating at a significant scale in a mostly or entirely remote or distributed way. For companies with a strong “in-office experience,” and just starting to shift to remote, leadership needs to recognize that the remote transition is a process, not a binary switch to be flipped.

Communication and feedback processes are clearly defined from the start at Woven’s own onboarding document. As a startup ourselves, we are continuously making an effort to make our processes better. We drill this down every day and can’t emphasize this enough. We believe that many companies focus too much on technology and not enough on the process.

But processes are not the end goal. It must be modeled and enforced until they are completely assimilated and becomes part of the culture. Team members need to be evaluated on how well they adhere to protocol. Otherwise, as humans tend to do, we revert to old habits. Some people completely fall off the wagon and you begin the hiring process again.

Leaders are responsible for embracing iteration, being open about what is and aren’t working, and messaging this to all employees. The process needs to be open to feedback. This effort should be known and transparent to everyone. Managing a remote company is like managing any company. It comes down to trust, communication, and company-wide support of shared goals.



Podcast: Cultivating a Highly
Performant Remote Engineering
Team

Jeremy Wight, VP of Product and
Engineering at Base

 [LISTEN HERE](#)

If you're still struggling after reading this guide, feel free to reach out to Woven and we can see how we can help.

Woven specializes in testing engineers with real work simulations so that companies can build high performing remote teams. We assess technical and other essential job skills with an emphasis on remote skills. This includes debugging, architecture, and communication, which would never show up on a typical code quiz. This results in not only great technical hires but cohesive teams, so that you can maintain a high engineering bar. With Woven you can get:

- **Job posting and candidate attraction**
- **The only assessment with debugging, architecture & communication**
- **The best candidate feedback of all technical screens**
- **Hiring recommendations and team fit**
- **ATS and Slack integration**
- **Money back guarantee**

Want to learn more about how to hire the best remote engineers?

Book a Custom Demo →





The Tech Recruiting Playbook for Remote Startups

Find more information here
www.woventeams.com

