

# Luminaries Unveiled: HackerRank Innovator Awards 2023



# HackerRank Innovators Awards 2023

Globally, organizations face challenges in attracting and retaining highly skilled workers. That is why the ability to implement cutting-edge talent practices is more crucial than ever. The HackerRank Innovator Awards serve as a data-driven recognition bestowed upon companies that demonstrate exceptional adoption, utilization, and acceleration of HackerRank's Developer Skills Platform, delivering enhanced candidate experience at scale across various tech talent roles and specialties.



Scan here to unveil the  
essence of this  
extraordinary event

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## Background of the Event

HackerRank has been orchestrating the HackerRank Innovator Awards annually since 2022. The primary objective behind organizing this event is to provide a platform where Tech and Talent leaders unite, exchange ideas, and celebrate the exceptional achievements of those who have leveraged the HackerRank platform in extraordinary ways. The event serves as a testament to the belief that collaborative partnerships with customers are pivotal in shaping the right way to build and innovate.



## Experiences and Testimonials

"HackerRank has standardized our recruiting practices, from hire to retire, we rely on HackerRank to help us find top talent."

Anand Rao

Director Talent Strategy | Avalara

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"HackerRank's platform is comprehensive and well-thought-out from a recruiter's standpoint. Campus hiring without it is unimaginable."

Salina Bimal

Senior Director Talent Acquisition | ServiceNow

“We are a customer-obsessed company, and candidates are our customers and HackerRank has been an amazing partner for a long time not just in India but around the world.”

## Subhasis Mishra

Head, Talent Acquisition - Asia Pacific,  
Amazon Entertainment



# Winning Companies are Measuring Skills over Pedigree

## Juan Herrera

President Global Field Operations,  
HackerRank

This session covered HackerRank's commitment to meeting market demands for setting up skill-based talent strategies and showcasing their talent brand.







A dynamic bunch of 370+ professionals and executives, united in a shared pursuit of knowledge and collaboration.



Attentive attendees absorbing valuable insights and knowledge from the speakers.



A vibrant gathering of attendees from diverse backgrounds, united in a common purpose, creating an atmosphere of synergy and shared learning.

# Setting Up a Skills Strategy based on the Real-World Data and AI

## Janardhan Santhanam

VP and Global Head of Talent Development, TCS

The session explored the importance of AI, adaptability, continuous learning, and talent empowerment in today's dynamic landscape.



## Key Takeaways from the Keynote Session

- Adaptability and agility are vital for professionals in a rapidly changing landscape
- Personalized, gamified learning experiences are crucial for managing a diverse, multigenerational workforce
- GenAI in talent management holds potential, but needs trust and inclusive design

- Change management is essential for successful talent development strategies
- Aligning the talent organization with the overall business structure enhances understanding and addresses company and employee needs
- Talent development requires a paradigm shift with personalized approaches, AI integration, inclusive design, and change management

## AWARD CATEGORIES AND DESCRIPTION

### Excellence in Talent Acquisition

Recognized exceptional talent acquisition teams that have revolutionized the technical hiring experience



Platinum Winner: IBM



Gold Winner: Akamai

# Emerging Talent Accelerator

Recognized the outstanding teams for their achievements in talent attraction and acquisition strategies Lorem ipsum



Platinum Winner: Cashfree



Gold Winner: Toshiba



# Innovators in Lateral Tech Hiring

Recognized trailblazers for their outstanding commitment to hiring lateral talent and delivering exceptional candidate experiences at scale



Platinum Winner: Goldman Sachs



Gold Winner: Cisco

# The Developers Choice Award

Honoured the extraordinary dedication of those who went the extra mile to capture the hearts and minds of developers through impactful interview experiences on a large scale



Platinum Winner: Amazon



Gold Winner: NVIDIA

# Innovators Hall of Fame

Acknowledged their remarkable efforts in collaborating and harnessing the power of the HackerRank Developer Skills Platform to effectively engage, connect, and nurture talent in a meaningful manner, even in remote settings



Platinum Winner: TCS



Gold Winner: HCL

# The Early Careers Transformation Award

Recognized their remarkable dedication in recruiting university and early-stage talent on a significant scale, while ensuring an exceptional candidate experience



Platinum Winner: Atlassian



Gold Winner: Adobe

# Winners' Roster

Status	Excellence in Talent Acquisition	Emerging Talent Accelerator	Innovators in Lateral Tech Hiring	The Developers Choice Award	The Early Careers Transformation Award	Innovators Hall of Fame
Platinum Winner	IBM	Cashfree	Goldman Sachs	Amazon	Atlassian	TCS
Gold Winner	Akamai	Toshiba	Cisco	NVIDIA	Adobe	HCL
Nominee 1	Oracle	Standard Chartered	Salesforce	Genpact	Paypal	Prudential Asia
Nominee 2	VMware	Broadcom	Squarepoint Capital	JP Morgan Chase & Co.	Prodapt	Capgemini
Nominee 3	ServiceNow	Singtel	CRED	Morgan Stanley	Freshworks	Bytedance
Nominee 4	KPMG	Mercari	ANZ Bank	Walmart Global Tech	DP World	Thoughtspot

## TRIUMPH AND TESTIMONY

“HackerRank helped us go beyond the traditional universities. We've scaled up our college hiring from zero to over 200 in the last five years with HackerRank.”

### Arun Viswanathan

Head of Engineering, IT Operations R&D,  
Atlassian



“From 30, 35 to 300 people today - HackerRank helped us build a thriving tech team. Our offer-to-joining ratio is 50% and the interview-to-offer ratio is six.”

## Sapna Sukumar

Head HR,  
Cashfree



“I appreciate HackerRank's support and responsiveness, the team is just one phone call away and they are ready to help.”

## Narendra Babu

Talent Acquisition Manager,  
Toshiba





“HackerRank has greatly assisted us in volume hiring and refining it to its core value.”

## Mohammed Adil

Talent Acquisition Manager,  
Akamai



## PANEL DISCUSSION

# The Future of Work: AI and Human Collaboration

The panel discussion explored the impact of AI on work dynamics, skill strategy, and changes in hiring and skill assessment.



**Harishankaran K**

Chief Technology Officer, HackerRank

**Ramkumar Narayanan**

VP Technology & Managing Director, VMware

**Kailash Nadh**

Chief Technology Officer, Zerodha

## Key Takeaways from the Panel Discussion

- AI tools enhance productivity and automate coding tasks, but human involvement remains crucial. Successful use of AI may lead to the replacement of outdated job roles
- Chat-based language models and AI systems transform how individuals seek information and prompt engineering. AI assistants for coding tasks could become common in the future

- Retraining individuals for AI tool usage and meaningful dialogues is vital, with larger organizations adopting AI-powered assessments while smaller ones stick to traditional interviews
- AI automates tasks but human collaboration remains essential. Balancing effective AI tool usage with developing complementary skills is necessary
- Adaptation, learning, and cultivating empathy become increasingly vital in an AI-powered future of work

# Networking

Delegates networked with industry leaders and decision-makers, creating valuable connections and opportunities.



## Impact of the Event

In 2022, the event attracted over 200 attendees, and this year's edition saw a remarkable growth with 370+ HR and Tech Leaders from major cities like Bengaluru, Hyderabad, and Chennai in participation. The increased attendance reflects the growing interest and engagement of professionals in the industry. The event serves as a valuable platform for leaders to connect, share knowledge, and explore collaborations, fostering a dynamic and vibrant environment.

## Conclusion

Our heartfelt gratitude to all attendees, partners, and sponsors for making this event remarkable. Your presence and support were vital to its success.

To our valued attendees, thank you for your active engagement and valuable insights. We hope the event enriched your professional growth through knowledge and networking opportunities.

A special thanks to our esteemed partners and sponsors. Your unwavering support brought this event to life, providing valuable resources and opportunities for our attendees.

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Explore talent management excellence with the 2023 HackerRank Innovator Awards! This book celebrates India's trailblazers in talent management, showcasing organizations that leverage real-world data and AI for skill-centric strategies. Discover how HackerRank transforms award-winning companies' hiring processes. Whether in HR or a business leader, this book offers inspiration and knowledge to elevate your talent management practices. Unlock the secrets of talent management brilliance today!

Join us in shaping the future of talent and technology in APAC

