

CODERPAD ENTERPRISE · TECHNICAL HIRING

Hire the right technical talent.

The first time.

A bad engineering hire costs \$300k or more. It's not just the recruitment fees and the re-hire process, it's the team that covered while the seat was empty and the roadmap that slipped. Most companies don't have a candidate problem. They have a process problem.

CoderPad Enterprise gives your team a consistent, technical hiring process that connects to the tools you already use, moves faster with AI, and comes with a dedicated CSM who helps you build it right.

20%**faster time to hire**

get to a hire 3 weeks sooner on average

88+**engineering hours saved**

per hire — \$24k in labor savings

15%**fewer bad hires**

better signal, better decisions

WHAT MAKES ENTERPRISE WORTH IT

Your ATS stays your home base

CoderPad results go straight into Greenhouse, Lever, Ashby, Workday, or Tellent. Your team sees the full candidate picture without switching tools or manually tracking anything down.

Everyone scores candidates the same

Custom rubrics and shared workspaces mean your interviewers are all working from the same playbook, whether they're on the same team or in different offices. Decisions are easier to make and easier to explain.

Someone who helps you get it right

Your dedicated CSM migrates your questions, sets up your integrations, trains your TA and engineering teams, and checks in regularly with data on how your hiring is actually going.

Automatically pre-screen candidates

Qualify replaces resume review and phone screens with structured pre-screens candidates complete on their own time, then uses AI to evaluate every response against your rubric. Thousands of submissions become a ranked shortlist without adding recruiter hours.

Hire and evaluate AI fluency skills

Get powerful candidate reports that show how a candidate actually works with AI — how they prompt, iterate, and sanity-check the output — not just what they shipped. Then customize an AI fluency test for any role, so you can hire for AI fluency across the whole org.

AI tools to make your hiring team faster

AI Interview Designer turns a job description into a role-specific assessment in minutes. Anyone on the hiring team can build a test that looks like the actual work, without pulling in an engineer.

WHERE AI SAVES YOUR TEAM TIME

FOR TALENT ACQUISITION

- ✓ **Create technical tests in minutes with AI** — no engineering time needed to get a role-specific assessment live.
- ✓ **Auto-graded take-home screens**, so you can make the right decision on technical talent without waiting on a reviewer.
- ✓ **Highlights** summaries that make the interview feedback process faster, so you stay in the decision without sitting in every session.

FOR ENGINEERING

- ✓ **Create technical tests in minutes with AI** — no dev hours wasted writing and maintaining questions.
- ✓ **AI test cases** mean no coding, and more signal than just whether the code is functional.
- ✓ **Outline** breakdowns with jump links to key moments, so debrief prep takes 5 minutes instead of 30.

Want to see it in action?

Reach out to your CoderPad rep or go to coderpad.io/enterprise

CODERPAD ENTERPRISE · WHAT'S INCLUDED

For TA leaders who need their hiring process to work at scale.

WHAT YOU GET WITH ENTERPRISE

STANDARDIZE AND SCALE YOUR HIRING

- ✓ **ATS integration**
Connects natively to Greenhouse, Lever, Ashby, Workday, Tellent, and more. Results and scores show up in your ATS automatically — your team always has the full picture without switching tools.
- ✓ **Dedicated CSM**
Starts day one with question migration, ATS and SSO setup, and live team training. Stays with you for regular reviews using your actual hiring data, not just a dashboard link.
- ✓ **Custom rubrics**
Every interviewer scores candidates against the same criteria, every time. Build by role, share across teams, and make decisions that are easy to compare and stand behind.
- ✓ **Hiring integrity tools**
Webcam proctoring, real-time activity alerts, and AI follow-up questions from the candidate's own code.
- ✓ **Enterprise security**
SSO through Okta, Azure AD, or Google, plus a full security review and data processing agreement. Everything IT and legal need to give the green light.

AI THAT MOVES YOUR TEAM FASTER

- ✓ **AI interview summaries**
Highlights gives TA context on every technical interview. Outline gives engineers a quick breakdown they can actually use before a debrief. Both teams make better calls with less back and forth.
- ✓ **AI-assisted review at scale**
Set your hiring criteria and let AI auto-score. Start evaluating and comparing hard-to-measure skills like AI fluency, code quality, readability, thought process, and token usage.
- ✓ **AI to help you run interviews**
A suite of real-time AI tools that coach interviewers to run better, more consistent interviews. Interviewers get live prompts from AI Interview Coach.
- ✓ **AI Fluency Tests for All Roles**
Assess how people work with AI in every role, including non-technical ones. A doc-style pad with real files, real models, and full playback, so you can hire for AI fluency across GTM, marketing, support, product, and HR.
- ✓ **Realistic AI Assist tools**
Candidates work with the same frontier LLMs they would have on the job — Claude, GPT, and Gemini built into the pad — plus native access to Claude Code and Codex. No API keys, no downloads, no bringing their own accounts.

CUSTOMER STORY · MCAFEE

How McAfee used Enterprise

McAfee was hiring at scale with an 85-day average time to hire and no reliable way to assess how candidates used AI on the job. They worked with their CSM to build a structured process using realistic, role-specific scenarios.

22%

faster time to hire

35%

better assessment completion

200%

less dev time in interviews

SOUND FAMILIAR?

- ✓ Hiring multiple engineers and want everyone evaluating them the same way
- ✓ A bad hire would cost real time, budget, and team momentum
- ✓ Need hiring data in your ATS, not sitting in a separate tool
- ✓ IT or legal needs SSO, a security review, or a data processing agreement
- ✓ Want TA and Engineering moving faster without more meetings between them
- ✓ You want help building a hiring process that actually scales, not just access to a tool

If a few of these are true, Enterprise is the right fit. Talk to your CoderPad rep about what it would look like for your team.

Want to see it in action?

Reach out to your CoderPad rep or go to coderpad.io/enterprise — Enterprise upgrades what you have. Nothing moves, nothing breaks.