

CODERPAD SCREEN · TECHNICAL SCREENING

You want faster screening with better signal.

For teams hiring software engineers, AI interviewers and CoderPad Screen are both selling automation. The difference is what you get with it. CoderPad Screen automates the manual parts of screening while giving you real technical signal and a defensible, human-led process. An AI interviewer automates the conversation itself which turns out to be the part that actually matters. Effective screening automation can't sacrifice realistic work or human judgment — and with CoderPad Screen, it doesn't have to.

90%

faster screening
vs. traditional phone screens

70%

lower cost per hire
based on CoderPad customer data

62%

of candidates prefer structured
assessments
over AI-only interviews (Capterra, 2024)

THE COMPARISON

CAPABILITY	AI INTERVIEWER	CODERPAD SCREEN
Screening approach	Automated conversation via voice or chat bot	Async take-home project + structured video prompts
What gets evaluated	How well the candidate answers scripted questions	How the engineer actually builds and thinks assessed on realistic work, not scripted answers
Candidate experience	Bot interview impersonal, easy to game	Real work in a real IDE. Relevant, brand-consistent, better candidate experience
Signal authenticity	Vulnerable to AI-assisted answers hard to verify	Video walkthrough makes AI cheating immediately visible
Scoring	AI-generated scores, limited transparency	Autograded projects surface signal fast. Human reviewers and custom rubrics make it defensible.
Legal / bias risk	Active litigation (age, disability, accent discrimination)	Human-led, structured, auditable, low risk hiring process
Fits technical hiring	Designed for volume, not technical depth	Built for technical hiring: realistic work in a real IDE, reviewed by a human
ATS integration	Varies by vendor	One-click outreach from your existing ATS

THREE THINGS WORTH KNOWING BEFORE YOU DECIDE

Candidate experience is a competitive advantage

62% of technical candidates prefer a structured assessment over an AI-only interview. For engineering roles where candidates have options, how you screen is part of your employer brand. CoderPad gives candidates relevant, realistic work that reflects well on your company. A bot interview does not.

Capterra Job Seeker AI Survey, 2024 · Fortune, August 2025

AI interviewers are the easiest thing to game

Tools built specifically to feed answers to AI interviewers are widely used. 20% of candidates admit to using AI secretly in interviews. When both sides use AI, you're evaluating whose tool is better not the candidate. With CoderPad, a human reviews real work in context. There is no substitute for that.

Blind / Built In, 2025 · Scope Recruiting RecFest USA, 2025

AI scoring tools carry legal risk your team may not have priced in

Active lawsuits cover AI-driven age, disability, and accent-based discrimination. NYC now mandates annual third-party bias audits for any AI hiring tool. CoderPad keeps a human in the loop structured scoring, defensible records, no automated rejection decisions.

Wagner Law Group, June 2025 · NYC Local Law 144 · EU AI Act

CODERPAD SCREEN · HOW IT WORKS

Built for technical hiring. Not just volume screening.

CoderPad Screen can replace the phone screen entirely. Candidates complete a realistic take-home project and record structured video responses on their schedule, in a real IDE. Your team reviews async, scores against shared rubrics, and only advances candidates who can actually do the work.

HOW CODERPAD SCREEN WORKS

1 Step**Send one link from your ATS**

Candidates receive a take-home project and structured video prompts through a single link from Greenhouse, Lever, Ashby, or Workday. No scheduling. Nothing to install.

2 Step**Candidates complete on their schedule**

They work in a real multi-file IDE the same environment they'd use on the job and record short video responses explaining their approach and reasoning.

3 Step**Your team reviews async**

Watch video alongside code output. Score against shared rubrics. Share results with hiring managers in one click. No meetings, no coordination overhead.

4 Step**Only qualified candidates reach engineering**

Engineers meet candidates who have already demonstrated real technical skills. Every live interview is a high-confidence conversation, not a gamble. Human judgment at every stage, applied to real signal.

WHAT'S IN CODERPAD SCREEN

**Async Video Questions**

Candidates record answers to your prompts on their own schedule. You review recordings alongside their code and see exactly how they communicate, think, and explain their work. No phone screens. 90% faster.

**Realistic Projects**

Candidates complete a real project in a multi-file IDE using actual frameworks and tooling. Submissions are autograded so TA gets a clear signal on technical ability fast, without involving engineering. The work looks like the job because it is.

**Consistent Interview Process**

Every candidate evaluated by a human against the same standard. Custom rubrics per role, shareable results, full audit trail. Consistent, defensible, and built to hold up if a decision is ever challenged.

**AI-Aware Assessment**

Engineers use AI on the job, so CoderPad lets candidates use it during assessments. Automated follow-up questions ask them to explain their own code. Session replay shows the full work process. You see real problem-solving, not just a polished output.

**Autograding**

Every submission is scored automatically against criteria you set. TA sees a clear pass/fail on technical ability before engineering gets involved. No manual grading, no waiting on a reviewer to unblock the next step.

**Session Replay**

Every assessment is recorded so your team can review exactly how a candidate worked: what they wrote, what AI they used, where they got stuck, and how they recovered. Useful for calibration, defending a decision, and building better questions.

**ATS Integration**

One-click outreach from Greenhouse, Lever, Ashby, or Workday. Your hiring data stays where it already lives. No parallel workflow to manage.



We now have new hires starting essentially a month or a month and a half sooner. The tool is paying for itself in that way alone. We are all very happy with CoderPad's business impact over here at McAfee.

Rodney Walden, Head of Global Talent Acquisition, McAfee

See CoderPad Screen in action.

We'll walk you through the candidate experience, reviewer workflow, and ATS integration in about 20 minutes. No migration, no new tooling to manage.

coderpad.io/screen