

CODERPAD · AI-AWARE ASSESSMENT

Hiring for AI fluency with CoderPad.

Engineering workflows have changed. Interviews should reflect that. CoderPad AI Assist brings AI directly into the interview environment — so candidates solve problems the way engineers actually work today, while interviewers retain full visibility and control.

WHAT AI ASSIST ENABLES

FOR CANDIDATES

A built-in coding assistant

- Ask questions about the problem or code
- Plan solutions before implementation
- Generate, edit, and debug code
- Work the way engineers actually work

FOR INTERVIEWERS

A richer evaluation lens

- How candidates reason and make decisions
- How they prompt, guide, and validate AI
- How they approach modern problem-solving
- Full session replay and AI interaction log

BUILT-IN INTEGRITY AND CONTROL

What interviewers see — automatically**AI usage transparency**

Every prompt logged — quality and patterns across Ask, Plan, and Edit

**Behavioral signals**

Copy/paste activity, bulk input patterns, external content injection indicators

**Full session replay**

Step-by-step code evolution timeline — how they built, iterated, and debugged

**Environment controls**

Control AI Assist at three levels: organization-wide, per assessment/interview, or per question. Each level can override the one above it.

**Data & privacy**

Prompts stay secure. Candidate inputs are never used to train AI models and prompts are not stored beyond the session.

SUPPORTED MODES

Ask**Understand the problem and codebase**

Candidates ask in natural language to clarify requirements, edge cases, and concepts before acting. **Hiring teams evaluate clarity of thinking and question quality.**

Plan**Design the approach**

AI proposes a full implementation plan before writing code, letting candidates review and adjust before execution. **Hiring teams evaluate system design, tradeoffs, and intentionality.**

Agent**Implement and iterate**

Candidates generate, modify, and debug with AI and can accept or reject AI edits. **Hiring teams evaluate code quality, validation, and debugging approach.**

IN PRACTICE

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You can use an AI assistant as a tool during this interview, just like in a real-world setting. Our goal is to understand how candidates think through problems and how they leverage tools like AI to enhance, not replace, your problem-solving.

Engineering Manager MNTN

SUPPORTED AI PROVIDERS



OpenAI



Anthropic



Google



Meta

AI Assist doesn't lower the hiring bar — it modernizes it. Evaluate judgment, not just output.

coderpad.io/ai-assist