

Kernel Reduces Time to Hire by 35% and Scales Hires by 200%

CHALLENGE

In pursuit of the complex and critical mission of building a non-invasive mind/body/machine interface (MBMI) to improve, evolve and extend human cognition, Kernel needed to recruit highly specialized talent in record speed.

But gathering a team of world-class neuroscientists, physicists, and engineers isn't exactly the easiest hiring goal. It takes a lot of referrals, recruiters, interviews, and a lot of data, which was increasingly difficult to manage within its current ATS.

SOLUTION

Srbouhi Uzunyan, Talent and HR Leader and her team were immediately drawn to Lever's smooth applicant tracking experience, which allows talent teams to work with the most up-to-date information at their fingertips.

"When Google Hire announced discontinuing the product, we needed to find a solution that could scale hires at our company's fast pace," says Srbouhi Uzunyan, Talent and HR at Kernel. "We needed something that could hold all of our candidate data, but at the same time be intuitive for hiring managers to use with very little training."

They were especially impressed with Lever's integration with LinkedIn, which allowed Uzunyan's team to see which candidates are already in Lever while on LinkedIn Recruiter, saving valuable time in the back and forth or redundant outreach.

kernel

Kernel is a biotechnology firm working to improve, evolve and extend human cognition.

Biotechnology

Industry

2016

Year Founded

Los Angeles, CA

Headquarters

90

Employees

Products

- Lever Nurture
- Lever Hire

“Our ability to scale rests on having a very streamlined tracking process. Lever helps us ensure that no candidate is lost in the process.”

- Srbouhi Uzunyan, Talent and HR at Kernel

RESULTS

Because Kernel works exclusively with highly specialized talent, candidate quality and candidate experience remain the two most important aspects of their recruiting process. Here's how their partnership with Lever has allowed the Kernel team to deliver on those priorities:

Reduced time to hire

When recruiting in-demand talent, a long time to hire can mean missing out on the perfect candidate for a role. Thanks to Lever, the Kernel team was able to reduce its average time to hire by 35%, allowing them to move quickly and provide a smoother candidate experience in the process.

Empowered by integrations

Lever's Talent Cloud empowered Kernel to connect pre- and post-hire workflows to build a single view of talent lifecycle data. The result was less complexity, more collaboration, and more complete data, even when their team is pulling data from multiple sources.

Created scalable growth model

Growth can often introduce hiring pains in a fast-moving startup. But thanks to Lever's clear and comprehensive interface, the Kernel team is confident it can continue to scale recruiting at the same pace — 200% year over year.

35% REDUCTION

in time to hire

SCALED HIRES 200%

in 2 years

“*Talent Management is what Lever does best. Without exception, the other products we looked at were trying to be so many different things to so many different people, but that just meant they fell short on everything we needed.*”

- Srbouhi Uzunyan, Talent and HR at Kernel



Lever's Talent Cloud Connect seamlessly connects the people, business processes, and data across talent and HR systems.

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