



LEVER + checkr

How BridgeBio Uses Checkr & Lever to Create an Exceptional Candidate Experience

CASE STUDY



“The biggest reason we love using Lever to achieve our hiring goals is due to all the integrations — mainly, for their integration with Checkr, so that we can ensure all of our new hires have actually completed their background checks in a nice and efficient way.”



Jyoti Kamboj,

Manager of Talent Acquisition Operations, BridgeBio



BridgeBio

BridgeBio is a drug engineering platform that leverages and efficiently translates innovation into therapies that matter.

Products

**LeverTRM for Enterprise
Advanced Nurture**

Highlights

Challenge

- Increasing total headcount by 70%
- Maintaining a superior candidate experience
- Providing scalable solutions to meet standards

Solution

- Efficient background checks through Checkr
- Quickly moving candidates through the pipeline
- User-friendly interface through Lever

Results

- 48 hour average turnaround time of background check
- Achieving hiring goals by attracting candidates through a great candidate experience

BridgeBio's Favorite Lever Features

- Integrations with Checkr, BamboHR, LinkedIn Recruiter, and Zoom
- Automated workflows
- Pipeline management

BridgeBio's Favorite Checkr Features

- Checkr + Lever Integration
- Dedicated Support
- Automated Candidate Notifications

Challenge

Increasing headcount while maintaining candidate experience

BridgeBio was founded to connect remarkable advancements in genetic science to patients with unmet needs. Their scientists are tasked with making life-changing medicines as rapidly as possible, so ensuring they are hiring the right people is paramount to their success. Last year BridgeBio experienced rapid growth as they increased their total headcount by 70%, making it difficult to maintain a superior candidate experience. BridgeBio strives for a best in class hiring experience, so they turned to Checkr and Lever to provide scalable solutions to meet that standard.

Solution

Utilizing Checkr and Lever integration for seamless hiring

The seamless integration between Lever and Checkr allows Jyoti Kamboj, Manager of Talent Acquisition Operations, and her team to send a background check to new hires with the click of a button. Checkr makes it easy for the candidate to complete their background check quickly, resulting in an average turnaround time of 48 hours.

Lever enables BridgeBio's hiring managers to review all of their candidates so they can quickly move through the hiring process. Lever's user-friendly interface creates a one-stop shop for recruiting and candidate management, where team members can leave interview feedback for hiring managers to review.

“Lever is our single source of truth, and is the core tool that integrates with our other systems to create a consistent hiring process,” said Jyoti.





“Our favorite feature within Checkr is the regular reminders that are automatically sent to candidates,” said Sierra Padilla, People Operations Coordinator. “Checkr takes care of the employment checks and requires candidates to upload necessary documents so we don’t have to manually perform that entire process.”

Checkr also provides consistent, detailed communication across the entire process so BridgeBio stays up to date on the status of background checks including report status updates, and candidate invite notifications.

“Checkr takes care of everything on the back-end, so all we need to worry about is making sure the background check has cleared,” Sierra added.

Checkr’s mobile-friendly candidate portal, 24/7 live candidate phone support, and alternate language options enhances the candidate experience, and provides them with an easy way to see the status and ETA of their background check.

Results

Creating a better candidate experience

With the current high demand of candidates across the globe, Jyoti and her team want BridgeBio to be top of mind for job seekers. Their recruiters, also known as Talent Partners, focus on building relationships with their candidates and internal hiring managers to create a more personalized hiring experience. Together, Lever and Checkr help BridgeBio attract the best candidates and retain existing employees by providing the best candidate experience possible.

“Lever helps us achieve our hiring goals by making the process smooth and easy...while Checkr helps by providing fast turnaround time on our background checks. Thanks to the great customer service when we have a question or issue, we’re able to ask and be supported quickly.” - Sierra Padilla, People Operations Coordinator at BridgeBio

Meeting hiring goals

BridgeBio is providing a superior experience for candidates through the use of Lever and Checkr to keep their talent partners, hiring managers, and other teams informed and equipped with the tools they need.

With these improved systems and processes in place, Jyoti, Sierra, and their team are confident that they can meet hiring goals and grow BridgeBio to be at the forefront of the biotech industry, continuing to create innovative treatments to help patients.



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