



LEVER

# PayFit Modernizes Recruiting Processes with Help from Lever

**Time to hire**

improved to 42 days

**100+ hires**

in the last 6 months

## CASE STUDY



“With Lever, I can improve all my talent acquisition processes. I can provide the best candidate experience, improve our quality of hire, and reach my target candidates with ease.”

“

**Raphaël Rouillard**

Team Lead Recruiter,  
PayFit

## PayFit

### Products

LeverTRM for Enterprise

### Highlights

#### Challenges

- Using legacy reporting software and manually create reports.
- Scaling business and remaining GDPR-Compliant.
- No centralized TA solution for collaborating effectively across the recruiting life cycle.

#### Solution

- Upgrade TA tech stack by moving from disparate tools to LeverTRM for Enterprise.
- Use automation workflows to reduce the amount of manual recruitment processes.
- Track key metrics tied to hiring speed and efficiency with Visual Insights.
- Builds and shares custom reports and dashboards using Data Explorer.

#### Results

- Implemented a more organized hiring process by centralizing its candidate data and details into LeverTRM.
- By Utilizing Lever's advanced candidate relationship management and analytics capabilities, the company's average time to hire is 42 days.

## Challenges

### PayFit needed a more structured recruitment process — and centralized TA technology — to hire smarter

PayFit is a European payroll and human resources management software provider that operates in the United Kingdom, France, and Spain. The business helps Human Resources teams at small and mid-sized companies automate once-tedious payroll-related processes and reduce manual data-entry errors.

Prior to Lever, PayFit relied solely on a hybrid job board-employer branding platform, Welcome to the Jungle, and Excel spreadsheets to publish postings and collect and organize applicant data. However, using these solutions proved onerous, since the company had recruiting data living in multiple locations.

This disparate data made it hard for Raphaël Rouillard, Team Lead Recruiter at PayFit, and other hiring stakeholders at the business to scale their hiring efforts and remain GDPR-compliant.

The lack of a centralized talent acquisition solution also prevented PayFit's recruiters and hiring managers from collaborating effectively across the recruiting life cycle. What's more, they couldn't automate manual tasks that slow down their candidate sourcing, engagement, and interviewing efforts.

“We have high expectations growth-wise at PayFit,” said Raphaël. “But we have a typically long hiring process. Our time to fill is quite high. So, we needed software to help us keep the hiring managers involved in every process of recruitment and help us advance our TA processes over time.”

Thanks to Lever, PayFit can now streamline its requisition, posting, and offer approval workflows, ensure each hiring cycle moves along at their desired pace, and convert candidates more quickly.



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I’m using it every day. Our hiring teams all  
work hand in hand in the solution.”**

## **Solution**

### **Automated workflows and advanced reporting boost hiring team collaboration and productivity for PayFit**

LeverTRM for Enterprise provides PayFit with a true single source of truth for all critical hiring data and candidate info. However, our ATS + CRM is much more than just a repository for recruiting insights.

“With Lever, I can improve all my talent acquisition processes,” said Raphaël. “I can provide the best candidate experience, improve our quality of hire, and reach my target candidates with ease. There’s a lot we can do with Lever. I’m using it every day. Our hiring teams all work hand in hand in the solution.”

One part of Lever’s automation capabilities PayFit utilizes often is our candidate experience surveys, which they send directly to candidates once they’re designated as “Archived” or “Hired.”

“When we archive a candidate after a technical interview, we deliver the candidate survey to get feedback on our recruiting process,” said Raphaël. “After we get them back, we can study the survey results in Visual Insights and use candidates’ ratings to improve our approach.”

Candidate sentiment isn’t the only data point PayFit can analyze with ease in Visual Insights. The built-in talent analytics experience also helps recruiters and hiring managers track performance tied to their hiring speed, sourcing quality, and interview efficiency.

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**“We’re tracking progress with our quality of hire KPIs in four different levels in Lever: candidate survey feedback, hiring manager survey feedback, conversion rates, and time to hire.”**

Meanwhile, Raphaël and other talent acquisition leaders at the company can create custom charts in Data Explorer and share bespoke reports with other hiring stakeholders.

“I was using legacy reporting software before and had to manually create reports,” said Raphaël. “Now, we use Data Explorer to create custom dashboards and views. It’s a great tool.”

One of the top metrics of importance to PayFit is the company’s candidate quality — both in terms of job seekers who apply for roles and are proactively sourced and engaged, as well as eventual hires.

With LeverTRM for Enterprise, tracking all candidate and new-hire data is easier than ever.

“We’re tracking progress with our quality of hire KPIs in four different levels in Lever: candidate survey feedback, hiring manager survey feedback, conversion rates, and time to hire,” said Raphaël.

With help from PayFit’s People Operations team, Raphaël is now able to share an at-a-glance view of all recruiting and hiring conversion rates with PayFit’s leadership team. Along with the rich, dynamically updated dashboards and data visualizations in Visual Insights, Raphaël has all the real-time recruiting data he and his team need to regularly improve their talent acquisition efforts all in one place.

Add in the use of features like Fast Resume Review, which speeds up applicant evaluation, and the implementation of other automated workflows to streamline other daily recruitment tasks. PayFit continues to elevate their TA efficiency and output like never before.

# Results

## PayFit's more accelerated and streamlined recruiting process with Lever improves hiring ROI

Raphaël has become a LeverTRM power user. His entire hiring team also uses our TA tech in their day-to-day to advance candidates through the funnel, automate several manual tasks that were previously taxing for the talent team, and analyze pipeline progress and hiring performance.

Since deploying Lever, the PayFit team has really dived into our hiring platform.

PayFit's recruiters consistently look for ways to drive efficiency using our platform. The talent team can now uniformly assign custom tags to archived candidates to make it easier to rediscover top talent whose backgrounds and skill sets align with future job openings.

As a result of using LeverTRM, PayFit is not only more efficient with all recruiting activities, but also GDPR-compliant, has better data hygiene, and increased their speed to hire.

“If I have a candidate that's been in our database for two or three years, Lever can alert me of that length of time and tell me we likely need to delete that individual's info and data,” said Raphaël.

The combination of custom automation workflows (e.g., notify hiring managers to provide feedback), robust reporting, and direct integrations with critical recruiting and HR tools (e.g., Slack, Zoom, LinkedIn Recruiter) has ultimately led to the hiring of dozens of new team members — and in record time.

In the initial months using LeverTRM for Enterprise, PayFit hired 98 new employees, 56% of whom were applicants and six of whom were internal hires. Since onboarding our TA solution, the company's average time to hire has improved to 42 days.



**LEVER**

**Scale your workforce  
quickly and efficiently  
with LeverTRM**

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