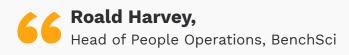# LEVER + bob

How BenchSci Transitioned to Remote-First Within 1 Week

CASE STUDY

"COVID-19 necessitated the move to remote-first. But since then, it's gone fantastically well and we've actually decided to be remote-first moving forward. With Hibob and Lever, we've successfully onboarded 119 employees remotely."

Roald Harvey,
Head of People Operations, BenchSci

BenchSci

Results

1 week
time to transition to remote-first

119
employees onboarded remotely

98%
less time spent reporting on KPIs

Lever + Bob

- Integrate with each other and with your existing tech stack

- Simplify HR and talent acquisition actions

- Encourage organization-wide collaboration

- Connect pre-hire and post-hire workflows

- Create 1 unified view across all touchpoints

- Provide actionable DEI insights

Customer
BenchSci

Industry
AI Technology

Location
Ontario, Canada

BenchSci is the world leader in AI-Assisted Experiment Design. Their mission is to exponentially increase the speed and quality of life-saving research by empowering scientists with the world's most advanced biomedical artificial intelligence.

Challenges
Going remote without losing company culture

Scaling talent recruitment and HR processes to keep up with hyper-growth is difficult. Now try doing that in the middle of a global pandemic, while simultaneously transitioning from an office work environment to remote-first.

That was BenchSci's challenge. With COVID in full swing, the need to go remote became an overnight reality. At the same time, the company still needed to fill key roles with top talent.

Roald Harvey, Head of People Operations at BenchSci, had to find a way to quickly acclimate new hires and preserve BenchSci's strong people-first company culture even if they didn't share a physical workspace. Developing a functional and automated onboarding program couldn't wait.

> "The biggest challenge with remote and hybrid work is creating a sense of belonging and purpose for all of your employees. Without in-person interaction, how do you create a remote culture that differentiates your business from other organizations?"

LEVER

Solution
Automated HR and talent acquisition workflows

Roald's search led him to bob, the HRIS created by Hibob that streamlines HR processes like onboarding, performance management, and compensation while driving culture and engagement. He loves that it integrates seamlessly with BenchSci's existing tech stack, including Slack and LeverTRM, which they use to source and recruit new talent.

Lever and bob are both flexible people management platforms designed to scale with the fastest-growing companies.

Lever makes it easy to source top talent, reduce time to fill, and improve hiring funnel DEI. New hires are then introduced to bob, which unites communication, attendance, and performance under a single digital roof.

Both platforms enable the automation of essential tasks. For example, Lever makes it easy to automate recruiting email drip campaigns, and bob's secure doc hub with built-in eSign helps automate paperwork.

These powerful solutions help streamline:

- **Onboarding** – Relevant information captured in Lever about each candidate is seamlessly transitioned over to bob for a positive candidate onboarding experience.

- **Team building** – New hires are encouraged to fill out personal details, including fun facts and 'superpowers,' which bob uses to connect them to other members who share talents and interests.

- **KPI reporting** – Monthly KPI dashboards used to take hours to populate. Now, with everything pre-built, they're done in minutes. Need-to-know analytics, like DEI insights, are tracked automatically by bob and LeverTRM.

> "We've implemented a number of automations to help with regular HR processes, including candidate sourcing, lead management, and administrative tasks. All of these things build capacity for my team to focus on more impact-driving initiatives."

Results

Record growth during a global pandemic

Roald says that if you want to grow your remote-first organization, you need to prioritize the employee experience and implement a strong onboarding process. And you need automation.

Automation powered by LeverTRM and bob enabled BenchSci to go remote-first within 1 week. It's the "secret sauce" that helped BenchSci successfully **onboard 119 new employees remotely** in the midst of a global pandemic.

Lever and bob drive this growth by connecting pre-hire and post-hire workflows to deliver a single view of talent lifecycle data.

Together, these solutions increase organization-wide collaboration, streamline onboarding workflows, and deliver the insights that HR teams need to continue pushing new DEI initiatives.

> "To make remote working successful, you need to be intentional about your workflows and you need to leverage systems and tools that facilitate communication and streamline the employee experience. You can't sit back and expect relationships to happen."

LEVER + bob

Together, we create better talent outcomes for your customers.

Become a Lever Partner