LEVER

Why Cogent Biosciences Switched from a Leading Enterprise Software to LeverTRM

33 days
average time to fill

92%
faster applicant review

492%
headcount increase
in 12 months

CASE STUDY

"LeverTRM's extra functionality and real-time execution of tasks makes a world of difference. We've got a lot of integrations going on that make life a lot easier. It's a useful recruitment and communication tool, along with storing thousands of resumes and candidate profiles."

Doug Shipton
Senior People Partner, Cogent Biosciences

Customer

Cogent Biosciences

Industry	**Location**
Biotechnology	Cambridge, MA

Cogent Biosciences is a biotechnology company developing real solutions to treat genetically-driven diseases. With a focus on the design of rational precision therapies, they are leveraging validated biology to address the true underlying drivers of disease to provide real hope for patients.

Challenges

Finding an ATS that supports business growth

When Doug Shipton, Senior People Partner, joined Cogent Biosciences, there was massive growth on the horizon. Doug's task was to facilitate that growth by more than doubling Cogent's headcount by the end of the year.

But Cogent's hiring managers faced a major roadblock: their Applicant Tracking System (ATS) at the time (SmartRecruiters) couldn't handle this projected hiring volume. Doug says that even simple tasks, like trying to update applicant information, took "so much time" in SmartRecruiters that it was "almost as if you were creating it from scratch each time."

Most egregiously, clicking on a resume prompted a download. Waiting for that process to finish tacked on extra minutes for every resume review, resulting in **dozens of wasted hours across the recruiting team each month.**

> "The biggest pitfall of SmartRecruiters was the amount of time required to review applicants. Hiring managers spent more time waiting for documents to load than they spent on reading resumes."

Solution

Screening applicants with "lightning speed"

Doug led the transition from SmartRecruiters to LeverTRM. He used self-guided implementation to hit the ground running, which he describes as "very easy to get started."

The LeverTRM features that Cogent loves most include:

- **Fast Resume Review** – All the steps required for resume review in a single source of truth, enabling the speedy screening of inbound applicants. No more long loading times between resumes!

- **Scheduling and interviewing** – Easily put together an interview team, coordinate schedules, and adjust availability at the click of a button. By sending candidates an Easy Book link, hiring managers can skip all of the tedious back-and-forths of scheduling emails.

- **Technology integrations** – Lever works with hundreds of technology partners to deliver optimal value. Cogent especially loves the Zoom integration, which streamlines remote interviews, and the Goodhire integration, which kicks off background check processes automatically.

- **Reporting and talent analytics** – Gain critical insights into hiring processes, from tracking referrals to time to hire across all candidate pipeline stages.

Switching to LeverTRM made a night-and-day difference. Doug says that his team's initial reaction was, "Wow. We can now hire at lightning speed and improve our talent data in one."

> "Fast Resume Review enables the quick review of applicants. It removes distractions for hiring managers and makes the whole process seamless."

LEVER

Results

Streamlined hiring processes fuel growth

Cogent Biosciences has a scalable solution to help build its team and fuel its growth. With LeverTRM, hiring managers now have a single source of truth for candidate nurturing, interviewing, and hiring.

Cogent Biosciences has dramatically streamlined its hiring process. Now the **average time to fill is 33 days**, and reviewing applicant resumes is now **92% faster**.

These efficiency increases have fueled Cogent's growth strategies. In less than one year, they've grown employee headcount by 492%—and Doug says that more growth is on the horizon. .

> "We're saving hours. Downloading resumes and waiting for review processes added up to a solid hour each day per recruiter, but LeverTRM cut that down to minutes. It speeds up the hiring process substantially."

LEVER

Give hours of time back to your hiring team.

Schedule a Demo