

employ™

Lever Fall Release 2024

Release Highlights



A People-First Product Vision



A more personal hiring approach.

Our vision is to create people-first solutions that help your organization find and hire the best talent to meet your strategic objectives.

- **Technology that enhances the human side of recruitment**
- **Build meaningful relationships with candidates**
- **Align talent with your business goals**
- **Impactful hires for long-term success**
- **Adapt to your organization's unique needs along the way**



Core Focus Areas

Simpler Processes

Simplify recruitment processes for improved hiring outcomes and experiences.

Flexible Talent Ecosystem

Build a flexible recruitment ecosystem that easily adapts to evolving talent challenges.

Future-Ready Hiring

Leverage market insights to address future talent acquisition challenges.

Today's Lineup: Simpler Processes

Lever Fall Release Highlights

Better Insights

- Visual Insights Dashboard Templates in Data Explorer ★
- Unified Data Fields in Data Explorer
- Additional Contact Location Reporting Fields

Easier Scheduling

- Collaborative Easy Book Links ★
- Easy Book Multi-Panel Interviews Early Access

Streamlined Compliance

- Custom Compliance Verbiage ★
- Automated Candidate Anonymization ★
- Compliance Task Visibility in User Workspace

★ = Live Product Demonstration

Release Timeline

Sandbox Preview

- Tuesday, October 29

General Availability

- Tuesday, October 29 through Thursday, November 7

Questions?

Additional information is available within the Lever Help Center or by speaking to the support team.

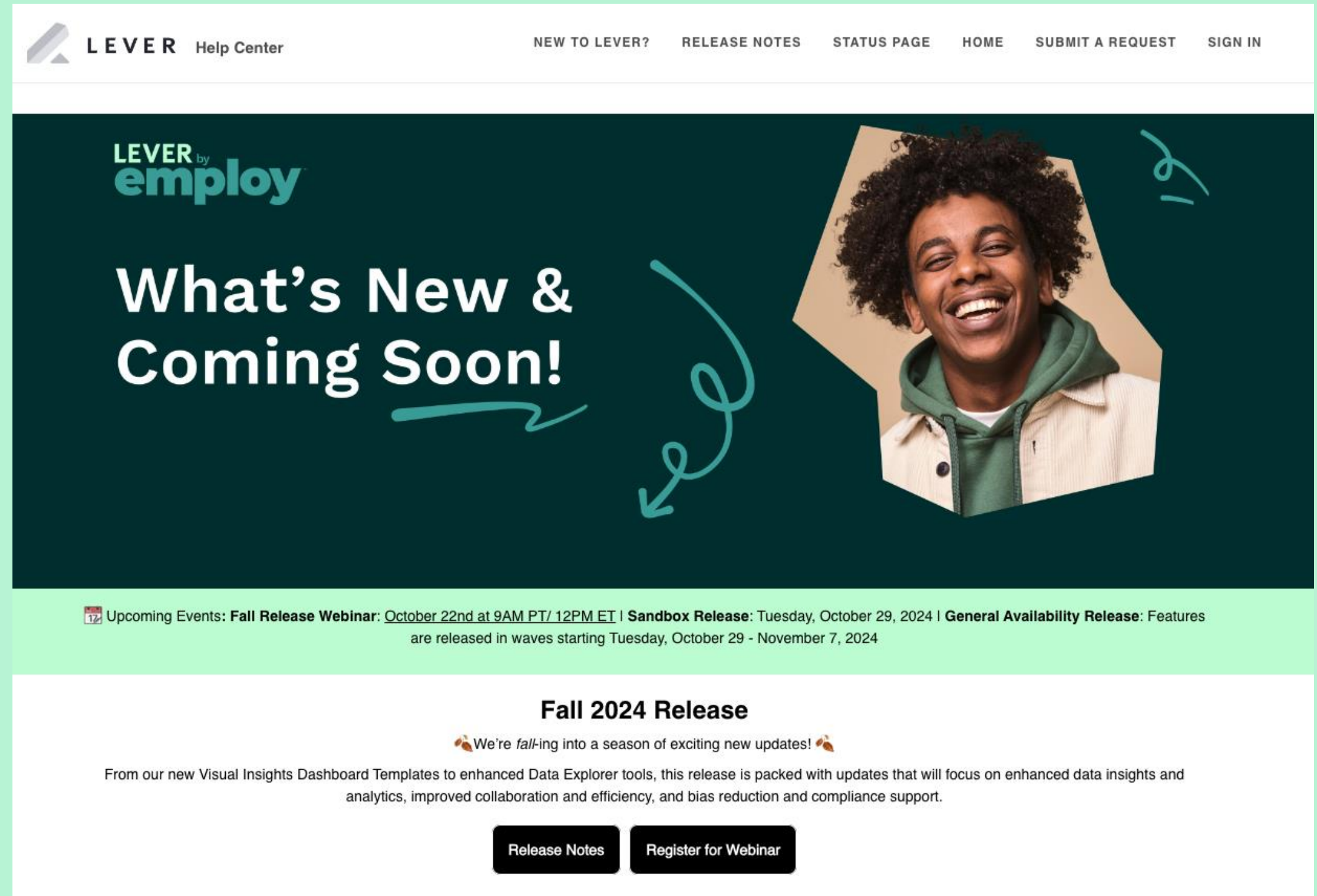


Stay Informed on Lever Product Updates

What's New at Lever

Find the latest Lever updates, release notes, feature highlights, and the webinar schedule in one centralized place.

Located in the [Help Center](#)



The screenshot shows the top navigation bar of the Lever Help Center with links for 'NEW TO LEVER?', 'RELEASE NOTES', 'STATUS PAGE', 'HOME', 'SUBMIT A REQUEST', and 'SIGN IN'. The main content area features a dark green banner with the 'LEVER by employ' logo and the text 'What's New & Coming Soon!' accompanied by a smiling person's photo and a teal arrow. Below the banner, a section titled 'Upcoming Events' lists the 'Fall Release Webinar' on October 22nd, a 'Sandbox Release' on October 29, 2024, and a 'General Availability Release' starting on October 29, 2024. The 'Fall 2024 Release' section includes a celebratory message and a list of updates such as 'Visual Insights Dashboard Templates' and 'enhanced Data Explorer tools'. At the bottom, there are two buttons: 'Release Notes' and 'Register for Webinar'.

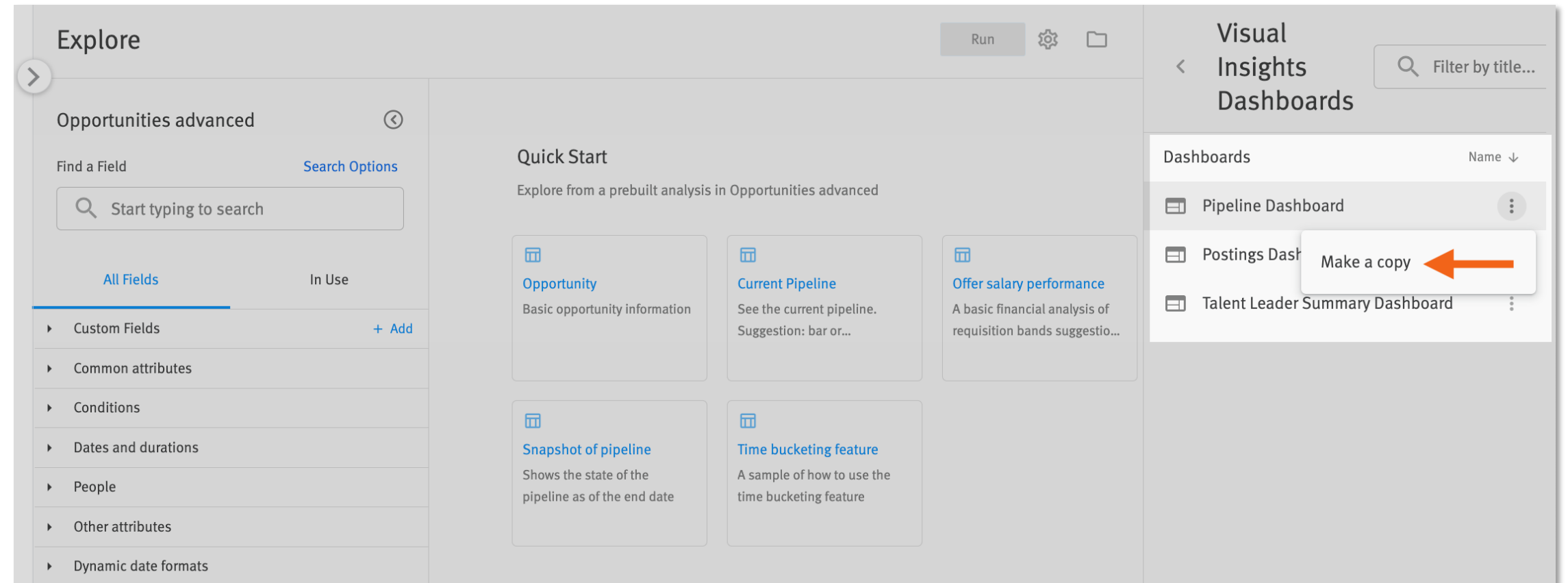
Section 1

Better Insights






Replicate and Customize Visual Insights Dashboards in Minutes





Visual Insights Dashboard Templates allow you to easily replicate the standard Visual Insights Dashboards for Postings, Pipeline, and Talent Leader Summary, into your personal folders in Data Explorer, allowing you to enhance and personalize your dashboards with minimal effort.



Visual Insights Dashboard Templates

Who is it for	Problem it solves	Benefit
		
Recruiters and Talent Leaders with Data Explorer permissions	Time-consuming and complex data dashboard creation and customization	Enhance and personalize your dashboards with minimal effort

Visual Insights Dashboard Templates




Availability	Configuration	Package and Permission	Additional Notes
			
<p>Available as of September 2024</p>	<p>Automatically enabled for anyone with access to Data Explorer</p>	<p>Package: Lever Enterprise or Advanced Analytics add-on</p>	<p>N/A</p>

Unified Fields for Faster, Easier Analysis and Insights

New unified data fields organize and group all your data sets in a consistent, user-friendly way. With unified data fields, Data Explorer customers can easily find the information they need, improving data discoverability and making analysis more efficient.

The screenshot displays the LEVER by employ Data Explorer interface. On the left is a sidebar menu with the following items: Dashboards, Recently Viewed, Libraries and Sharing, Data Explorer (expanded), Opportunities (highlighted), Postings, Interviews, Requisitions financials, Requisitions opportunities, EEO Non-anonymized, and EEO Anonymized. The main area is titled 'Explore' and shows 'Opportunities advanced' with a search bar containing 'Start typing to search'. Below the search bar are tabs for 'All Fields' and 'In Use'. A list of fields is shown under the 'All Fields' tab, including 'Offer attributes' and 'Offer requisition' with its sub-fields like 'Offer requisition code', 'Offer requisition compensation ba...', 'Offer requisition compensation cu...', 'Offer requisition compensation max', 'Offer requisition compensation min', 'Offer requisition employment stat...', 'Offer requisition headcount hired', 'Offer requisition headcount total', 'Offer requisition internal notes', 'Offer requisition name', 'Offer requisition offers', and 'Offer requisition status'.





Unified Data Fields in Data Explorer

Who is it for	Problem it solves	Benefit
		
Recruiters and Talent Leaders with Data Explorer permissions	Disorganized and inconsistent data	Improved data discoverability and faster access to insights




Unified Data Fields in Data Explorer

Current Field Name	Description	looker_field	New view-group location	New Field Name if Applicable
Opportunities				
<i>Field</i>				
Common attributes				
FILTER_ONLY FIELDS				
Pipeline history (1:n)				
Pipeline event type filter (1:n)	This filters the events table. 'Stage events' are events that affect stages. This is the default value if the filter is no used. 'Stage and snooze events' are the stage events and snooze events. 'All' includes all events.	vop__parameter__event_type	Pipeline stage events (1:n) (F)	
DIMENSIONS				
Sources (1:n)				
Opportunity primary source	The primary source on the opportunity.	vop_os__opportunity_source__primary_source	Sources (1:n) (D)	
Opportunity source (1:n)	A source on the opportunity	vop_os__opportunity_source__source	Sources (1:n) (D)	
Source rank (1:n)	The ranking of the source. There are two origins of sources, applications and opportunities. The lower the ranking, the source was applied first.	vop_os__opportunity_source__source_rank	Sources (1:n) (D)	
Source type (1:n)	The origin of the source. There are two origins of sources, applications and opportunities. A source can come from one or both.	vop_os__opportunity_source__opportunity_source_type_id	Sources (1:n) (D)	
Source application rank (1:n)	The order in which sources that came from the applications process were applied to the opportunity.	vop_os__opportunity_source__application_rank	Sources (1:n) (D)	
Source opportunity rank (1:n)	The order in which sources that came from the opportunities process were applied to the opportunity. Tip: To see the first source only, filter this field, Source opportunity rank (1:n) = 0	vop_os__opportunity_source__opportunity_rank	Sources (1:n) (D)	
Agency sources				
Agency name	The name of the agency.	vop_osa__agency__name	Opportunity (D) Agency sources	
Agency source name	The agency source name.	vop_osa__agency_source__name	Opportunity (D) Agency sources	
Source ID	The agency source ID.	vop_osa__agency_source__source_id	Opportunity (D) Ids	Agency source ID
Source contact email	The email of the contact at the agency.	vop_osa__agency_source__contact_email	Opportunity (D) Agency sources	
Source contact name	The name of the contact at the agency	vop_osa__agency_source__contact_name	Opportunity (D) Agency sources	
Offer				
Offer annualize compensation	Calculates the annualized compensation by multiplying the salary and the salary interval.	vop__active_offer_revision_field__salary_annualized	Offers (D) Offer attributes	
Offer salary	Active offer salary	vop__active_offer_revision_field__salary	Offers (D) Offer attributes	
Offer salary max difference	The difference between the salary and the offer requisition band max.	vop__active_offer_revision_field__salary_band_max_difference	Offers (D) Offer attributes	
Offer salary mid point difference	The difference between the salary and the midpoint of the offer requisition salary band.	vop__active_offer_revision_field__salary_midpoint_difference	Offers (D) Offer attributes	
Offer salary outside band	The salary amount outside the offer requisition band. Negative numbers indicate the salary was below the minimum. Positive numbers indicate salary was above the maximum	vop__active_offer_revision_field__salary_band_deviation	Offers (D) Offer attributes	
Offer salary within range	Active offer salary is within the offer requisition bands.	vop__active_offer_revision_field__salary_in_requisition_range	Offers (D) Offer attributes	
Offer status	The offer status of the offer for the opportunity	vop__offers__offer_status_id	Offers (D) Offer attributes	
Offer requisition				
Offer requisition code	The requisition code of the requisition that is associated with the opportunity offer	vop__offer_requisition__requisition_code	Offers (D) Offer requisition	
Offer requisition compensation band	The compensation band interval of the requisition that is associated with the opportunity offer	vop__offer_requisition__requisition_compensation_band_interval	Offers (D) Offer requisition	
Offer requisition compensation currency	The compensation currency of the requisition that is associated with the opportunity offer	vop__offer_requisition__requisition_compensation_band_currency	Offers (D) Offer requisition	
Offer requisition compensation max	The compensation band maximum of the requisition that is associated with the opportunity offer	vop__offer_requisition__requisition_compensation_band_max	Offers (D) Offer requisition	
Offer requisition compensation min	The compensation band minimum of the requisition that is associated with the opportunity offer	vop__offer_requisition__requisition_compensation_band_min	Offers (D) Offer requisition	
Offer requisition description (short)	The first 500 characters of the offer requisition description. The field is also known as internal notes. of the requisition that is associated with the opportunity offer	vop__offer_requisition__requisition_internal_notes_short	Offers (D) Offer requisition	Offer requisition internal notes
Offer requisition employment status	The employment status of the requisition that is associated with the opportunity offer	vop__offer_requisition__requisition_employment_status	Offers (D) Offer requisition	

Unified Data Fields in Data Explorer

Availability	Configuration	Package and Permission	Additional Notes
			
<p>Available as of September 2024 for Opportunities, EEO Anonymized, EEO Non-Anonymized data sets</p>	<p>Automatically enabled for anyone with access to Data Explorer</p>	<p>Package: Lever Enterprise or Advanced Analytics add-on</p>	<p>N/A</p>

New Contact Location Reporting Fields

Who is it for	Problem it solves	Benefit
		
<p>Recruiters and Talent Leaders with Data Explorer permissions</p>	<p>Unstructured and inconsistent contact location data</p>	<p>More precise and organized location data, improving the accuracy and efficiency of reporting</p>

Section 2

Easier Scheduling



Shareable Easy Book Links for Seamless Team Scheduling

Collaborative Easy Book Links allow you to create an Easy Book link and share it with your entire team. Team members can use the same Easy Book link in email templates, streamlining collaboration and eliminating the need for each recruiter to create their own.

Easy Book links CREATE LINK

Send emails with Easy Book links to save time and effort setting up interviews with candidates. [Learn more](#)




My Links +NEW ^

LINK NAME	MEETING TYPE	DURATION	INTERVIEWERS
Recruiter Screen (Leadership) - 45 Mins	1:1 meeting	45 minutes	MT
Recruiter Screen - 30 Mins	1:1 meeting	30 minutes	MT





Team Links +NEW ^

LINK NAME	MEETING TYPE	DURATION	INTERVIEWERS
Hiring Manager Screen - Corey Cella - 45 M...	1:1 meeting	45 minutes	🔊
Hiring Manager Screen - Helena Wong - 60...	1:1 meeting	60 minutes	🔊
Hiring Manager Screen - Jie Lin - 45 Mins	1:1 meeting	45 minutes	🔊

Collaborative Easy Book Links

Who is it for	Problem it solves	Benefit
		
Super Admin, Admin, and Team Members can create and edit Team links	Duplication of effort and inconsistencies in communication	Enhance and personalize your dashboards with minimal effort

Collaborative Easy Book Links

Availability	Configuration	Package and Permission	Additional Notes
			
<p>Gradual rollout October 29 – November 7</p>	<p>Automatically enabled</p>	<p>Package: Lever, Lever Enterprise package</p> <p>Permission: Easy Book editing</p>	<p>N/A</p>

Easy Book Multi-Panel Interviews Early Access

Easy Book Panel Interviews

Our existing self-scheduling system now includes the ability to manage panel interviews seamlessly. This enhancement allows multiple interviewers to assess candidates simultaneously, streamlining coordination and improving the overall candidate experience.

Beta feedback:

Would like an ability to customize the email that is sent to candidate once they schedule their interview.

EasyBook link Panel meeting

View availability [↗](#)



SAVE CHANGES

Allow the team to use and access this link

Meeting Type*

1:1 meeting
The first available interviewer will be scheduled when the candidate selects a time.

Panel meeting
All interviewers need to be available in order for the candidate to select a time.

Meeting Details

Link name *

Design Panel

Only appears in internal link menus. E.g. "Marketing Phone Screen"

Interview length *

30 minutes

Interval *

30 minutes

Buffer before interview

Choose

Buffer after interview

Choose

Section 3

Streamlined Compliance



Effortless Compliance: Customize Consent Verbiage

Custom Compliance Verbiage enhances your ability to meet diverse compliance requirements effortlessly. You can easily tailor the consent verbiage on your application forms to align with the specific legal regulations of different geographies or positions.

The screenshot shows a web interface for editing consent statements for Australia. At the top right, there are 'CANCEL' and 'SAVE CHANGES' buttons. The main heading is 'Edit consent statements for Australia', followed by a sub-heading: 'Editing your explicit consent statements provides flexibility in how you communicate to your candidates. Review consent language with your legal team to ensure compliance is upheld.'





The interface is divided into two sections:

- Storage statement:** This section includes the text: 'Explicit Consent is enabled. Candidates will have to agree to the following statement before submitting their application.' Below this is a text input field with a placeholder '<> Placeholder', an 'Embed link' icon, and a 'Reset to default' link. The field contains the text: '{{Company name}} has my consent to retain my data for the purpose of considering me for employment and for up to {{Retention period}} thereafter. I understand I may withdraw my consent at any time.' A 'Minimum 25 characters.' note is visible at the bottom left of the field.
- Future job opportunities outreach statement:** This section includes the text: 'Explicit Consent is enabled. Candidates have the choice to agree to the following statement.' Below this is another text input field with a placeholder '<> Placeholder', an 'Embed link' icon, and a 'Reset to default' link. The field contains the text: '{{Company name}} has my consent to contact me about future job opportunities.' A 'Minimum 25 characters.' note is visible at the bottom left, and a character count '77/500' is visible at the bottom right.

Custom Compliance Verbiage

Who is it for	Problem it solves	Benefit
		
Admins and Team Members with Compliance Settings permissions	Complexity and variability in compliance requirements	Streamlined compliance management, saving time and reducing risk

Custom Compliance Verbiage

Availability	Configuration	Package and Permission	Additional Notes
			
<p>Available as of September 2024</p>	<p>Needs to be enable on the Data Compliance settings page.</p>	<p>Package: Lever, Lever Enterprise</p> <p>Permission: View and edit compliance settings</p>	<p>N/A</p>

Automate Candidate Anonymization for Effortless Data Management

Automated Candidate Anonymization allows you to automatically anonymize expired candidate data based on your retention policies. This update eliminates the manual effort and compliance risks associated with retaining expired candidate information, saving you time and ensuring your data management remains compliant.

Anonymization

Anonymize hired candidates

Hired candidates cannot be anonymized by default. Turning on this setting will prompt the anonymization of candidates.

- Allow hired candidates from Australia to be anonymized.
- Include hired candidates in auto-anonymization.

Auto-anonymize

- Automate the anonymization process for candidates from Australia as soon as they expire.

Candidate fields t

Anonymizing opp
parameters you o
keep can be used

Data Compliance


DATA COMPLIANCE | CANDIDATE DATA | GLOBAL SETTINGS | ANONYMIZATION HISTORY

Anonymization History





This a record of all the auto and manual anonymization done by users in your company.

USER	START TIME	TYPE	STATUS	OPPORTUNITIES COMPLETED	OPPORTUNITIES UNCOMPLETED
	Oct 5 2024 10:23a...	Auto	Complete	599	..




Automated Candidate Anonymization

Who is it for	Problem it solves	Benefit
		
Recruiters and Teams using localized data compliance	Manual data management and compliance risks	Responsible and legally sound data practices

Automated Candidate Anonymization

Availability	Configuration	Package and Permission	Additional Notes
			
<p>Gradual rollout October 29 – November 7</p>	<p>Needs to be enable on the Data Compliance settings page.</p>	<p>Package: Lever, Lever Enterprise</p> <p>Permission: View and edit compliance settings, Anonymize candidates</p>	<p>Only applicable for those using localized data compliance (not GDPR).</p>

Compliance Task Visibility

Who is it for	Problem it solves	Benefit
		
<p>Users with Permission to Anonymize Candidates</p>	<p>Lack of clarity and oversight regarding compliance-related tasks</p>	<p>Enhanced accountability and timely compliance management</p>

Section 4

Integrations



New Integrations



Unlock Smarter Hiring:

Seamlessly integrated tools for faster, data-driven talent acquisition:

- Streamlined workflows through automation
- Efficient pre-screening with AI-powered tools
- Accelerated talent matching and personalized job recommendations through AI-based algorithms
- Access to a broader candidate pool by integrating multiple sourcing channels
- Improve the accuracy of hiring decisions with objective skill assessments
- Track and improve diverse hiring practices with integrated DEI tools
- Streamlined background check processes within the ATS
- Centralized communication tools to keep candidates engaged and informed
- Strengthen employer brand by showcasing company culture, values, and opportunities
- Smooth transition from candidate to new hire by integrating with HRIS and onboarding systems
- Simplified job posting to multiple boards and aggregators, ensuring wider reach for job ads
- Streamlined referral management, allowing employees to easily submit referrals through the ATS

Section 5

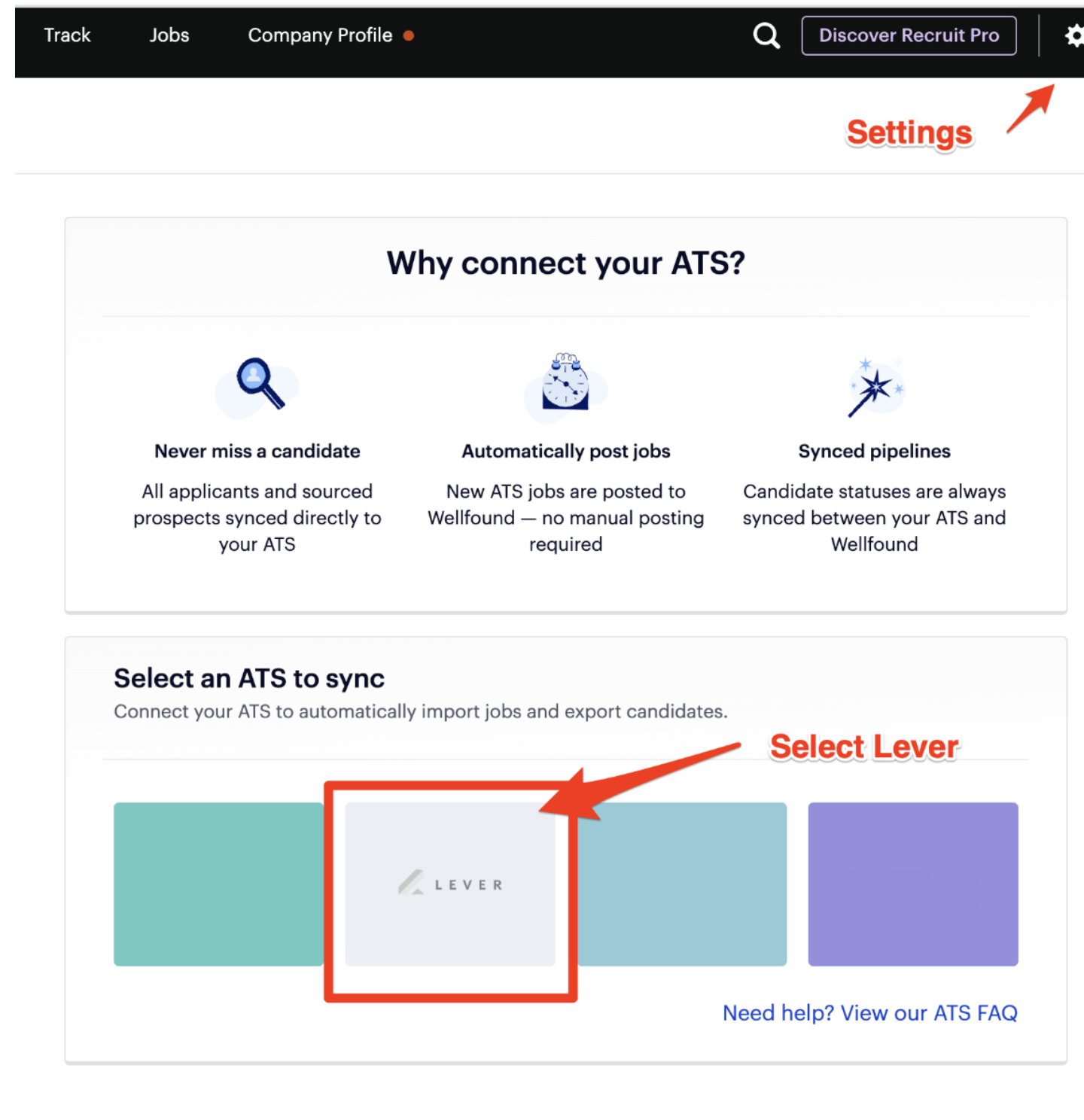
Important Updates



Removal of Wellfound API key integration method

Wellfound (formerly Angelist) has removed support for the old API key integration method. Following this, Lever has removed the integration from the in-app Integrations Settings page.

Enable the Wellfound integration (using OAuth) by following the [instructions in our updated help article](#).



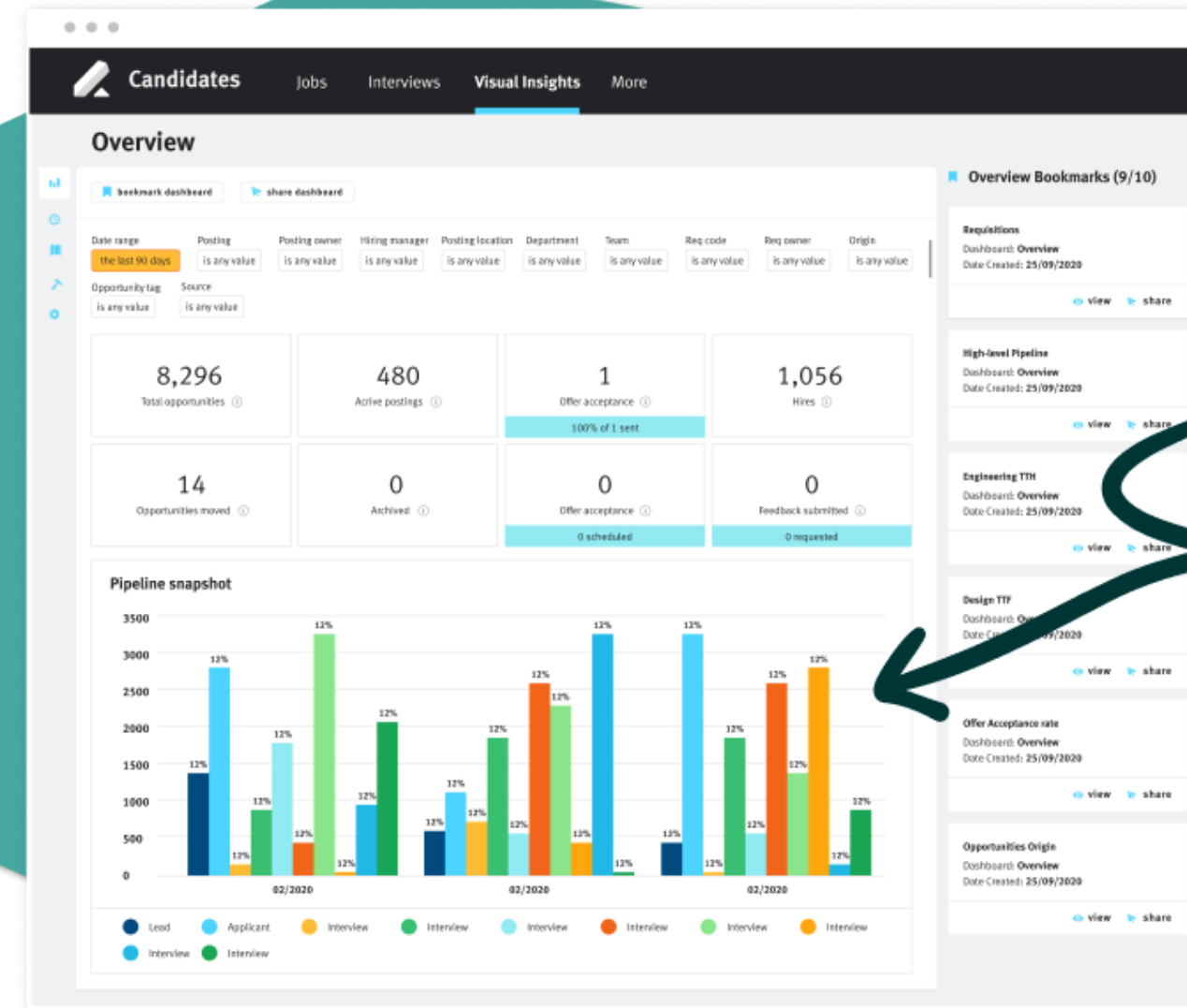
Investing in your data-driven TA strategy with Visual Insights

Legacy Reporting has been removed from Lever as of September 2024. Lever Talent Intelligence (LTI) will be removed from Lever on December 2, 2024.

We're continue to make enhancements to our newest next-generation analytics platform, Visual Insights.

Learn more about Visual Insights!

[Visual Insights Live Training \(HireED\)](#)
[Transitioning to Visual Insights \(Article\)](#)



New Courses & Trainings on Employ HireEd

Now supporting SSO via your Lever login.

Courses:

- [Collaborative Easy Book Links](#)

Live Trainings:

- [Lever Reporting Advanced: Intro to Data Explorer](#)
- [Lever Fundamentals II: Scheduling with Easy Book Links](#)

Course Catalog

Can't find the course you're looking for? Try searching by keyword from the search bar!

LEVEL

Fundamentals

Intermediate

ROLE

Administrator

Recruiter

Hiring Manager

Employee

PRODUCT LINE

Lever Basics

Lever TRM

Lever Visual Insights

Jobvite ATS

Jobvite Onboard

Jobvite ATS CRM

Jobvite Intelligent Messaging

Jobvite Recruitment Marketing (Talemetry)

FEATURE SET

Apply

Campaigns

Career Sites

Referrals

Analytics

Agencies

Approvals

65 minut

NOT S

74 minut

NOT S

Training Events

Discover live training sessions to maximize your learning

[Filter](#)

Lever Admin: Administration & Conf

LEVER employ

Lever Admin: Administration & Conf

65 minut

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Lever Admin: Candidate Management

LEVER employ

Lever Admin: Candidate Management

Lever Admin: Integrations & API

LEVER employ

Lever Admin: Integrations & API

Lever Admin I: Feedback & Forms Settings

Online Event • 1 Session

NEXT SESSION - SEATS AVAILABLE

10 OCTOBER 2024

[View](#)

Jobvite ATS - Introduction to Intelligent Messaging

Online Event • 2 Sessions

NEXT SESSION - SEATS AVAILABLE

11 OCTOBER 2024

[View](#)

Jobvite ATS - Onboarding Administrator

Online Event • 1 Session

NEXT SESSION - SEATS AVAILABLE

15 OCTOBER 2024

[View](#)

Jobvite ATS - Hiring Manager

Online Event • 1 Session

NEXT SESSION - SEATS AVAILABLE

15 OCTOBER 2024

[View](#)

Recruitment Marketing (Talemetry) Analytics

Online Event • 1 Session

NEXT SESSION - SEATS AVAILABLE

15 OCTOBER 2024

[View](#)

Lever Reporting Advanced: Introduction to Data Explorer

Online Event • 2 Sessions

NEXT SESSION - SEATS AVAILABLE

15 OCTOBER 2024

[View](#)

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Thank you