



Lever Spring 2025 Release

Release Highlights Deck



Lever Spring Release '25

Experience AI that puts people first for intelligent hiring so you can build stronger teams.

Speed with purpose

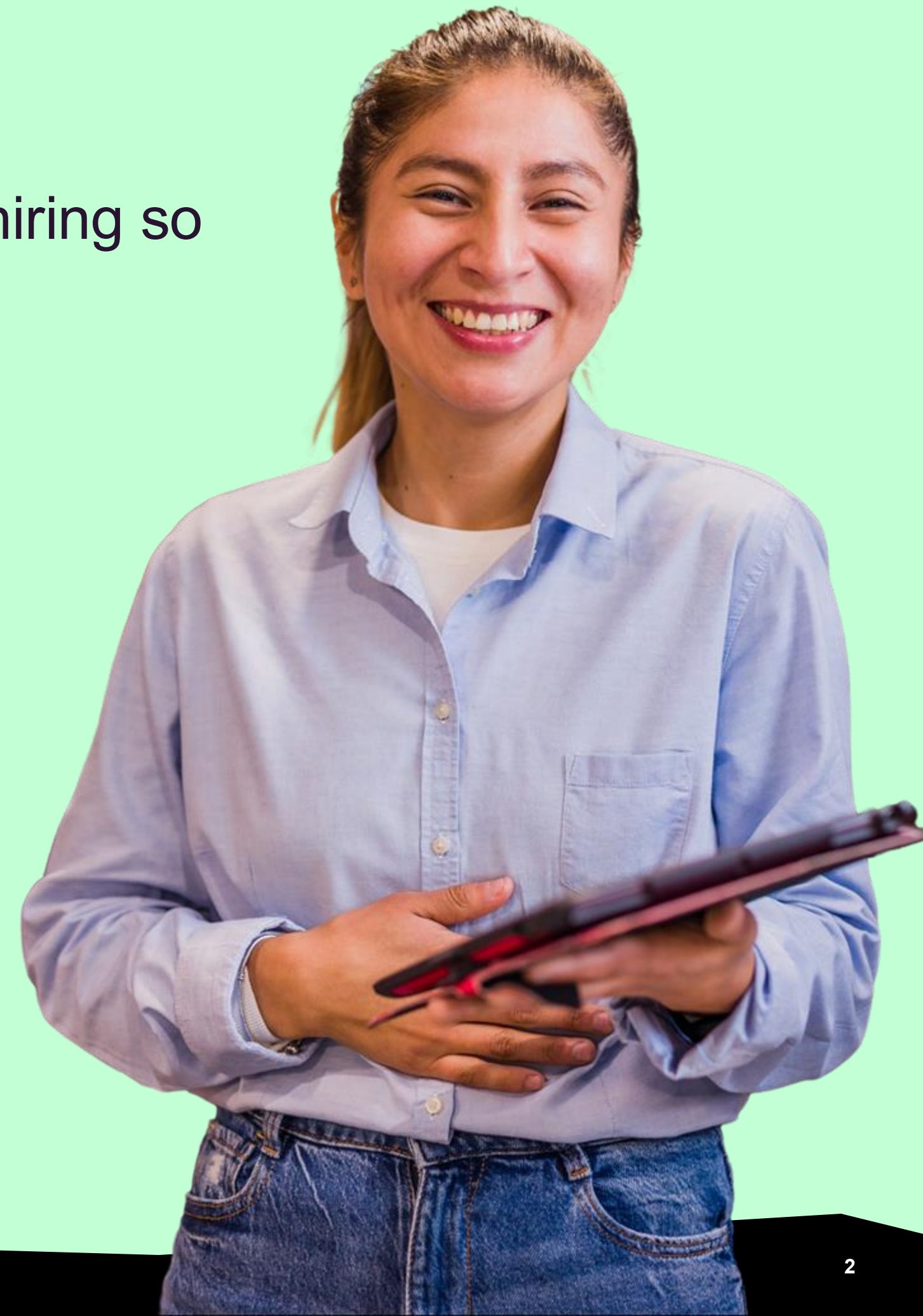
- Talent Fit

Confident, intelligent hiring

- IBM watsonx
- AI Interview Companion
- ROI Dashboard

Scalable, future-ready solutions

- Job Board Marketplace
- VONQ CPA+



Release Timeline

Sandbox Availability

- May 12, 2025

General Availability

- May 27, 2025

Questions?

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



Stay Informed on 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 LEVER by employ Help Center page. The top navigation bar includes links for NEW TO LEVER, RELEASE NOTES, STATUS PAGE, COMPANY SITE, SUBMIT A REQUEST, and SIGN IN. The main content area features a dark blue header with the LEVER by employ logo and the text 'SPRING 2025 PRODUCT RELEASE'. Below this, a large white text graphic reads 'What's New & Coming Soon!' with a blue arrow pointing to a photo of a smiling man in a yellow shirt. A light blue banner below the header contains key dates: 'Release Webinar' on May 14th at 12pm ET, features to 'sandbox accounts' on May 12th, and features to 'production accounts' on May 27th. The bottom section, titled 'Smarter Hiring, Powered by People-First AI', describes the Spring Release as packed with bold, people-first innovations to help teams hire smarter, faster, and more confidently, highlighting AI-powered candidate matching, job board marketplace, and real-time ROI insights.

LEVER by employ Help Center

NEW TO LEVER RELEASE NOTES STATUS PAGE COMPANY SITE SUBMIT A REQUEST SIGN IN

LEVER by employ

SPRING 2025 PRODUCT RELEASE

What's New & Coming Soon!

Key Dates: **Release Webinar** will be hosted on May 14th at 12pm ET | Features will be released to **sandbox accounts** on May 12th | Features will be released to **production accounts** on May 27th, unless otherwise stated

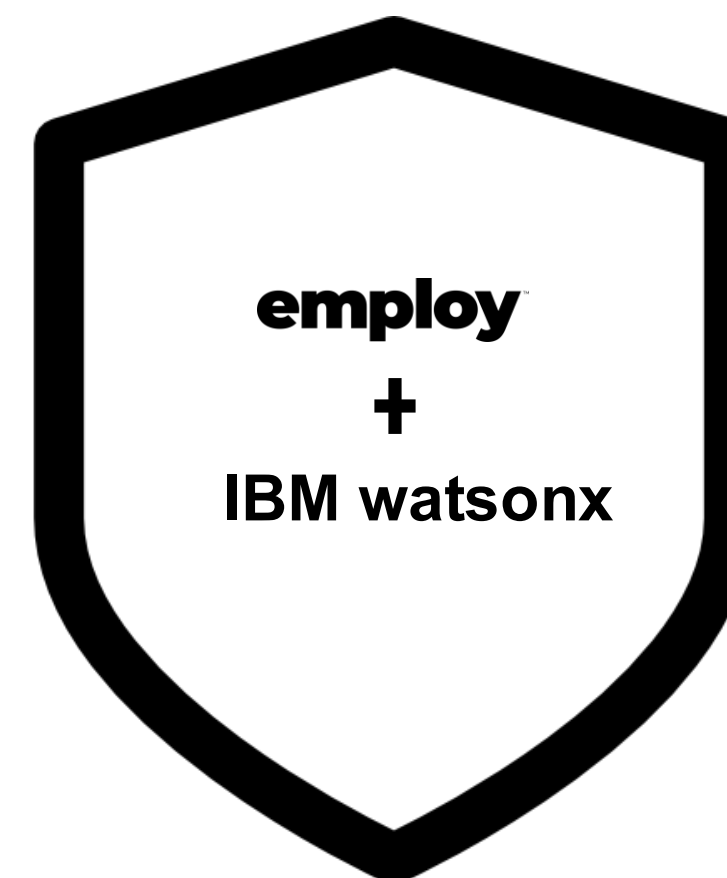
Smarter Hiring, Powered by People-First AI

In today's rapidly shifting hiring landscape, your people are your greatest advantage. That's why Lever's Spring Release is packed with bold, people-first innovations to help your team hire smarter, faster, and more confidently - without losing the human touch.




From **AI-powered candidate matching** and interview intelligence to a **job board marketplace** and **real-time ROI Insights**, we're delivering updates designed to give you a competitive edge at every stage of the hiring journey.

Employ + IBM watsonx Collaborate to Provide Responsible, Always-On AI You Can Trust




- **Bias Monitoring**
Real-time, continuous bias checks across all data
- **Full Transparency**
Complete visibility into how AI makes recommendations
- **Audit-ready**
Built-in auditability for regulators, legal teams and leadership
- **24/7 safeguard and controls**
Continuous guardrails that ensure responsible, explainable AI use



IBM watsonx

Who is it for	Problem it solves	Benefit
		
Admins	HR teams are hesitant to trust AI in hiring because they can't see how decisions are made, worry about bias and legal risks, and know that one-time audits don't guarantee ongoing fairness—creating a gap between AI's potential and its safe use in recruiting.	With IBM watsonx embedded into Lever, you can implement responsible AI-powered hiring to mitigate bias and compliance risks, which enables them to make confident talent decisions while protecting their organization's reputation.

IBM watsonx

Availability	Configuration	Package and Permission
		
Early June	N/A	All Customers

Talent Fit*

Hire with confidence — AI matches candidates to job requirements and explains why.

By analyzing applications against job requirements and providing smart, data-backed justification, Talent Fit supports a fairer, more transparent hiring process.

52% of talent acquisition leaders consider screening the most **challenging part of recruitment.**

Sophia Johnson

Apple

✦ Candidate is a match for Talent Fit

SUMMARY GENERATED BY TALENT FIT

The candidate is recommended for the role based on their skills.

STRENGTHS

- Proven skills in cross-functional collaboration and process improvement.
- Strong problem-solving and issue resolution skills.
- Experience in a similar role (Sr. Product Designer).

CONSIDERATIONS

- No indication of experience with Figma.

AREAS TO CLARIFY




- Adaptability to a new industry (if applicable).

[View fewer details](#)





Reviewed 03/24/24

*Available for non EU accounts only

Talent Fit

Who is it for	Problem it solves	Benefit
		
Recruiters and Hiring Managers	Recruiters and hiring managers spend too much time manually reviewing resumes, making screening one of the most time-consuming steps in hiring	Automatically surfaces the best-matched candidates with justification, allowing recruiters to focus on real high-potential applicants

Talent Fit

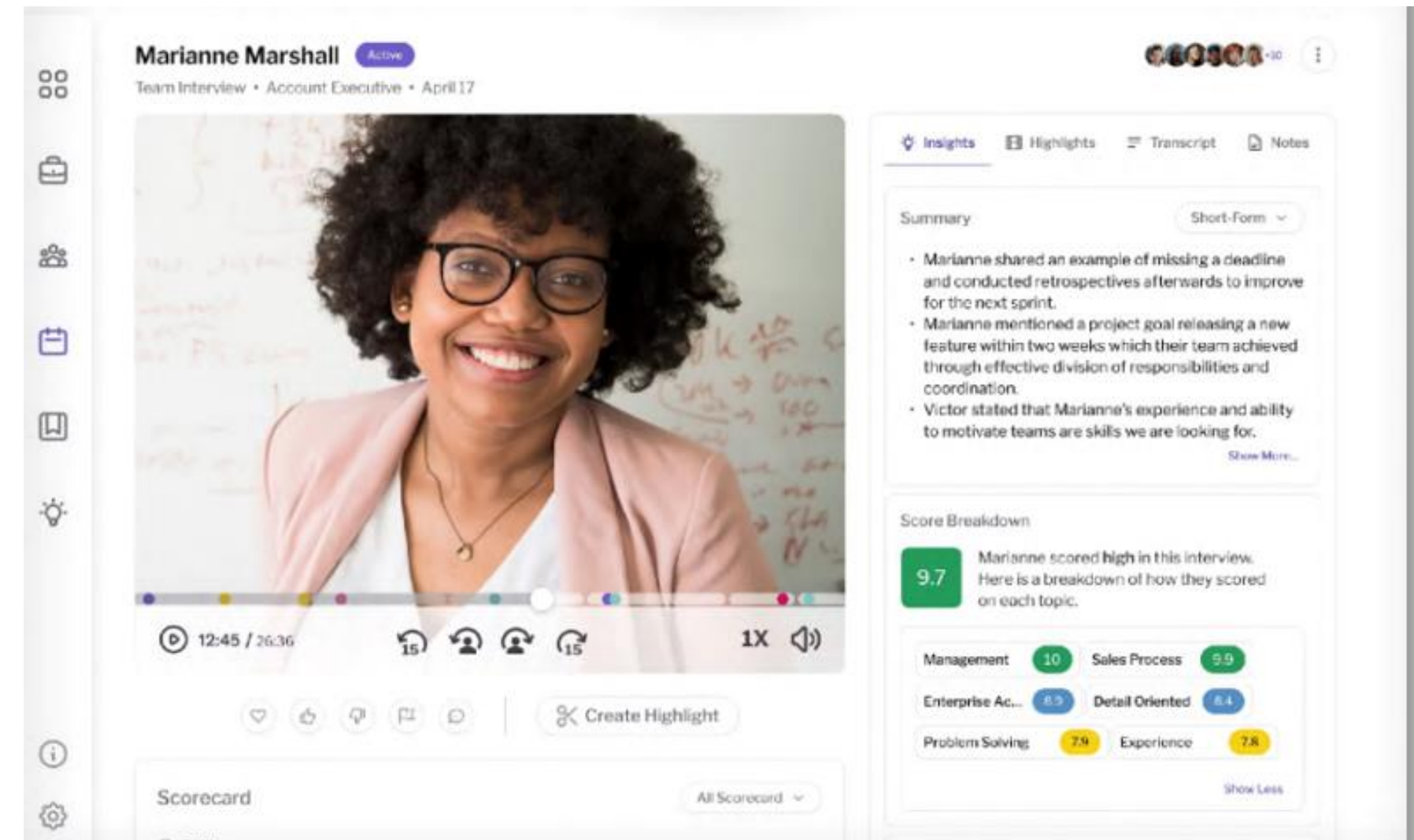
Availability	Configuration	Package and Permission	Additional Notes
			
May 27, 2025	Automatically enabled	Anyone with permission to use AI Candidate Matching	Only available for non-EU accounts

AI Interview Companion

Build a consistent, streamlined interview process that leads to better hires.




With Employ's AI Interview Companion (previously known as Pillar) can now be integrated into Lever.

Powered by AI, it delivers real-time transcription, smart summaries, and structured interview guides to help interviewers stay focused, while skill comparisons ensure more consistent, data-driven hiring decisions.



Organizations using Interview Intelligence report **74% recruiter time savings**, improving hiring efficiency.

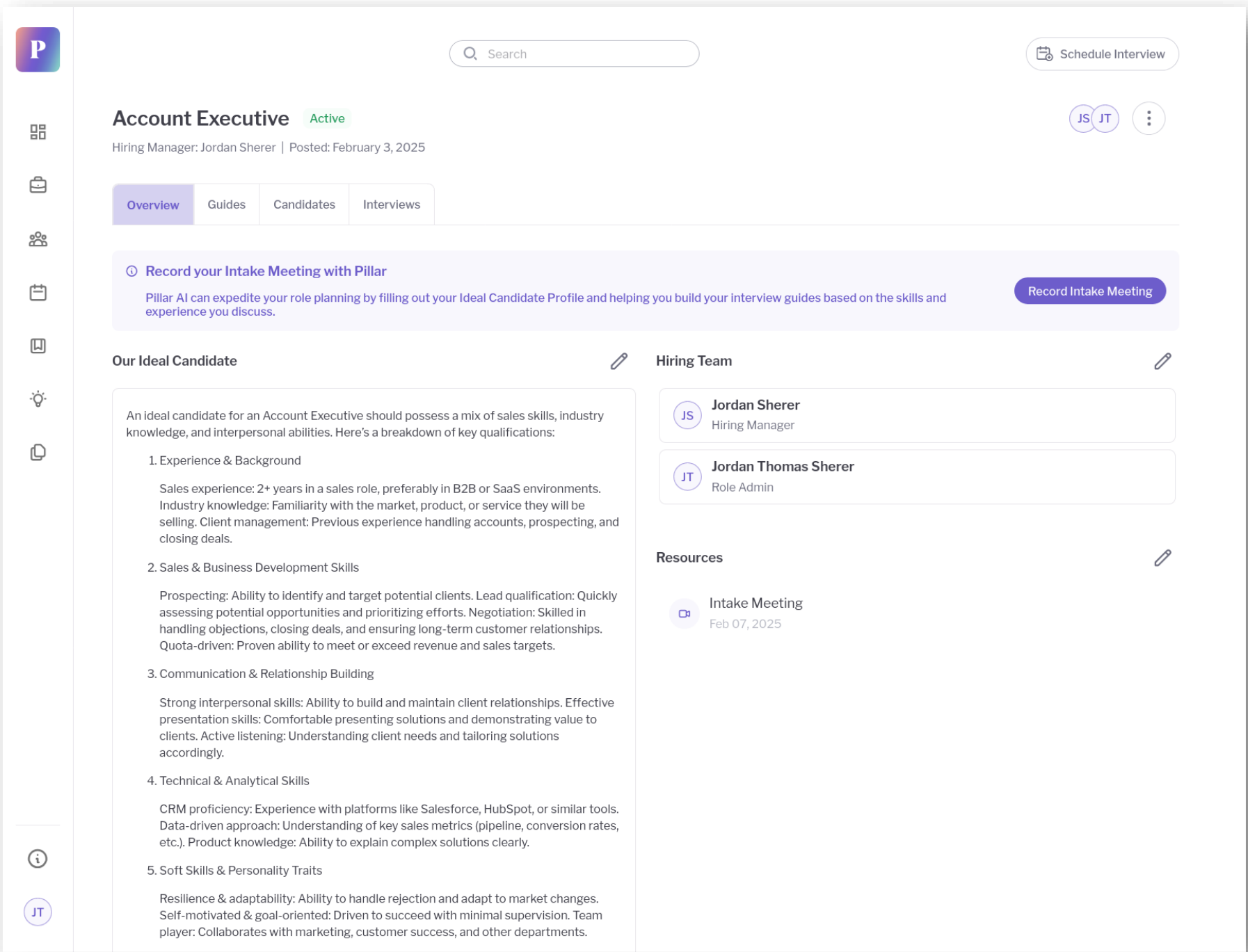
AI Interview Companion

Who is it for	Problem it solves	Benefit
		
Recruiters, Hiring Managers, and Interviewers	Many teams struggle with inconsistent interviews, where different interviewers may have trouble taking notes or recalling details.	Structured interview guides and skill comparisons help align interviewers, streamline data collection, and reduce bias in hiring.

Intake Meeting Guides

Transform your requisition creation with Intake Meetings

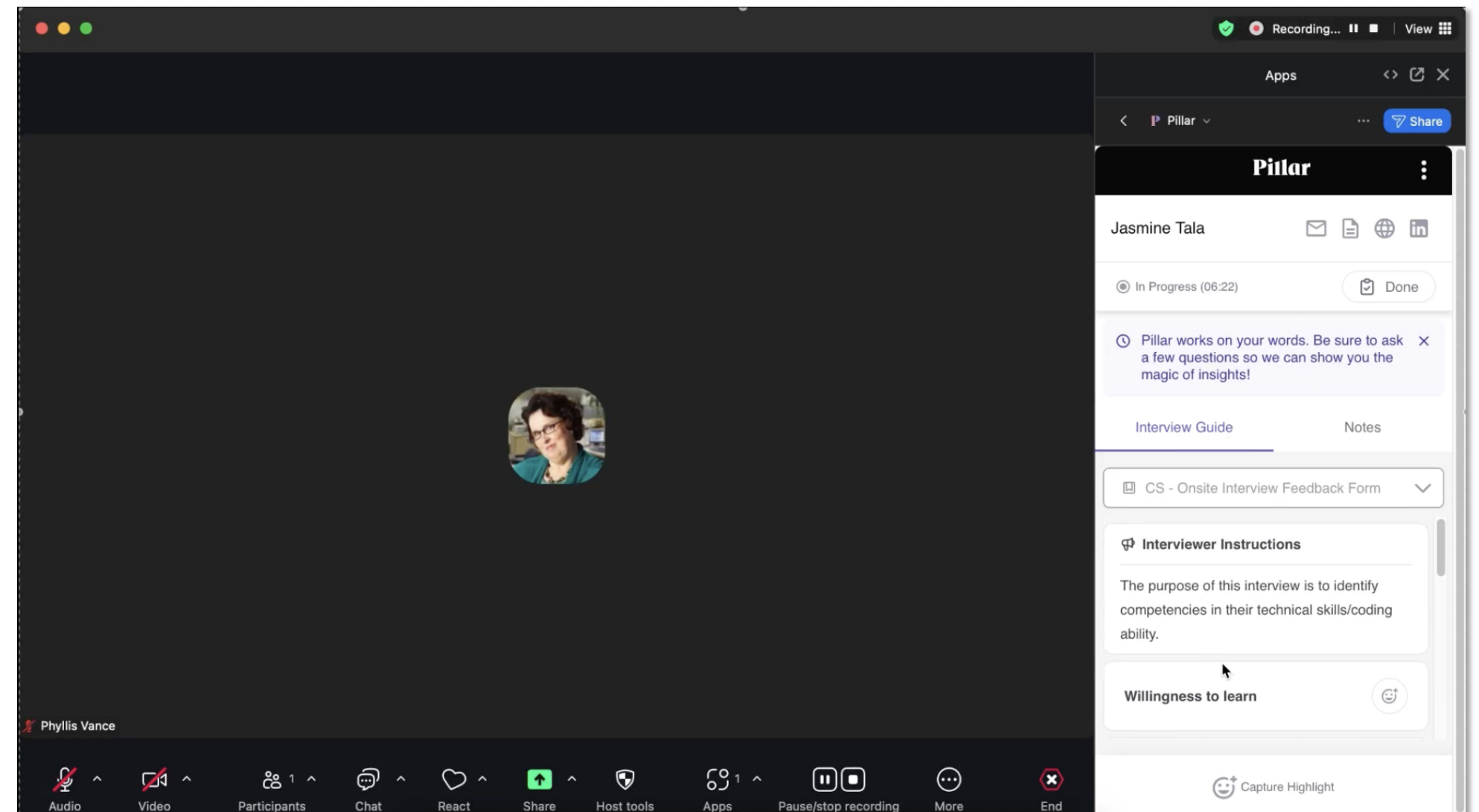
Use Pillar Intake Meetings to standardize the requisition creation process – including the building of an ideal candidate profile to inform Job Description, Interview Guides and Scorecards



Interview Guides

Interview Guides keep interviewers consistent and on-topic

When you use interview guides and the embedded interview companion (Zoom, Teams), interviewers stay on-track and on-message with the opportunity to give instant feedback.



Instant Feedback

Interview feedback is generated instantly and integrates into your ATS

When interviewers score candidates in interview, both scores and interview summaries are created for the recruiter and hiring manager without chasing interviewers for feedback.





The screenshot displays the LEVER by employ ATS interface. At the top, a navigation bar includes a search bar and a 'Schedule Interview' button. The main content area is divided into several sections:

- Interviews:** A list of interviews for candidate Ava Smith, including 'Hiring Manager Interview - Ava Smith' (score 7.6) and 'Phone Screen' (score 7.8).
- Pillar Chatbot:** A chatbot interface for asking questions about the candidate.
- Scores:** A list of scores for various skills, such as 'High-Level Skills Overview' (10.0), 'Client Management' (10.0), 'Negotiation Strategies' (10.0), 'Sales Experience' (10.0), 'Sales Performance' (10.0), 'Accountability' (10.0), 'Problem Solving' (6.7), 'Professional Background' (6.7), 'Prospecting Skills' (6.7), 'Sales Strategy' (6.7), and 'Career Goals' (6.7).
- Ava Smith Profile:** A detailed profile for the candidate, including organization information, interview history, and a feedback summary.

The **Feedback summary** section shows a table of interview feedback:

Interview Type	Score	Date
Hiring Manager Interview	7.6	Feb 04, 2025
Phone Screen	7.8	Feb 07, 2025

AI Interview Companion

Availability	Configuration	Package and Permission	Additional Notes
			
Available now	Enable integration	Lever subscription + AI Interview Companion subscription	N/A

ROI Dashboard*

Justify your recruitment impact — in real time, no spreadsheets.

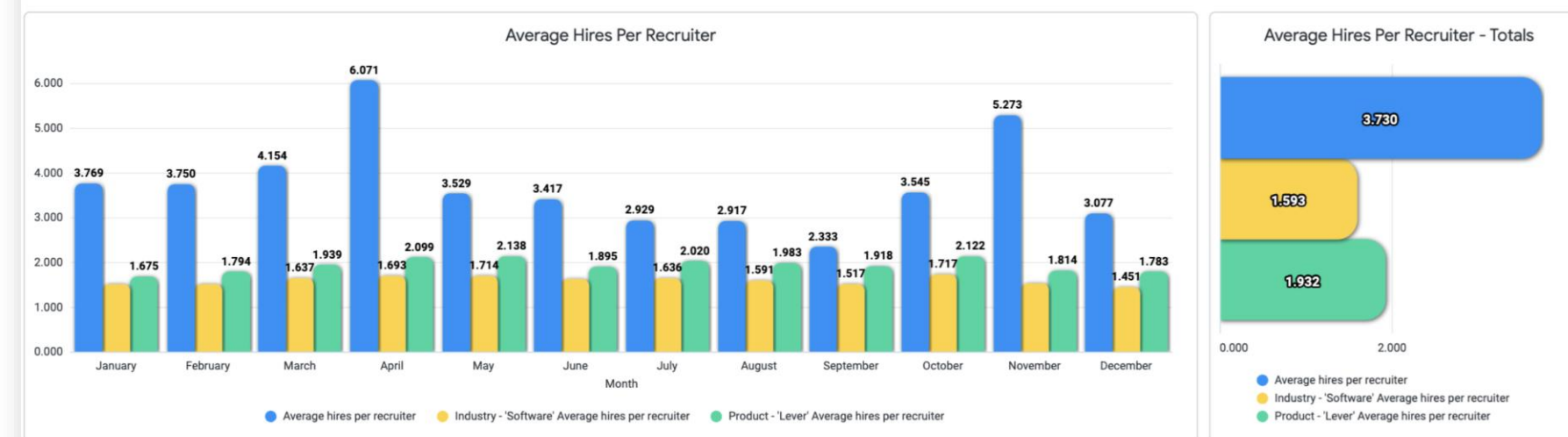
With dynamic, data-driven visuals, recruiters can track key metrics like time to fill, cost of recruiting, and source effectiveness while also benchmarking performance against industry standards.

51% of HR leaders report they cannot measure the ROI of their technology investments.

Cost of Recruiting

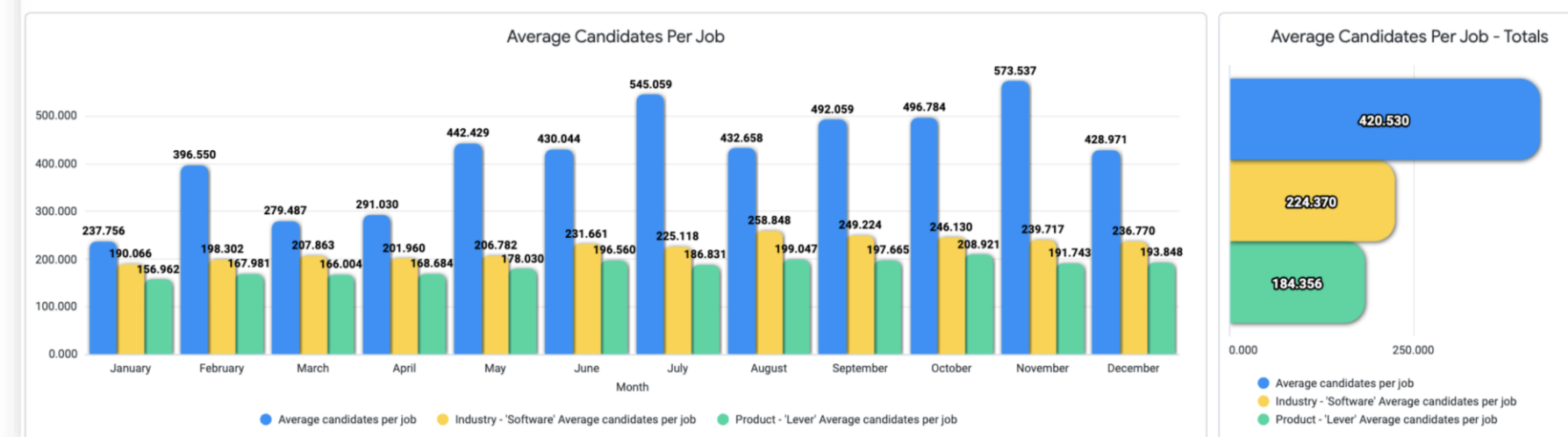
Average Hires Per Recruiter

Average Hires Per Recruiter: The total number of hired candidates divided by the total number of recruiters that made hires.






Average Candidates Per Job

Average Candidates Per Job: The average number of candidates who applied, were referred or sourced for a job.







*Available for non EU accounts only

ROI Dashboard

Who is it for	Problem it solves	Benefit
		
TA Teams and Executives	Without clear, data-driven evidence, it can be challenging for recruitment teams to justify their investments in recruiting strategies.	By offering clear insights into which recruiting channels and strategies are most effective, the dashboard helps teams optimize their recruitment resources.

ROI Dashboard

Availability	Configuration	Package and Permission	Additional Notes
			
May 27, 2025	Automatically enabled	All roles with access to Visual Insights	Available to non-EU accounts only

ROI Dashboard

Coming Summer 2025

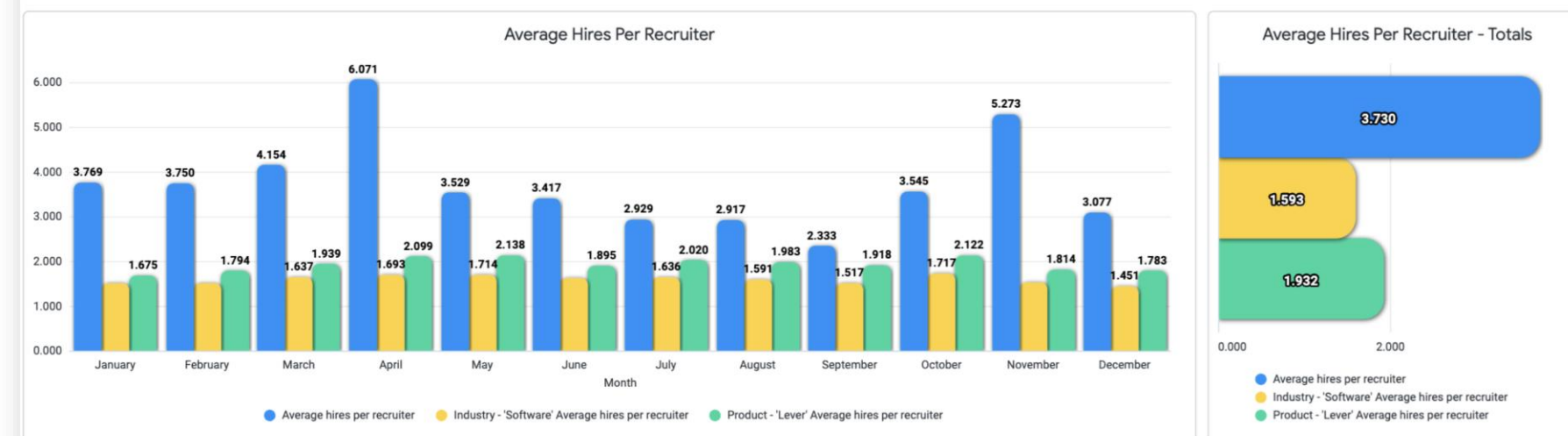
Drive faster, smarter hiring decisions with actionable intelligence.

Powerful, AI-driven insights right in ROI Dashboard —giving a clear, data-backed view of how your hiring process is performing and where to improve, such as reducing interview steps.

Cost of Recruiting

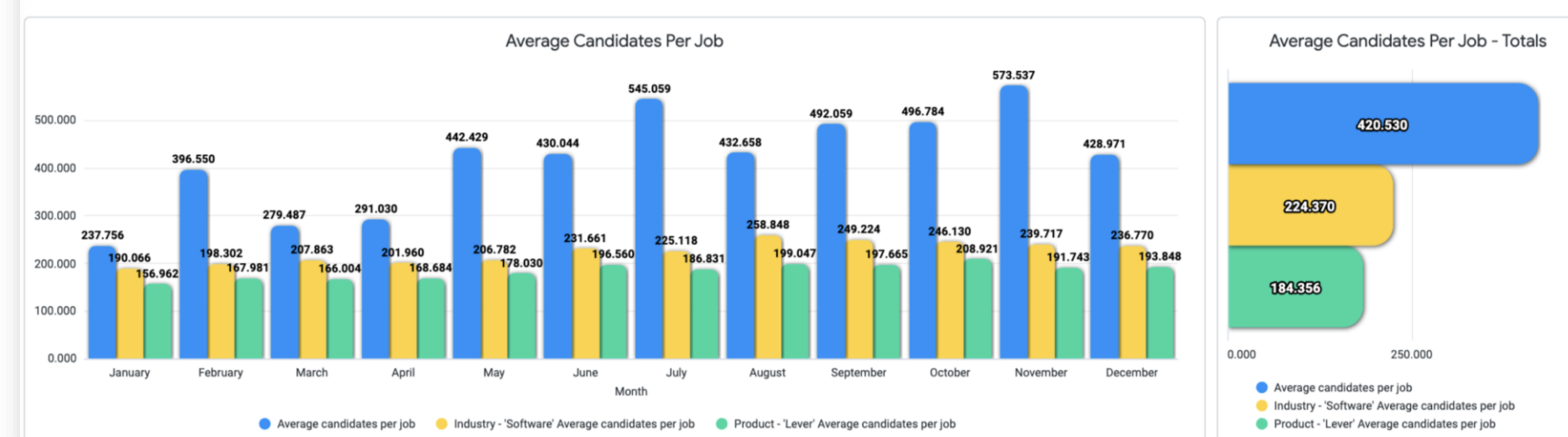
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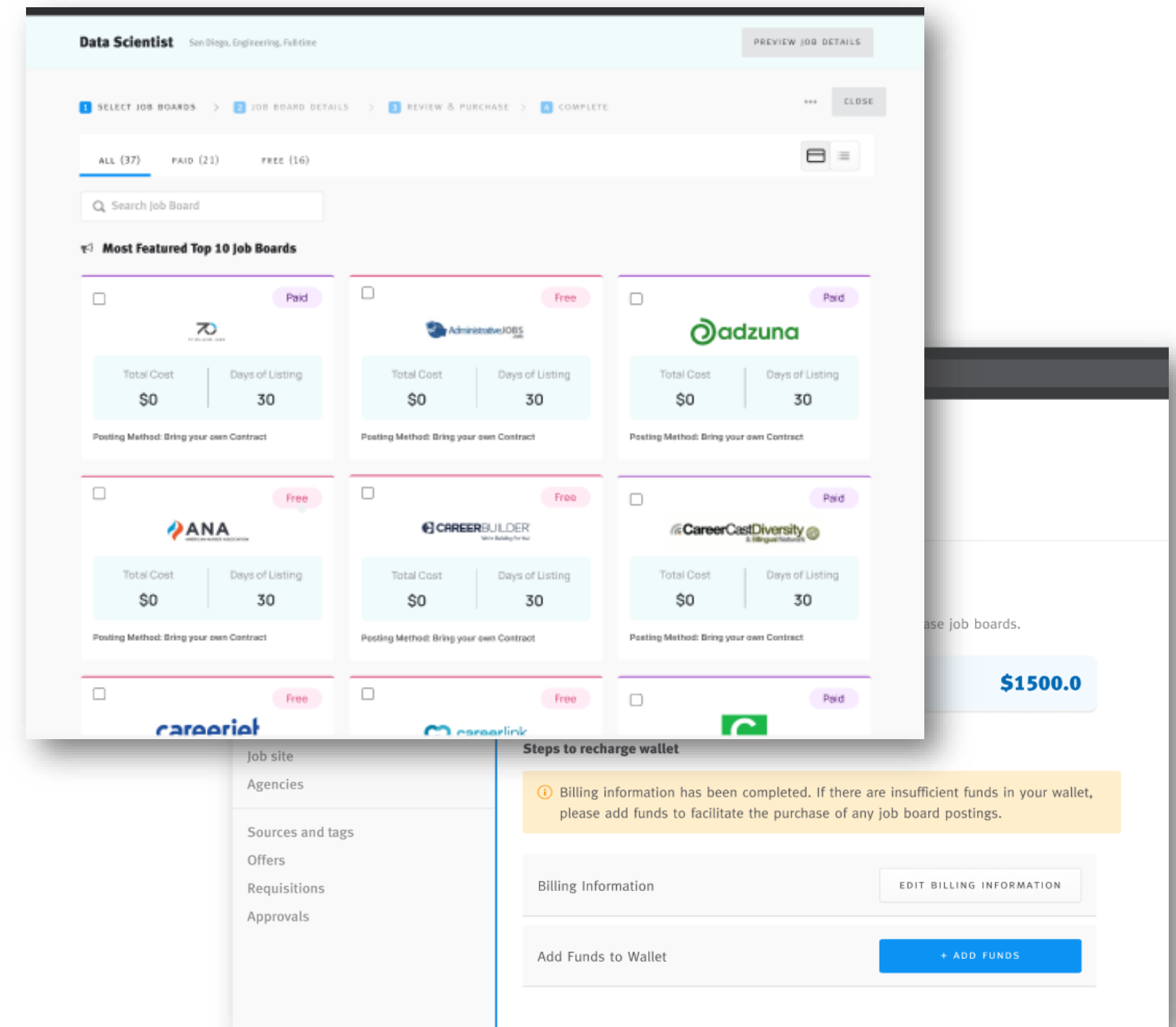


Job Board Marketplace



Centralize your job postings — access all boards in one place.

No need to jump between platforms — logging into LinkedIn, then a niche job board, then another — wasting time on repetitive job postings.





Now, talent teams can post across multiple boards in one seamless workflow, all within Lever.



Job Board Marketplace

Who is it for	Problem it solves	Benefit
		
Recruiters	Posting to more targeted job boards requires jumping between different platforms often creating inefficiencies and slowing down the hiring process.	By integrating with a marketplace of paid job boards, recruiters can quickly post to a variety of niche, geography-specific, or industry-specific platforms directly from Lever, without needing to leave the platform.


Job Board Marketplace

Availability	Configuration	Package and Permission	Additional Notes
			
May 27, 2025	Automatically enabled	Access to Credit Card and Create Wallet	N/A

VONQ Cost per Application (CPA)+ Powered by LinkedIn


Automatically receive prescreened applicants from LinkedIn directly in your ATS with Smart Screen.


Powered by LinkedIn's matching technology and VONQ's AI-powered pre-screening, CPA+ provides screening questions and candidate scoring - delivering a complete applicant dossier with ranking, interview transcript, and evaluation scores.




Bill Fischer
Chief Technology Officer
London, Greater London, England, United Kingdom

wmfischer@gmail.com
[+447939325585](tel:+447939325585)

 Bachelor at University of Pennsylvania

 Chief Technology Officer at VONQ

 Applied April 7, 2025, 11:20 a.m. at VONQ

102
OVERALL MATCH

Executive summary: Pending Review

Profile score is 102, below the minimum of 125
Does not meet following key criteria: Recent french
Results-driven executive as a CTO, CMO, CPO, GM, Special Advisor & Company Founder, 20+ years experience building & scaling tech startups, backed by leading VC firms


Screening summary (Data)

The screening score is 168
The call was an interview for Bill Fischer, answered question about the role, expressed interest in the role

Key Strengths

Machine Learning AI - GPT

Customer facing:
The candidate has extensive customer-facing roles, including such as Vice President, Marketing Design, and Head of Product, and Business Development



employ

VONQ CPA+ \$23 per applicant | Up to 20

\$460
TOTAL COST

45
DAY LISTING

1
DAY PROCESSING

For just \$23 per applicant, you can automatically receive prescreened applicants from LinkedIn directly in your ATS. Powered by LinkedIn's matching technology and VONQ's AI-powered pre-screening... [see more](#)




\$460+tax for 45-day listing

PURCHASE





employ

24

VONQ Cost per Application (CPA)+ Powered by LinkedIn

Who is it for	Problem it solves	Benefit
		
Recruiters and Hiring Managers	High job board spend with low return due to a flood of unqualified applicants	By delivering pre-screened candidates directly into the ATS – along with AI-generated evaluations and interview transcripts – this feature drastically improves applicant quality

VONQ Cost per Application (CPA)+ Powered by LinkedIn

Availability	Configuration	Package and Permission	Additional Notes
			
May 27, 2025	Automatically enabled	All packages	N/A

New Integrations

ravio

.Attesto

Flexible Talent Ecosystem

14 new seamlessly integrated tools:

- Attesto Assessments
- Ravio Analytics and Automation
- Hypersift Video Interviewing, Assessments, and AI
- TestTrick Assessments
- Adway Employer Branding and AI
- Apriora Assessments, Video Interviewing, and AI
- Bandana Job Board and Employer Branding
- Cartha Analytics and Automation and HCM
- Classet Analytics and Automation, Communications, and AI
- Endorsed Analytics and Automation, Resume Screening, and Assessments
- Hire2Retire Analytics and Automation
- HireTrue (Kiosite) Assessments
- Jobbytime Job Board
- PeopleCheck Limited Background Checks
- Puck Job Board and Employer Branding

Find Yours in the [Lever Marketplace!](#)

But wait, there's more!



Help Center Updates

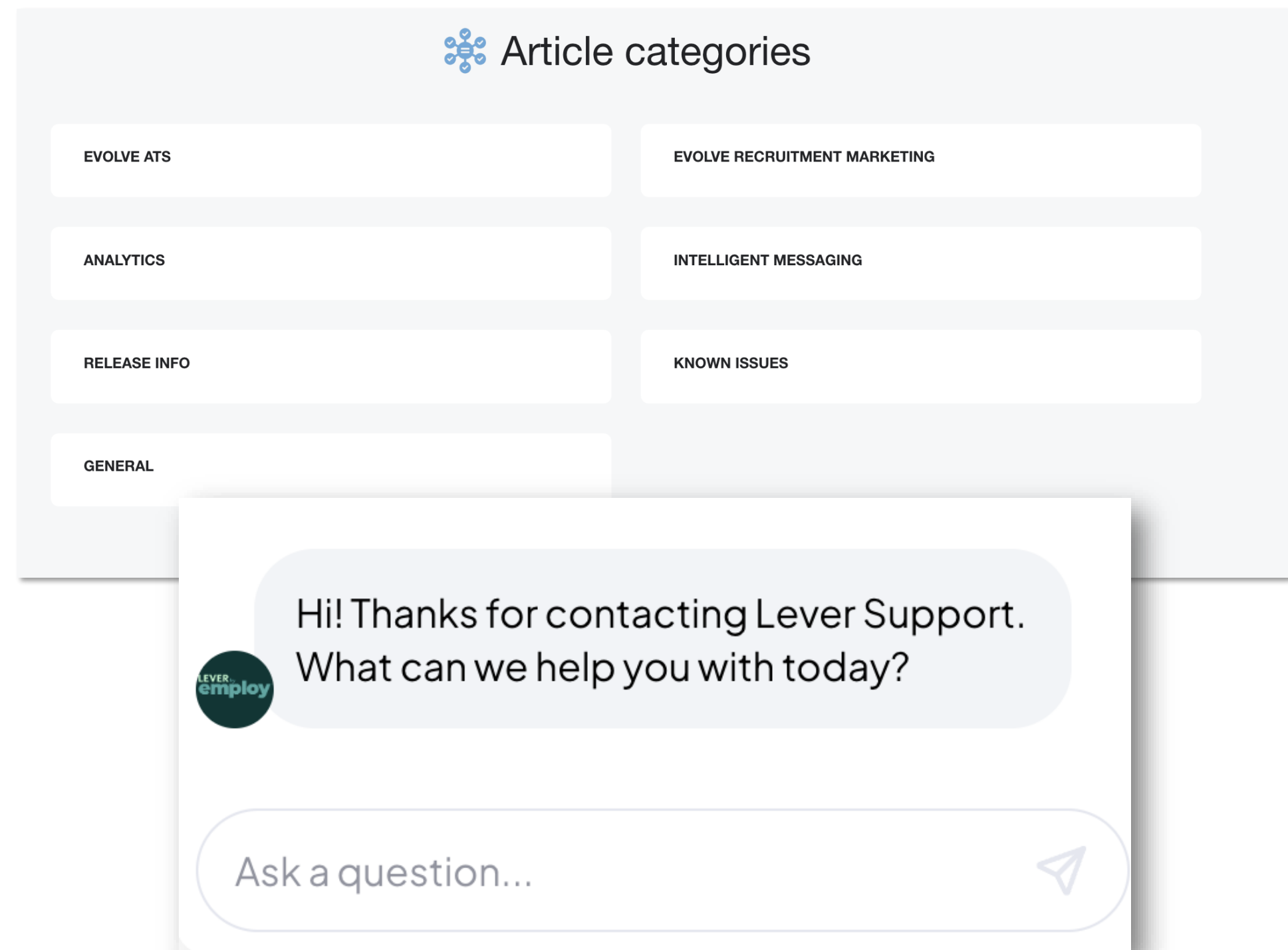
→ AI Chat Assistance

→ Easier Navigation

→ Featured Articles

→ Submit a Request

→ Knowledge Center



Courses & Trainings on Employ HireEd

NEW HireEd Spring Release Demo Playlist

- Find a playlist of all the feature demos in HireEd

HireEd Courses (updated by May 27th)

- ROI Dashboard** – added to Visual Insights Course
- Opportunities Data Set Expansion** – added to Data Explorer Course
- Talent Fit** – added to Candidate Management & Recruiter: Lever Essentials
- Employee Referrals** – added to Admin: Sourcing & Top-of-Funnel Activity & Recruiter: Lever Essentials
- Job Board Marketplace** – added to Admin: Sourcing & Top-of-Funnel Activity & Recruiter: Lever Essentials

Live Trainings

- New **Theory into Practice** training: Create a consistent, engaging hiring process that keeps candidates informed, builds trust and recognition in your employer's brand (June 13)
- New live trainings covering AI Interview Companion Integration (Pillar) and the new ROI Dashboard (coming soon)

Sign-up for live training events [here](#)

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

- ☐ Lever B
- ☐ Lever TI
- ☐ Lever Vi
- ☐ Jobvite
- ☐ Jobvite
- ☐ Jobvite
- ☐ Jobvite Messagi
- ☐ Jobvite Marketi

FEATURE

- ☐ Apply
- ☐ Campai
- ☐ Career
- ☐ Referral
- ☐ Analytic
- ☐ Agencie
- ☐ Approva

Training Events

Discover live training sessions to maximize your learning

Filter

Lever Admin I: Feedback & Forms Settings

Online Event • 1 Session

NEXT SESSION - SE
10 OCTOB
2024

View

Jobvite ATS

Online Even

NEXT SESSION - SE
15 OCTOB
2024

View

Jobvite ATS - Introduction to Intelligent Messaging

Online Event • 2 Sessions

Jobvite ATS - Onboarding Administrator

Online Event • 1 Session

Spring 2025 Release Video Playlist - Lever

COURSE



About the Course

Watch Employ Product Managers walk through some of the newest features in this release. This playlist provides quick, on-demand demos to help you understand key enhancements and how they can benefit your workflow. It also includes links to additional resources to help you learn more and enable your teams with the latest updates.

[Click here to access the full Release Notes for the Spring 2025 Release.](#)

COURSE PROGRESS
NOT STARTED

Start Course

COURSE OUTLINE

New Features

- Talent Fit
- ROI Dashboard
- Indeed Disposition Sync
- Job Board Marketplace

Additional Resources

- Release Highlights Deck
- Webinar Recording
- Release Notes & Release Matrix
- What's New & Coming Soon