employ™

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.
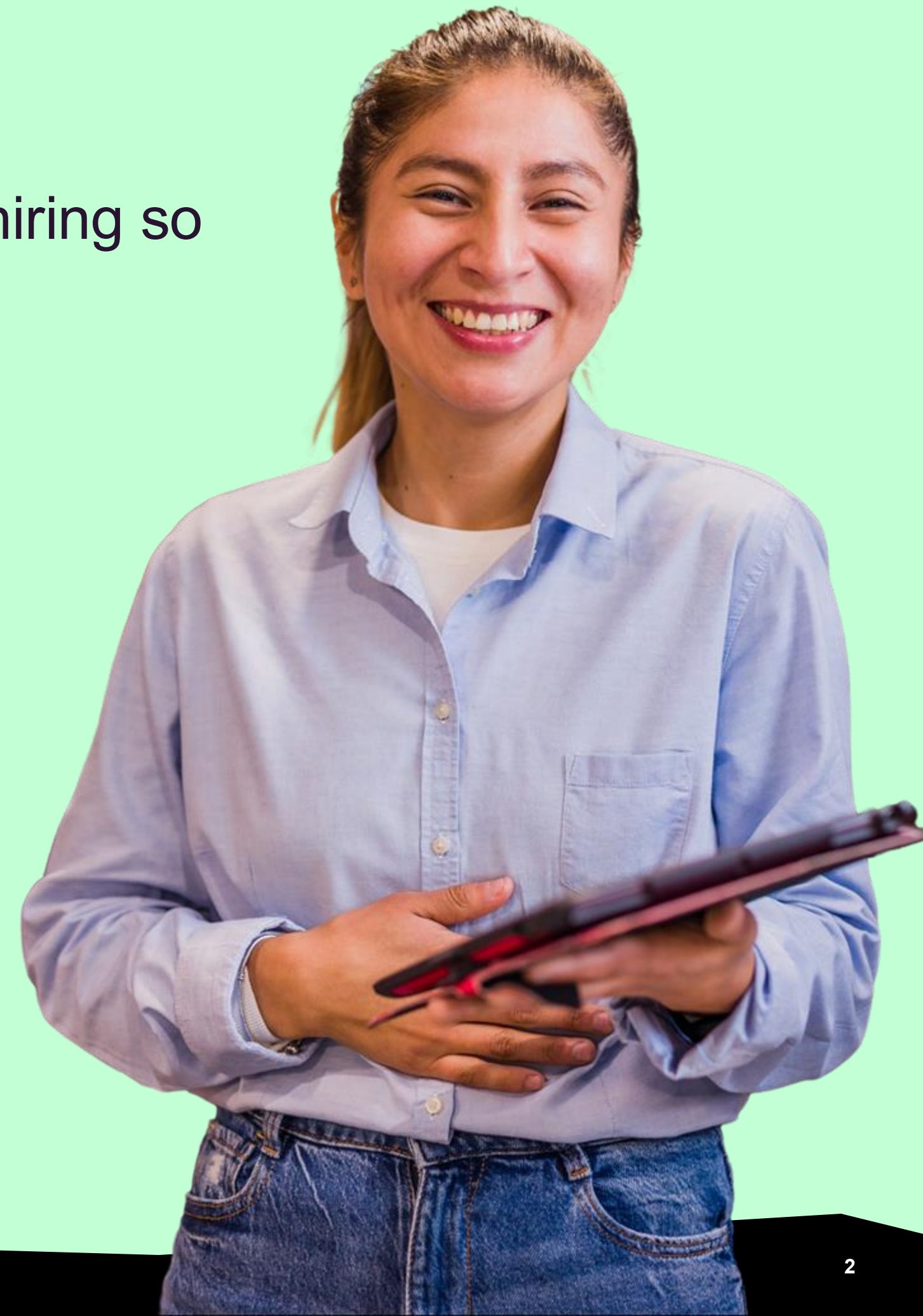
Speed with purpose
- Talent Fit

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!

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

employ™
+
IBM watsonx
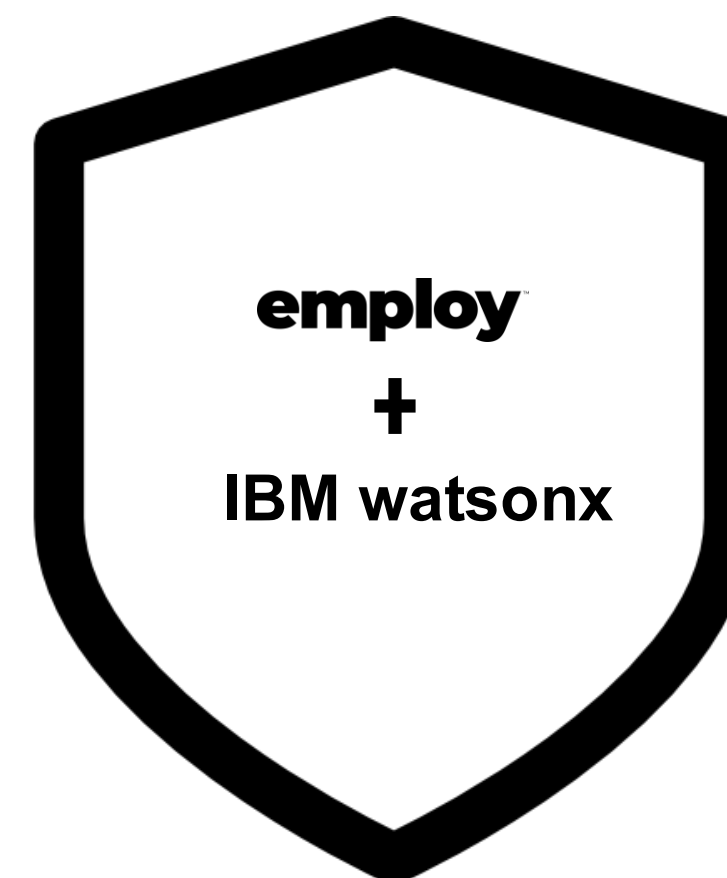
IBM watsonx

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

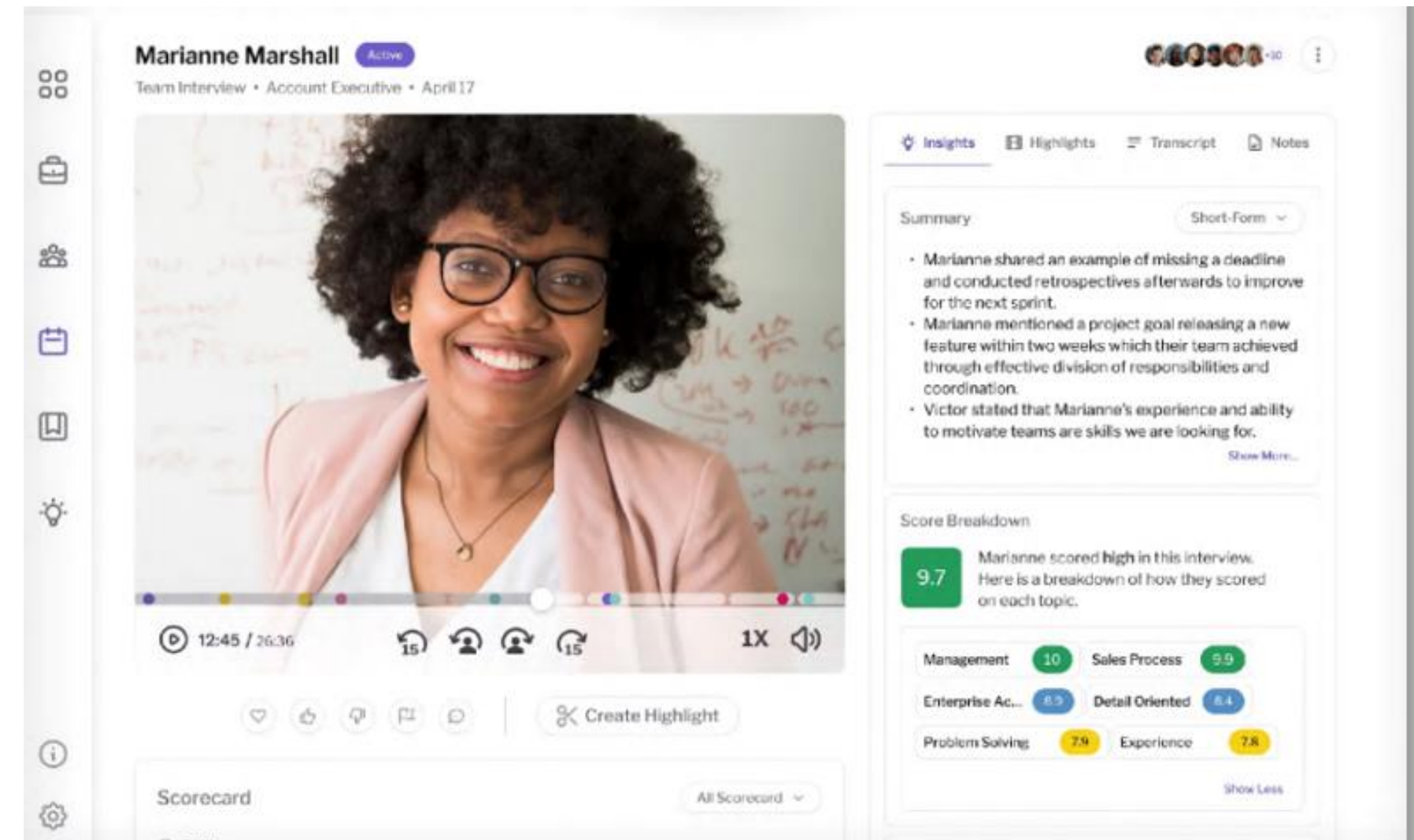| Who is it for	Problem it solves	Benefit
Recruiters and Hiring Managers	Recruiters and hiring managers spend too much time manually reviewing resumes, making screening one of the most time-consuming steps in hiring	Automatically surfaces the best-matched candidates with justification, allowing recruiters 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.
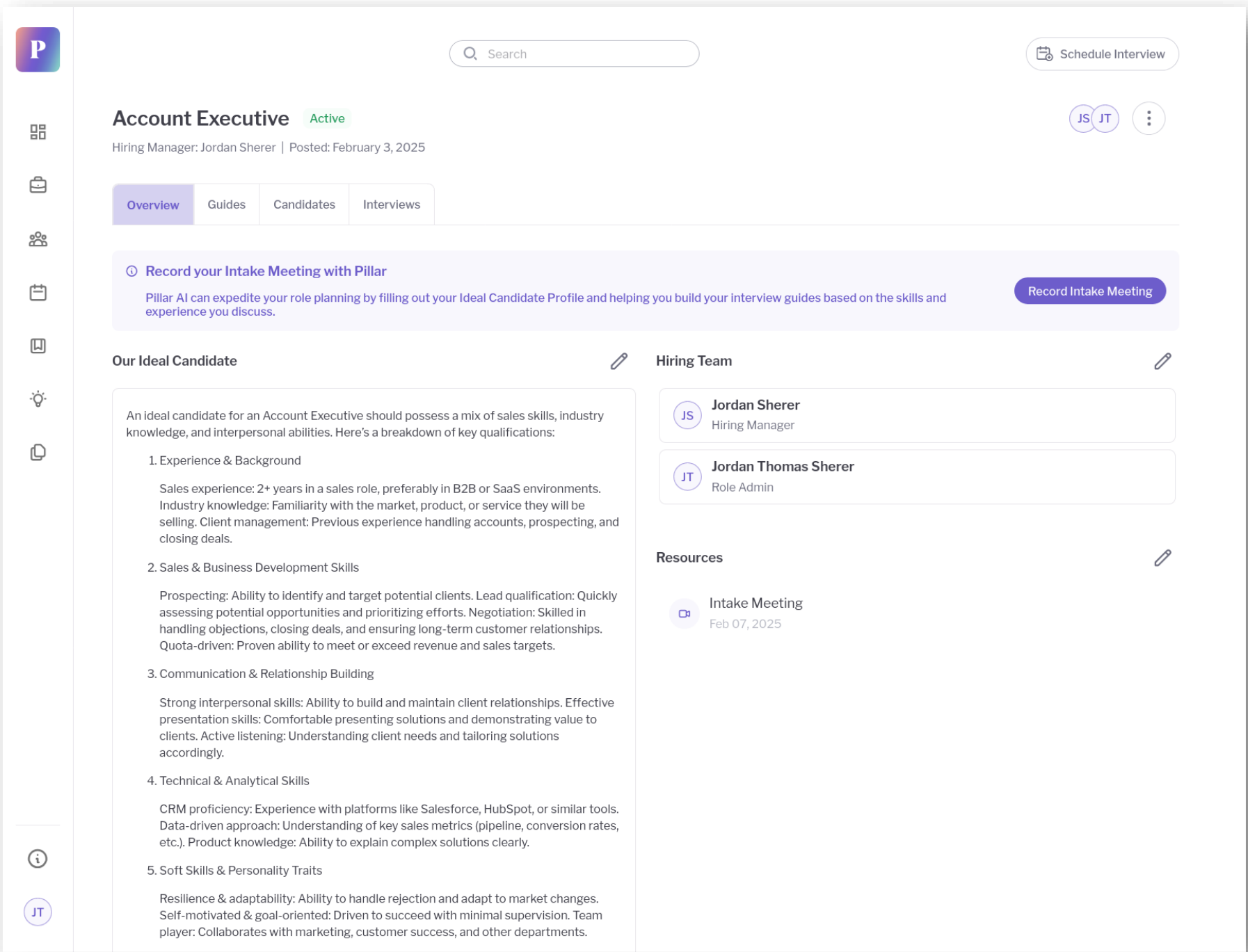
AI Interview Companion

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.
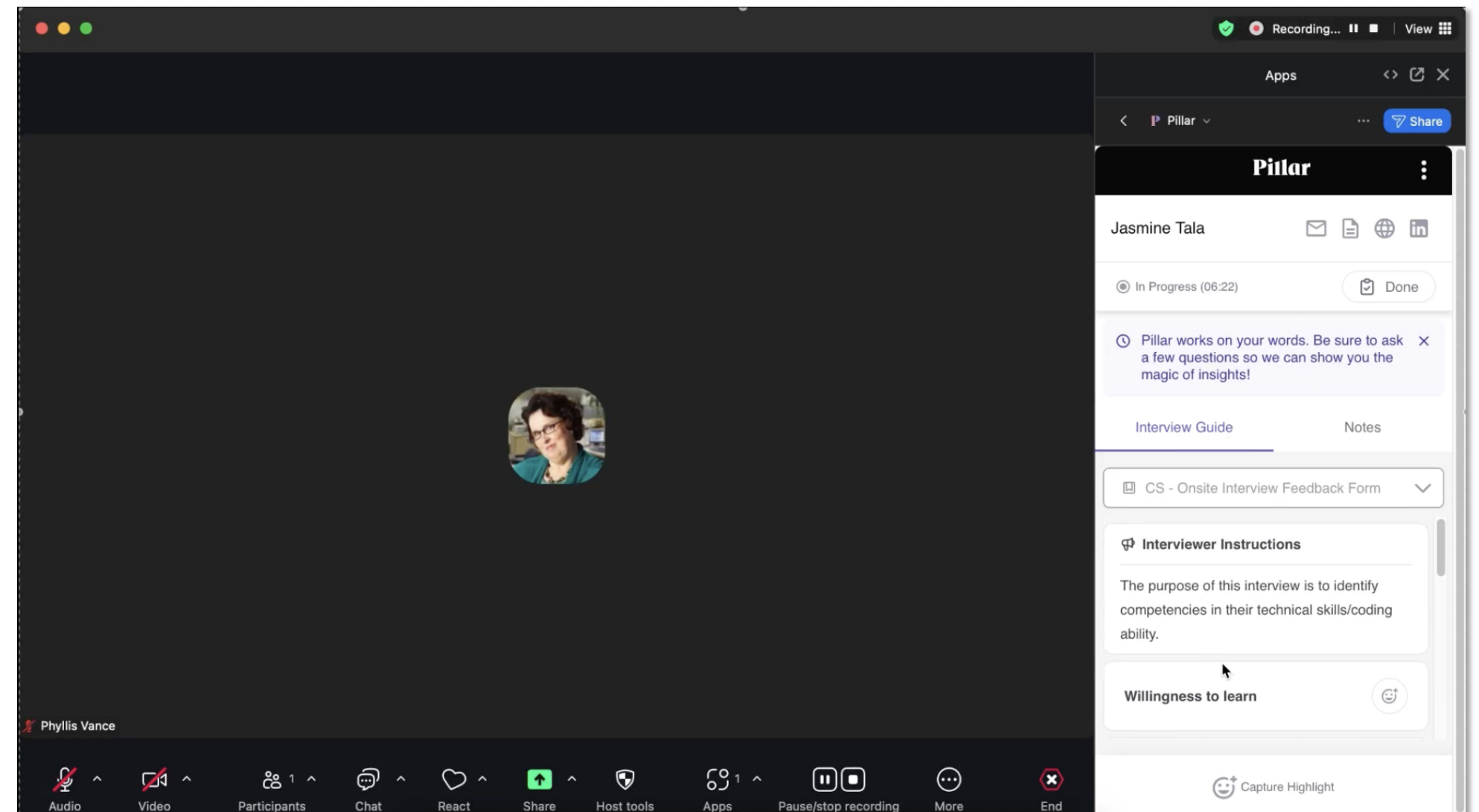
Instant Feedback

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.

AI Interview Companion

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

ROI Dashboard*

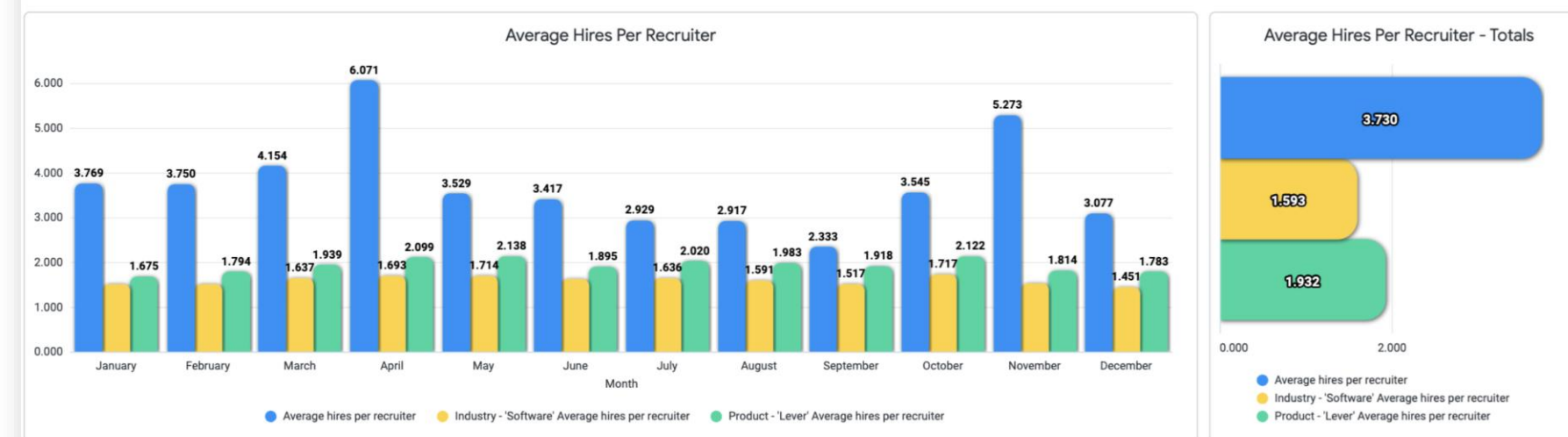**Justify your recruitment impact — in real time, no spreadsheets.**

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.

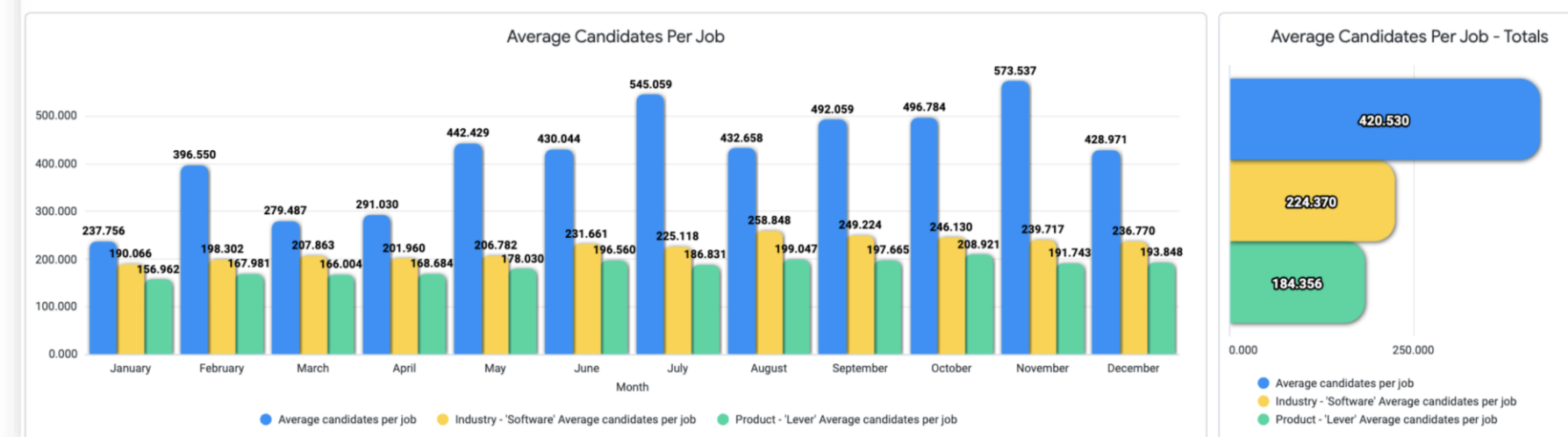**51%** of HR leaders report they cannot measure the ROI of their technology investments.

*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.
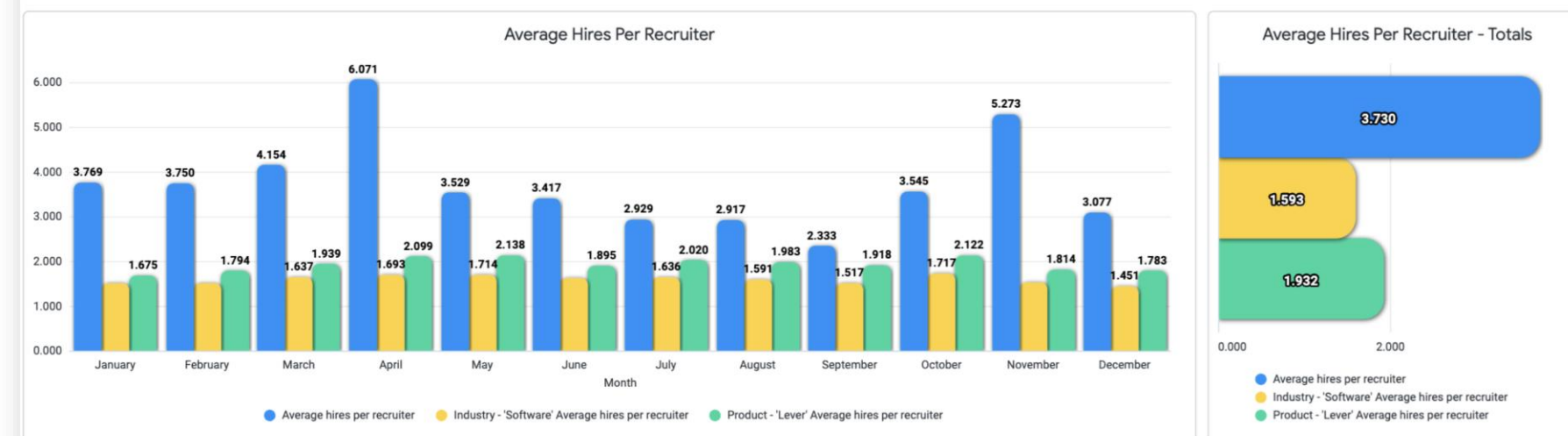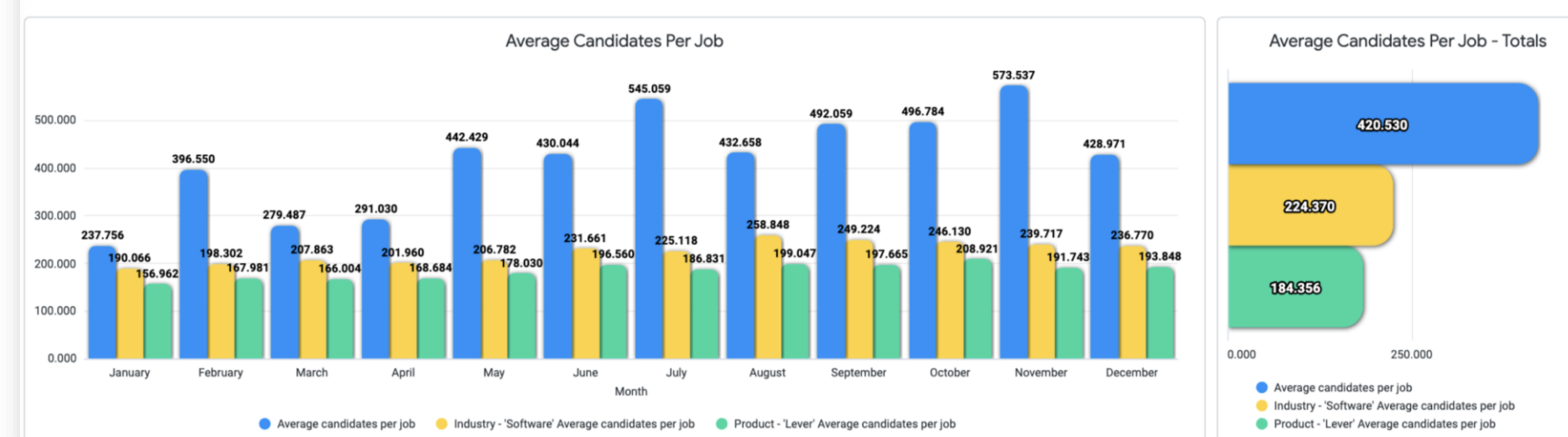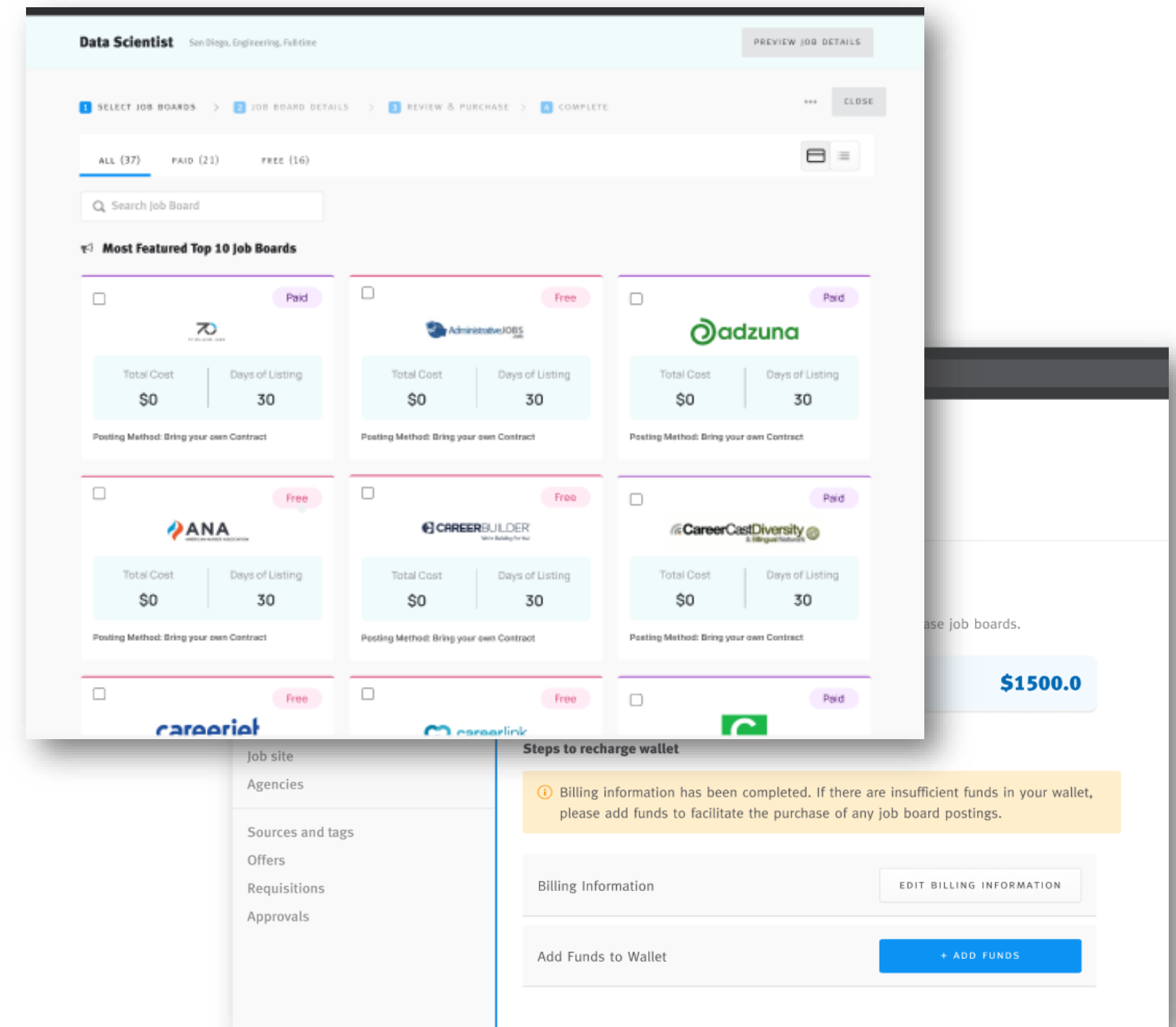
Job Board Marketplace

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.

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

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!
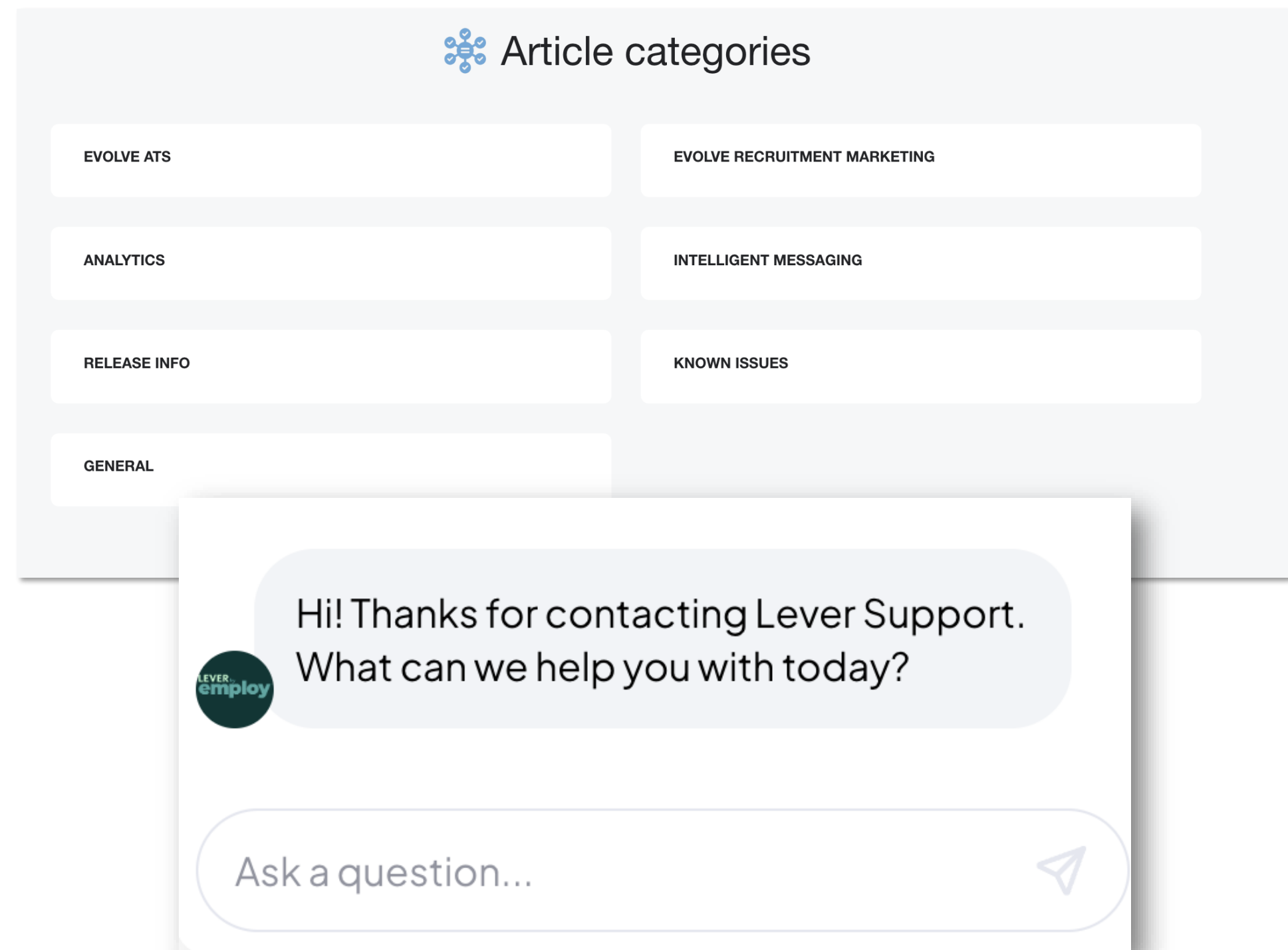
But wait, there's more!

Help Center Updates

➔ **AI Chat Assistance**

➔ **Easier Navigation**

➔ **Featured Articles**

➔ **Submit a Request**

➔ **Knowledge Center**

❋ Article categories

EVOLVE ATS	EVOLVE RECRUITMENT MARKETING
ANALYTICS	INTELLIGENT MESSAGING
RELEASE INFO	KNOWN ISSUES
GENERAL	

Hi! Thanks for contacting Lever Support. What can we help you with today?

Ask a question...

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