

A graphic element featuring three overlapping circles. The outermost circle is orange, the middle circle is red, and the innermost circle is a darker shade of red. The text "meet bob" is centered within the red circles.

**meet bob**

# ABOUT US

With over 150 employees in London, Tel Aviv and New York, Hibob works with some of the world's most forward-thinking businesses, helping employees connect to their company and colleagues.

In 2015 a group of serial entrepreneurs recognised the need for an HR system that evolves with the needs of today's workforce and bob was born. bob's team of expert front-end designers and industry leading back-end developers work in sync to combine practical HR needs, with consumer feel technology - that both managers and employees enjoy using.

bob is perfect for companies of any size, from those just getting started, right through to businesses with thousands of employees. Any company that makes the decision to put their people first will benefit from bob.



**bob**

• **2015**

Tel Aviv office opens

• **2015**

\$7.5 million seed fund raised

• **2016**

London office opens

• **2017**

\$25 million Series A funding raised

• **2018**

New York office opens

• **2019**

Employee head count exceeds 150

• **2019**

\$20 million Series A+ funding raised

[hibob.com](http://hibob.com)

# SAY HI TO...

## bob

The People Management Platform that helps fast-growing companies bring out the best in their people.

Think of us as an HRIS with people and culture at the forefront.

### EMPOWERED HR

Align processes across multiple sites, streamline your HR operations and admin.

Bring productivity, engagement and employee KPIs into the boardroom by backing your people decisions with data.

### COMPANY WIDE VALUE

Customise permissions to give managers and the C-suite snapshots of key information, allowing easy engagement across the business.

Identify influencers and keep your best people for longer, by tracking trends and predicting churn.

### PUT YOUR PEOPLE FIRST

Help your employees get to know each other and bond over shared interests to build company culture.

Increase engagement with a stylish, consumer-feel user interface that integrates with everyday tools like Slack and G-Suite.

### Trusted by:

KARMA RAMA

paddle

ReceiptBank

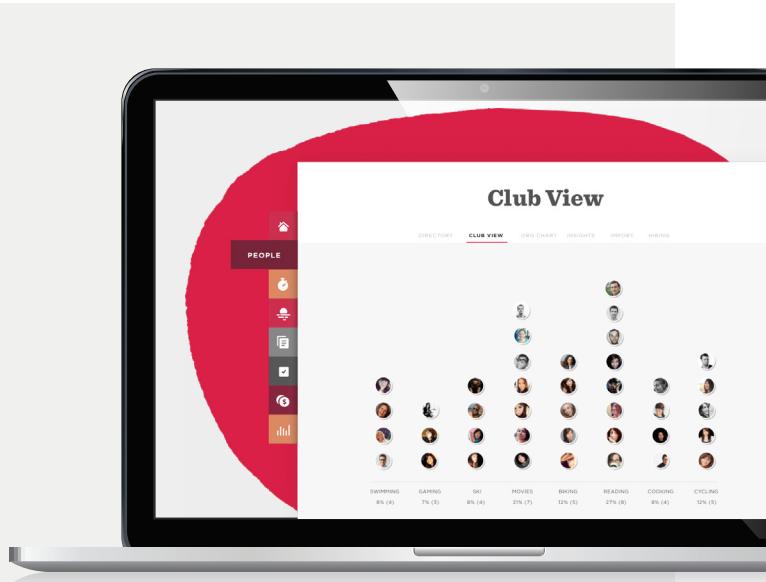
RUFUS LEONARD

sr group

transferGo



hibob.com



“

We chose bob because it's the best HR system that is able to adapt to our needs, as a global fast-growing company that is constantly changing. The platform itself is extremely adaptable, but even more so are the people and the support behind the product.

”

Amit Nachmany | Global HR Manager, SBTech

# BUSINESS BENEFITS

“

Thanks to bob's radically streamlined processes, Karmarama's HR team has much more time to deal with what's really important, our people.

”

Luke Prebble | HR Coordinator, Karmarama

**bob makes admin quicker and easier, completing tasks at the click of a button, so you can focus on your most important asset - your people.**



- Compare departmental performance and productivity, identifying common factors of success
- Save hours of HR admin by allowing employees and managers to update their own records
- Automate scheduled management and payroll reports straight to all relevant inboxes
- Seamlessly integrate bob's open API with other tools, to create a best of breed system in each area of HR
- Accommodate quick changes and efficiently roll out new processes by adding and customising new fields
- Colour code and filter bob's automated org charts to display your organisation, beyond traditional hierarchies
- Showcase all your employee benefits in an easy to view 'shop window' increasing uptake, creating a happier workforce. We have even partnered with Perkbox to make this easier for you!



“

Factors that influence workers to join a company are: use of the most up to date tools (80%), innovative culture (72%) and reputation as a leader in digitization (62%)

”

(Randstad 2018)

# CULTURE BENEFITS

More than a place to book time off.



Customise fields, backgrounds and logos to fit your employer brand and culture



Make your people feel heard with bob's customisable surveys and shout-outs, then use the results to enhance your HR strategy



Introduce your new starters to bob from the moment they accept your offer. The system supports every step of the employee life cycle from onboarding to exit and automatically updates org charts



Use the people data stored in bob's club view and superpower modules, to build a culture tailored to your team, utilising all skill sets



Make bob your centralised communication hub, uniting global sites and empowering teams across the business



bob APP 11:02 AM

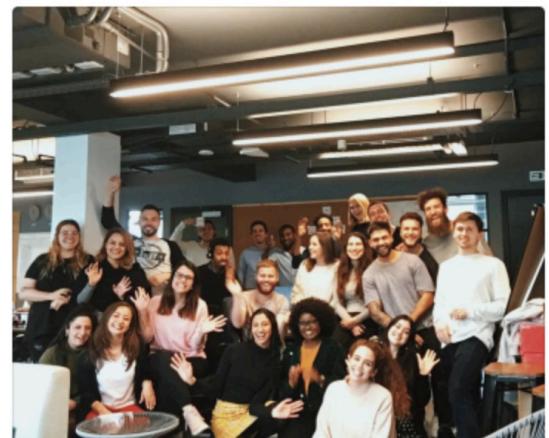
New Shoutout from Alyx Gilham

Alyx Gilham

MAZAL TOV @Ronni Zehavi from everyone at bob LDN!!



bob Slack Integration (660 kB) ▾



[View in Bob](#)

## WHAT'S SLACK GOT TO DO WITH IT?

Our Slack integration provides a daily digest on who's in, who's out, birthdays, company news and work anniversaries. It can even be used to book and approve time off.

“

Businesses with a strong learning culture enjoy employee engagement and retention rates around 30-50% higher than those that don't

”

(Robert Half 2018)

# CORE HR

bob comes with its core HR functionality as standard. This module covers all basic HRIS needs and boosts the employee experience.

## Core HR includes:

### COMPANY DASHBOARD

bob's customisable dashboard gives an overview of what's happening across the business: from shout outs to who's out, anniversaries, birthdays, and everything in between.

### ONBOARDING

New starters can self manage their personal information and documents and check out other employees in their team, creating a sense of belonging before they even arrive.

The screenshot shows a 'Welcome' step in an onboarding process. The title 'Dylan, Welcome Aboard!' is at the top. Below it, a message reads: 'We love what we do and always aspire to be the best at it'. A group photo of the team is displayed. At the bottom, a quote says: 'We embrace hard work, aren't afraid of the competition and have a have crystal clear vision for where we're going. With this team of great people we can accomplish anything. We're so glad to have you on our team. Welcome!' Navigation buttons for 'Back' and 'Next' are at the bottom right, and a vertical sidebar on the left shows icons for People, Home, Picture, Details, Docs, and Key people.

The screenshot shows the bob platform's communication feature. It features a large profile picture of a man standing on a road. To the right, a post by 'Nina Simone, HR' is displayed with the caption: 'Great news: we just hit the one million user mark! This is big. So, take a minute, pat yourself on the back, and congratulate everyone you see. You've earned this moment. Savour it! For those of you who missed it, last night's event was a smashing success and we...'. Below the post are several smaller thumbnail images of users and their profiles. A large orange circle is overlaid on the bottom left of the screenshot.

### SHOUT OUTS

A communication channel for employees to share news, successes, information and announce company-wide messages.

### INTERACTIVE ORG CHARTS

A dynamic picture of the relationships between people, teams, and departments. Filter and colour code to reflect your unique structure.

# CORE HR

## DYNAMIC REPORTING

Reduce reports admin with customisable templates and auto-scheduling. View reports online with real-time automation or download.

## WORKFLOW AND TO-DOS

bob's workflows help improve efficiency by automating your task flows: from on-boarding to ordering IT equipment.

## DOCUMENT MANAGEMENT

Take ownership of all public and private documents by storing them in bob's document management portal.

## TIME OFF

Customise your policies by site and integrate with Gmail and Outlook calendars.

Use the bob app or Slack to approve holiday, track sickness, and manage absences on-the-go.

## BENEFIT MANAGEMENT

bob lets you enhance and change your benefit packages to fit the evolving needs of your employees - from pensions to perks.

Our integration partners include:



The bob software interface is shown in two screenshots. The top screenshot displays the 'My Reports' section, which includes a sidebar with navigation icons and a main area titled 'SUGGESTED REPORTS' listing various report types such as 'All employees', 'Employee contact information', and 'Leavers next month'. The bottom screenshot shows the 'Time Off' section, featuring a sidebar with icons and a main table titled 'TIME OFF POLICIES' listing policies like 'HOLIDAY EVE', 'HOLIDAY DAY', 'HOLIDAY', 'SICK', 'MATERNITY LEAVE', 'RESERVE DUTY', and 'MATERNITY LEAVE'. Each policy row includes columns for 'NAME', 'TYPE', 'CALENDAR COLOR', 'ACCURAL LEVELS', and 'ACTIONS'.

# TALENT PACKAGE

bob's Talent Package centralises your performance and survey data for fully integrated reporting and employee insights.

## FLEXIBLE PERFORMANCE REVIEWS

Use bob to customise the frequency and content of your performance reviews, making them relevant and meaningful for each individual and/or department within your organisation.

Test, track participation and analyse results in the manager dashboard, before completing face-to-face reviews.

Create a culture of recognition and ongoing feedback with individual and team performance dashboards, as well as optional self-assessments and peer reviews.

## TALENT MAPPING

Benefit from peer reviews and managerial feedback with bob's talent mapping features.

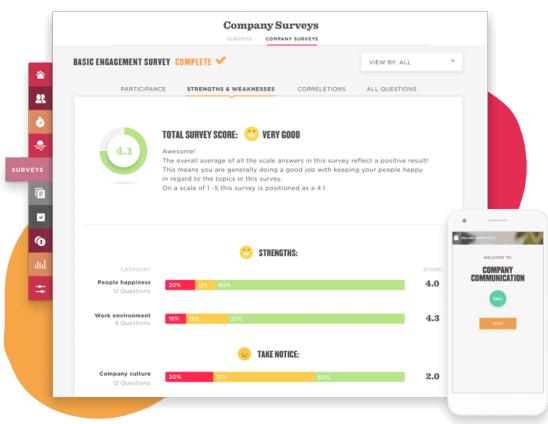
Use the module to identify the key influencers and ambassadors within the business and utilise these rising stars, enhancing engagement levels and company culture.

Talent mapping is also a great way to track trends amongst your top performers and spot any risk factors.

## CUSTOMISABLE SURVEYS

Pulse and engagement surveys give your employees an on-the-go platform for on-going feedback and transparent communication.

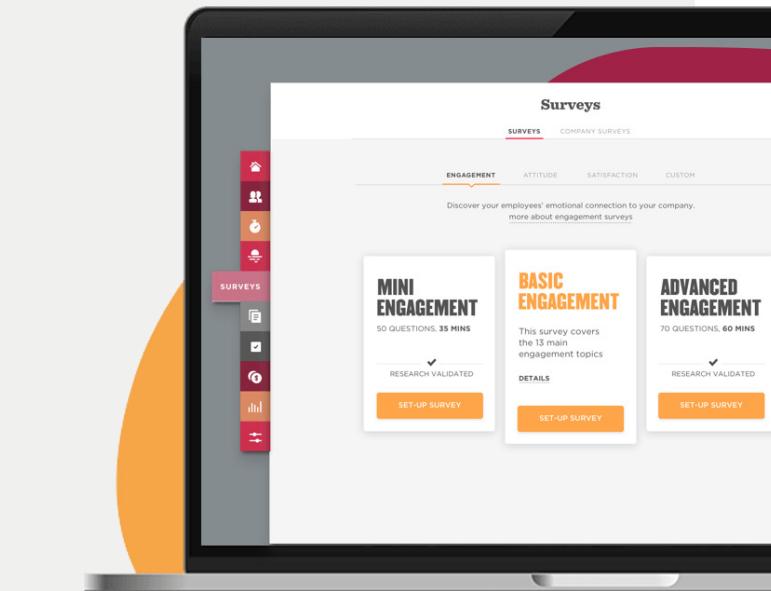
Survey results also generate automated insights, making it easy for HR and Managers to understand correlations between two or more questions.



## GOAL SETTING

Encourage collaboration and engagement with company and personal goal setting.

Managers can assign objectives, follow performance and add on-going feedback to goals, keeping everything in one place and easy to manage.



# BOB'S COMMUNITY

Our HR, Talent and Culture community is made up of hundreds of like-minded People & Talent Professionals, just like you.



## HR EVENTS

We host monthly HR meet-ups, from themed panel discussions to networking drinks. We're even expanding our events programme to a variety of European locations!



## GLOBAL WEBINARS

Each month we host a webinar led by industry experts, designed to develop your expertise and keep your skills up to date.



## BLOG

Our weekly blog post ([blog.hibob.com](http://blog.hibob.com)) are a great way to stay upto date with the latest HR topics.



## RESOURCE CENTRE

This is bob's HR information hub, where you can access all of our E-books, guides, case studies and more.

We're always looking for amazing HR professionals to join our event panels and webinar discussions, so let us know if you'd like to get involved.



“

Leading a ‘people’ team or being in a stand alone HR role can be quite lonely-so I love the fact working with bob helps me meet so many other HR professionals in the same position.

”

Lauren Brown | People Lead, Tech Nation

# CLIENT TESTIMONIALS

“

We're thrilled to have bob embedded within the company processes and culture. The days of managing HR admin tasks on Google Drive seem like a distant memory. Our onboarding experience is newly automated, helping new hires view their team members holistically, find shared interests with others, and get to know the company values, policies, and priorities before their first day.

”

Jasmine Ward | People & Talent Specialist, JRNI



“

It's so gratifying to have all the information we need in one place, and your amazing support whenever we need it. With bob, we've been able to get our admin so buttoned down and our processes so slick that we can really focus on what matters. This has helped us create a culture of one big family, where everybody knows and appreciates each other.

”

Luke Prebble | HR Business Lead, Karmarama

“

We've worked closely with bob to shape the system to our needs. Lately, we've begun to focus on revolutionising our review process, which needed to be 100% personalised.

”

Lilit Hagemeier | Head of People, Zooz



# NEXT STEPS

I'd love to give you some more information on the value bob can add to your HR and people function.

This guide is just a very brief overview on some of the features we are most proud of, but the real beauty of bob can only be seen by taking a look. I'm always happy to show you and your colleagues the platform.

You may also like to visit our resource centre on [hibob.com](https://www.hibob.com) or follow us on LinkedIn to stay up to date with our latest HR trends reports, content guides and events programme.

In the meantime, here's a rough timeline to give you an idea of how we typically move forward:

