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Behemoth Brewing: Pouring passion into payroll and HR

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BEHEMOTH

BREWING COMPANY

At a glance

Company	Behemoth Brewing
Location	Auckland, New Zealand

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ess, and your people

- ✓ You're juggling multiple venues or departments and need one payroll file per person, no matter where they work
- ✓ You're looking to empower your team while simplifying compliance, onboarding, and reporting



From scrappy startup to industry favourite

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...n a homebrew, a big dream and a
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...ic Churly's brewpub, the
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...a sudden we had a hospitality
...ouldn't keep running things off

The old way: lost contracts, scattered files, time-consuming payroll

Before Employment Hero, Behemoth was managing hiring and HR with *“a million different docs across Google Drive and Gmail. We hoped we could find the documents if needed later,”* said Hannah.

Onboarding was ad hoc and inconsistent. One person handled hiring, while another person sent the contracts. Notes were lost. Contracts were versioned incorrectly. Job descriptions weren't attached. As Hannah puts it: *“There was a lot of just not knowing exactly where things were when you needed them.”*

Payroll wasn't much better. They used Deputy for rostering and iPayroll for pay runs, with no integration between the two. Leave applications had to be manually checked and entered. *“It was a four-step verification process, just to avoid errors. There was a lot of double handling.”*

In a business where speed and service are everything – whether pouring pints or brewing batches – that kind of inefficiency held the team back.

The new way: one all-in-one employment operating system

Everything changed when the team pitched Employment Hero as a solution. The platform now powers Behemoth's HR, [recruitment](#), onboarding, payroll, compliance, [performance management](#), learning, and reporting – all from one dashboard.

Hannah calls it *“an all-in-one employment operating system”* and credits it with saving an entire full-time employee: *“we used to have a full-time HR manager. Now I do it one day a*

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pler

platform's compliance features
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at Hero prompts each step,
rwork is missed.

it saves easily three hours per person,” Hannah estimated. *“That's a whole day between two people. Time that can be spent building the business instead of just keeping it going.”*

Empowering staff with self-service

With a team that spans roles, shifts, and locations, empowering employees to manage their own work details has been a game changer.

Brewer Javier loves the simplicity: *"I have the [Employment Hero app](#) on my phone. I can sign documents, check my timesheets, and leave balance – everything is there. It helps me organise my life."*

This autonomy has freed up time for managers and improved the employee experience.

"I don't get asked about tax rates or leave balances anymore. It's right there in the Employment Hero Work app. Everyone knows where to find what they need," said Hannah.

Olly, who supports the team from a broader operations perspective, agrees: *"having access to everything in one place makes our lives so much easier. Whether it's checking contracts, finding details or managing training, it's just simple. And that means we can focus on delivering great service and great beer."*

Performance and engagement, systemised

One of Hannah's favourite features is [performance management](#). Behemoth has moved from one-off, ad hoc reviews to a structured cycle using Employment Hero's customisable templates.

"Staff used to be like, 'hey, I've been here a year – can I get a review?' Now, everyone knows we do reviews in June and a follow-up in September. It's transparent, it's consistent, and it keeps our team engaged."

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y, fairness and fun. *"It gives us that we actually are,"* said Hannah.

at scale

ments, onboarding and upskilling [m](#) to share standard operating training across the business.

safety to general SOPs. It means not reinventing the wheel every

time someone joins.

Olly adds: “we’re able to roll out new procedures and policies instantly. Whether someone’s new or moving departments, they can get the exact info they need right away – no delays, no gaps.”

Employment Hero’s reporting tools also help leadership keep a finger on the pulse. “I check diversity stats, age ranges, attrition – it gives me a snapshot of how we’re doing and helps me know if we’re living our values? Are people sticking around? It helps us answer those questions,” said Hannah.

The real impact? More time to connect

For Hannah, the biggest value isn’t just operational efficiency – it’s emotional bandwidth.

“I have more time to connect with our team, ask how their weekend was, talk about their families. I’m not chasing paperwork anymore. And I’ve got time to actually spend with our customers, check in with regulars. That matters.”

The bottom line: less admin, more culture

Behemoth Brewing runs on passion – for beer, for people, and for doing things a bit differently. Employment Hero supports that mission not by taking over, but by getting out of the way.

“A business is already complex. What we don’t need is a lot of systems. Less is more. Employment Hero brings everything together and just makes work easier,” said Hannah.

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Acknowledgement of Country

We acknowledge Aboriginal and Torres Strait Islander peoples as the First Australians and Traditional Custodians of the lands where we live, learn and work.

What we do

Employment Hero is an end-to-end HR, payroll and recruitment solution designed for Australian

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