

Lexonis TalentScape for G-Cloud 15

Service Definition Summary Table

Functionality	Lexonis TalentScape
Assessment and Validation	
Capture individual self-assessments	○
Capture supporting evidence for self-assessments	○
Create custom fields for capture of additional assessment evidence	○
Initiate assessment by user or line/team manager	○
Validate assessments by line/team manager	○
Capture assessments from nominated peers	○
Provide for assessment at behavioural or competency level	○
Create assessment views to focus on specific assessment requirements	○
Career Development	
Identify job-related competency gaps for development	○
Identify personal career development opportunities and select target job roles	○
Build personal development plans based on gaps and objectives	○
View and download career development coaching guides	○
Provide manager-view team capability reports and development opportunities	○
Analysis	
Analyse organisational capability and filter by various parameters	○
Identify organisational competency gaps and filter by various parameters	○
Identify subject matter experts based on selected competencies	○
Identify job role candidates based on matching competencies	○
Pinpoint expiring competencies for compliance requirements	○
Download Microsoft Excel heatmap reports for capability and gap analysis	○
Consulting Tools	
Use advanced filtering tools to identify matching job profiles and competencies	○
Set up survey tools to validate new and AI-generated content with SME's	○
Download and analyse the results of SME job and competency surveys	○
Administration – User Management	
Create and manage user accounts, job roles and teams	○
Assign permission-based roles for users and configure available functionality	○
Create and assign user-defined user account tags for filtering and analysis	○
Manage user attributes and tags in bulk using system management tools	○

Functionality	Lexonis TalentScape
Administration – Competency Management	
Build competencies and competency frameworks	○
Create and assign user-defined competency tags for filtering and analysis	○
Assign competency expiry dates to identify compliance requirements	○
Filter competencies and behaviours by key words using advanced search tools	○
Manage competency attributes and tags in bulk using system management tools	○
Provide competency content validation tools for subject matter experts	○
Map skills cloud skill names to competencies to support skill adjacencies	○
Administration – Job Role Management	
Build job roles and job families	○
Use generative AI to draft job profiles with mapped competencies	○
Compare and calibrate job roles for benchmarking and career pathing	○
Compare and merge job roles	○
Add and populate custom job fields	○
Build and download competency-based job descriptions	○
Analyse and identify duplicated job roles by matched competencies	○
Build or suggest job career paths with different tracks and render graphically	○
Visualise job architectures by job classifications e.g., job band/grade	○
Filter job roles, mapped competencies by key words using advanced search tools	○
Generate job-specific interview guides for recruiters	○
Utilise generative AI to propose job-specific interview questions	○
Manage job roles/families and tags in bulk using system management tools	○
Administration – Learning and Development	
Build learning and development resource catalogues	○
Use generative AI to name appropriate learning and development titles	○
Set development objectives and build personal development plans	○
Map learning and development activities to competencies	○
Platform	
Enable multi-language support for user interface and job/competency content	○
Use on all types and size of device, from mobile to desktop	○
Host on a secure, robust and scalable hosting environment	○
Integration	
Export using various file formats e.g., Microsoft Excel, JSON, CSV and XML	○
Provide SSO integration through technologies such as SAML 2.0 and OAuth	○
Export skills cloud skill names for use in other systems	○
Exchange data with other HRIS and LMS systems using Lexonis' API set	○
Utilise API's to provide content for use in other business intelligence tools	○

