



G-Cloud 15

Service Definition Document

Talos Perform: The complete performance management platform from Talos360



HM Government
G-Cloud



Contents

Who we are	3
Overview of functionality	7
How it works and what's included?	8
What's different about Talos Perform?	8
Performance reviews	9
Structured reviews	10
Coaching conversations	10
Automated scheduling	11
360-degree feedback	11
Objective and goal setting	12
Manager check-ins	12
AI Notetaker	13
Key features	15
Succession planning	16
Calibration	16
Reporting and insights	16
Talent profiles	17
Career conversations	17
Development	18
Onboarding and probation	18
Integrations	19
Customer stories	20
Onboarding & support	24
Technical requirements	27
Social value	29
Our other products	42
Contact	46

Who we are

- *Who we are*
- *Our Performance Management Platform*
- *Working with us*



Who we are

Talos360 is a people platform that empowers public sector organisations to hire smarter, grow talent faster, and build high-performing, people-first cultures.

Our mission is simple. We give organisations the clarity, tools and insight they need to take control of how they hire and develop their people. By combining practical automation, responsible technology and real-time talent insight, we support better human decision-making at every stage of the workforce journey.

Our vision is a world where organisations don't just manage people, but understand, empower and grow them.

A trusted partner to forward-thinking organisations across central government, local authorities, NHS and emergency services, policing, education and major charities, Talos360 aims to build long-lasting partnerships that support long-term growth.

With continued investment in product development, a clear roadmap and seamless integrations with leading HR and workforce management systems, Talos360 strengthens your people strategy while maintaining human oversight and accountability.

With Talos360's people technology, you'll not only streamline your processes and reduce manual tasks, but you'll also gain better visibility across your workforce.

Ultimately, Talos360 is committed to delivering secure, scalable and future-ready talent solutions that put people first and support the evolving needs of the UK public sector, now and in the **future**.

**Trusted by
800+ clients**

Hiring costs
up to
80%
reduction

Onboarding time
up to
90%
reduction

Time-to-hire
up to
40%
reduction

Our performance management platform

Streamline your employee reviews with HR performance management software that reduces HR admin, saves managers time and connects your people-journey throughout the employee lifecycle.

Unlock productivity

Talos Perform is performance management software for ambitious organisations that want to bring out the best in every team and individual. Part of the Talos360 family, Talos Perform connects onboarding, development, and retention through a single, integrated system that works seamlessly with your existing HR and productivity tools.

Scalable solution

Designed for organisations with 200 to 5,000+ employees across any sector and location, Talos Perform scales with your business. The platform is configurable to your processes, flexible to your needs, and intuitive for managers and employees alike, helping reduce HR admin, while encouraging proactive, meaningful performance conversations.

Success at every step

At Talos360, we're experts in people. It's in our DNA. It's what separates us from every other performance management provider.

As our Talos Perform customer, you'll have a Customer Success Manager to support you throughout your journey. Consistently ranked as a High Performer on G2 and Capterra, Talos Perform is continuously evolving to adapt to changing needs and expectations.

Why Talos Perform?

- ✓ **Continuous by design:** Built for regular feedback and check-ins, not just annual reviews.
- ✓ **Flexible to your culture:** Adapt frameworks around goals, values, competencies or OKRs.
- ✓ **Easy to use:** A simple, intuitive experience for managers and employees.
- ✓ **Focused on growth:** Supports development and coaching, not just ratings.
- ✓ **Powerful, not complex:** Robust performance management without heavy admin.
- ✓ **Built for modern teams:** Works for remote and hybrid organisations.
- ✓ **Human-centred:** Encourages trust, transparency and meaningful conversations.

Working with us

Our mission is to transform the way the world hires and grows talent. We're doing that by empowering organisations to build high-performing, people-first cultures through intelligent automation, data-driven decision-making, and ethical AI.

Talos Perform now supports over 65,000 employees in more than 80 countries.

As a Talos360 customer, you'll work closely with our Customer Success team, who'll guide you through the digital transformation of your performance management process at a pace that suits you. From the outset through to post-launch, we're here to ensure you and everyone in your business gets real value from our system.

An engaged team of 150 + employees (+55 eNPS)

Customer success at the heart of the business

Continued investment in Research and Development



★★★★★
4.6 ON CAPTERRA



★★★★★
4.7 ON G2



Overview of functionality

- *How it works and what's included*
- *What's different about Talos Perform?*



How it works and what's included

Talos Perform provides everything you need to redefine how you manage performance and develop talent. The system includes:

- Performance reviews and check-ins
- Talent and succession profiling
- 360-degree feedback, instant feedback
- Praise and recognition
- Objectives and goals
- Personal development plans
- Manager tools
- AI Note taker (optional module)
- Reporting tools and analytics
- Administration tools
- Support from our Customer Success team
- Integrations with Microsoft Teams, Outlook, Slack, and public API for user sync or reporting

What's different about Talos Perform?

Talos Perform is part of Talos360, a category-defining platform that transforms how organisations attract, develop, and retain talent - autonomously. Built for businesses ready to move beyond traditional HR technology, Talos360 unites intelligence, insight, and ethical AI to transform the employee journey.

Talos Perform connects the employee journey by creating touchpoints from onboarding through to development through a flexible approach that suits your organisation. If your sales team needs monthly KPI reviews, but your operations team need quarterly check-ins, that's not a problem. Our fully customisable approach, in which we work with customers to achieve their goals, is central to our success, and the success of our customers, who report high levels of adoption and satisfaction with Talos Perform.

Shaped by your needs

Talos Perform fully accommodates your organisation's culture and processes.

Adopted by managers

Talos Perform's smart integrations and easy-to-use interface deliver value to managers proactive behaviour.

Trusted by your employees

Talos Perform protects the integrity, value and privacy of performance and development.

Performance reviews

- *Structured reviews*
- *Coaching conversations*
- *Automated Scheduling*
- *360-degree feedback*
- *Objective and goal setting*
- *Manager check-ins*



Performance reviews

Nurture high-performing teams with structured reviews

Effective performance reviews are all about facilitating the right conversations and the right outcomes.

Talos Perform's flexible templates allow you to tailor the content of your reviews to suit your organisation. Create a library of templates for different roles or different purposes, empowering your managers to lead high-performing teams.

Coaching conversations

Encourage regular conversations and drive individual performance...

Sometimes your people need feedback and guidance in the moment, or on a more regular basis.

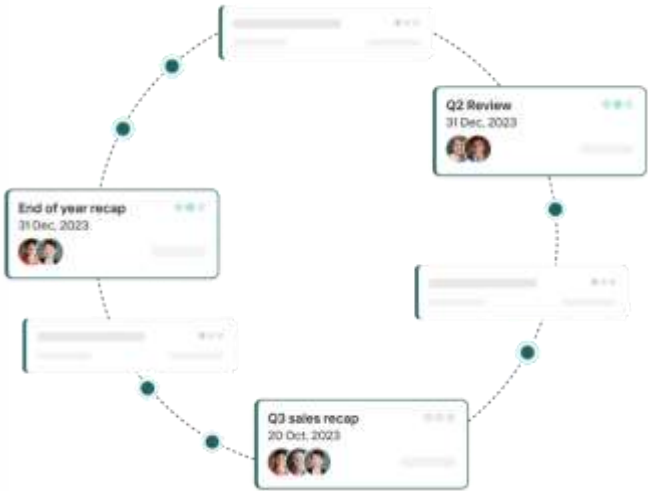
Talos Perform allows people and their managers to take the initiative and schedule constructive conversations when they're required most. From informal performance check-ins to discussions about the impact of remote working, Talos Perform provides a library of templates to make these conversations easy.

Automated Scheduling

Remove the administrative burden from your performance management process...

Annual, bi-annual, quarterly:
However often your performance reviews take place, Talos Perform can automate the scheduling for you and send reminders on your behalf.

Do different parts of your business operate on different cycles? No problem, we have the flexibility to handle that too.



What are the top 3 skills that John contributes?
Please give examples where possible.



Victor Enriquez:
His talent lies in being able to take a step back and evaluate what's really important and develop a simple, clear plan that we can all then implement. A great visionary and a pleasure to work with.



Jeremiah Randall:
He was instrumental in winning the recent pitch with ABC Corp and this came up during the feedback session with them. He always likes to go the extra mile for clients. His quality of work is generally outstanding.

Type here...

Submit Next

360-degree feedback

Create a culture of instant feedback and recognition...

Feedback from co-workers is essential for employees to fully understand their performance and the impact they have on the business.

Talos Perform allows employees to request feedback from managers, peers and direct reports - providing valuable learning opportunities and recognition.



Objectives and goal setting

Ensure everyone is working towards your strategic objectives...

Having clear objectives provides people with a sense of purpose, driving both heightened ownership and performance.

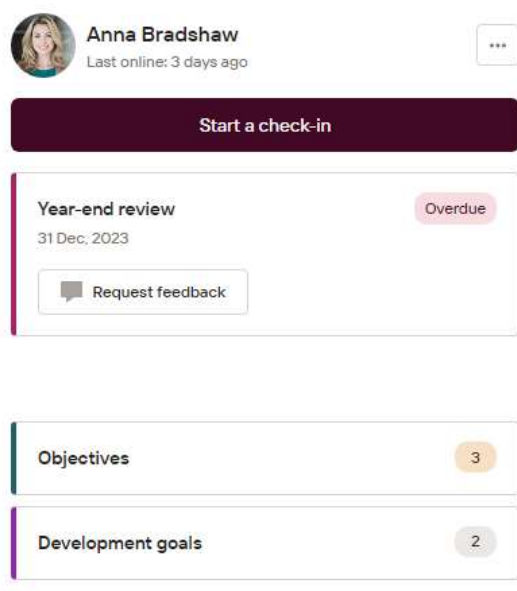
Talos Perform makes it easy for people to see how their work contributes to the wider goals of the organisation. Whenever a team member or manager submits an objective in Talos Perform, they're prompted to align it to a higher-level strategic goal - *ensuring the successful execution of your strategy*.

Manager check-ins

Promote agility and adapt to unforeseen challenges...

Objectives are bound to fail if you only review them once a year. You miss out on opportunities to adapt or improve them, or worse yet, you forget about them entirely.

Talos Perform encourages employees and managers to regularly review objectives together. With check-ins, your people can coordinate conversations and discuss progress updates, track completion statuses, and break larger challenges into manageable milestones.



AI Notetaker

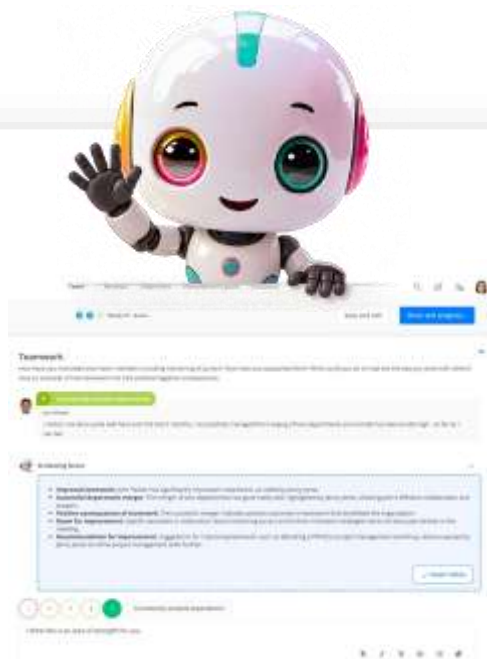
- *Time saving*
- *HR peace of mind*
- *Privacy and trust*
- *Better conversations*



AI Notetaker

Allow managers to focus on active listening

Performance reviews should be about people, not paperwork. But for most managers, the conversation is the easy part; it's the hours of writing up notes afterwards that's the real burden. That's where our AI Notetaker comes in.



Cut performance review admin by up to 80%

Talos Perform's AI Notetaker securely captures performance conversations automatically, then generates intelligent, structured, editable meeting notes for each question in the review, helping managers write better feedback in a fraction of the time.

Standout benefits:

- ✓ Managers stay fully present in the conversation
- ✓ Improved accuracy
- ✓ Better quality conversations and feedback
- ✓ Higher management adoption
- ✓ Post-review admin reduced
- ✓ HR has peace of mind through visibility
- ✓ A GDPR-ready experience built on privacy and trust



"I used to spend nearly an hour after every performance review writing up notes, now it takes me less than 10 minutes."

CRO, large SaaS business

Removing the admin burden so managers can focus on people

Key features

- *Succession planning*
- *Calibration*
- *Reporting and insights*
- *Talent profiles*
- *Career conversations*
- *Development plans*
- *Onboarding and probation*



Succession planning

Adapt a proven methodology to your organisation

Talent planning shouldn't be one-size-fits-all. That's why we've reimagined the 9-box model, a tried and tested methodology, and made it fully customisable.

Change the number of boxes, adjust the grid layout, update descriptions and axis titles to match your organisation's approach. The grid gives a clear view of where skills currently sit and where development is needed, while Talos Perform automatically maps manager ratings onto the grid, making calibration conversations faster, easier, and more data-driven.



Calibration

Keep ratings fair and consistent

Calibration doesn't have to be a juggling act. Talos Perform lets managers submit suggested ratings while department heads or HR review, adjust, and approve calibrated scores individually or in bulk.

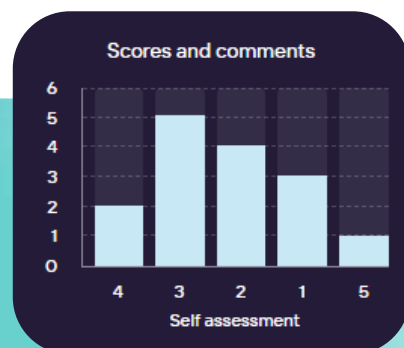
Simply drag and drop. Everything is tracked, automatically updated, and only visible when you're ready, so you can release fair, consistent ratings to employees with confidence.

Reporting and insights

Report on performance and progress across your organisation

As an HR leader, you need to understand what's happening in your organisation.

Whether you want an overview of every objective that your people are working on or need to know that performance conversations are taking place, Talos Perform makes it easy for you to extract and export the answers.



Talent profiles

Identify, develop and retain your highest-potential people

The long-term success of your organisation depends on your ability to identify, develop and retain your highest-potential people - and provide coaching to those who need a little more support.

Talos Perform keeps progression front-of-mind for managers, helping them to score the performance and potential of their team. Admin-level reporting gives your HR team complete oversight, helping your organisation to uncover the next generation of leadership, and plan for a successful future.

Maria's career development

How ready is Maria for promotion?

☐ Don't know
 ☐ Not ready
 ☒ Nearly ready
 ☐ Yes

Add any comments for HR

She need to improve her communication style.

Should Maria be identified as top talent?

☐ Don't know
 ☐ No
 ☐ Possibly
 ☒ Yes

Add any comments for HR

Career conversations

Foster ongoing career conversations that encourage clear goal setting

Your people reflect on their career development more than just once a year. To retain your standout performers, you need to show you value their progression as much as they do.

Talos Perform allows your people and their managers to foster ongoing career conversations that encourage open dialogue and clear, development-oriented goal setting.

Development plans

Set clear milestones and timeframes for personal development

In order to progress, your people need to understand the steps they need to take and the competencies they need to develop.

Whether it's a vertical promotion or a horizontal move to another department, Talos Perform's flexible development goals help people and their managers to set clear milestones and timeframes for personal development.



Onboarding and probation

Set every employee up for success

A structured, comprehensive onboarding process is one of the key determinants of a new joiner's future success – and your organisations' ability to retain them.

Use Talos Perform's templates and tools to structure the first 30, 60, 90 days or even six months, setting goals and regular check-ins so there's no surprises at the end of probation. *Create the paper trail you need throughout new joiners' probation periods with Talos Perform's onboarding tools.*

Integrations

Talos360 connects with your existing tech stack to create a seamless HR experience. Integrations with the tools your employees use every day make user adoption seamless.

Talos Perform has apps for Microsoft Teams, Slack and Outlook that put Talos Perform front of mind during management activities.

Talos Perform integrates with your HRIS, including Workday, iTrent Cascade, BambooHR and many more.

Talos Perform's API and SFTP sync allows for custom integrations for user-sync or extracting data for reporting purposes.



Customer stories

- *Watford Community Housing*
- *Natterbox*
- *Clarity Travel*



Customer stories

How Watford Community Housing Is Improving Employee Recognition

Watford Community Housing partnered with Talos to modernise its paper-based performance management process and create a more transparent, engaging experience for employees and managers. As a not-for-profit managing over 6,800 homes, with many staff working remotely or in the field, the organisation welcomed a simple, mobile-friendly system to securely centralise reviews and give leaders a clear view of performance.

Since launching, Watford Community Housing has moved to a continuous performance management strategy, ensuring progress is tracked consistently and conversations are meaningful. Engagement has been boosted, while completion rates have reached almost 100%.

100%

completion of end of
year reviews

99%

of mid-year reviews
were complete

2,600+

More than 2,600
objectives completed
annually

"Everyone across the business is clear about their objectives, is more closely aligned to the overall goals of the organisation and knows what they need to do to progress. Talos are always on hand to help and can answer any questions I have or resolve issues quickly."

**Szabina Nagy, Former HR Adviser at
Watford Community Housing**



[Read more here](#)



How Natterbox Introduced Quarterly OKRs for Organisational Alignment

Natterbox, a Salesforce-embedded voice solution provider, partnered with Talos to overhaul its performance management and drive alignment with business goals. Faced with global growth and a remote-first workforce, the company adopted quarterly OKRs to unify focus across teams. By Q1 2023, **91%** of employees set at least two OKRs, and **65%** completed a check-in. Over 250 objectives were created. The flexibility of Talos Perform allows Natterbox to tailor processes, generate custom reports, and spot high-potential talent, helping build a shared language and stronger organisational alignment.

50%

increase in OKRs
being set

91%

employees set at least
two OKRs

250+

Over 250 objectives
created

"It's a fantastic system that helps me manage my team's performance and personal development plans. Setting quarterly OKRs has helped move them forward, maximising their potential and aligning them with our strategic business objectives."

John McClenaghan, Global Head of Customer Support



[Read more here](#)



How Clarity Travel used Talos Perform to unite employees

A merger in 2017 prompted Clarity to reassess its approach to performance reviews with a desire to bring everyone together in an engaging and proactive way that would both help develop employees as well as provide senior leaders with better insights into the newly united workforce.

Reviews had been taking place within Clarity Travel before the merger, but these had been paper-based, making it a very manual process. These took a long time to prepare, complete and assess. With a larger workforce, it was vital to find an online solution that would be easier and quicker to complete, provide robust data and highlight areas of strength and weakness.

90%

of employees said they had greater visibility of their performance reviews

92%

of managers said it was easy to complete their comments and scoring

95%

of employees said it was easy to request feedback

"The last few months have shown how important it is as an organisation to be agile and ready for change. Having the support of their Customer Success team gives me the confidence to know that we'll be ideally placed to evolve our performance management process, no matter what the future holds or where our employees are based."

Neil Wainwright-Farrar, Head of Learning and Development at Clarity Travel



[Read more here](#)

Onboarding & Support

- *Onboarding*
- *Offboarding*
- *Support*





Onboarding and offboarding support

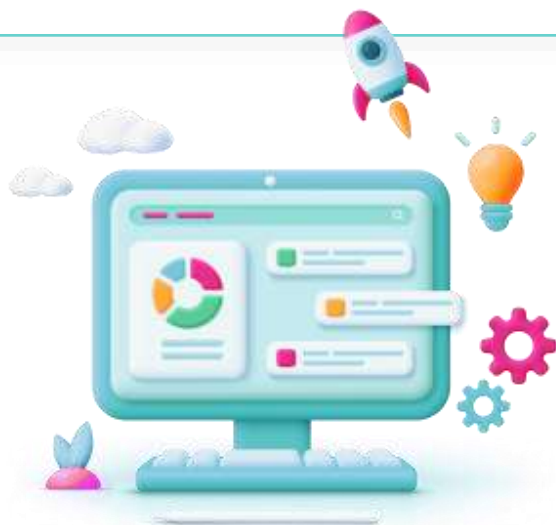
As part of our partnership agreement, we'll provide comprehensive support throughout your Talos Perform onboarding journey, ensuring a smooth transition onto the platform and setting you up for long-term success.

During onboarding, you'll be assigned a dedicated Customer Success Manager who will work closely with you to understand your requirements and performance management goals. We'll support you through system configuration, integrations and SSO, internal testing, communications, and employee onboarding, alongside tailored guidance to help your teams get the most out of Talos Perform.

The onboarding process typically takes between one and two months, depending on stakeholder engagement and any required integrations. Once live, we'll continue to review and refine your setup to ensure the solution continues to meet your needs.

Throughout your contracted period, our award-winning Talos Support team will remain available to provide ongoing assistance and troubleshooting whenever required, ensuring the smooth and reliable operation of your performance management solution.

When it comes to offboarding, our support continues. We'll securely provide your Talos Perform data in a standard CSV format, enabling easy transfer to another system. Following successful data transfer, your data is removed from our databases and expires from backups within 35 days, ensuring a secure and seamless transition at every stage of your engagement with Talos360.





Account Manager

Customers have a dedicated Account Manager available during 9–5 pm UK working hours. Your Account Manager is your primary point of contact and strategic partner, responsible for overseeing your relationship with Talos.

They coordinate all aspects of your account, take time to understand your business objectives, and ensure you are getting maximum value from the platform. By sharing insights and acting as an extension of your internal team, they help align the Talos solution with your wider goals.

Your Account Manager will proactively manage commercial discussions, future planning, and any escalations, acting as your internal advocate within Talos.



Customer Success Manager

Customers also have a dedicated Customer Success Manager available during 9–5 pm UK working hours.

Your Customer Success Manager is a product and sector specialist, available by email, phone, or web chat. Their focus is on day-to-day platform success, providing technical administrator support, reporting training, and guidance on how to achieve the outcomes you're looking for from the Talos solution.

Employee training sessions or bespoke training videos can be provided as an additional service.



Support

Our dedicated staffed service desk is available to all clients during standard working hours from 9:00 am to 5:00 pm (UK time) .

Outside these hours, support remains available 24/7 through our intuitive self-service portal, ensuring continuous support whenever and wherever you need it.



Technical requirements

- *Technical requirements*
- *Security*



Technical requirements

Talos Perform solely requires a modern, up to date browser. Mobile and desktop devices are supported.

Supported browsers are:

- ✓ Microsoft Edge
- ✓ Firefox
- ✓ Google Chrome
- ✓ Opera
- ✓ Safari

Apps for Microsoft Teams and Slack are also available.

For single sign-on, SAML 2.0 protocol is used. An Azure AD marketplace app is available.

Security

Talos is certified to the ISO27001 standard. This standard covers a wide range of security measures that ensure the availability, integrity and confidentiality of customer data. Measures include external application penetration testing through to HR and recruitment policies. The standard places an emphasis on continuous self-improvement and reflection to ensure our systems grow further secure over time.

Customer data is stored in Microsoft Azure in the UK in Microsoft's world-class data centres.

Further information is available here: <https://talos360.co.uk/policy/>

Specific information about security policies is available upon request. We are more than happy to complete the security questionnaires required by your IT team.

Social value

- *Our commitment to positive change*
- *Our impact*
- *Fighting climate change*
- *Equal opportunity*
- *Wellbeing*
- *Tackling economic inequality*



Our commitment to positive change

Talos360 is one of the most exciting and fastest-growing people technology businesses in the UK. We help organisations solve tomorrow's talent challenges, giving them a better way to attract, engage, retain, and manage high-performing teams so they can thrive and grow.

Our impact also goes far beyond saving time and money or helping customers hire and manage great people. Through our solutions, we contribute to a fairer, more inclusive world of work. By enabling access to wider talent pools, reducing bias in recruitment, and giving employers deeper insight into engagement, wellbeing, productivity, and performance, we help create workplaces where everyone can participate fully - regardless of background. This is something we're incredibly proud of.



"At Talos360, our mission has always been about more than technology; it's about people. We're proud to help organisations unlock the full potential of their teams, creating workplaces where everyone can thrive, and diversity is encouraged. Delivering lasting impact means not only solving tomorrow's talent challenges but also shaping a fairer, more inclusive future of work. As we continue to grow, our commitment to finding a better way for our customers, their people, and society, remains at the heart of everything we do"

Janette Martin
Talos360 CEO



Our impact

We're proud to partner with successful, forward-thinking businesses across the private, public, and third sectors - including large enterprises, global organisations, major franchises, charities, and well-known household brands. We build long-lasting partnerships with our customers, with some having been with us for our full 15-year journey. Through these relationships, we deliver meaningful, measurable, positive impact by:



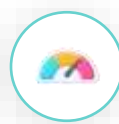
Promoting equal opportunities and helping companies to find the very best talent for their roles



Helping companies to provide employees with productive and engaging employment, irrespective of their background



Using enabling technology to promote the empowerment of women and their full and effective participation in the workforce



Supporting effective performance management that promotes continued professional development and the fair and transparent allocation of training budgets

How we use our products for positive impact

While our software delivers strong results for customers, we also leverage our own platform internally to create an award-winning workplace culture.

By using our autonomous people technology, we have been able to continuously enhance our own culture, recruitment process and overarching people strategy. Acting as our own customer has enabled us to capture meaningful feedback, make data-driven decisions, and ensure that the candidate-to-employee journey reflects the workplace we aspire to be.

Through bi-annual People Surveys driven through Talos, alongside clear, actionable improvement plans, we have built a happy, engaged, and high-performing team. Transparent communication and regular feedback cycles have strengthened trust, creating a culture where employee input directly drives change.

The impact is clear:

92%

of employees now say Talos360 is a great place to work (compared to a **54%** UK average)

100%

report being treated fairly regardless of age or race.

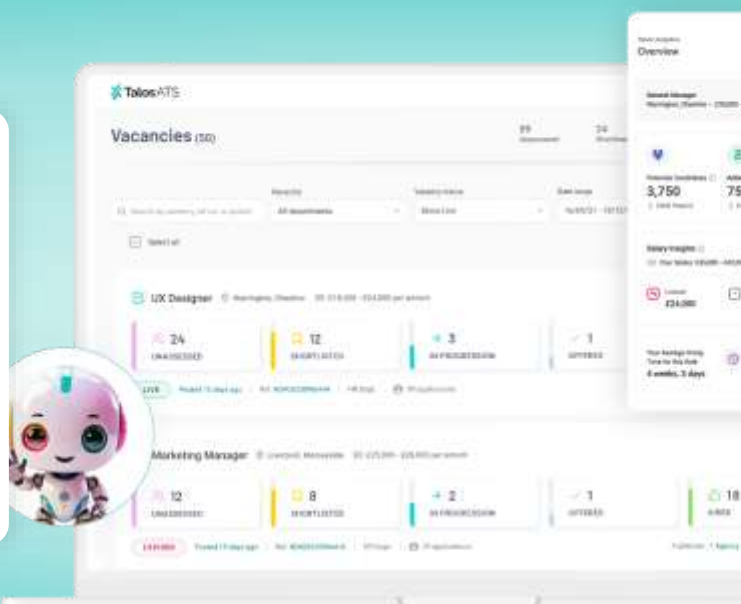
45% +

of our team is made up of a female workforce in 2025.



Attendees

Deborah Gallagher (75%) • 3 Interviewers



Talos also ensures that the candidate experience mirrors our internal culture. By automating administrative tasks, the recruitment process is more efficient, allowing our hiring managers to focus on the quality of our hires. From application to onboarding, new starters enjoy a consistent, engaging experience that helps them feel part of the business from day one.

External recognition has reinforced these results. In 2024, Talos360 was named **#1 Best Workplace in the UK** (Medium Category), and **#1 Best Workplace in Europe** (Medium Category) by Great Place to Work, alongside category wins for Development and Tech.

Our success is powered by the same technology we deliver to our customers. By managing every stage of our own employee journey within Talos, we've proven the power of our platforms first-hand. We've listened to our people, and have turned their feedback into measurable actions, supporting career growth alongside business growth and aligning our people strategy with a culture of engagement. The result is a living example of what Talos360 software can achieve when put into practice.

"The result is a living example of what Talos360 software can achieve when put into practice..."



"Using our own technology has been transformational for our culture. It's enabled us to truly listen to our people, act quickly on what matters most to them, and create a workplace where everyone feels valued and engaged. The culture we've built is living proof of what our technology can achieve."

Lyndsay Chapman,
Chief People Officer

Fighting climate change

At Talos360, our commitment to sustainable development is one of the guiding principles in our work. Since concern for the environment is an integral and fundamental part of this commitment, we aim to reduce the impact on the environment as far as possible from our operations and practices.

With sustainability and environmental improvements integrated into our business planning and decision-making, we've ensured that sustainability isn't separate from our core business but forms part of a balanced overall strategy to achieve our goals and objectives.

At Talos360, we're committed to the following:

- ✓ Calculating our carbon footprint annually
- ✓ Reporting our environmental data every month
- ✓ Ensuring our electricity is sourced from 100% renewable sources
- ✓ Encouraging online meetings, where possible
- ✓ Allowing our people, where possible, to work with a hybrid model
- ✓ Communicating and educating our people about our responsibility for the environment
- ✓ Maximising our recycling with facilities available within the office for recycling waste disposal
- ✓ Locking down all thermostats to optimise energy efficiency
- ✓ Supporting a cycle-to-work scheme
- ✓ Operating a car-sharing policy
- ✓ Where possible, utilising motion-activated lights
- ✓ Implementing an environmental, social, and governance policy that our people understand and adhere to and that is accessible to all key stakeholders through our website
- ✓ Carrying out a yearly Environmental, Social and Governance Audit to ensure yearly progress towards our ESG Strategy



Equal opportunity

At Talos360, we're 100% committed to eliminating discrimination and promoting equality of opportunity in all our working practices, internally for our colleagues and in all aspects of our day-to-day roles, including candidates, clients, and suppliers.

As a business, we carefully evaluate our employment conditions to ensure that no individual, whether already employed or seeking employment, should be subjected to unfair treatment or discrimination based on age, disability, gender reassignment, marital status, pregnancy and maternity, race, religion or belief, sex (gender) or sexual orientation.

For these reasons, that's why we're committed to:

1. Ensuring all colleagues are treated with dignity and respect and allowed to reach their full potential.
2. Implementing measures to ensure that all our employees, customers and suppliers are treated equally.
3. Ensuring all employment policies, practices, and procedures are fair and equitable to all our people (and potential colleagues) with progression within Talos360 based solely on knowledge, skills, ability, and experience.



ED&I

To support the fulfilment of this commitment, we:

1. Have robust ED&I policies and procedures in place
2. Review and communicate our ED&I policy annually
3. Ensure all our employees undergo annual ED&I training
4. Ensure all internal roles are advertised to give all our people the opportunity to apply
5. Require all recruiting managers to undergo equal opportunities and unconscious bias training
6. Celebrate and raise awareness internally on key dates each year
7. Have an ED&I Focus group that meets quarterly to ensure ED&I is at the forefront of everything we do
8. Support flexible working hours, ensuring our people have the flexibility to choose what hours work best for them.

Talos360 has been ranked as high as 7th on the **Great Place to Work** list as the **Best Workplace for Women** in the UK (medium category), which validates our commitment to equality, diversity, and inclusion.



Wellbeing

At Talos360, we actively promote and maintain our people's mental health and wellbeing through our workplace practices, encouraging everyone to take responsibility for their own mental health and wellbeing.

Employee Assistance Programme

We provide our people with access to an Employee Assistance Programme (EAP), a complete support network that offers expert advice and compassionate guidance 24/7 and covers a wide range of issues. We strongly believe in providing an EAP service that offers not only reactive support when needed but also proactive and preventative support to deliver the best possible outcomes.

Our EAP is a confidential employee benefit designed to help our employees deal with personal and professional problems that could be affecting them, covering home life, work life, health, and general wellbeing. The services available include access to counselling for emotional issues and a pathway to structured therapy sessions at their convenience, bereavement support, qualified and experienced counsellors who can help with grief, a range of CBT self-help modules, informative fact sheets and invaluable advice videos from leading qualified counsellors and access to a wellbeing app aimed at improving their health and wellbeing.

Healthcare

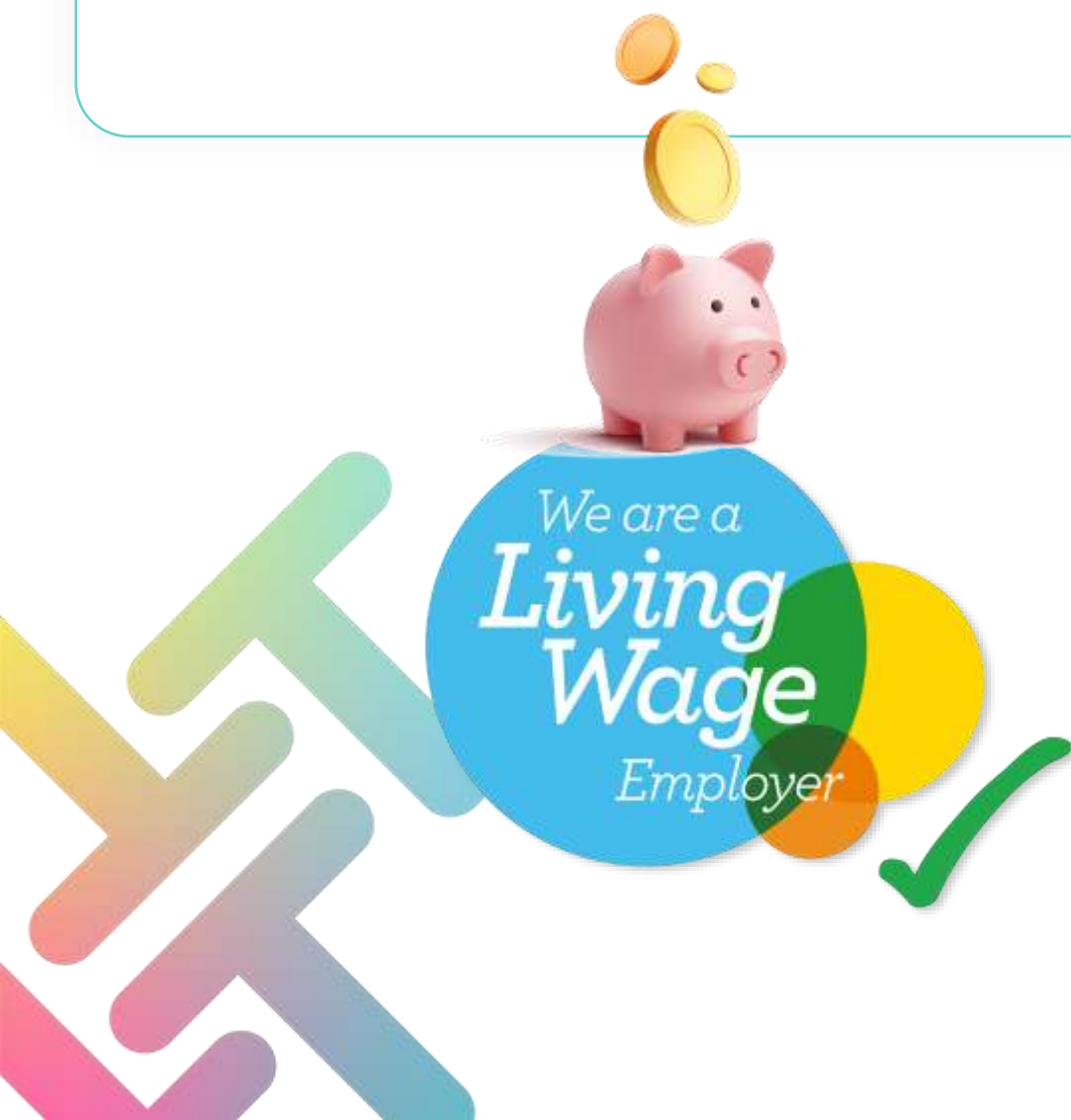
Talos360 also offers our people a healthcare cash plan, which gives them access to a 24-hour GP and money for everyday healthcare, including dental treatment, optical care, chiropody, specialist consultations, diagnostic tests and scans, and complementary therapies.

In addition, we've invested in several Mental Health First Aiders who can support our people with any mental health challenges. Finally, the company regularly hosts webinars on key wellbeing topics. Our most recent ones include Men's Health, Imposter Syndrome, Perimenopause/Menopause, and Dealing with Change.

Tackling economic inequality

At Taloso360, we're passionate about supporting our people as much as possible. As such, we've been accredited as a Living Wage Employer by the Living Wage Foundation, reflecting our commitment to ensuring that all our employees and subcontractors earn wages that meet their everyday needs.

In addition, we've implemented several schemes to give additional financial support to our people during a challenging economic climate. For example, we've introduced a healthcare cash plan scheme that provides our employees access to a GP 24 hours a day and support towards medical bills, including dental and optical treatment. We've also introduced a cost-of-living scheme, which gave an additional £125 a month to our people who earned below £26,000 for six months to support them with rising fuel bills.



Why choose Talos360?

- *A better way*
- *Award-winning customer service*
- *Mission, vision, and values*
- *Fit for the future*



A better way

Talos360's business DNA has always been to 'find a better way' for organisations to attract, hire, and retain top talent.

And we continue to help find *a better way* by listening to your needs and regularly releasing new and updated solutions based on your feedback and suggestions. Indeed, your feedback will shape our product innovation in the years to come, ensuring that our solutions continue to find you a better way to attract, hire, manage and retain top talent today *and in the future*.

Award-winning customer service

What makes Talos360 different from all the other HR talent tech on the market? With our customer service rated 4.9/5 by REVIEWS.io and Capterra, your satisfaction and ongoing support will be at the heart of everything we do. As our customer, you'll receive the full network of Talos Support, from advertising and account manager support to in-production support, access to live chat, guided workflows, and 24-hour access to Talos Help.



Mission, vision, and values

At Talos360, our vision, mission, and values ensure we continue to develop and improve our people-focused talent solutions to help you keep the best talent, whatever your challenges.

Vision – In-house HR teams typically lack resources, time, experience, and budget. We provide the solution to increase their effectiveness for best practice performance management and retention.

Mission - Thanks to the expertise and knowledge gained over 20 years in talent solutions, our tech is built with both the employee and HR experience in mind. A digital-first approach in everything we do helps us support the employee journey and meet your expectations.

Values

- ★ **Create** - We know that 'better' never stops, and neither will we
- ★ **Simplify** - We offer intuitive end-to-end products and services that solve your problems
- ★ **Collaborate** - We work as a team, both internally and with you, efficiently and enjoyably
- ★ **Succeed** - Your success is our success

Fit for the future

With the rise of flexible working and the rise of AI - just a few of the headline grabbers - it's no secret that the future of talent is changing. To ensure our performance management remains fit to meet these and other challenges, we continually shape our roadmap with your feedback, and together with our market insights, we'll ensure Talos Perform remains ahead of emerging HR and workplace technology trends.



Our other products

- *Applicant tracking system*
- *Talent acquisition solutions*



Our Applicant Tracking System

Building the right culture and processes around continuous performance management starts at the very beginning of the candidate journey. That is why hiring the right talent is so important.

Discover a powerful, easy-to-use applicant tracking system enhanced by automation and powered by responsible AI, designed to help you find, attract and hire the right people.

You're in control

Take back control of your end-to-end recruitment process with Talos ATS. Manage everything from candidate attraction and applications to shortlisting, video screening and onboarding, all in one place

Easily configurable

Talos ATS adapts to your organisation. Configure workflows, approval stages and governance requirements to match how you work. This is not a standard applicant tracking system. Talos ATS helps your organisation source, attract and hire the right candidates for your roles.



Autonomous efficiency

“Talos360 delivered a full-scale transformation in just 17 weeks.”

Stonegate Group

Saving time with AI

Using Talos, you'll save time and accelerate hiring by automating repetitive HR admin tasks. With access to AI-powered hiring tools, you'll gain predictive insights to stay ahead of your competitors, and transform your hiring...

Multi-brands? Multi-sites? We know every organisation operates differently. With Talos ATS, you'll have a recruitment partner that will transform your recruitment.

With Talos360, you'll hire right first time, every time, thanks to....

- ✓ AI-reporting intelligence with real-time, data-led candidate insights
- ✓ AI-powered job ad generator
- ✓ Accessible, configurable careers sites
- ✓ AI-informed interview insights
- ✓ Esign signature integration
- ✓ Engaging and fully informed onboarding experience

Talent acquisition solutions

At Talos360, we know that attracting talent is different for every business. That's why we offer talent acquisition solutions that match your sector, ensuring your organisation achieves the best talent outcome.

From too few candidates to too many – there isn't a recruitment challenge that surprises us. Tailoring our approach to candidate attraction based on your needs, our solutions will match your roles to the best candidates.

Here's what we offer:



Recruitment concierge

Our Recruitment Concierge service removes all the time and resource pressure of hiring by offering fully managed hiring campaigns on demand.

Scale your hiring capacity during demand spikes or resource shortages and let our Recruitment Concierge service manage your applications quickly, to ensure your time-to-hire always remains competitive.



Recruitment advertising

As the leading provider of online recruitment advertising packages, we offer a tailored, flexible approach to recruitment. Our recruitment advertising will reduce your hiring costs, helping you get the best value from our exceptional service.

What to expect from a fully managed campaign:

- | | |
|------------------------|---------------------------|
| ✓ Fast results | ✓ Brand protection |
| ✓ Expert team | ✓ Filtering and screening |
| ✓ Auditable compliance | ✓ Feedback and comms |
| ✓ Candidate focus | ✓ Full offer management |



Recruitment services

Recruitment services are offered as an extension of your internal team. We can do as little or as much candidate management as you need. From candidate filtering to successful onboarding, we cover it all.

Ideal for both candidate-scare roles and for managing high volumes of applicants, here's what our services include:

- ✓ Candidate filtering
- ✓ Candidate screening
- ✓ Headhunting
- ✓ Digital advertising
- ✓ Social media advertising
- ✓ Interview management
- ✓ Offer management
- ✓ Candidate feedback
- ✓ Candidate regrets
- ✓ Onboarding support

Contact us...



Contact us

If you have any questions about Talos Perform please contact our friendly team...



gcloud@talos360.co.uk



01744 812612



[Talos360.co.uk](https://www.talos360.co.uk)

65,000+

*users love using
Talos Perform across
80 countries*



"Its intuitive and innovative technology has been quickly embraced by our staff and we are confident that it will deliver long term sustainable benefits throughout the organisation."

Tony Buss,
Managing Director, ARAG UK