



G-Cloud 15

Service Definition Document – Health and care

Talos ATS: The complete talent acquisition and hiring platform from Talos360



HM Government
G-Cloud





Contents

Who we are	3.
Testimonials	9.
Candidate journey functionality	11.
Candidate benchmarking	13.
Candidate attraction	15.
Candidate management	22.
Candidate onboarding	29.
System integration	34.
Candidate reporting	37.
Implementation, training & support	40.
Security, resilience & data protection	47.
Onboarding and offboarding support	52.
Service levels	54.
Maintenance management	57.
Talos pricing	59.
Social value	61.
Why choose Talos360?	71.
Our other products	74.



Who we are

- *Who we are*
- *Working with us*
- *Our awards*
- *Our Applicant Tracking System*



Who we are

Talos360 is the autonomous people platform that empowers the health & care sector to hire smarter, grow talent faster, and build high-performing, people-first cultures.

Our mission is simple. We harness intelligent automation, ethical AI, and real-time talent insights to transform how the world hires and grows talent. Our vision? A world where organisations don't just manage people, they understand, empower, and grow them using intelligent talent technology.

A trusted partner to forward-thinking organisations across the health & care sector, Talos360 aims to build long-lasting partnerships that support long-term growth. With continued investment in product advancement, a robust roadmap, AI-enhanced capability releases, and seamless integrations with major HR and workforce-management systems, Talos360 elevates your hiring.

With Talos360's people technology, you'll not only streamline your processes and reduce manual tasks, but you'll also attract, hire, onboard, manage and retain the very best talent too.

Ultimately, we're fully committed to providing secure, scalable, and future-ready talent solutions that meet the evolving needs of the UK health & care 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

Working with us

At Talos360, we work with organisations of all sizes across the health & care sector, including University College London Hospitals, and Highland, St. Catherine's and Hope House hospices.

With our values of **Collaboration**, **Creation**, **Simplicity**, and **Success** at the heart of everything we do and how we do it, as our customer, you'll receive a dedicated Account Manager and Customer Success Manager to ensure you get the most out of our ATS to begin hiring the best talent for your business.

As our partner, you'll have access to intelligent automation, ethical AI, and data-driven insights that help your business unlock high performance and faster growth while building a people-first culture.

Continually innovating to stay ahead of the ever-changing employment market, we listen, we adapt, and we evolve, using your feedback to enhance our solutions so they grow alongside your needs. Our ATS is *your* ATS.

Our commitment to ongoing innovation and customer-led improvement is what sets us apart. We're focused on delivering the very best for our customers and the very best for you.

Start your journey with us today...



Our awards

With Talos360, your organisation can hire, onboard, manage, engage, and retain the very best talent thanks to an exceptional candidate experience that mirrors your internal culture.

From application through to onboarding, your new starters enjoy a consistent, engaging experience that helps them feel part of the business from day one. And having successfully supported 900+ customers, the proof is in the multiple awards we've received thanks to the impact we deliver...

IHR Supplier Awards 2025

- ✓ Bronze award for ATS

Engage Awards 2024

- ✓ Best marketing strategy

Tiara Awards 2024

- ✓ Optima Talent Tech Leader

HR Brilliance Awards 2022

- ✓ Customer Service Gold Award

While our software delivers strong results for customers, we use it internally to create an award-winning workplace culture that has produced these results...

Great Place to Work Awards 2024

- ✓ #1 Best Workplace in Europe
- ✓ #1 Best Workplace in the UK
- ✓ #1 Best Workplace in Tech
- ✓ #1 Best Workplace for Development

"Using Talos ATS, we saved 1 million in agency fees"

Briggs Equipment



Our Applicant Tracking System

Discover a powerful, easy-to-use applicant tracking system enhanced by automation and powered by responsible AI.

You're in control

Take back control of your end-to-end recruitment process with Talos ATS, from candidate attraction, application handling, shortlisting, video screening and onboarding.

Easily configurable

The system can be configured to reflect your organisational workflows, approval stages, and governance requirements. This isn't your standard applicant tracking system. Talos ATS helps your organisation source, attract, and hire the right candidates for your roles.

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...



Autonomous efficiency

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

Stonegate Group

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

We exist to help businesses and organisations find a better way to attract, recruit and retain top talent by scaling our tech to match your business needs.

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

Make hiring easier with Tali

Tali's job is simple: To make your recruitment easier. Your dedicated autonomous hiring agent, Tali, lifts the administrative burden from your team's shoulders, so that they can concentrate on all of the human aspects of recruitment.

Automating the entire candidate journey from shortlisting to summarising an entire interview and reporting intelligence that provides real-time candidate analytics, Tali is our answer to autonomous recruitment.

Utilise Tali, your autonomous hiring agent, to...



Assist with hiring



Help with job ad writing



Coordinate your diaries



Provide talent market data



Transcribe and summarise your interview insights



Improve your hiring workflow automations and notifications



Tailored AI-reporting insights to help improve future hires



Tali the Analyst



Tali the Writer



Tali the Scheduler



Tali the Notetaker



Tali the Reporter



Testimonials

- *Hope House Hospice*
- *Thrive Childcare and Education*
- *Wellington College*



We're renowned for our outstanding people-technology and our excellent customer service, but don't take our word for it. These testimonials support our commitment to creating people-focused talent solutions that our customers love to use...

If you'd like to watch or read more testimonials, you can check our website...

More testimonials



hope house
we're here for children

The administrative side of recruitment tasks was taking up too much valuable time at Hope House, so they asked Talos360 to help...




**Thrive Childcare
and Education**

As a multi-site education provider, Thrive Childcare wanted an effective and time-saving platform that would also engage with candidates...




**WELLINGTON
COLLEGE**

With no centralised document management system, Wellington couldn't keep track of candidate applications; Enter Talos360...

Candidate journey functionality

- *Candidate benchmarking*
- *Candidate attraction*
- *Candidate management*
- *Candidate onboarding*
- *System integrations*
- *Candidate reporting*



The candidate journey

What makes a great candidate journey? And how do you know if it's great?

With Talos360, our functionality will elevate your candidate journey, engaging your candidates at every stage of their journey with your organisation.

A great journey...

- ✓ Protects your brand
- ✓ Boosts candidate engagement
- ✓ Increases new hire success rate
- ✓ Improves the quality of your hires

80% of candidates will share a positive candidate experience with their work network, and 50% will post a positive mention on a professional networking site like LinkedIn or Glassdoor

StandOut CV



Candidate benchmarking

- *Authority to recruit*
- *Talent Analytics*



Authority to recruit

Our Authority to Recruit module streamlines your hiring approval process with a customisable requisition form and multi-tiered approval workflows.

It ensures your new hire requests are systematically reviewed and authorised, enhancing efficiency, compliance, and communication between departments in the talent acquisition process.

Talent Analytics

Talent Analytics provides you with real-time, data-led insights, answering the hiring questions you've always had with real-time candidate-market intel..

- Would you like to know who else is hiring your desired talent pool?
- What salary should you advertise for the role you're recruiting for?
- What's the percentage of available skilled candidates?

Take the guesswork out of hiring and give HR the competitive advantage it needs to hire the right people, with the right skills for your roles...



At a glance...

- ✓ Talent pool overview
- ✓ Talent availability data
- ✓ Salary benchmarking
- ✓ Skill search by location
- ✓ Competitor hiring trends
- ✓ Candidate demographic breakdown
- ✓ Insights summary
- ✓ Salaries by location
- ✓ Hiring history data
- ✓ Keyword maximisation



Candidate attraction

- *Advert templates*
- *AI-written job ads*
- *Talent analytics*
- *Multiposter*
- *Careers site builder*



Candidate attraction

At Talos360, we believe that candidate attraction should be made as easy as possible.

So, to support your organisation and help you attract the best candidates, Talos ATS will help you:

75% of active job seekers are likely to apply for a job if the employer actively manages its employer brand
Glassdoor

- ✓ Easily advertise vacancies across multiple job boards
- ✓ Send vacancies directly to recruitment agencies
- ✓ Advertise vacancies across social media
- ✓ Access AI to create your job ads
- ✓ Create your own careers sites
- ✓ Build your own talent pool



Advert templates

Using Talos ATS, you can take advantage of job advert templates, saving you time and effort developing your own.

Your job adverts will be optimised for keywords, SEO, and Employee Value Proposition, ensuring they attract as many relevant candidates as possible*, helping you simplify talent acquisition.

Accessible features include:

1. EVP optimisation service
2. SEO optimisation service
3. Keyword optimisation service
4. Job advert copywriting service
5. Employer branding on adverts
6. Job advert templates to save time

* Subject to job board contracts and availability.

AI-written job ads

Let Tali, our autonomous hiring agent, turned writer, create perfectly crafted job descriptions for your roles.

With Tali as your co-pilot, you'll generate job adverts in an instant. All you need to do is provide Tali with your prompts, and then watch your ad unfold.

Tali will copy your tone of voice, values and benefits, expertly matching your unique employer brand, ensuring consistency and quality across all of your job ads.

Tali will even optimise your ads, tailoring the title, industry, and location to your specific needs. Tali is forever learning and evolving, so the more you use this feature, the more Tali will be able to help.

It's a win-win. You save time and resources, and you receive expert help...



1. Quickly generate job descriptions based on the role
2. Tweak the outcome as appropriate
3. Choose the right tone
4. Send the finished description to multiple job boards

Multiposter

With Talos ATS, there's no need for costly and time-intensive 3rd party multiposter integrations. We have an inbuilt **multiposter** that does that for you. In Talos ATS, you can distribute your vacancies to multiple job advertising platforms with one click.

There's no extra integration required. Meaning you can have your jobs live in as little as 60 seconds at no extra cost.

1. In-built recruitment advertising access
2. Linked to over 70 different job boards
3. Templated job ads for easy posting
4. One-click advert distribution
5. Easily manage your job board stock
6. Control who can post jobs



Free job boards

Quickly and easily advertise your jobs for FREE* via your Talos ATS dashboard..

1. Access to the best free job boards
2. Indeed, Glassdoor, Adzuna and more
3. Optimised for Google Jobs
4. Maximise applications with Indeed Apply
5. One-click advert distribution
6. Gold Indeed partner

** Subject to job board discretion and availability*

Premium job boards

Post jobs to all the UK premium job boards with fully employer-branded adverts. Substantial discounts are available if you buy your ads through us.

1. Advertise jobs to active candidates
2. Post jobs to premium paid job boards
3. Access CV Library, Reed, Total Jobs, and more
4. Fully employer-branded ads
5. Discounted media buying



Careers site builder

37% of candidates will go directly to an employer’s website to apply for a role. Which means organisations that have a careers site effectively possess a shop window for all their job opportunities.

Can your organisation afford to miss out on top candidates by not having one?

With Talos360, use our **Careers Site Builder** to easily communicate all the benefits of working for your organisation.

Showcase your employer brand, demonstrate your employer value proposition [EVP], promote your career opportunities, and share your company culture – all of which will help attract more suitable candidates.

Create your ideal content hub with location, department, and job role sections with our easy-to-use drag-and-drop builder. There’s no need for technical skills or IT experience to edit and update your site once it’s live. Start with as many pages as needed and then update or add new pages as and when required.

Easy...

Creative control

- 1. Use your brand’s logo, fonts and colours
- 2. Custom photos and video uploads
- 3. Editable page/site navigation

Candidate usability

- 1. Mobile phone-friendly designs
- 2. Enhanced candidate visibility with SEO
- 3. Candidate job search filters

Full flexibility

- 1. Default, quick-start templates
- 2. Drag-and-drop component builder
- 3. Editable page/site navigation



Applications forms

Within Talos ATS, you'll have access to a fully customisable application forms feature, allowing you to create tailored application forms for all your job postings.

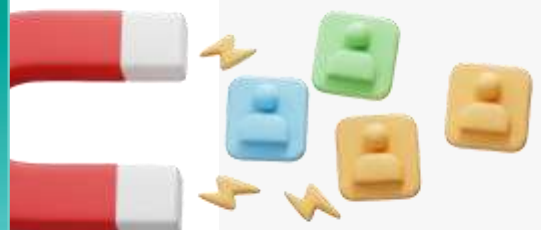
With CV upload, filter, scored killer questions, and more, this dynamic module ensures your recruiters gather information relevant to each role, enhancing the screening process and improving the overall quality of your candidate selection.

Agency portal

If you have hard-to-fill vacancies, easily send them to an agency of your choice with our recruitment agency portal.

With no phone call or unnecessary admin required, send your brief along with documentation such as terms or interview questions, and with just a few clicks, you can request help filling your vacancies.

1. Select the best agencies for your role
2. Instruct agencies remotely
3. Agency access portal
4. Real-time updates
5. Identify the source of candidates
6. Candidate ownership management
7. Benchmark agency performance
8. Control agency spend



Talent pool

Within Talos ATS, you'll have access to a fully customisable application forms feature, allowing you to create tailored application forms for all your job postings.

With CV upload, filter, scored killer questions, and more, this dynamic module ensures your recruiters gather information relevant to each role, enhancing the screening process and improving the overall quality of your candidate selection.

Available with the talent pool functionality:



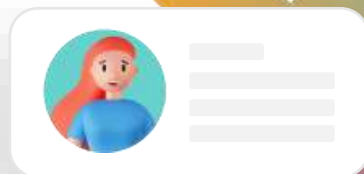
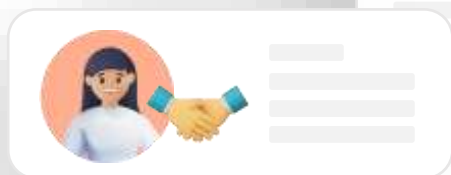
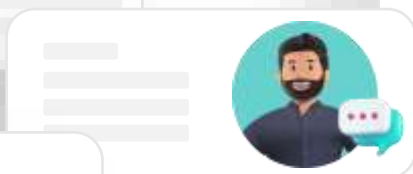
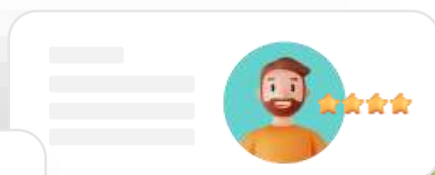
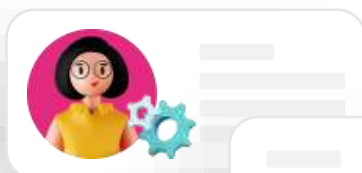
Unique keyword filters



Location parameters



Boolean searching



Candidate management

- *Candidate assessments*
- *Unbiased recruitment*
- *Scorecards*
- *Video screening*
- *Interview building*
- *Interview insights*



Candidate management

With simplicity, one of our core values at Talos360, we believe your ATS should do the hard work for you.

That's why, with Talos ATS, candidate management is easy. View applications, progress candidates, arrange interviews and automate your communications all *directly* from Talos ATS.

What's available...

1. Complete candidate management control
2. Fully branded automated emails and SMS
3. Candidate assessment and scoring tools
4. Unbiased recruitment features to promote diversity
5. Video interviewing for remote recruitment
6. Video screening functionality

Workflows

Don't worry about your workflows.

We create custom recruitment workflows around your hiring processes so that every vacancy has the hiring stages and processes you need.

Personalised communication

With Talos ATS, you can tailor the progression stages and candidate journey to each vacancy's specific requirements. In addition, candidate communications, such as email and SMS, can be templated and automated throughout your progression stages.

Using our hiring software, you can even standardise your hiring journey to ensure every candidate receives the same user experience.

Timeline ('Candidate Audit')

In Talos ATS, we offer you a streamlined view of a candidate's journey with your organisation that guarantees a transparent and communicative hiring experience.

As part of this timeline, you'll be able to keep track of the following:



Previous applications



Sent emails



Candidate progression audit

With this feature-rich timeline, your organisation simplifies candidate management, enabling you to efficiently manage and make informed decisions based on the candidate journey.

Candidate assessments

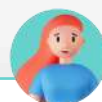
With 51% of UK candidates admitting to lying on their CVs, why not utilise unbiased, science-based candidate tests to find your ideal, skilled candidate instead?

With these all-inclusive candidate assessments accessible directly from Talos ATS, including online psychometric testing, you can now hire the right people first time, every time.

Avoid wasting time and money on bad hires, standardise your hiring processes, minimise unconscious bias, and create a more inclusive hiring process: Candidate assessments will unearth the people with skills you need for your organisation.

What's included:

1. A choice of seven key tests
2. Access to science-based psychometrics
3. Access to personality tests
4. Ability and skills assessments
5. Ability to minimise unconscious bias
6. A reduced reliance on CVs
7. A reduced risk of bad hires



Science-based tests

Choose from skills, aptitude and personality tests with our Talent Strengths candidate tests.



Unbiased recruitment

Manage your candidate decisions based on scored test results to minimise unconscious bias.



Better hiring

Make sure you're hiring against the skills and aptitude you need and reduce the risk of bad hires.



Unbiased recruitment

At Talos360, we understand that we all possess biases of some sort.

To counteract the influence of conscious or unconscious bias in the hiring process, Talos ATS possesses a variety of **unbiased recruitment features...**

1.

Structured Recruitment Process

Talos ATS provides a structured approach to recruitment, allowing you to set clear, consistent standards and criteria for candidate evaluation, ensuring all applicants are assessed based on the same parameters.

2.

Blind screening capabilities

Our system can be configured to hide candidates' personal information, such as name, gender, age, and ethnicity, during the candidate journey, which helps minimise unconscious biases and promote diversity. In addition, CV redacting can be activated.

3.

Automated workflow

To support a fair and efficient screening process, Talos ATS automates various recruitment tasks, such as sorting and ranking candidates based on objective criteria rather than subjective opinions.

4.

Comprehensive reporting and analytics

Talos ATS offers detailed reporting tools that can track and capture ED&I data throughout your candidate's journey. These metrics allow effective, unbiased recruitment, contributing to a more equitable recruitment process where all candidates are given a fair chance based on their qualifications and skills rather than subjective criteria.



Balanced scorecards

With Talos360, you'll also have access to balanced scorecards that you can deploy throughout the interview framework. Scorecards are a great way to practice and evidence fair hiring, ensuring your candidates are uniformly reviewed and receive fair consideration for your vacancy.

Scorecards are also a great way to promote diversity, equity, and inclusion, sorting candidates solely based on their scores.



Equity, diversity & inclusion

If you're serious about promoting ED&I, Talos360 is the best hiring management software you can use since it anonymises applicants' responses to ensure recruiters remain as unbiased as possible.

With Talos ATS, you can record ED&I metrics for all your candidates. The responses to these questions aren't directly visible to recruiters, meaning there's no worry that responses can influence the selection process.

With Talos ATS, reporting on ED&I data is available for every step of the recruitment process.



Data capture forms

The data capture forms module in Talos ATS is a versatile feature designed to streamline the collection of essential information from candidates and hiring managers. This module allows you to customise your forms to gather specific data efficiently and effectively...

1. **External data capture from candidates:** This functionality will allow your recruiters to design forms that candidates fill out at relevant stages of the recruitment process, such as shortlisting and/or interviewing.
2. **Internal data capture from hiring managers:** Similarly, the data capture forms module facilitates the collection of internal requirements and feedback from your hiring managers. In addition, your recruiters can create forms for hiring managers to specify job requirements, post-interview evaluations, or feedback on candidates.

Video screening

Video screening has become central to the modern recruitment process, particularly because it's quicker than telephone interviews and great for volume recruitment.

With Talos ATS, you can make it high-pressure or completely stress-free for your candidates with multiple answer options.

Options available:

1. First response only answer option
2. Unlimited retry answer option
3. Time-limited answer option
4. Set the number of answer retries
5. Create your own questions
6. Complete by a specific date



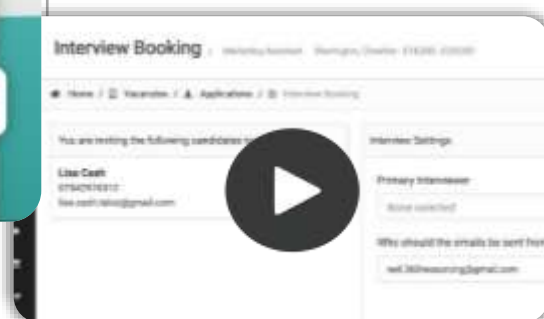
Interview booking

Time has always been an issue for HR. But HR can save lots of it with our advanced interview booking scheduler.

Assign slots to candidates or let Tali, our autonomous HR agent, manage the process for you.

Here's how Tali can save you time:

1. Calendar integration for interview availability
2. Candidates can self-select interview slots
3. Allocate set times to your candidates
4. Assign multiple interviewers
5. Send SMS reminders to candidates
6. Email reminders to candidates
7. Arrange assessment centres



Interview Insights

Recalling every detail discussed in an interview is almost impossible.

Not anymore.

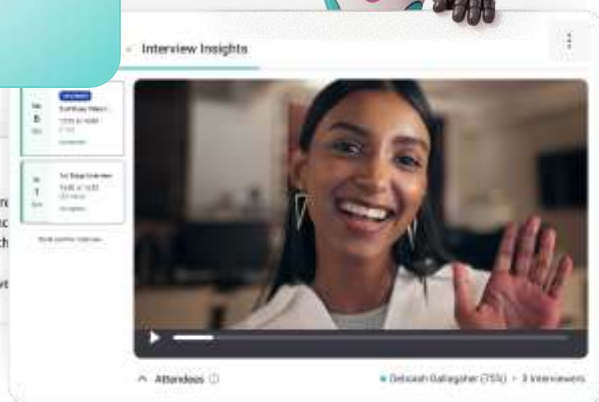
Interview Insights enables a more thorough hiring process, ensuring you leave no stone unturned in your pursuit of the perfect hire. With Tali, your AI co-pilot on hand to locate key insights from your interview, you're far less likely to hire the wrong fit.

With Interview Insights, you not only reduce the risk of bad hires, but you'll save significant costs associated with rehiring, too.

Compatible with all the best video interview platforms, including Teams and Zoom, you and your hiring team can easily review key moments, eliminating the need for manual note-taking.

What's included with Interview Insights...

1. Auto-recorded interviews
2. Instant transcription
3. Full interview summary
4. Key moments search and locate
5. AI co-pilot assistance
6. Monitored talk-time
7. Timestamped recordings



Candidate onboarding

- *Esign*
- *Background checks*
- *Referencing checks*
- *Right to Work checks*
- *Onboarding microsites*



Onboarding

According to Gallup, just **12%** of organisations onboard new starters well. Leaving **88%** facing a poor or non-existent onboarding experience.

At Talos360, we understand that onboarding is a critical driver of future job satisfaction and productivity. Which is why our candidate onboarding software makes the new starter experience smooth, welcoming, and engaging.

Transform the candidate experience by using our onboarding software to...

- ✓ Send out contracts
- ✓ Save admin time on manually validating contracts
- ✓ Engage new hires with your culture before their start date
- ✓ Verify Right to Work checks
- ✓ Collect DBS checks
- ✓ Check references
- ✓ Increase candidate engagement with an onboarding microsite
- ✓ Track candidate onboarding journey via dashboard
- ✓ Integrate with existing HR and payroll systems



Welcome to the team, John!

We're so delighted that you're joining us here at Talos. Please take a moment to review the information and we look forward to meeting you on your first day!

About Us

We are a varied bunch of people who come together to improve the customer experience in our industry. We share a passion for what we do and we do it with integrity, without ever taking ourselves too seriously.



Perks and benefits

We are a varied bunch of dedicated people who come together to reinvent the world of invoicing and improve the customer experience. We share a passion for what we do and we do it with integrity, without ever taking ourselves too seriously.



Environment

Our modern offices are comfortable, light and thoughtfully designed. Both sites offer creative work spaces, a well-stocked communal kitchen, and good access to transport links and city life.



Equipment

Start Day One with all the equipment you need to do your best work. You'll also get a generous cellphone plan and, as your role evolves, we'll upgrade your tools to keep pace.



Rewards

On offer is a financial package which includes company-paid life insurance, target-based bonuses and competitive compensation.

Esign

There's nothing more alienating for a new starter than to be kept waiting longer than is necessary for the contract letter to arrive.

At Talos360, we utilise technology to expedite the process. Within our Talos ATS onboarding suite, you can utilise our e-signature integration to send multiple documents in an envelope to be signed with a legally binding electronic signature, complete with a full audit trail for process consistency.

Standout benefits:

1. Request any number of references
2. Personal and/or professional
3. Quick view status updates
4. Email automation
5. Customisable reference forms
6. Candidate reference portal
7. Referee reference portal
8. Manual upload option
9. Resend option

Background checks

Background checks are a crucial element of the recruitment compliance side of preboarding. Unfortunately, these checks are often delayed because third-party software is involved. Using Talos ATS, you won't have that problem.

Thanks to our advanced integration with Credence, all checks, including employment, education, and professional credentials, to DBS checks, and criminal record checks are easy.

With over 20 different types of background checks to use, complete with downloadable reports and a 'live' status report on each check administered, the practical side of preboarding is covered, so you can get on with integrating your new starter.

Integrated background checks – the benefits...

1. Increased compliance
2. Time-saving
3. Easy reporting



 Talos360

Backgro  Checks

Reference checks

Chasing references has been the bane of HR for many years. In fact, it's often the point that stalls a start date. However, within Talos ATS, HR can request referee details directly from the candidate, who then forwards them to their nominated referees.

With a reference checking portal, you can:

- ✓ Request any number of references
- ✓ Pursue personal and/or professional references
- ✓ Quick view status updates
- ✓ Access customisable reference forms
- ✓ Referee and candidate have access to the reference portal

The benefits:



Full visibility – easily track the reference progress



Receive alerts – receive an alert when a reference has been submitted



Promotes quick reference return – since referee and candidate have access to the portal, references are returned quickly

Right to Work checks

Right to Work checks are an essential element of onboarding. For Talos ATS users, we've made this process easy to ensure your organisation is a legally compliant employer.

Integrated with TrustID, our customers can confirm their candidate's Right to Work status remotely, on any device, simplifying the process for both new starters and their hiring managers.

Accessing Right to Work checks via hiring software brings these four huge advantages:

1. Certified IDSPs carry out digital checks
2. Quickly confirm a candidate's RtW status
3. Easy compliance with govt legislation
4. Checks can be made remotely

Onboarding microsite

A structured onboarding process accelerates employee confidence and productivity. So much so that according to SHRM, **69%** of employees stay longer when they experience great onboarding.

With Talos ATS, you can make every new starter feel part of your team immediately with an onboarding microsite. Working to enhance employee integration and engagement with your company and its new colleagues, our onboarding microsites have a positive knock-on effect, increasing speed to competency and improving retention.

In fact, they're pivotal in providing candidates with critical information as they begin their employment journey with your company.

Accessing our onboarding microsite will allow you to:

1. Showcase your EVP and show off your culture
2. Reference upcoming social events
3. Host HR-related induction videos
4. Answer burning questions with tailored FAQs
5. Detail who's who in your company
6. Feature learning and development programs



System integrations

- *Integrations*
- *HR Connect*
- *Talos Connect*



Seamless integrations

Talos360 connects with your existing tech stack to create a seamless HR experience. From our huge range of integrated job boards to HRIS and payroll systems, Talos360 works with the best platforms to help streamline every aspect of your candidate data management.

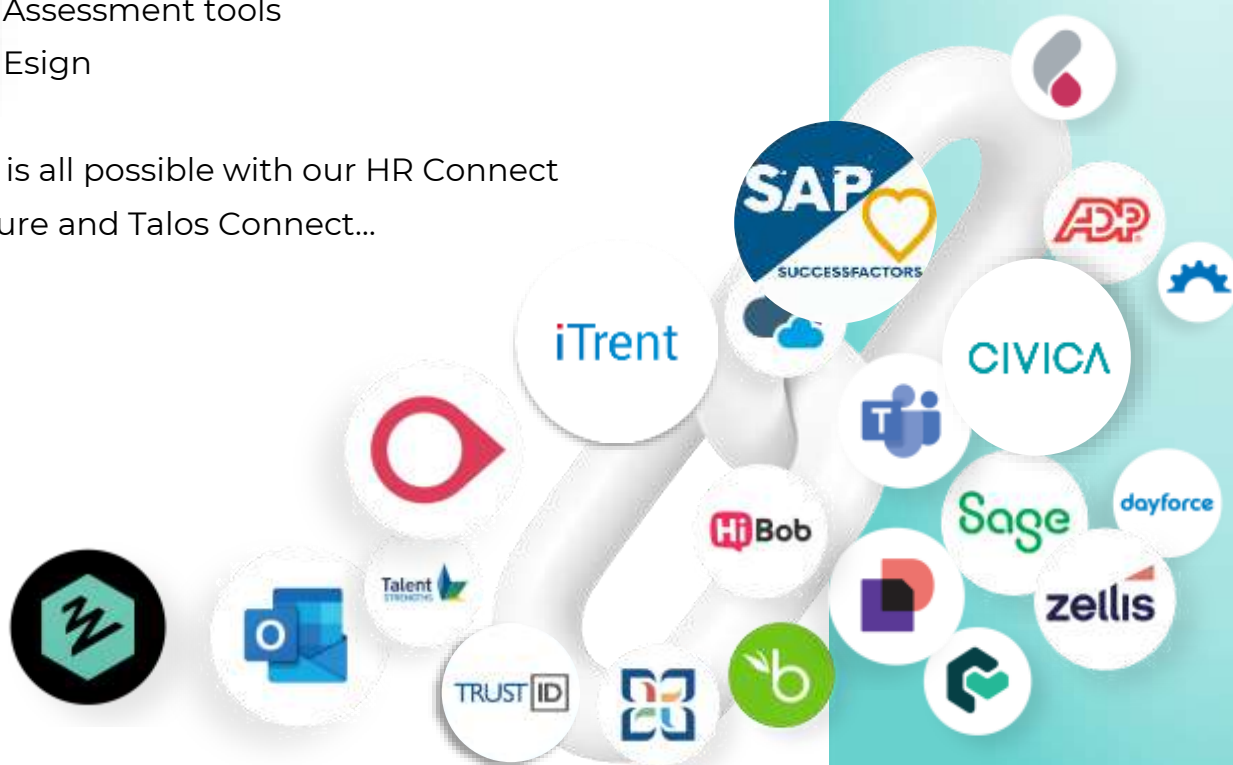
Attract, manage and onboard the best talent without ever having to leave our platform.

We move businesses beyond traditional HR technology - *say goodbye to repeated data entry.*

Integrate your...

- ✓ HRIS
- ✓ Background checking software
- ✓ Candidate comms
- ✓ Payroll
- ✓ Assessment tools
- ✓ Esign

This is all possible with our HR Connect feature and Talos Connect...



HR Connect

HR Connect provides a simple and efficient way to connect to your preferred HR systems via Talos ATS, streamlining your candidate onboarding as they transition from candidate to employee.

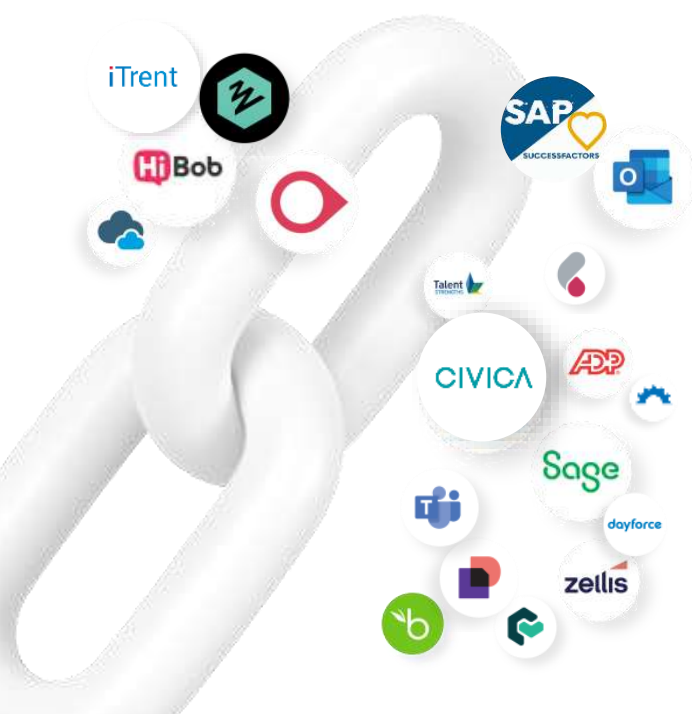
Connecting our ATS to multiple HR systems will enable you to quickly share candidate information with those systems without having to leave Talos ATS.

The benefits:

1. Streamline your admin
2. Simplify data transfer
3. Cut out multiple system use

Keep up to date...

We're adding new integrations to the HR Connect marketplace all the time. To view our latest, visit [our website](#).



Talos connect

Unlike HR Connect, where we initiate all integrations, with Talos Connect, we establish a set of standards that allow external background checks and assessment providers to integrate directly with our ATS. This facilitates a quicker, smoother connectivity, reducing the time taken for candidate evaluations.

Key features:

As well as tracking candidate evaluations within our ATS, Talos Connect will also allow you to:

1. Set pre-defined permissions for user roles
2. Request a background check or assessment
3. View and manage all background checks and assessments
4. Initiate multiple background checks or assessments
5. Cancel any check or assessment
6. Delete unwanted background checks or assessments
7. Receive real-time notifications

Benefits:

- ✓ Simplified integration
- ✓ Reduces complexity
- ✓ Minimises delays and saves time

Candidate reporting

- *Reporting & dashboards*
- *Administration*



Reporting & dashboards

Imagine having AI-reporting intelligence at your fingertips. Imagine the power to build dashboards that help your business make data-driven decisions that improve the quality of its future hires.

This is the future of data-driven hiring, and it's all here in our AI-powered Reporting & Dashboards module.

With any amount of data accessible, you can now shape your long-term workforce strategy, drive performance, spot trends early, and reduce your time-to-hire and your ROI.

Drag-and-drop your own dashboard and build reports that you *want* and that your business *needs*.

Standout features...

1. Automated scheduling
2. Downloadable reports
3. Interactive presentations
4. Data drill-downs
5. Access to 50+ predefined reports
6. Access AI-reporting intelligence
7. Customise build your own reports
8. Access three pre-built dashboards
9. Share your reports
10. Sync with Teams, Slack & Google Docs



Administration

When using Talos ATS, you'll find that the administration screens are designed to ensure that HR professionals and recruiters can efficiently manage and update the system to keep it running smoothly.

Key features and functions include:

- ✓ **System Configuration:** Adjust system settings, including user roles and permissions, to control access and functionalities based on specific needs.
- ✓ **Template Management:** Allows for the creation and modification of email and advert templates, as well as other communication materials, to ensure message consistency.
- ✓ **Integration Settings:** Admin screens offer options to manage integrations with HRIS, job boards, and other third-party services, optimising the recruitment ecosystem.
- ✓ **Custom Fields and Forms:** Customise application forms and candidate fields to collect relevant information, ensuring the system's adaptability to diverse recruitment requirements.
- ✓ **Workflow Customisation:** Provides tools to define and modify recruitment workflows, enabling the system to mirror the organisation's unique hiring process.
- ✓ **User Account Management:** Options for creating, editing, and deactivating user accounts, along with managing access levels and permissions for enhanced security.

These administration features and functions are crucial for maintaining the integrity, performance, and security of our ATS.

They also enable organisations to adapt the system to their evolving recruitment needs, ensuring a seamless hiring process.

Implementation, training, and support

- *Project kick-off meeting*
- *Project personalisation*
- *Building your ATS*
- *System training*
- *Go-live and implementation*
- *Next steps*
- *Support network*

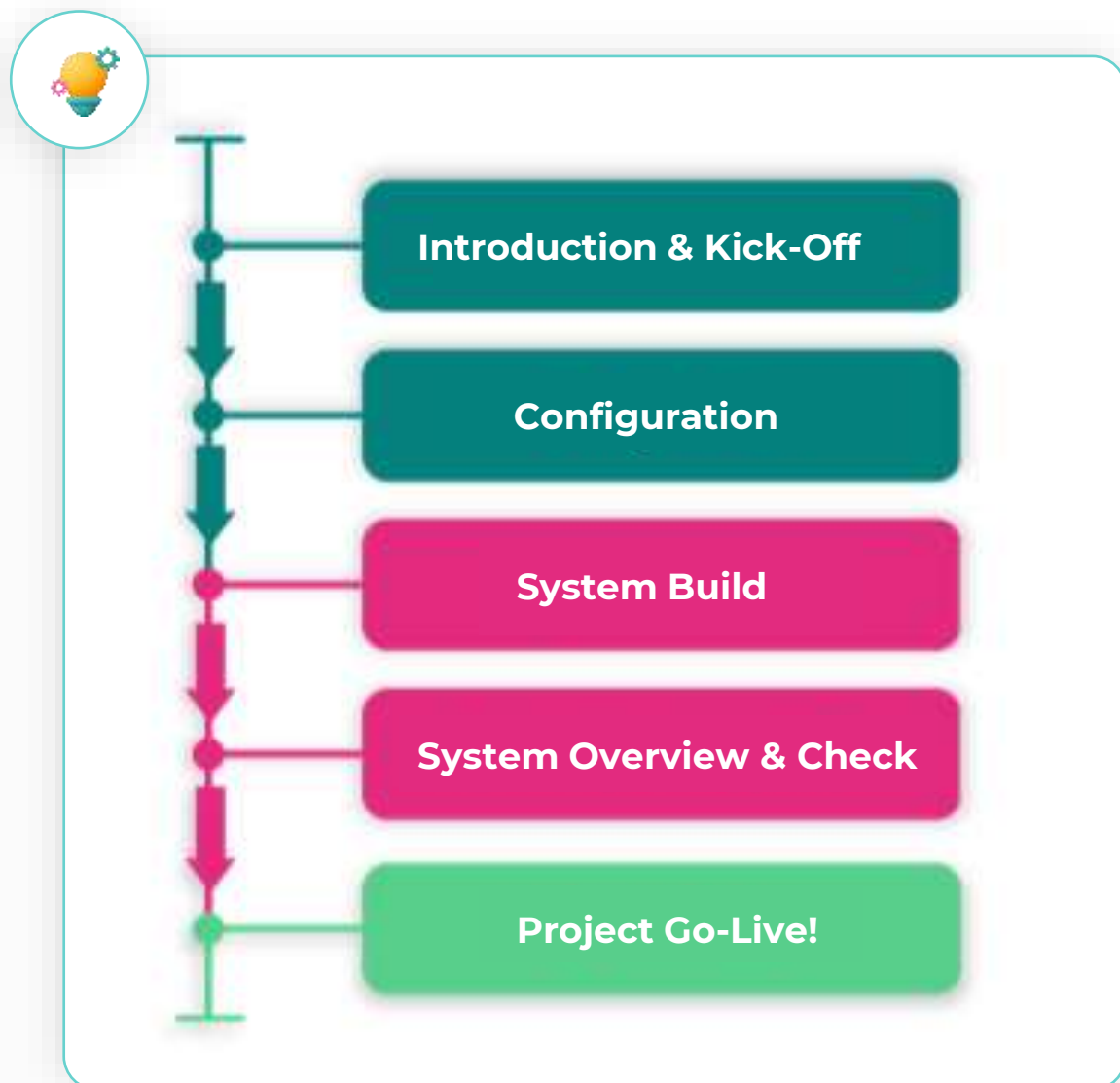


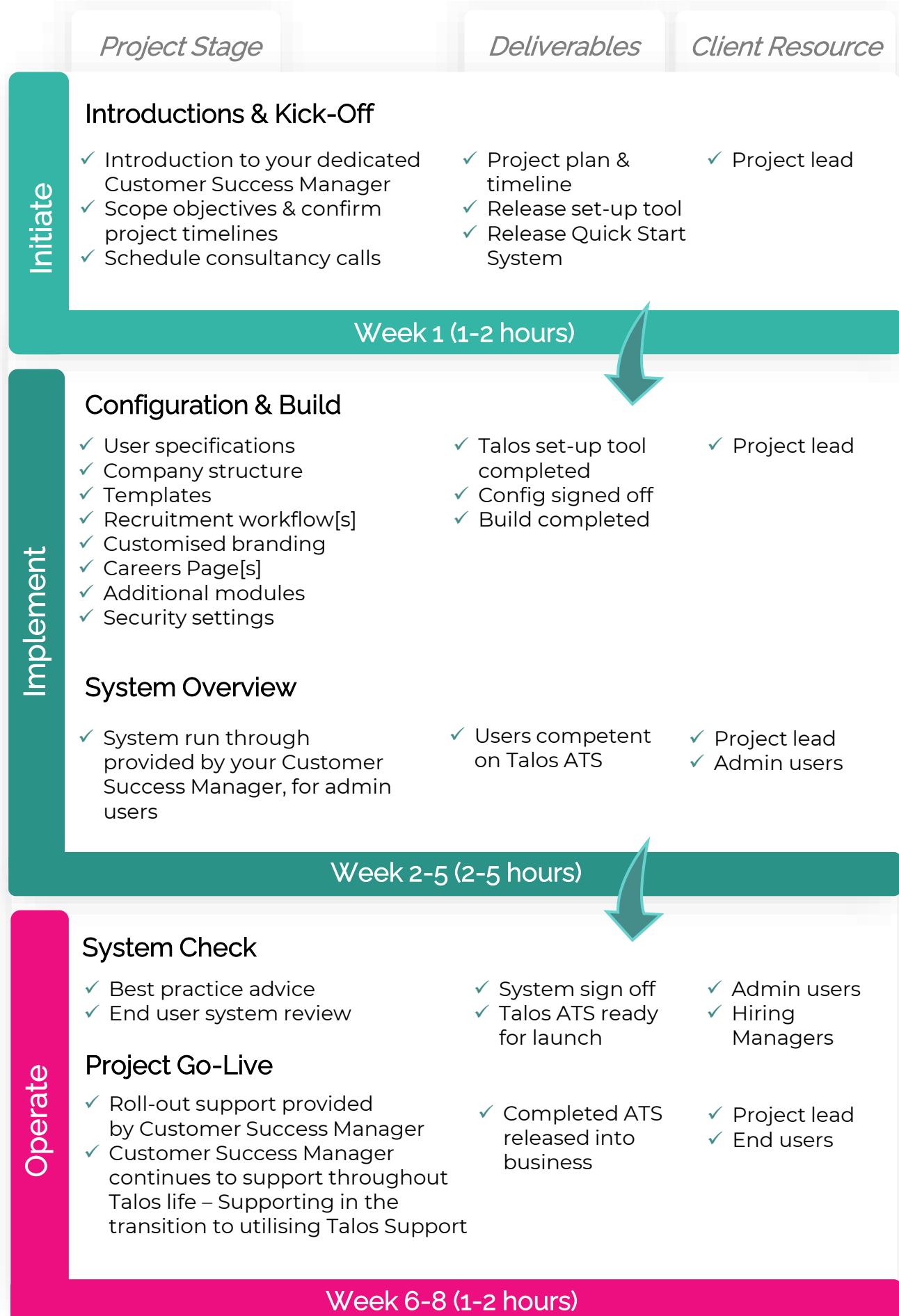
Implementation, training and support

At Talos360, our evolved deployment model ensures an efficient, collaborative, and supportive onboarding experience. Designed to deliver faster value and long-term success, our onboarding process now blends structured stages with flexibility, empowering your team to achieve its goals while ensuring a smooth launch of your Talos ATS.

Our standard deployment timeline typically spans 8 to 12 weeks. However, this can be adjusted depending on your needs.

We guide you through five key phases of your deployment project:





Onboarding Specialist



Deployment



Go-Live

Your dedicated Onboarding Specialist will support you during the deployment of your Talos ATS, offering best practice advice and guidance on how to create your perfect ATS...

Customer Success and Account Manager

*Once your Talos ATS is live, your **Customer Success Manager** will continue to work with you alongside your Account Manager proactively. They will help you in managing the software, updates, and general recruitment queries.*



Advice & Guidance



System maintenance

Project kick-off meeting

Our project kick-off meeting connects you with your dedicated Onboarding Specialist, who'll be responsible for guiding you through your project, providing expert guidance and support, and delivering hands-on configuration assistance. At the start of the project, we'll delve into your team's existing recruitment process and your aspirations for your new Talos360 Applicant Tracking System (ATS).

Your dedicated Onboarding Specialist will ensure that you have access to our interactive project management software, which will serve as your project timeline throughout the deployment process. It will also help us establish and adhere to agreed-upon deadlines, ensuring mutual accountability and timely progress.

After the introductory session, you'll receive our Quick Start system, which includes all the necessary tools and resources to allow you to post roles and commence operations promptly. Comprehensive video guides will walk you through the process, and our team will be readily available to address any queries you may have. You will also have round-the-clock access to Tali, your online AI assistant.

Project personalisation

Our hour-long consultation will determine how we tailor your project to meet your specific needs, preferences, and the objectives of the individuals and teams involved. Once we understand your specific requirements, we'll guide you through your system configuration, including:

1. **User specifications**
2. **Company structure**
3. **Recruitment workflow**
4. **Templates**
5. **Customised branding.**
6. **Security settings.**

In addition, we offer training and guidance on creating a bespoke Careers Site Builder (dependent on the product purchased), empowering you to create and modify your page/site effortlessly.

Operating a Careers Site independently of your website is especially advantageous should your website go down for any reason.

Building your ATS

Construction will begin once all the configuration elements of your build have been agreed upon by your team.

System training

Throughout the process, we'll provide several hours of dedicated support to your System Administrators and Super Users on all aspects of your new ATS. This dedicated support will ensure they have the necessary skills to maintain functionality and implement continuous improvement. We'll help you understand how your ATS works, answering any questions you may have, so you can be confident the team fully understand the system before checking over your setup.



1. System check phase

Our System Check phase is pivotal in your software development lifecycle. During this phase, we'll invite your admin users to engage with the system and assess the system setup, ensuring everything is as expected after completing the configuration phase. Before finalising the release of your ATS, we want to make sure there's no discrepancies between the system's behaviour and your requirements.

2. Hiring manager training

Over the years, we've found the 'Train the Trainer' approach to be the most effective training method. However, if you prefer, optional Q&A sessions for hiring managers can be conducted online, if necessary. We'll always collaborate with your System Administrator to understand the hiring managers' specific needs, ensuring our approach is always tailored to the user.

3. Go-live and implementation

Your dedicated Onboarding Specialist is with you every step of the way. From onboarding through to ongoing strategic support, your CSM will work closely with you throughout your entire Talos journey, ensuring you feel confident using the system. Helping you to embed Talos into your processes, they'll continuously look for ways for your organisation to drive value from the system to support your success. Furthermore, you'll also have access to our support team for any day-to-day technical queries.

4. Next steps

Your team will have ongoing access to our extensive knowledge base inside Talos, including access to our UK-based customer support team. In addition, all future updates and upgrades will be made available.

Our dedicated support team is available during office hours to promptly address any queries related to system use. And if required, Tali, your AI assistant, is available twenty-four hours a day, seven days a week.

Support network



Customer Success Managers

Following the launch of your new ATS, our Customer Success team will be on hand to provide support with ATS health checks, best practices, and escalations if necessary.



Account Manager

Here to help you future-proof Talos – whether that's reviewing job board advertising, candidate reach or exploring DBS checks. Consider them your go-to for maximising the wider value Talos can bring.



Talos support

If you have any questions about the system or require help with ongoing management, our Talos Support team will assist you. Raise your request via our Support Centre in Talos ATS.



Talos knowledge base

This portal is available through your Talos ATS account. Use Talos Help to access a wealth of information, including user guides, how-to videos and FAQs.

Security, resilience & data protection

- *Security*
- *Resilience*
- *Data backup and restoration*
- *Disaster recovery*





At Talos360, the security of your data and the continuity of your service are always top priorities. Our cloud-based platform is built with proven security controls, resilient infrastructure, and certified processes that meet the expectations of public sector clients. From encryption and authentication to disaster recovery and staff training, every aspect of our service is designed to give you peace of mind.

Security you can trust

We take a multi-layered approach to security, ensuring your data is protected at every stage:

- ✓ Encryption by default – Data is encrypted at rest using AES-256 and in transit using TLS 1.2 or higher, protecting it from unauthorised access.
- ✓ Access control – We enforce role-based access, Single Sign-On (SSO), Multi-Factor Authentication (MFA), and strong password policies across our services.
- ✓ Separation of data – Each customer's data is securely segregated using a tenanted database model, ensuring logical isolation and integrity.

We are independently certified to:

- ✓ ISO/IEC 27001:2022 – International standard for information security management
- ✓ Cyber Essentials Plus – UK government-backed assurance scheme
- ✓ We are also registered with the ICO (registration number: Z1801692) and maintain a named Data Protection Officer (DPO) to oversee data privacy compliance.

Secure hosting on Microsoft Azure

Our platform is hosted in Microsoft Azure using 100% Platform-as-a-Service (PaaS) architecture.

This provides:

1. Scalability and automation: Managed infrastructure with automated patching, upgrades, and performance monitoring
2. High availability: Services are distributed across UK South, UK West, and EU West Azure regions to ensure fault tolerance and regional redundancy
4. Compliance: Azure meets a wide range of security certifications, including ISO, SOC, and CSA STAR

Operational resilience

We've built resilience into the core of our infrastructure:

1. Always-on backups – Data is backed up automatically every 5 minutes, with secure, encrypted copies stored in a separate Azure region.
2. Fast recovery – Our recovery objectives ensure minimal disruption:
 - Recovery Point Objective (RPO): 5 minutes
 - Recovery Time Objective (RTO): 4 hours
3. Business Continuity – Our Business Continuity Plan (BCP) is tested annually and maintained to reflect evolving risks

Disaster recovery preparedness

In the unlikely event of a serious incident, we're ready:

1. We operate a clearly defined Disaster Recovery Plan, aligned to our ISO 27001 controls
2. A trained team is in place to respond to incidents, contain risks, and restore service quickly
3. We use proactive monitoring and detection tools to spot issues early and act before they escalate

Data retention & privacy

Our platform is designed to help you meet your data protection obligations:

This provides:

1. GDPR-aligned data retention: You control how long data is kept; we support automatic anonymisation or deletion in line with your policies
2. Data Subject Rights: Our platform supports compliance with rights under UK GDPR, including the right to erasure, access, and rectification
3. Secure deletion: Personal data is irreversibly deleted when no longer required, with full audit trails available

We do not share, sell, or use your data for any purpose beyond delivering and supporting the service. Any use of sub-processors is limited, contractually governed, and restricted to providers within the UK or EEA.

Sub-processor transparency

When we work with third-party providers (such as Microsoft Azure), we:

1. Only use authorised sub-processors who meet our security requirements
2. Perform annual risk assessments and reviews
3. Ensure no data is transferred outside the UK or EEA without appropriate safeguards
4. A list of approved sub-processors is available on request

Security awareness & training

Security is everyone's responsibility. All Talos360 colleagues:

1. Receive mandatory security awareness training upon joining
2. Complete annual refresher training
3. Are regularly updated on emerging threats, phishing awareness, and secure working practices
4. We also run targeted training for teams handling personal data or sensitive system access

Testing & auditing

To ensure continuous improvement, we operate a robust testing and review regime:

1. Annual external penetration testing
2. Regular internal vulnerability scans
3. Quarterly access reviews
4. Annual audits as part of our ISO 27001 and Cyber Essentials Plus certifications
5. Findings are recorded, prioritised, and resolved in line with our Vulnerability Management Policy

Change & configuration management

We manage change carefully to reduce risk and ensure stability:

1. All software changes follow our Change Management and Testing & Development Policies
2. Separate development, test, and production environments are maintained
3. Changes are subject to peer review, approval, and automated testing before deployment
4. All changes are tracked and logged for audit purposes



Onboarding and offboarding support





Onboarding and offboarding support

As part of our partnership agreement, we'll offer support throughout your onboarding journey until you're ready to offboard. This holistic support encompasses various aspects, including setting up standard deployments, configuration, and training sessions tailored to your needs.

During the onboarding process, our team will work closely with you to ensure a smooth transition onto our platform. We'll assist in setting up and configuring the necessary infrastructure, providing guidance and training to ensure you can effectively leverage all our services.

Throughout the contracted period, our award-winning Talos Support will remain available to you, offering ongoing assistance and troubleshooting to address any issues or concerns that may arise. This dedicated support team is committed to providing timely and reliable assistance whenever you need it - no stone will be left unturned to ensure the smooth operation of your new ATS system.

When it comes to offboarding, our support doesn't suddenly stop. We'll continue to facilitate a seamless transition, assisting you in closing accounts and ensuring that data is safely and securely ported to them according to their specifications. This comprehensive support underscores our commitment to delivering a positive and hassle-free experience at every stage of your engagement with Talos360.



Service levels

- *Performance*
- *Availability*
- *Support hours*





Service levels

Our contractual agreements explicitly define service levels, and we're contractually obligated to adhere to them. These service level agreements (SLAs) outline the performance metrics and standards you can expect from our services. By establishing clear and measurable benchmarks, we guarantee transparency and accountability in every aspect of our service delivery.

We recognise the importance of honouring our contractual obligations, and our teams work diligently to uphold the agreed-upon standards. Whether it's maintaining uptime, resolving issues promptly, or delivering on performance guarantees, at Talos360, we remain dedicated to meeting and exceeding the expectations outlined in our SLAs.



Performance

The architectural design of our hosting environment is engineered to handle fluctuations in usage seamlessly through autoscaling capabilities. This means that during periods of high utilisation, such as peak hours, our infrastructure can automatically allocate additional resources to meet the demand. Furthermore, our environment incorporates load-balancing mechanisms, evenly distributing incoming traffic across multiple servers. Together, these features ensure that there's never any performance degradation, even during the busiest times.

Additionally, we prioritise capacity management, with our DevOps team regularly monitoring and reviewing it, which helps us plan against bottlenecks or resource constraints. When they do identify such a risk, they promptly address it to maintain optimal performance, ensuring you continue to receive a seamless experience. This continuous monitoring and subsequent addressing of capacity-related challenges means we're always upholding our commitment to delivering reliable and high-performing services to your organisation.



Availability

Talos ATS has a guaranteed uptime of 99.5%. We've designed the system so it has no single point of failure within the environment and can auto-scale when there's high demand.



Support hours

Our dedicated staffed service desk is available to all clients during standard working hours from **9:00 am** to **5:00 pm**. Outside these hours, support remains available **24/7** through our intuitive self-service portal, ensuring you have access to continuous support.



AI assistance

For support wherever you need it, whenever you need it, your dedicated AI co-pilot and hiring assistant, Tali, will be on hand to answer any question you have.



"Talos ATS is so intuitive. It's incredibly easy to use, and it's massively streamlined our processes, saved time, money, and it's provided a professional experience for our candidates."

Helen Stevens, Head of HR, Lymm High School



"Great product, great service - fantastic support at all levels. Talos listen to you and take feedback as opportunities to improve."

Christian Barber-Smith, National Museums Scotland



"The partnership between Stonegate and Talos360 has been a true collaboration."

Penny Grant, Stonegate

Maintenance management

- *Hosting options and locations*
- *Access to data*





Maintenance management

Our platform's architectural design allows for a strategic regional approach to maintenance management within our applicant tracking system. This means that maintenance activities are initiated in one region and then propagated to others, ensuring that any necessary updates or adjustments are seamlessly implemented with minimal impact on users. This approach is specifically designed to minimise any disruption to your user experience.

Additionally, maintenance work is carefully planned and executed to avoid inconveniencing users whenever possible. In the rare event that maintenance may impact you and other users, proactive notifications are sent to keep you informed. Typically, such maintenance is scheduled outside of regular working hours and conducted within the parameters of our uptime Service Level Agreements (SLAs), ensuring our services remain consistently reliable and available to you.

Hosting options and locations

Talos360 infrastructure is hosted on Microsoft Azure Services, using 100% PAAS (Platform as a Service). Azure has extensive security and privacy certifications, including ISO and SOC compliance.

All data is geolocated and has redundancy in the Azure regions of UK South, UK West, and EU West.

Access to data

As our clients, you're afforded a grace period of up to 30 days to request the porting of your data following our contractual agreement. However, it's important to note that such data porting requests must adhere to a pre-agreed format, such as a CSV file or a database dump, that we support. This will ensure seamless and efficient data transfer while maintaining compatibility with our systems and protocols.

Talos pricing

- *How our pricing works*



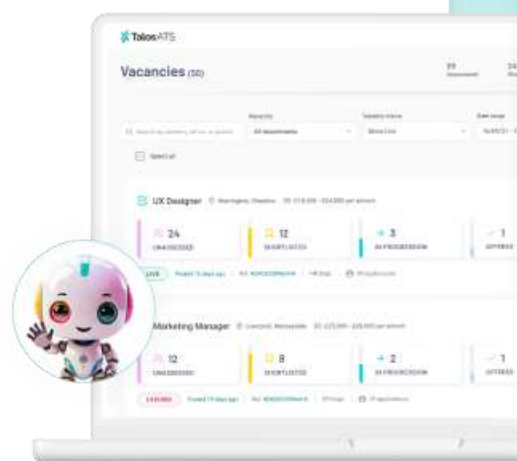
How our pricing works

Our pricing is simple and transparent, with a fixed price annual software licence based on employee numbers.

Note: Standard implementation is inclusive of the licence fees with no multi-posting surcharges.

What your licence fee includes

- ✓ Hiring software features Implementation
- ✓ Training
- ✓ Unlimited multi-posting
- ✓ Free job boards access
- ✓ No user limits
- ✓ Unlimited candidate storage
- ✓ Unlimited email sends
- ✓ Unlimited video interviewing minutes
- ✓ Careers page hosting & SSL certificate
- ✓ No ATS candidate import or export fees
- ✓ Talos Connect Marketplace integrations
- ✓ HR Connect – core HRIS integrations
- ✓ Dedicated Account Manager
- ✓ Dedicated Customer Success Manager
- ✓ Award-winning help desk support
- ✓ Tali Assist 24-hour support



Optional universal hiring extras

We also provide easy integrations with lots of amazing features to further streamline hiring and enhance the candidate journey.

Our buying power means you can also often benefit from discounted rates through Talos360 in these areas:

- ✓ Premium job board credits
- ✓ Hiring hub agency access
- ✓ Candidate assessments
- ✓ Candidate data insights and analytics
- ✓ Right to Work checks & background checks (e.g. DBS)
- ✓ Applicant Insight Surveys
- ✓ SMS text messaging
- ✓ E-sign

Standard contract duration of 36 months. All prices are exclusive of VAT.

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:



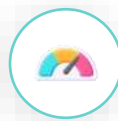
Promoting equal opportunities and helping companies to find the very best talent for their roles



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.

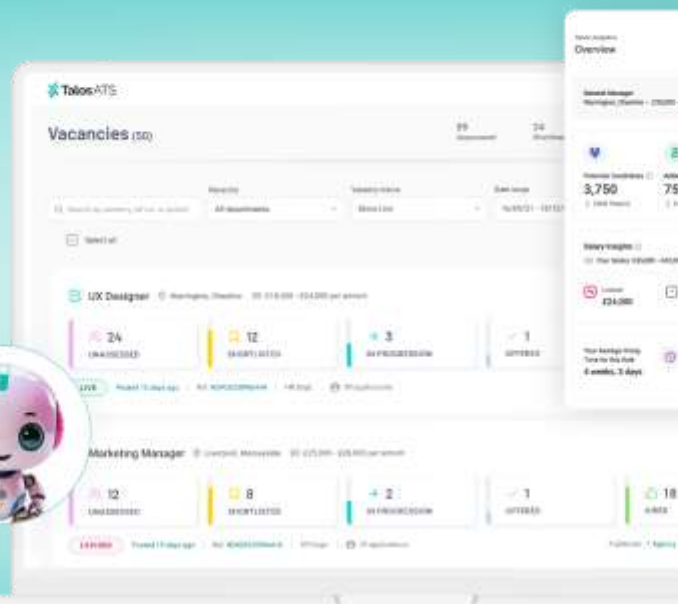
45% +

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

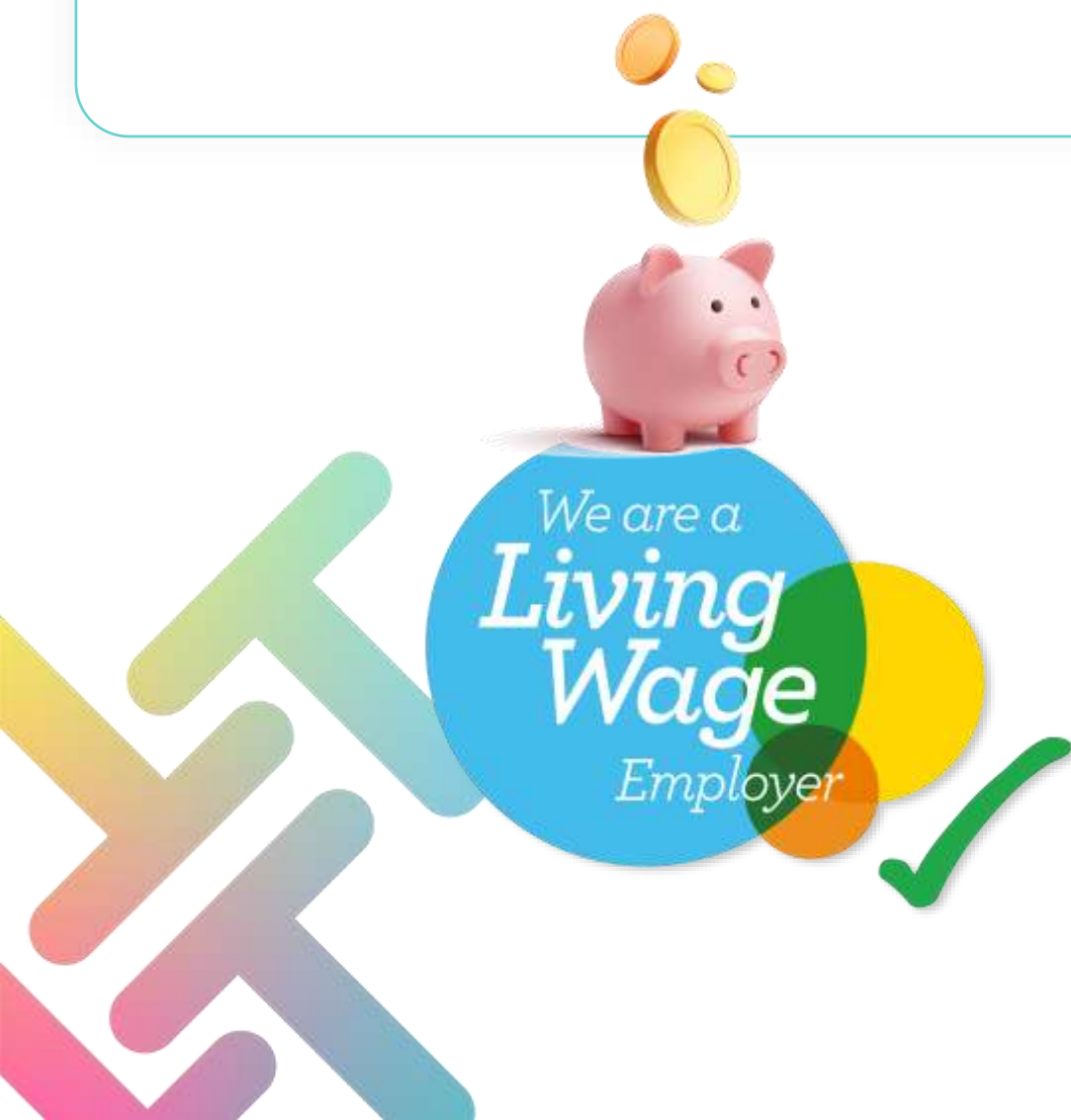
Talos360 also offers our people a healthcare cash plan, which gives them access to a 24-hour GP and money for everyday healthcare, including dental treatment, optical care, chiropody, specialist consultations, diagnostic tests and scans, and complementary therapies.

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 ATS continues to find you a better way to attract, hire 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 hire 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 hiring and retention.

Mission - Thanks to the expertise and knowledge gained over 20 years in talent acquisition, our tech is built with both the candidate and HR experience in mind. A digital-first approach in everything we do helps us support the candidate 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 acquisition is changing. To ensure our ATS 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 ATS remains ahead of emerging HR and recruitment technology trends.



Our other products

- *Performance management*
- *Talent acquisition solutions*





Performance management software

During the recruitment process, you've begun a conversation and built a relationship. But what happens to this relationship after onboarding?

How do you build on these foundations?

At Talos360, we understand that the candidate journey doesn't stop at onboarding. *It continues with our performance management software, Talos Perform.*

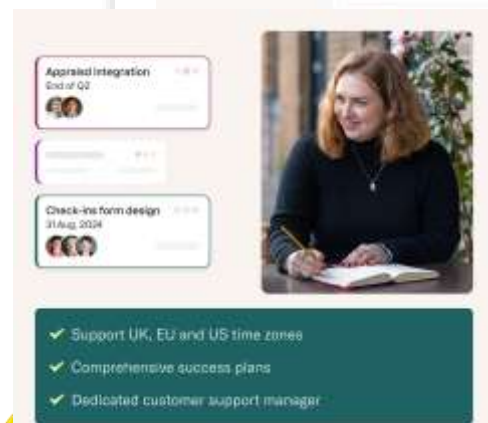
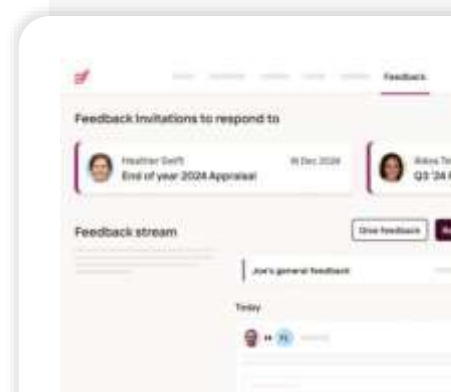
Talos Perform enables you to streamline your employee reviews, reducing HR admin, saving managers time and connecting your people-journey throughout the employee lifecycle.

Most importantly, with Talos Perform, you keep the conversation going...

Key features:

- ✓ Recognise performance at every milestone
- ✓ Request people feedback at any time
- ✓ Utilise customisable templates
- ✓ Automate performance review reports
- ✓ Provide real-time performance feedback
- ✓ Track personal growth
- ✓ Evaluate performance against objectives

[Find out more](#)



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
- ✓ Expert team
- ✓ Auditable compliance
- ✓ Candidate focus
- ✓ Brand protection
- ✓ Filtering and screening
- ✓ Feedback and comms
- ✓ 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 ATS please contact our friendly team...



gcloud@talos360.co.uk



01744 812612



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

“ ”

The level of customer service Talos360 provide is incredible. They've gone great lengths to tailor Talos ATS to our needs.

Helen Stevens
Head of HR
Lymm High School



**Talos360
improves your
retention**

"Within the first three months of using Talos ATS, wagamama had increased candidate NPS by 25%."

Martin Wonham, **wagamama**