G-Cloud 15 – Lot 2b SaaS

TalentDog™ CRM & ATS

Pricing

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TalentDog™

We are a recruitment technology and marketing company helping employers hire directly and reduce agency dependency. Our technology, TalentDog CRM and ATS was born out of necessity – the urgent need for Northern Ireland's five health and social care Trusts, ambulance service and public health agency to recruit at scale and pace during Covid across the whole-of-system including healthcare and non-healthcare, without knowing the location, quantity or vacancy type.

The Backstory

The outbreak of Covid placed enormous pressure on the NHS including Northern Ireland's health and social care system, namely the HSC. With almost 1,900 staff absent due to Covid-19, in addition to more than 5,000 existing vacancies, Northern Ireland's health-system needed to rapidly build a contingent workforce without knowing the quantity, timing or location of vacancies in what was a highly pressurised environment, compounded by remote working, travel restrictions and social distancing.

Working collaboratively across 10 organisations led by the Department of Health NI, the 'HSC Workforce Appeal' was an innovative temporary workforce solution that generated 41,518 applications and supported the direct recruitment of 8,000+ staff. TalentDog was built because no other technology solution could meet their specific hiring needs.

TalentDog CRM + ATS

At the core of TalentDog is our interactive candidate relationship management (CRM) module that creates a single view of all the employer's candidate data captured using the platform. Our ATS is also built within the platform and enables employers to streamline their end-to-end recruitment process with candidates stored in their CRM database or from recruitment marketing activities.

Our ATS features integrated communication and selection tools including the option for employers to request candidates to complete pre-recorded video interviews.

Primary contact for any questions:

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TalentDog CRM + ATS – Features

TalentDog offers the complete talent acquisition technology solution.

Module / Feature	Description
Organisation Branding	● **Organisation Information** - Logo - General email - Address, City, Postcode, State, Country - Jobs map visibility (enable/disable) - Talent pool requests from candidates (enable/disable) ● **Organisation Description** - About the organisation - Additional documents for profile - Online presence (website and social)
Recruitment Team	● **My Team** (managing team members/users and vacancies allocations per users) ● **Departments** (ATS split for jobs allocation, user assignments) ● **Email Templates** (emails with attachments to use cross pipeline communications) ● **Employer account users split:** **Owner** – full capabilities, including auto event allocation and lead capture **Manager** – Full access to the account including settings of the company profile and all features. Can add remove/edit team members of all levels. **Lead** – Standard Access to manage recruitment flows, progress candidates (ATS) and access reporting. Create or delete jobs, departments and templates. Does not have access to the 'company' profile. Lead can add edit and remove users of admin level only. **Admin** – Basic access can manage recruitment flows and progress candidates (ATS) excluding final stages in the ATS – Offered, Accepted, Compliance, Job Ready, appointed – can create email templates. Has no access to create or delete jobs, departments, reports or managing company profile. Does not have access to candidate wallet and does not have access to team members section.

Candidate Relationship Management (CRM) & Talent Pool	● **All engaged candidates** (list and access to profile cards) ● **Filters and search** ● **Candidate invite** (email based single or bulk) ● **Email ability** (single, filtered and bulk) ● **Candidate profile** - Base details - Wallet - Traditional CV - System CV generation - Direct email and phone - Intro video - Jobs applied (specific employer) - Talent pool notes - Add to a job feature
Job Posting/Listing	● **Job posting/listing** - Snippet on status and applicants number - Published, Internal, Closed with status filter - Public URL for each published job short - Recruitment pipeline (ATS) one click access ● **Create a job** - New entry - Clone existing
Applicant Tracking System (ATS)	● **Job visibility** (quick status change) ● **Add candidate** - From talent pool - Invite (email based) ● **Copy link** (the public URL link for published jobs) ● **Edit workflow** (pipeline customisation shortcut) ● **Edit Job** (full entry edit access) ● **Applicants list by stage** - Bulk actions (email, move to another job, copy to another job, delete) ● **Candidate rating** 1-Not satisfactory to 10-Excellent**,** filterable through candidates by stage ● **Applicant management, evaluation and progression Management** - View candidate profile - Move to another job - Copy to another job

	- **Share candidate** (ability to share profile and docs with external emails, web interface with evaluation option) - **Reference request** (on workplaces and referees provided by candidate sent directly to referee as web interface form with submission and notifications) - **Reference request** (to candidate on workplaces without referees to provide reference details with notifications as well) - **Delete candidate** (Deleting from the pipeline level removes from job not from talent pool) **Comms, evaluation and progression** - **Email engine with integration** (emails received and sent integrated with the user original engine e.g., outlook. ID for all comms per user and org) - **Calendar events schedule** (Meeting, Interview, Phone call, Phone interview, Video Interview not systematic, Pre-rec video interview depending on activation and templates created) - **Notes** (with ability to tag/cc other org users or super admins) - **Quick evaluation** (thumbs up/down with optional notes) - **Quick rejection (**with customisable rejection email) - **Stages progression** (move stages freely) ● **Applicant hashtags** (searchable on ATS pipeline) ● **Applicant customisable headline** (ID, description support, transferable to report) ● **Timeline** - Full timeline (all actions against candidate) - Filtered entries (notes, actions with files, - **Application form (**overview) - CV (if applied with) ● **Unique stages** - **Rejected** (sending an automated or custom email to candidate) - **Offered** (allows to set up sign to accept or click to accept option, custom or auto email, attach letter of offer and supporting docs, auto move to accepted or declined stage on

	execution by candidate requires candidate acting on) - **Appointed** (captures the time and date of candidate hired, static in the report once executed, complementing the KPIs on dash)
Pre-Recorded Video Interviews	● Activated by super admin on request from employer ● Live like experience with time to think and time to answer ● Questions revealed on completion ● Invite with due date ● Fully customisable sections and questions ● One interview per job (can be used as templates interchangeably across all jobs)
Reporting	● **Pipeline** - Status - Applicants by stages - CSV download available ● **Candidate Breakdown** - Timeframes filter - Individual jobs - Application form answers with singular pipeline report - CSV download available ● **Recruitment progress** (average time to reach next stage) ● **Time to hire** - Timeframe filter - Csv available ● **Team activity** - Pipelines allocation - Emails sent - Notes - Schedules ● **Invitations** - Talent pool invites issued - Job invites issued - Status of (accepted, pending, rejected) ● **Talent Pool Breakdown** (all candidates with details and source as per origin intake)

Dashboard	● **Find my candidate** (type in with hints for a candidate card quick access) ● **Lifetime activity** - Sourced (All engaged – talent pool presence) - Active (Applicants and all stages with indication of rejects) - Hired (Appointed candidates any pipeline) - Lost (withdrawn stage excluding dropouts who withdrew from the process on their own) ● **Current Campaigns** - Individual job or combination of jobs per above break ● **Candidate progress** (global account KPIs based on stages) - Time to offer - Time to interview - Interview to offer ● **Average offer Acceptance rate** (account overall based on accepting systematic sent offer) ● **Average time to hire** (account overall application to landing in the appointed stage) ● **Live Vacancies** (latest 3 published jobs with a short cut to the pipeline and link to view all) ● **Notifications** (complemented with email notifications: talent pool requests, mentions in notes, calendar events) ● **Recommended events** (location based)
Support	● Request a call back ● Email support
Calendar	● Records of existing schedules ● Interview availability ● Share calendar with candidate self-booking slots

TalentDog User Licence Pricing Options (Modular)

Our standard user licence pricing is based on the total number of whole time equivalents in the client organisation and the minimum contract length is 12 months.

Organisation Size*	**ATS & CRM User Licence Fee**
20,000 employees or more	£8,666 per month
Between 15,000 and 20,000 employees	£8,250 per month
Between 10,000 and 15,000 employees	£7,625 per month
Between 8,000 and 10,000 employees	£6,583 per month
Between 5,000 and 8,000 employees	£5,750 per month
Between 3,000 and 5,000 employees	£4,885 per month
Between 1,000 and 3,000 employees	£3,583 per month
Between 500 and 1,000 employees	£2,666 per month
Between 100 and 500 employees	£1,950 per month
Less than 100 employees	£1,095 per month

All prices are exclusive of VAT. Multi-year discounts available.

Individual prices may increase during the contract as per CCS guidelines at call-off level, where reviews have been agreed by both parties prior to the contract award.

TalentDog Implementation Fees

Please note that specific inclusions and exclusions may vary depending on the buyer's requirements and the agreed-upon service package. It is recommended to review the modules and features listed in this document and engage with our team to determine the exact scope and associated services required for a particular implementation. For the avoidance of doubt our ATS and CRM are included in the monthly user licence fee and all the services listed below are included in our standard implementation fee. Our enhanced implementation fee is designed to support the migration of data from an existing platform, customisations, integrations and hosting based on the buyer's specific requirements and is priced separately.

Our standard implementation fee for organisations up to 10,000 employees is £19,995 per organisation for our standard 8-week deployment.

For organisations that employ more than 10,000 employees, there is an additional fee of £395 per 1,000 employees thereafter.

Our standard implementation fee includes:

- **Configuration and Setup**: Our implementation team will configure the TalentDog platform to align with your existing recruitment processes and includes setting up user accounts, defining roles and permissions.
- **Testing and Quality Assurance**: Our implementation team will thoroughly test the configured software to ensure it functions correctly and meets your requirements. This may involve identifying and resolving any issues or bugs before deployment.
- **User Support**: Our implementation team will provide comprehensive user guides and access to tutorial videos on to perform common tasks and troubleshoot issues.

Enhanced support is charged in addition to our standard implementation fee and annual user licences and is subject to the complexity of the integrations that are required. Our enhanced implementation fee is charged at a rate of £995 per day and is separate to any third-party integration fees or third-party tool subscriptions. .

- **Training**: We provide in-person on-site training for up to 10 client users to ensure they understand how to effectively operate TalentDog and to get the most from their experience. The cost per training session is £2,950 per day excluding travel and accommodation costs (if required by the TalentDog training team). Once implemented, our platform team will provide unlimited free user support throughout the contract period by telephone, email and online.
- **Data Migration**: Our implementation team will assist with transitioning from your existing recruitment system to TalentDog, making the process as seamless as possible. This could include the importing of candidate profiles, job listings, and other relevant information. Our implementation team will be required to conduct a thorough review of your existing system and prepare a data transfer plan. Our team can also support the migration of data from TalentDog as part of the off-boarding termination process with the same fee structure for onboarding.
- **Customisation**: Our implementation team will create custom fields and workflows including recruitment stages as well as branded application forms and templates for communication and configuring automated actions and notifications.

- **Third-Party Integrations**: TalentDog has been designed to easily integrate with other systems and software such as HR, Payroll, Background Checks, Career Sites and Job Boards, however, integration via an API will be required. Integrations will require the cooperation of your existing software provider and may incur additional fees by these providers to facilitate the integration with TalentDog.
- **Private Cloud**: Our platform is provided as part of a public cloud; however, our implementation team can support the implementation of a private cloud operated solely for the benefit of the buyer. Setting up and maintaining a private cloud will require significant upfront investment in hardware, software and personnel, that will require more detailed information from the buyer in order to provide pricing.