



Palantir Centre of Enablement (CoE)

Service Definition Document

G-Cloud 15

Status: Definitive

Security Commercial – In Confidence

Version no.1/0

THINKING
BEYOND
LIMITATIONS

We're Kainos

Formed in 1986, we set about finding the best people to tackle the most difficult digital work. We fostered a culture where people truly care for each other and the world around them.

Our reputation for software engineering and problem-solving was quickly established, and our customers started to view us more as their colleagues

We're much bigger now, helping organisations across the globe to navigate change in more ways than ever. But some things never change, like our commitment to our people, delighting our customers, and our technical ability

Some say we're leading a quiet revolution in digital, but if you ask us, we're just doing our bit to make the world a little bit better.



3,132 amazing
people



13 consecutive
years of growth



40 years
of innovation



£382m revenue
(FY2024)



13 locations
globally



FTSE 250 listed
tech company



Our core expertise

The digital revolution is already happening. We're leading from the front to help our clients **seize every digital opportunity** and be future-ready.



Cloud



Business Applications



Data and AI



Managed services



Engineering



Service and
experience design



Workday services
and products

- Test
- Audit
- Shield
- Deployment
- Optimisation
- Spark & Grow

Palantir Centre of Enablement (CoE)

A structured Palantir Centre of Enablement that builds lasting internal capability. We design operating models, governance, tooling, and bespoke training academies to help organisations scale Palantir Foundry and AIP delivery independently, supporting enterprise adoption.

Features

1. Establishment of enterprise Palantir Centre of Enablement
2. Bespoke Palantir training academies aligned to buyer needs
3. Structured skills pathways from beginner to advanced practitioner
4. Paired delivery and mentoring with experienced Palantir engineers
5. Governance frameworks supporting safe, ethical, and scalable Palantir use
6. Standards, patterns, and reusable delivery accelerators
7. Ontology design and best practice enablement
8. Access to security-cleared resources meeting SC and DV requirements
9. Operating models for sustained Palantir delivery and continuous improvement
10. Role-based enablement for engineers, analysts, product owners, and leaders

Benefits

1. Build lasting internal Palantir delivery capability
2. Reduce long-term reliance on external suppliers
3. Accelerate adoption through structured, role-based training
4. Improve quality and consistency of Palantir solutions
5. Enable scalable delivery across multiple projects/teams
6. Increase confidence of business and technical teams
7. Embed governance and best practice from day one
8. Support workforce development and retention
9. Align skills development to organisational priorities
10. Create a sustainable foundation for long-term value

Palantir Centre of Enablement (CoE)

The Palantir Centre of Enablement (CoE) service is designed to help organisations build and sustain their own Palantir delivery capability. It supports buyers who have moved beyond initial pilots and now require a structured approach to scaling adoption, governing delivery, and developing internal skills across Palantir Foundry and AIP.

This service establishes a dedicated enablement capability within the buyer's organisation, combining operating model design, governance, tooling, and skills development. It is delivered collaboratively, with Kainos working alongside client leaders, delivery teams, and practitioners to embed ways of working that endure beyond the engagement.

A core component of the service is the design and delivery of bespoke training and academies. These academies are tailored to the buyer's context, maturity, and objectives, rather than relying on generic, off-the-shelf courses. Training pathways are structured around specific roles such as Palantir engineers, analysts, ontology designers, product owners, and platform administrators. Content is aligned to real delivery needs, using the buyer's data, environments, and use cases wherever possible.

Training is delivered through a blended model that combines classroom-style learning, hands-on exercises, and paired delivery. Participants learn by working directly on live or realistic Palantir use cases, supported by experienced practitioners. This approach accelerates learning, reinforces best practice, and ensures skills are immediately transferable to operational delivery.

In parallel with skills development, the service establishes the organisational foundations required to sustain Palantir adoption. This includes defining the Centre

of Enablement's remit, governance structure, and interfaces with business units, IT, security, and data governance functions. Clear decision-making, prioritisation, and assurance processes are put in place to support a growing portfolio of Palantir use cases.

Standards and reusable assets are a key output of the service. These may include ontology design patterns, application templates, delivery playbooks, testing approaches, and security guardrails. By codifying good practice, the Centre of Enablement reduces duplication, improves quality, and enables teams to deliver more consistently across programmes.

The Palantir Centre of Enablement service is particularly relevant for public sector and regulated organisations operating at scale, such as NHS bodies and defence organisations. It supports secure, governed enablement aligned to organisational policies and regulatory expectations, ensuring that skills development and delivery practices are appropriate for sensitive environments.

The service does not involve reselling Palantir licences. Buyers contract directly with Palantir for software, while Kainos focuses on enablement, skills transfer, and operating model design. Over time, this reduces dependency on external delivery teams and empowers the buyer to own, evolve, and extend their Palantir platform independently.

In summary, the Palantir Centre of Enablement provides a structured, practical route from dependency to autonomy. It combines bespoke training academies, paired delivery, and organisational design to help buyers build confident, capable teams and realise long-term value from their Palantir investment.



Where we are

The Americas

Buenos Aires
Indianapolis
Nova Scotia
Toronto

UK and Ireland

London
Birmingham
Belfast
Derry
Dublin

Central Europe

Gdansk
Helsinki
Paris
Wommelgem

What makes us stand out



Our people



True collaboration



Innovation



Digital know-how



Common goals



Trust



Digital Services

We are **engineers**, specialists. We **overcome big challenges** for our clients, through delivery of **intelligent** digital services that use the best in **talent and technology**.



55 million UK citizens

positively impacted by
services we've delivered



**892
customers**



13 locations

And growing



99% of customers

rate our service as good,
great or excellent



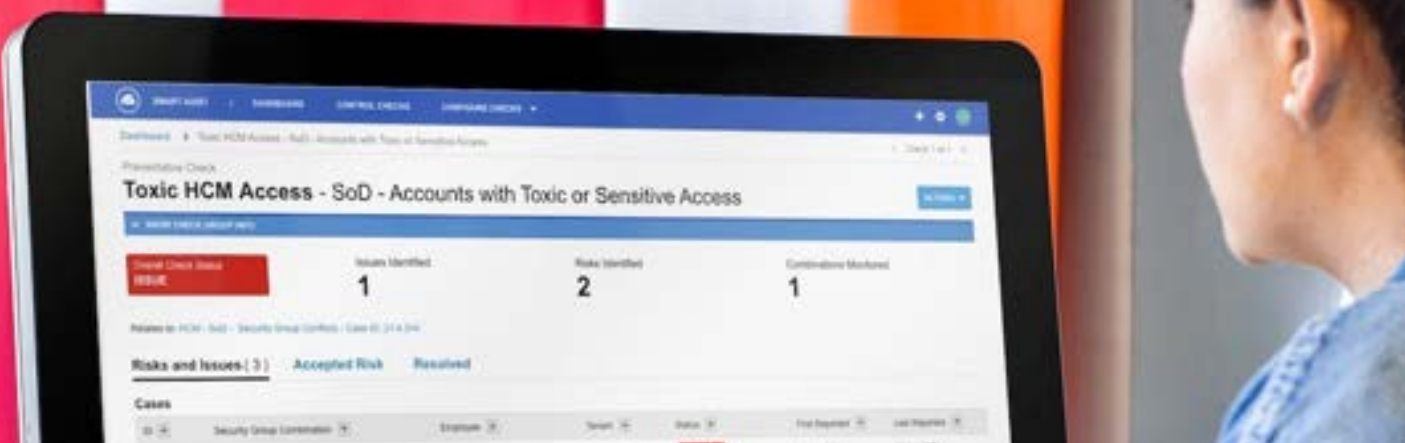
Key partners

Working closely with
Microsoft and AWS to
deliver results



Award-winning

90+ industry awards



Workday

Kainos is a Workday **phase one prime status partner** in all European, North American and Asia Pacific markets. We have worked with many public and private sector customers of various sizes and scale in over **40 countries worldwide**.



Partner Since 2011

We are the only certified Workday Services, Technology and Extend partner globally.



Workday Services

Full range provider from pre-deployment consulting, implementation and support.



650+ Customers

We have deployed to over 650 customers and are a proud Workday customer also, using HCM, Financials, Recruitment, Planning and PSA to run our business.



Workday Public Sector

We have worked with many UK Public Sector customers with their initial deployment, post-deployment support and adoption of new modules.



Kainos Smart

Our product is deployed to 500+ customers globally saving them 1000s of testing hours.



900+ Consultants

Hold over 2,700+ Workday certifications covering all areas of the platform.

65 million

citizens positively impacted
by services **built by Kainos**
for the UK Government



Every driver & every car on the road
Every piece of work to fix roads
Every court case & every prisoner
Every home helped with help-to-buy
Every passport & renewal application
Every COVID test sent out
Every COVID test result
Every user of the NHS App

Every voter registered
Every company opened & closed
Every UK civil servant trained
Every piece of produce grown in the UK
Every thing imported & exported to the EU
Every benefit fraud prevented
Every body's pension details

Our Social Values and commitment to HM Government strategy



Education & Capability Building

We empower people through technical and behavioral learning programs, academies, and outreach projects, fostering skills development and inspiring future technology leaders across communities and organisations.

Social Responsibility

Tackling workforce inequality and ensuring equal access to technical and vocational education, through our Academies, Camps and Earn as you Learn schemes.

Innovation & Future Readiness

Driving continuous improvement through technology

Health, Wellbeing & Accessibility

We support colleagues' physical, emotional, and career wellbeing through initiatives, guidance, and inclusive design, ensuring equal access, experiences, and compliance for all users with diverse needs.

Climate Action & Sustainability

With a comprehensive sustainability strategy underway, we will be a Carbon Net Zero company by 2030.

Equality, Diversity & Inclusion

Maximising service experience for citizens and civil servants by delivering projects with diverse teams, underpinned by our BAME, LGBTQIA+ and female communities.



The Code of Ethics

We are guided by our 6 ethical principles.



Wellbeing

We protect the wellbeing of our staff, customers and communities.



Equality

We improve access and inclusion and minimise bias.



Transparency

Our decisions are traceable and accountable.



Integrity

We hold ourselves and others to ethical standards.



Environment

We act responsibly towards the Earth and its resources.



Initiative

We take initiative to deliver social value and positive impacts.

BCDR and Exit Plan

Business Continuity and Disaster Recovery (BCDR)

A Business Continuity Plan can be provided if required. This shall set out the arrangements to be invoked in the event of an actual or perceived threat to business continuity, to ensure continued operation of the system and continuity of the services provided by Kainos pursuant to the Prime Agreement and shall include: the alternative processes, options and responsibilities that may be adopted in the event of a failure or disruption to the system and/or services provided by Kainos pursuant to the Prime Agreement; and the steps to be taken by Kainos upon resumption of the system and services provided by Kainos pursuant to the Prime Agreement in order to address any prevailing effect of the failure or disruption including a root cause analysis of the failure or disruption.

Exit Plan

An Exit Plan can be provided if required to detail the steps that would be carried out to ensure smooth transition of Kainos services to a new supplier. The steps outlined in the Exit Plan will help mitigate against any disruption to the service during the transition period. It is assumed that any new supplier will themselves have a procedure they wish to follow during the transition period, and as such the steps in this Exit Plan will serve as a checklist for the new supplier to ensure all key areas of the transition have been covered. The Exit Plan will therefore be subject to refinement should it be exercised.

Commercial Statement

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All information provided prior to execution of a contract is provided 'as is' and 'subject to contract' without warranty of any kind.

This document does not constitute an offer from Kainos. In the event that the parties elect to work together, they will only be contractually bound to each other upon signature of a contract.

Corporate information

"Kainos" is the trading name of the Kainos group of companies, further information on which can be found here: <https://www.kainos.com/corporate-information/>.

Kainos Software Limited/ Kainos WorkSmart Limited, will be the contracting entity under this tender / for the provision of the service and may be assisted from time to time by other Kainos group companies.

Freedom of information

Kainos considers that the following information provided in this document is exempt from disclosure under the Freedom of Information Act 2000 (FOI):

The CVs of staff qualify under the "Personal Information Exemption (s.40)" of the Freedom of Information Act and are exempt from disclosure under the Data Protection Act 1998. The Period for which this information should be confidential is the lifetime of the Data Subject.

Rate and pricing information is confidential and commercially sensitive and covered by the 'Commercial Interests' exemption (s.43) of the FOI, as the release of this information is likely to prejudice the commercial interests of Kainos and is likely to adversely affect its (and the Customer's) future negotiating position. The period that this information should be confidential for should be 5 years.