

# TalentPool

**A new way for start-ups and SMEs  
to build their teams**

*Product Information 2019*

# Who we are

We started TalentPool because we saw that recruitment was broken - for both candidates and employers. The status quo is inefficient and, very often, far too expensive. TalentPool is changing this.

We help businesses to build their teams, both interns and permanent hires. The TalentPool platform gives our hundreds of SME clients unrivalled reach, the matching expertise of a good recruiter and a very positive overall experience.

We and our team look forward to working with you.

**Tom Davenport & Andrew Lavelle – Co-Founders**



*With TalentPool, everyone we speak to has the skills and experience for the job. Ensuring that quality lets us get on with finding the perfect candidate without wasting time.*

**Digital Product and UX Director at Papier**



*I can rely on TalentPool to send me good quality candidates. Of all the recruitment sites I have used, it seems to do a better job of sourcing the right people.*

**Head of HR at Show My Homework**

## Define your role

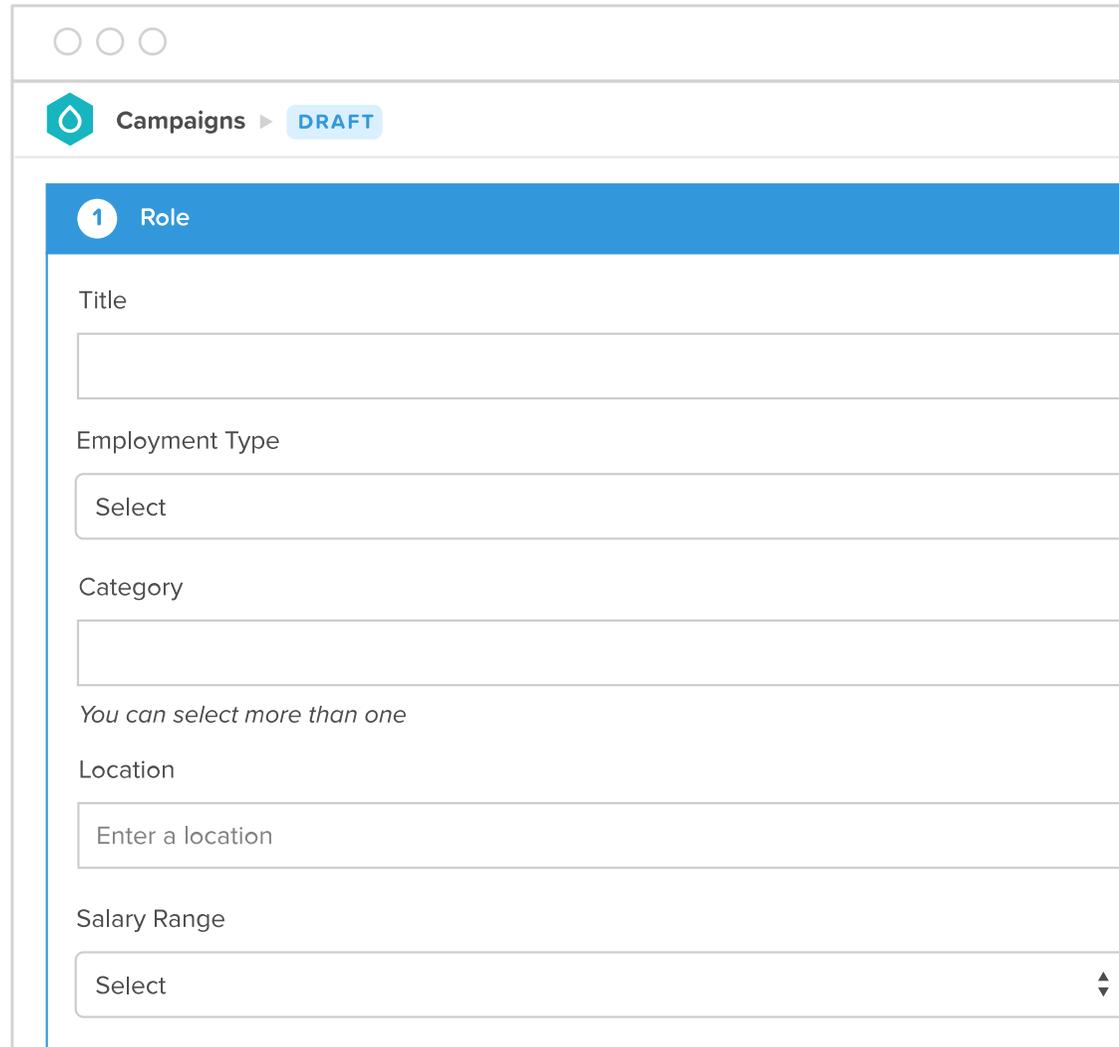
To start off, simply enter some basic information such as the location, salary, start date and sector.



### Where do we source our members?

The TalentPool team spend a huge amount of time and effort to make sure our membership is right for our clients. We have arrangements with 20 of the top UK universities who encourage their students and graduates to use our platform. We also use a variety of channels (principally digital marketing) to make sure prospective candidates have what our employers are looking for. We are very targeted in who we market to - from particular university societies to online communities, we know that getting this right is fundamental to our success.

*TalentPool is a god-send. It is by far the most effective and easy to use tool out there for recruiting.*



The screenshot shows a web interface for defining a role. At the top, there are three window control buttons (minimize, maximize, close). Below them is a navigation bar with the TalentPool logo, the text 'Campaigns', a right-pointing arrow, and a blue button labeled 'DRAFT'. The main content area is titled '1 Role' in a blue header. The form includes several input fields: 'Title' (a text box), 'Employment Type' (a dropdown menu with 'Select' as the current value), 'Category' (a text box with a note below it stating 'You can select more than one'), 'Location' (a text box with the placeholder 'Enter a location'), and 'Salary Range' (a dropdown menu with 'Select' as the current value and a small up/down arrow icon on the right).



# How it works: Step 3

## Receive applications

Sort through your applications in your TalentPool account and choose which candidates to connect with. We aim to provide you with a manageable shortlist of top quality applicants.



### How do I know when a candidate has applied?

Whenever a TalentPool member applies to your role, you will be notified by email, with the application attached and the option to categorise them there and then. You will also be able to login to your account and see it there.



### How will TalentPool know when I hire one of your members?

Our clients tell us directly. Our candidate tracker will identify any unreported hires.

The screenshot shows a web interface for managing applications. At the top, there are navigation links: Campaigns, Account Manager, LIVE, and Applications. Below this, there are filters for application status: Unsorted (4), Connected (6), and Rejected (2). A 'Select Multiple' button is also visible. The main area displays a list of candidate profiles, each with a name and university details. The profile for William Schroeder is highlighted in blue. To the right of the list, a detailed profile for William Schroeder is shown, including his contact information, education, languages & skills, and application details.

Name	University	Course
Rachel Roberts	1st University of Leeds	History
<b>William Schroeder</b>	2:1 University of Durham	Economics with Management
Jack Ward	2:1 University College London	Geography
Camille Hettinger	2:1 (Predicted) University of Manchester	Politics
Jo Grady	1st University of Bath	English Literature
Adrian Weimann	2:1 University of Edinburgh	Classics

**William Schroeder**  
0753 295 5843 | bill.smith@gmail.com

**Profile**

**Education**  
2017 University of Durham, BA Economics with Management

**Languages & Skills**  
Fluent French | Intermediate Spanish | Intermediate English

**Application**

**Why do you want to work at Opseon?**  
I am interested in working for Opseon first and foremost because as a recent graduate to really have an impact on the business's growth. I've keen to learn more about the inner workings of a small business. Given my previous experience as a Social Media Intern, I believe this is a foundation to enable me to thrive in the position.

**How would your friends describe you?**  
My friends would probably describe me as optimistic, social, and someone who enjoys meeting and talking to new people. I also tend to be a bit of a talker, which is why I believe that I am well suited to this role.

# A large, diverse, and qualified membership

## Candidates

80,000

Members

15,000

Active Job Seekers

## University, %

31

Top 10 UK

15

Top 20 UK

18

Top 40 UK

36

Other

## Degree Area, %

30

Humanities & Social Sciences

30

Economics & Business

16

Sciences

12

Maths & Engineering

6

Languages

8

Art & Design

## Employers

1000+

Companies

**Beauhurst**

GENIAC

**iwoca**

**JustPark**

**Pact**

**monzo**



*TalentPool were able to tailor my requirements to my exact specifications and I found the whole system extremely easy and simple to use.*

**Group Managing Director at Oil & Gas Council**

# Why choose us?

	<b>Job Boards</b> <i>Too time - consuming</i>	<b>TalentPool</b> <i>Saves you time and money</i>	<b>Recruiters</b> <i>Too expensive</i>
No active selling of candidates or roles	✓	✓	
Delivers only pre-screened & matching candidates		✓	✓
Innovative matching engine		✓	
Interview rate	5%	35%	35%
Only pay if you hire		✓	
On-hire fee		10%	15-20%



**Can the jobs I market through TalentPool be seen on a job board anywhere?**

No. We only tell our members about jobs our clients seek to fill through our platform.



**Will TalentPool pester me and try to 'sell' a candidate as a recruiter might?**

Absolutely not. This is completely against everything we are about. We will offer general guidance should you request it but, as a rule, we will not look into individuals who have applied to your role.

# Our pricing

## On Hire Fee

### Permanent

One-off payment

**10%**

of annual base starting salary.

Unlimited campaign extensions.

### Internship

Monthly rolling payments

**10%**

of monthly base salary\*



*TalentPool have helped us find good people. They work quickly and provide candidates who are tailored to the role. I wouldn't hesitate to recommend them if you need high quality people.*

**Director at BetterSchools Project**



**What happens if I hire through TalentPool and then decide they aren't quite right?**

We offer a 100% rebate within 100 days (subject to terms & conditions).

**NB**

If you are a UK registered charity we are pleased to offer our services free of charge.

\*If the role becomes permanent there will be a one-off payment of 8.5% of the annual base starting salary.

# So, how can I get started?

There are a few different ways that you can get started with TalentPool:

## **Give us a call**

Your Campaign Manager will run through your role with you and advise you on how best to set up your campaign.

[0208 004 4466](tel:02080044466)

## **Email us your job advert**

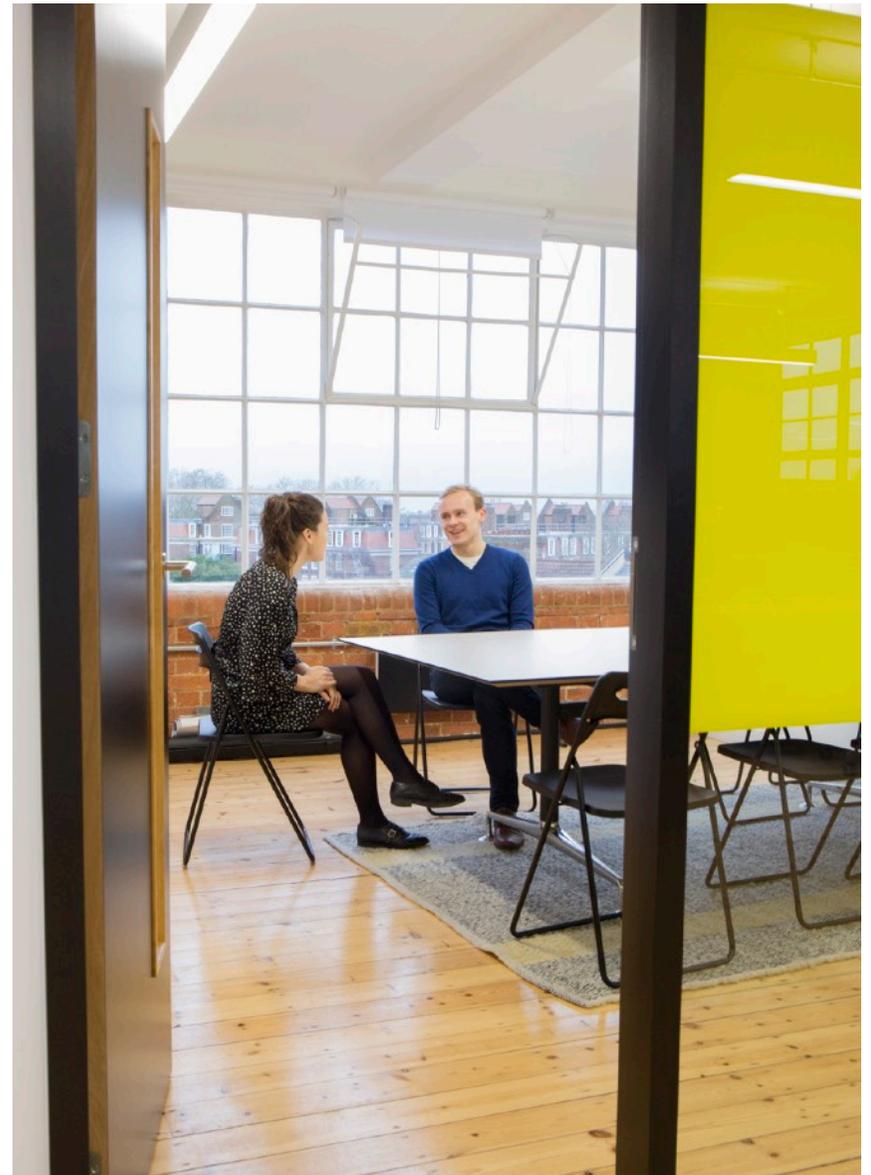
You can send over your job and company description to your Campaign Manager who will set up and launch your campaign for you.

[contact@talentpool.com](mailto:contact@talentpool.com)

## **Head straight to the platform**

Alternatively, you can set up a campaign yourself. Once submitted for review, we will quickly check over your job advert and filters to make sure you've got the best chance of success.

[Launch your campaign](#)



# What candidates say about us



*The TalentPool process is swift and effective. I had an interview within a couple of days... a completely different experience from other traditional platforms.*

**Business Development Executive at Ninety CIC**



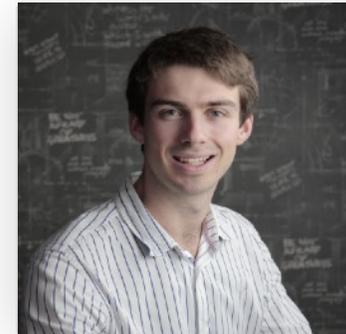
*Been recommending TalentPool to everyone I know! I think your website is slick and a pleasure to use. Saved me lots of time and hassle going through job websites so the whole experience was fab for me! I owe you guys!*

**Community Executive at MedShr**



*Prior to signing up with TalentPool, my job hunt was time-consuming and stressful, and the suggested jobs I received from recruiters often resulted in me applying for jobs I wasn't particularly suitable for. My experience using TalentPool could not have been more different.*

**Project Manager at VoxPopMe**



*TalentPool enabled me to find a lot of exciting small companies that were actively hiring, which would have taken ages to trawl through myself. The email notifications are much more specific and less obtrusive than other recruiters.*

**Risk Analyst at iwoca**