



# SCOUT TALENT

SEE PEOPLE FIRST

## PROFILE





**WE ARE CONNECTING  
PEOPLE TO GROW  
COMPANIES, CAREERS  
AND COMMUNITIES.**


Your biggest asset is your people. In a knowledge economy, organizations that outperform their competitors are those that attract and hire the best candidates. Scout Talent is on a mission to help you see people first and optimize your talent acquisition efforts to get results.

We offer innovative service-enabled software to support our clients, helping you to improve your candidate attraction. Building your team from the best talent empowers you to grow your business and enjoy success well into the future.

The Scout Talent suite of talent acquisition software is the best of breed. We offer you a simple, scalable, and powerful product suite that integrates seamlessly with your favorite talent acquisition tools.

Scout Talent technology is powered by people who live and breathe talent acquisition. We do what you do, and understand what you need from your software to add value to your existing processes.

With tailored, easy-to-use talent acquisition programs and a friendly support team, Scout Talent is the perfect partner to help you meet your candidate attraction, engagement and retention needs.

 **We do what you do, and understand what you need from your software...**

# THE SCOUT TALENT DIFFERENCE

We are not an end-to-end HR company that ventured into talent acquisition. We are not a software company that stumbled into the world of candidate management. Our roots are firmly planted in talent.

Our talent acquisition solutions are built on the back of years of industry insight and lived experience. Our rich history in the talent space informs how our products and services are designed.

With our service-enabled software offering, your end-to-end talent acquisition process is streamlined, supporting you in attracting skilled, switched-on people to your business when you need them most.

And, you don't have to sacrifice your current processes and tools, either. Scout Talent software integrates with the other HR systems and tools in your organization, rounding out your workflow and adding value from end-to-end.





## WITH SCOUT TALENT, YOU'RE EMPOWERED TO:

- Attract and secure the best candidates quickly and easily
- Build and engage a strong talent pipeline to draw on in the future
- Gain access to talent acquisition expertise and support services
- Improve the efficiency and effectiveness of your talent acquisition process
- Develop, train, and retain your current and future team members
- Establish a strong employer brand that attracts talent to your business
- Shape your organization's future by attracting the leaders of tomorrow

## ✓ **WE UNDERSTAND YOUR ROLE / YOU ARE OUR SPECIALITY**

Scout Talent's innovative technology is built with talent acquisition specialists, internal recruitment teams, HR generalists, and hiring managers in mind. Our team is rich with experience in these fields, and so understands what it takes to drive your success. Our tools empower you to acquire great talent, and our expertise supports you along the way.

## ✓ **WE ARE HERE TO SUPPORT YOU**

Our team specializes in talent acquisition, just like you. When you use our products, you don't have to contend with a faceless, impenetrable platform on your own. Our products are easy to use, and any roadblocks you come across can be overcome with the support of our specialists and technology experts. We offer personalized services and local support unlike any of our competitors.

## ✓ **WE MAKE YOUR LIFE EASIER**

When you work with Scout Talent, you gain access to tailored systems and services that help you meet the needs of your business. We tailor our products and services to suit you and our goals, taking the grunt out of talent acquisition. Let's bring the joy back to process, together.



# SOFTWARE



## :RECRUIT

What if you could manage your entire talent acquisition process with one powerful system? From posting your job listing online to communicating with candidates to reporting on your progress, :Recruit empowers you to do it all.

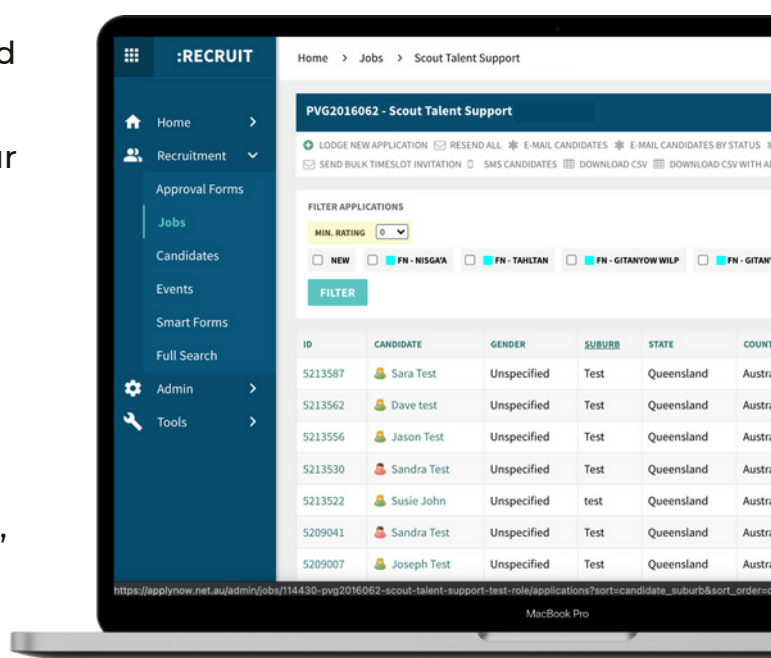
The effectiveness and efficiency of your talent acquisition process depend highly on the quality of the Candidate Management System (CMS) you use. You may be familiar with this kind of tool by another name: a Recruitment Candidate Relationship Management system (CRM).

With these systems, you can build and maintain relationships with a large pool of candidates and streamline your end-to-end hiring workflow.

Our recruitment CRM adds value to a range of talent acquisition activities, including your employer branding, candidate care, application management, interview management, reporting, and collaboration.

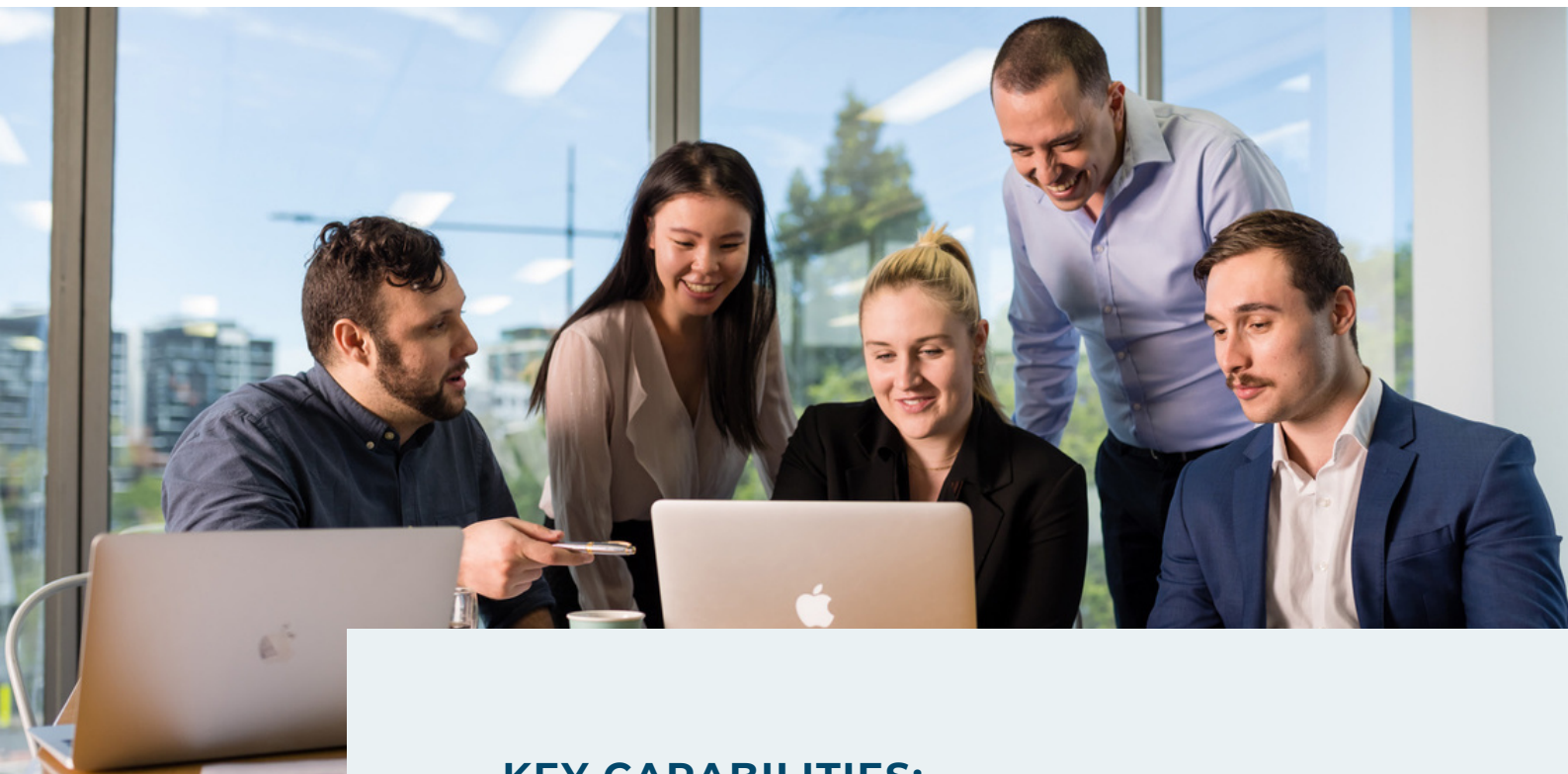
It's more than just an applicant tracking system, it is a tool to help you drive your strategic goals around the growth of your organization.

You don't have to sacrifice the other powerful tools in your arsenal, either.



The Scout Talent team skillfully integrates :Recruit with your most-used platforms to reduce double handling and needless manual data capture.

Our Recruitment CRM brings your talent acquisition processes into alignment, ultimately saving you time and helping you to get the best results. Whether you work solo or within a team, :Recruit makes space for collaborative work across a wide range of recruitment responsibilities.



## KEY CAPABILITIES:

- Easily publish branding recruitment advertisements
- Quickly and accurately screen candidates
- Communicate with and engage your talent pool
- Schedule and manage interviews
- Set and report on individual and team KPIs
- Create end-to-end workflows through integration



## :ENGAGE

The talent engagement process doesn't end when your new team member signs their contract. Undoubtedly, a number of talented candidates will apply for your vacancy. Even if you have to turn them down for one role, you don't want to cut all ties with skilled candidates who've expressed interest in working with you.

Exchanging resumes and rejection emails with your candidates is not the be-all and end-all of talent acquisition. A transactional approach to talent acquisition is outdated and prioritizes short-term results over long-term growth.

Rather than file away their resumes, never to be seen again, what if you could keep your talent pool engaged and interested in what you have to offer? Move towards a proactive model that appreciates the talents of your candidates and keeps them engaged with your brand.

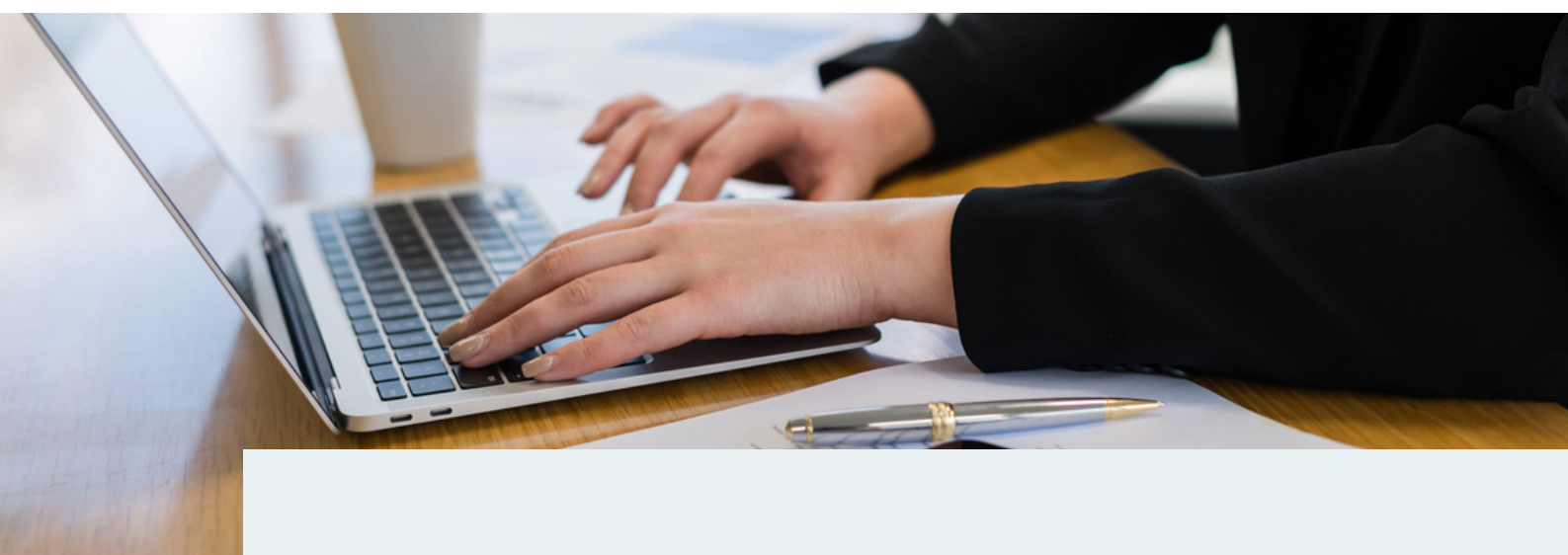
That's where our :Engage system comes in. As our talent engagement tool, :Engage makes it easier for you to communicate with candidates who are interested in working for your organization.



In doing so, you strengthen your employer brand and market your business as a great place to work. You also keep in touch with talented people who would be great future team members.

Instead, move towards a proactive model that appreciates the talents of your candidates and keeps them engaged with your brand.

Building your own talent pipeline now means that you spend less time and money on advertising, interviewing, and hiring new team members in the future.



## **KEY CAPABILITIES:**

- Notify your talent pool of new opportunities
- Build your employer brand
- Search for specific candidates in your database
- Find candidates with specific qualifications
- Highlight key skills by tagging and filtering candidates



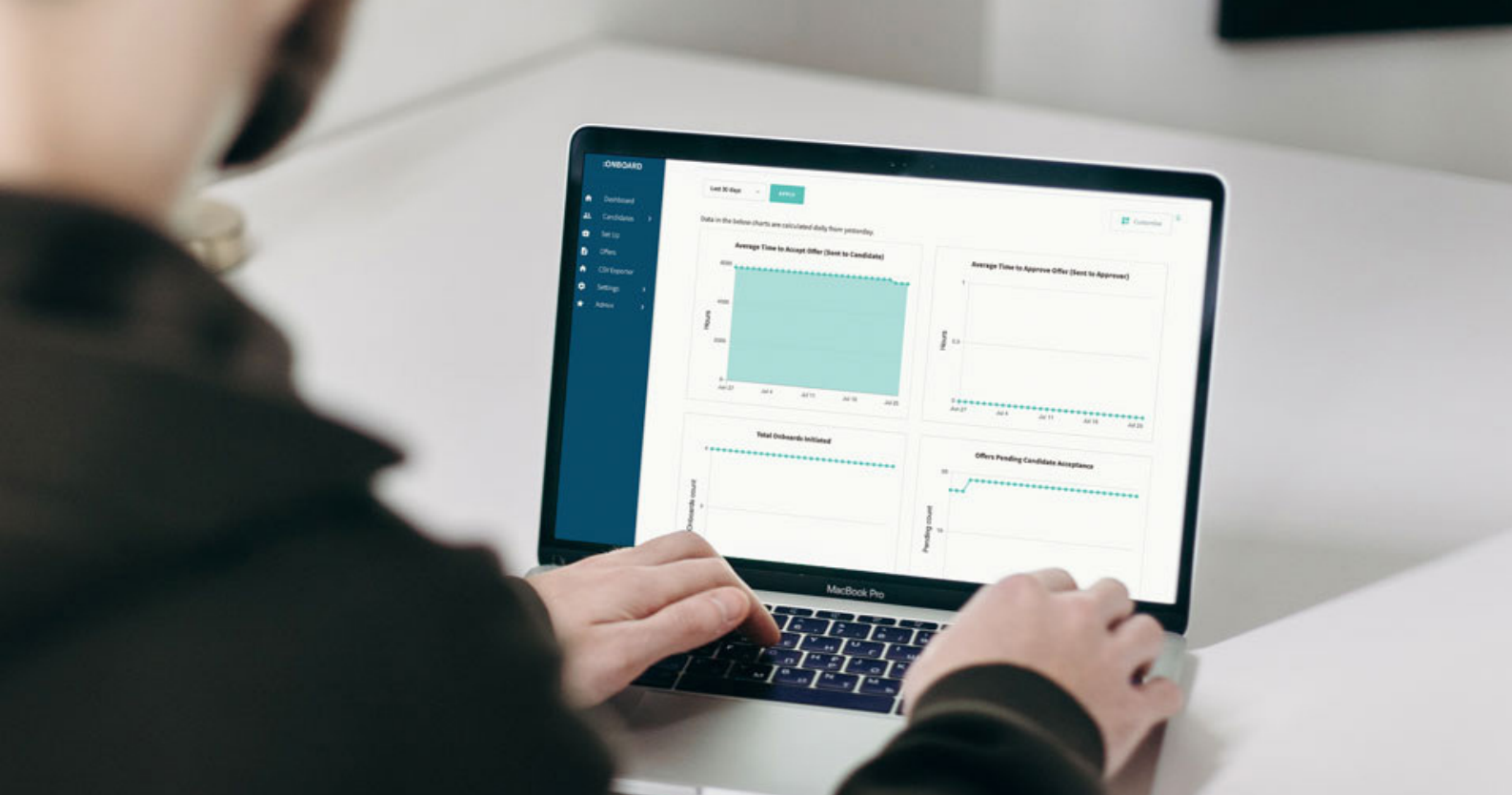
## :ONBOARD

Once you've selected the right candidate for your vacancy, it's time to send them their offer and contract. Nearly everyone detests paperwork, and for good reason.

It is a laborious manual process that leaves room for error. Even the most meticulous among us are susceptible to human error, and unfortunately, it doesn't reflect well on your organization.

Well, what if we told you that our :Onboard system takes all this off your hands? Make a great first impression on your new hire, starting with their offer letter and contract. Leverage our professional, easy to use contract-creation technology to improve your new team member's perception of your organization from the outset.

Scout Talent :Onboard is our secure solution to quick, easy and accurate contract creation for your organization. Create, issue, and accept responses to contracts and offer letters, and digitally track other onboarding activities.



## KEY CAPABILITIES:

- Create contracts in one click with automatic data population
- Allow candidates to sign and return contracts digitally
- Push key data to payroll systems and other administrative areas
- Store candidate data quickly, easily, accurately, and securely



## SCOUT LEARNING

Opportunities to upskill and reskill are a major priority for candidates worldwide. Organizations that offer continuous professional development enjoy much quicker and smoother talent acquisition processes. Similarly, their team members become more engaged and are likely to retain their roles for longer. Ongoing learning is mutually beneficial, and not to be overlooked.

However, traditional face-to-face learning is not the most cost-effective and timeous choice for professional development. Whilst valuable, in-person learning experiences are quickly becoming outdated.

Online learning is a much more flexible modern solution that adds a layer of richness to employee engagement and experience. A dynamic Learning Management System (LMS) is a more affordable way to develop your people over time.



Whether you deliver online learning on a set timeline or make it available for your people to complete at their own pace, an LMS is the most efficient solution.

Our learning management system, Scout Learning, is a great tool to help you deliver, track and report on the learning and development of your team. You can populate the platform with your own internal training resources, or work with our specialists to create learning materials tailored to you.

Additionally, gain access to more than 80,000 learning materials from top-tier workplace training providers around the world. With a Scout Learning Premium Content subscription, you can populate our platform, or your own LMS, with a wealth of resources to enrich your team.



## **ACCESS 80,000+ LEARNING MATERIALS**

Make learning unlimited with a Scout Learning premium content subscription



## **ON-DEMAND COMPLIANCE TRAINING**

Reduce risk with up-to-date compliance courses delivered by experts



## **BUILD YOUR OWN COURSES**

Easy-to-use course creation tools to compile original training materials



## **24-HOUR SUPPORT**

Get help as and when you need it, without losing valuable time

### **KEY CAPABILITIES:**

- Deliver, track, and report on all relevant training goals
- Access 80,000+ Scout learning premium training materials
- Facilitate third-party SCORM-compliant online courses
- Share your own uploaded policies, documents, and videos
- Create your own beautiful, branded online courses
- Integrate with your existing learning management system

# BUILD STRONGER TEAMS

## GROW CAREERS AND COMMUNITIES WITH LEARNING AND DEVELOPMENT TOOLS.

Your team members want to learn more, do more, and collaborate more. There are myriad material benefits to investing in the continuous professional development of your team members, particularly in a post-pandemic environment.

More than 60% of Learning and Development professionals globally agree that their initiatives have shifted from a “nice to have” to a “need to have” in 2021, according to LinkedIn Learning’s Workplace Learning Report, 2021.

As organizations increase the emphasis on upskilling and reskilling, it’s very clear that an LMS is a necessity to reduce the time and costs associated with instructor-led training.

Not only is eLearning more cost-effective, but an LMS is about five times more engaging to learners compared to other training methods. With Scout Learning, your teams are positioned to become more competitive and improve your bottom line.

Furthermore, organizations with strong learning cultures are far more attractive to active and passive candidates. In fact, according to Emplify’s State of Employee Turnover in 2020, 70% of team members would leave their current organization for a job with one known for investing in learning and development.

Empowering your team members to grow their skills and advance their careers within your organization improves retention rate, job satisfaction, and ultimately, your bottom line.

Streamlining your learning and development processes with one powerful learning management system invites success into your organization from the outset.

“An LMS is about five times more engaging to learners...”



# SCOUT TALENT

## SCOUT LEARNING PLATFORM

## SCOUT LEARNING PREMIUM CONTENT SUBSCRIPTION

Deliver, track and report on team training goals.	Access 80,000+ professional workplace training materials.
Populate with your training materials or work with us to create your own courses.	Leverage top-tier resources from professionals around the world, in a few clicks.
Enjoy 24-hour support to get the most out of the platform.	GO1 Training Assist free concierge service facilitates training.
Learning materials curated or created by you and your specialists, according to your needs.	Learning materials curated by our partner, GO1, leaders in online learning.

# SERVICES

By now, you have a solid understanding of how our software products enhance and expedite your talent acquisition processes. However, what many of our clients lack is access to key resources. Because of this, they aren't able to get the best results out of the time they spend attracting, hiring and engaging talent.

We work alongside our clients to augment their skills and help them achieve their goals without compromising on quality. We do this by offering a range of talent acquisition services that complement our software products.

Our expert teams help you to fill the skills gaps of your own teams, find your ideal candidates, and generate excellent ROI.



## TALENT ACQUISITION

There is much more to talent acquisition than just posting a job listing online. Our in-house recruitment marketing specialists advise on and execute advertisements for your vacancy.

With deep insights into the best practices for marketing a new role in your industry, our specialists tailor your advertising campaign to reach the best talent in your area, maximizing candidate attraction and high-quality applications.



## TALENT ENGAGEMENT

Our talent engagement team does not deliver traditional recruitment services. Instead, our specialists work closely with you to determine your requirements and then rank candidates according to your needs.

Our specialists then use a range of evidence-based techniques to screen your candidates and identify the best fit for your organization. These included tailored behavioural and skills tests to inform your hiring decisions. When you work with us, you retain access to the entire talent pool, making it quicker and easier to hire new team members in the future.



## EMPLOYER BRANDING

Our employer branding specialists help you to discover and promote your brand's most authentic and powerful messages to attract and engage top talent.

A strong employer brand is vital to attract great candidates and retain your talented team members, particularly in a tight candidate market. Our team of specialists work with you across a range of focused employer branding activities depending on what you want to achieve.

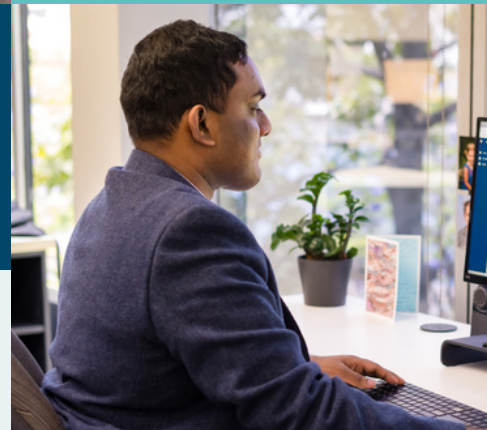
An example of our most popular employer branding services is our Employee Engagement Survey offering. We help you gain a holistic picture of how engaged your teams are, with measurable data that you can use to inform strategic plans for improvement. Alternatively, enlist our team to plan your growth and make suggestions on how to empower your team members.



## RECRUITMENT PROCESS SERVICE

Many of our clients have changing recruitment needs from quarter to quarter. It can be difficult to justify certain resources when your hiring needs are constantly in flux, so we encourage our clients to lean on us as needed.

Think of the Scout Talent team as a supplement to your in-house talent acquisition team or as your recruitment partner. As your recruitment partner, you outsource your talent acquisition process to our experts entirely and ensure that your candidates have a seamless, professional experience.



# SCOUT TALENT MARKETPLACE

As we move deeper into the information age, it is important to continuously improve how you find and synthesise information to eliminate wastage and get the most out of your time.

As you well know, the talent acquisition process is very data-heavy and has historically sapped up time and resources to process paperwork and collate data.

Although the digital age is upon us and most businesses are grounded in paperless processes and online collaboration, that does not necessarily mean that your favourite tools work well together.

The Scout Talent Marketplace empowers you to maximize your time and grow your business more effectively by partnering with an array of software providers and platforms to provide our clients with the exact solutions they need.



None of our software tools or talent acquisition services are meant to be “one size fits all”. We deeply understand the need for specific, tailored solutions that meet you exactly where you are at.

That’s why we currently integrate or partner with a wide range of software and platforms that allow you to embed the Scout Talent suite into your existing processes. You do not have to let go of your favorite tools - merely integrate them with Scout products to do all of your best work in one place.

Our partners offer a range of products that complement the Scout Talent suite, including key tools to support payroll, onboarding, performance management, rostering / time and attendance, testing, and much more.

By integrating key tools into your Scout Talent software, you bring all the most important data into one place. Thus, you improve your internal processes, eliminate double handling, and enhance your reporting capabilities.

**“We deeply understand the need for specific, tailored solutions that meet you exactly where you are at.”**

# TESTIMONIALS



“When it comes to delivering an exceptional experience, it all comes down to the people. And Scout Talent helps us to find those people.

- David Murrie, General Manager Human Resources

TRIPPAS WHITE GROUP

**“When we started using :Recruit Essentials, it helped from day one. It helped automate the process, speed up the communication between us and the candidate applying for a role, and it really improved the experience from start to finish.**

- Steve Tull, People & Culture Manager



**“We’ve been very fortunate with Scout Talent Group and we’re very happy with our current outsource model. All-round for Qenos managers, hiring managers and our recruitment, it’s really improved our processes.**

- Rosanna Hammond, General Manager Human Resources



“One of the challenges with recruitment these days is it generates enormous numbers of applicants. And so the Scout system allows us to not only handle those applicants efficiently but also to do it in a very high-touch way. We often use Scout to find old candidates, remember what we know about them, and reach out to them again.

- Jeff Burns, Group Manager Human Resources



“Scout’s really helped us to streamline our process and give a very professional candidate experience to anyone who applies for a job with us.

- Amy Lynes, People Support Manager

**LUSH**

# GET IN TOUCH

## AUSTRALIA

Ph: +61 7 3330 2595  
Level 1, 265 Coronation  
Drive Milton QLD 4064

## CANADA AND US

Ph: 1-866-474-3140  
406 - 1199 West Pender Street  
Vancouver, BC, V6E 2R1



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[WWW.SCOUPTALENT.CA](http://WWW.SCOUPTALENT.CA)