



Reaching talent  
through tech



We help our clients control their recruitment, saving them time and money.

This drives us to deliver tech that works for everyone.



“They gave us energy, ideas and determination.”

in a nutshell

## At TribePad we put the human touch into tech.

Entrepreneurial and creative in spirit, TribePad is a tech company revolutionising recruitment.

The reason our clients love working with us is because people drive TribePad and we only invest in the brightest. We work in partnership with our clients to help shape our products, ensuring success all-round.

We truly believe in giving talent space to thrive. Hands up - we have the pool table, the free food and flexible working. You'll find the spirit of Silicon Valley in Sheffield.

We are deeply invested in our team, from pensions to healthcare. Being a great place to work is reflected in your experience as a client. You'll find us engaged and inspired. We'll be an extension of your tribe. It's a personal approach.

# People first. Product second. Profits third.



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# A good place to start

## **Dean Sadler, Chief Executive Officer**

Having left Plusnet in 2008, Dean was looking for his next big challenge.

Wanting to put his interests in machine learning and artificial intelligence to best use in solving a real world problem, he recognised that the recruitment industry was ripe for change.

With the ambition to streamline the process of finding quality talent, Dean founded TribePad; reducing the costs for recruiters and creating a great experience for candidates. With the help of recruitment experts and Dean's vision, TribePad quickly became an unstoppable force.

Creating a fantastic ethos and culture at TribePad was a priority - flexible working and opportunity creation are key.

After initially focusing on video interviewing and social hiring, the company pivoted to develop an Applicant Tracking System, when asked by G4S to help simplify a complex international system deployment.



We asked some of our team members about what makes TribePad exceptional

# Our Tribe: We're nothing without them!



**Dan Kirkland, Operations Director**

TribePad co-founder Dan first met Dean when they both worked at Plusnet. When it comes to TribePad, Dan can't help smiling when giving demos. "Inwardly I'm thinking, this is pretty damn good. Look at our client base, we're doing something right. I love solving problems for our clients."



**Neil Armstrong, Commercial Director**

"My role is about trying to make complicated things simple; being the bridge between what our clients want and what the tech team can build. Our strategy for success is client satisfaction. Make the service so good that clients want to recommend it."





**Vicky Wheatley,  
Service Delivery Manager**

“I love getting to work with different businesses of all sizes across different sectors, no two days are ever the same. The best aspect is being able to solve problems for clients that really make a difference to their recruitment process, coming up with an idea or solution, and seeing it have a positive impact.”

**Sam Cooper,  
SaaS Solutions Manager**

“Recruitment and technology have both been passions of mine for over a decade. By pushing the boundaries and offering some of the most advanced technology available today, I am able to assist global organisations to improve their talent acquisition process and ultimately make jobs more accessible for everyone.”

**Samantha Milne,  
Customer Support Manager**

Clients praise Sam’s ‘calm customer service skills’ as being ‘second to none’.

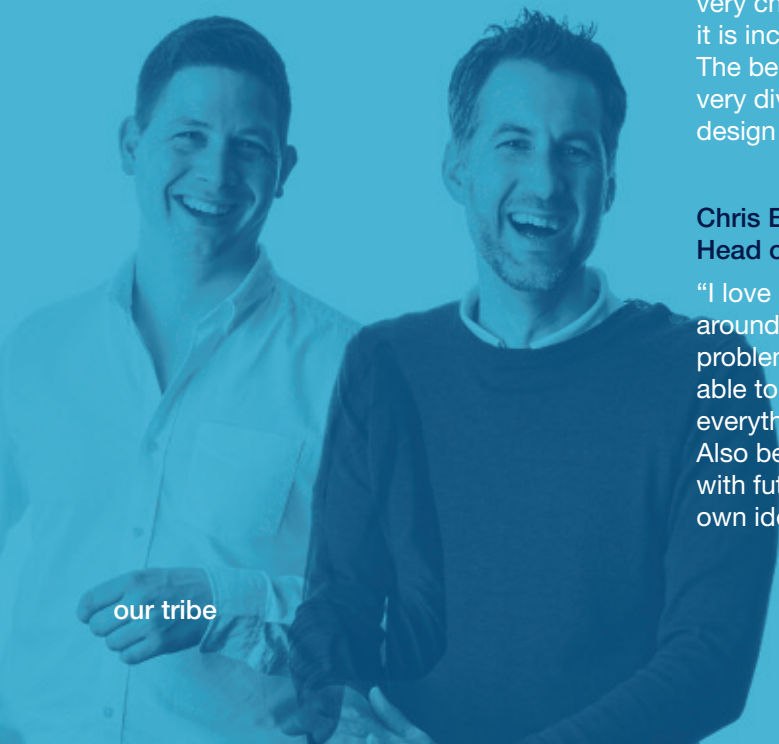
“I love working at TribePad as I feel like a highly valued member of the team; my opinions are listened to and taken on-board. One of the best aspects of my job is the variety of different challenges, which gives me knowledge and understanding in every area of the platform. This helps me to find the best solutions for our clients.”

**Alexandru Lighezan,  
Web Developer**

“I love my job because I get to help our users achieve what they need to in the most pleasant and enjoyable way. It is a very challenging job, but at the same time, it is incredibly satisfying and rewarding. The best part is that it is hands-on and very diverse. I get to talk to our clients, design and then also build my designs.”

**Chris Bussell,  
Head of Service Delivery**

“I love meeting interesting clients from around the globe and solving their recruitment problems. The best part of my job is being able to make a client smile and getting everything they need out of TribePad. Also being able to help shape the platform with future developments based on my own ideas and feedback from clients.”



our tribe

# What we do

TribePad provides award-winning talent acquisition software that is used by more than 14 million people, in 12 languages worldwide. We specialise in working with medium to large organisations.



**Applicant Tracking System**



**Reporting**



**Talent pools**



**Working with you**



**Onboarding**



**Video interviewing**



**Contractor management**



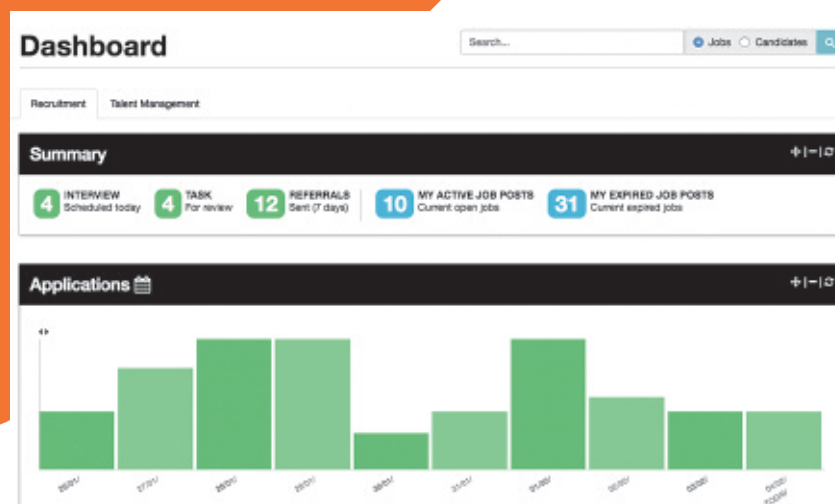
**White label job boards**

# Applicant Tracking System



Everything you need to recruit, in one system. Take control of your recruitment process from start to finish.

- Streamlined vacancy creation using smart job templates
- Easily post vacancies to social media and job boards
- Automated emails, tasks and notifications for candidates and recruiters
- Quickly filter candidates with automated questionnaires and custom scoring



## Reporting



Our comprehensive reporting platform gives you real-time data at your fingertips.

- Quickly report on time to hire
- Real-time view of your recruitment funnel
- Understand agency and job board costs
- Monitor and report on diversity and candidate experience
- Simple to export and analyse data



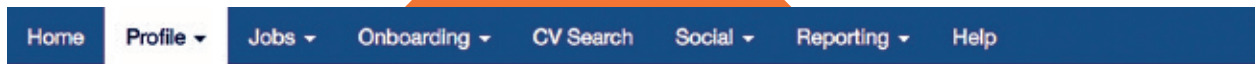
what we do



# Talent pools

Find and hire the best talent, with processes customised to each role.

- Nurture candidates in your talent pools, attract passive talent
- Powerful ATS talent search capability that can search two million CVs in a second
- Easily review candidates' skills, experience and qualifications
- Customised recruitment pipeline processes make it easy to pre-screen, shortlist, interview and make offers to candidates



Update profile picture

### Profile Information

#### Personal Information

Career History

Education History

Skills

Portfolio

Activity

#### Manager tasks and notes

Tools

## Liam Hemming

Actions

Download CV

Upload CV

User / Personal Information

### Personal Information Opt-in communication restrictions

DOB  
20/09/1979

Nationality  
United Kingdom

Desired salary  
GBP £50,000

Willing to relocate

#### Contact details

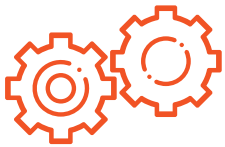
Username  
liamhemming@email.com

Email  
liamhemming@email.com

Mobile Number  
0789876768



# Working with you



Easy to integrate, easy to implement, easy to work with.

- Choose branded job search pages or integrate with your careers site
- Partner network of integrations with leading candidate testing, background checking and HRIS providers
- Market-leading GDPR and privacy controls
- Highly personalised training, support and service



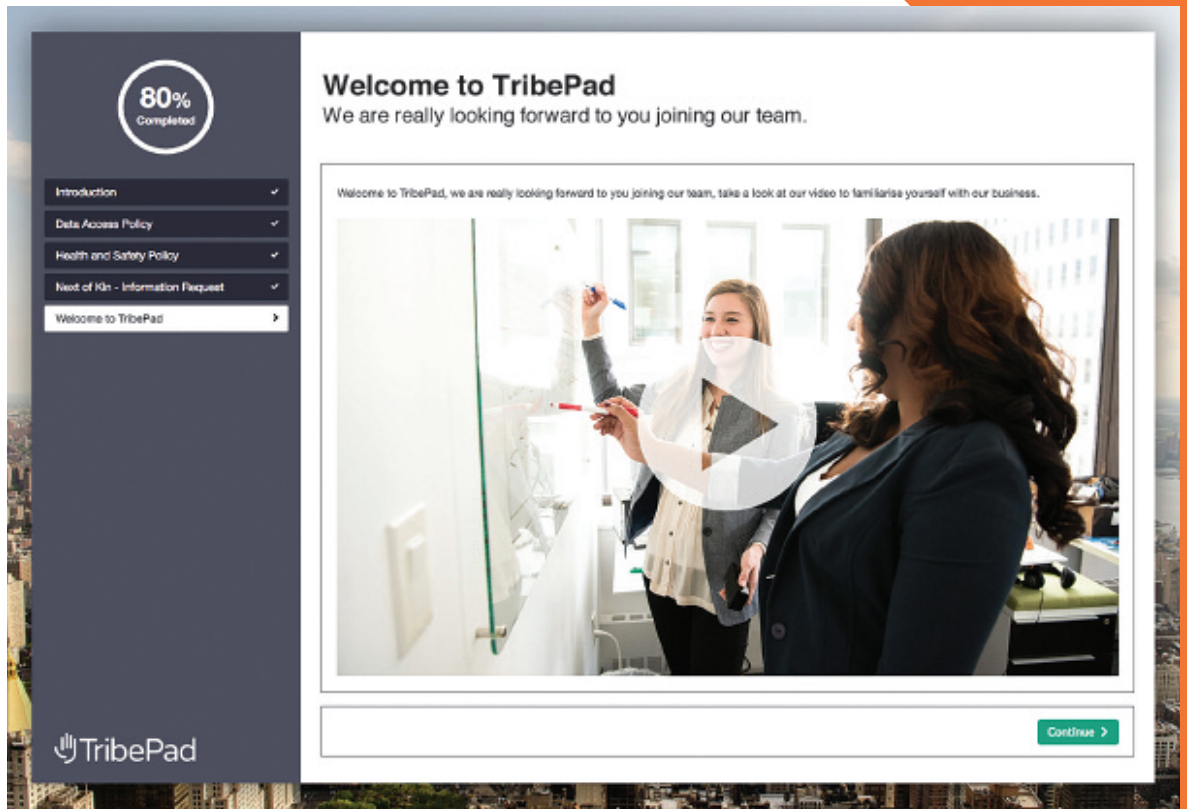
Neil Armstrong, Commercial Director, TribePad and Christopher Bell, Recruitment Manager, Gleeson



“We have an amazing relationship with TribePad.”

what we do

# Onboarding



Great for new-starters, great for hiring managers, great for HR.

- Intuitive dashboards for new employees, managers and HR
- Issue contracts and new-starter welcome tasks, documents and videos
- Collect key employee information and confirm policy acceptance
- Audit and report on new-starter process compliance including background checks
- Create a great experience and reduce time onboarding



**Melissa Jones**  
melissa@email.com

**PASSED**

Answers | Email | Insights | Reviewers | **Send for review** | Embed | Remove

Search answers...

**What attracted you to the apprenticeship scheme in particular- compared to other programmes?**

Reset answer attempts | Video info | Re-record

Scoring  
Your score: 27  
Knowledge of role  
Overall

Similar candidates

	<b>Jeremy Bowman</b> jeremybowman0152@email.com	<b>81%</b>
	<b>Laura Knight</b> lauraknight@email.com	<b>75%</b>
	<b>Sam Porter</b> samporter@yemail.com	<b>68%</b>
	<b>Brad Taylor</b> bradtaylor0152@email.com	<b>59%</b>

Candidate discussion

Add a comment... **Send**

**Sam Cooper**  
Really good answer

# Video interviewing

Reduce your first stage hiring costs by up to 90%.

- Interview anywhere, anytime, on any device
- Radically reduce time and hassle for candidate and recruiter
- Review and score video answers to quickly identify top talent
- Innovative AI features to identify personality types

what we do



# Contractor management

Replace your spreadsheets and disparate databases of freelance candidates for good.

- Search contractor profiles, credentials and previous experience
- Check contractor availability, then invite and appoint to your projects
- Smooth resource onboarding and checking, whilst maintaining GDPR compliance
- Audit your projects and placements, approve payments and generate invoices



**Filters** [Reset x](#)

**Available on**

Today  
 Select a date

**Job Title**

Match Any  Match All

Type to select

**Groups**

Match Any  Match All

Select group

**Location and willing to travel**

Sheffield

10 miles

**Search results** [0](#)

Select all on page (4)  Select all (4)

**Sofia Martin** sofia.martin@email.com 07812360327

TribePad - (Software Engineer)  
BT - (Software Engineer)  
PlusNet - (Software Engineer)  
2 more credits

[Designers x](#) [Developers x](#) [DigitalUsers2018 x](#)

**Jakob Garcia** jakob.garcia@email.com 07822760399

Agent - (Software Engineer)  
Sky - (Software Engineer)  
DNA - (Software Engineer)  
2 more credits

[Designers x](#) [Developers x](#) [DigitalUsers2018 x](#)

**Charlotte Li** charlotte.li@email.com 07813760346

C4 - (Software Engineer)  
BBC - (Software Engineer)  
TribePad - (Software Engineer)  
2 more credits

[Designers x](#) [Developers x](#) [DigitalUsers2018 x](#)

**Mohammad Yasin** mohammad.yasin@email.com 07821768711

HMRC - (Software Engineer)  
Sky - (Software Engineer)  
ASK4 - (Software Engineer)

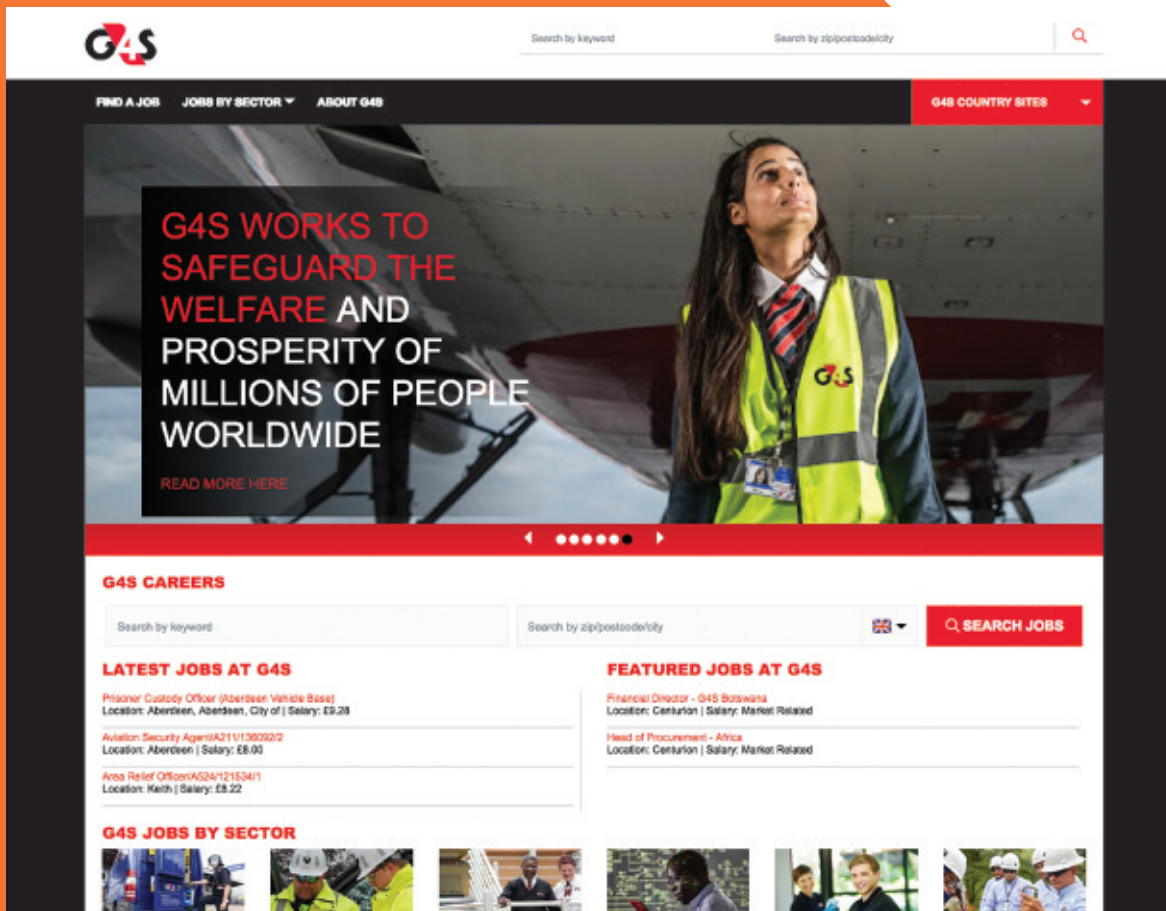




# White label job boards

Fully branded job boards customised for your organisation.

- Intuitive and mobile-optimised designs, tailored to your brand
- Create content pages with images and videos, and manage job ads
- Optimised for Google for Jobs and other job distribution partners
- Candidate, company and administrator tools including reporting
- Stripe and PayPal billing integrations



# Why TribePad?

TribePad was founded with a vision of making it easier for people to find a job whilst saving money for businesses in the process.

Take control  
of your recruitment

Give your candidates  
a fantastic experience

Deliver savings and efficiencies  
for your company

Find high calibre  
candidates

TribePad helps you do  
all this and more with:

- Free upgrades forever so you are always using the latest version of our software
- Software that grows and adapts with your business
- Fantastic support delivered from the UK
- A product roadmap designed with you

Read on to find out more about the benefits of working with TribePad.



# Time is money

We're confident that as well as improving hiring outcomes, your business will see a significant return on investment by using our talent acquisition software.

## Improve internal efficiencies.

- Handle large volumes of applications in a cost-effective way
- Automate tedious administrative tasks, allowing you to focus on sourcing the best talent
- Save up to 90% of early stage interviewing costs, using Video Interviewing

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“We saw a 40% drop in agency costs almost immediately.”



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## Optimise your recruitment costs.

- Increase the proportion of direct recruitment using talent pools
- Identify the best performing job boards and agencies
- Manage temporary staff and flexible workers directly with TribePad Flex

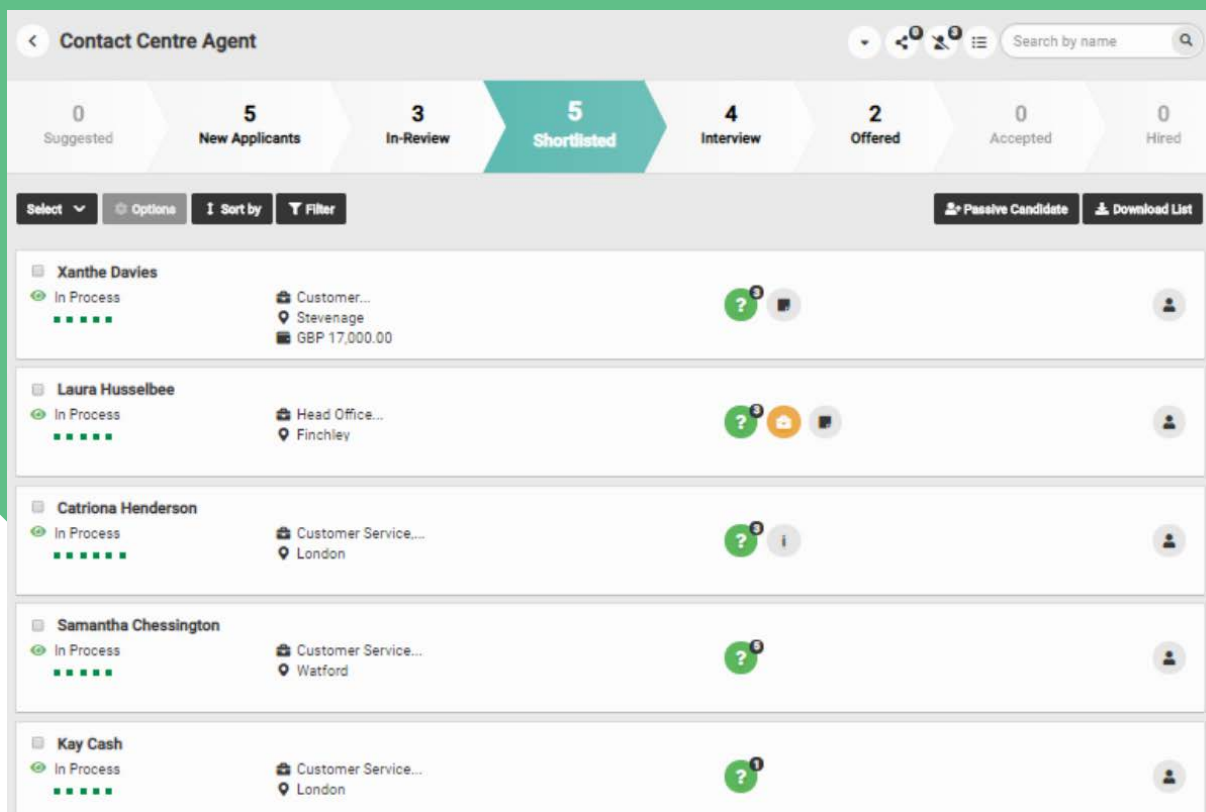
Attracting, engaging and processing top talent.

- Completely mobile optimised with an accessible design
- Fully branded job search and candidate portal
- Reduce candidate drop-offs with simple application processes, including Indeed Apply, ATSi, LinkedIn, Quick Apply and more
- Keep candidates fully informed and engaged with automated email and SMS
- Prepare new-starters with a great onboarding experience

# First impressions count - give your candidates the best



# Driving your recruitment forward



## Take control and stay a step ahead of the competition.

- Recruitment workflows customised to individual jobs
- Make data-driven decisions using our extensive reporting capability
- Manage unconscious bias using our anonymous candidate tools
- Ensure GDPR and diversity compliance
- Track and manage onboarding tasks for new starters

what's in it for me





TESCO



DIABETES UK  
KNOW DIABETES. FIGHT DIABETES.



# Our clients: part of our tribe

We specialise in helping medium and larger organisations improve the efficiency of their recruitment process, whilst delivering an exceptional candidate experience.

Join the organisations who trust TribePad.

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# What to expect?

A supportive team  
that produces  
great partnerships

Katie Shaw, Resourcing Partner - Sodexo

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Gone above and  
beyond to help us  
tailor the platform

Carlos Vega, Director of Recruitment Technology - G4S North America

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A system that has gone  
from strength to strength

Rani Randhawa, Head of Resourcing and Talent

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Provides great ROI

Patricia Woolliscroft, Senior Recruitment Consultant

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our clients

Extremely  
efficient, friendly  
and reliable



Rick Holt, Operations Talent Leader - KFC

From design and  
concept, they have  
made our life so easy



Krystal Spears, Talent People Partner - OneStop

Innovative platform and  
usability for both the  
recruiter and candidate



Susanna Cairns, People Capability Partner

Helps us save time, money  
and achieve our goals



Chellie Stevenson, Group Training & Recruitment Manager

A very cost effective,  
very honest solution



Ursula Jayes, Head of Carer Recruitment

our clients



# Over ten years of client satisfaction, recommendations and awards



celebrating 10 years



our clients

# Partner integrations

TribePad can seamlessly integrate with the best candidate assessment tools, background checks and HR systems, allowing best-in-class tools to work together.







Contact us today for a free demo



[tribepad.com/demo](https://tribepad.com/demo)  
+44 (0)114 312 2110



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