

Oleeo

SUCCESS SUMMIT 2025.



www.slido.com, code: #1557972

YOUR COMPÈRES .



**Stefan
Sawh**
Head of Commercial



**Chance
Newcombe-Bilham**
Commercial Director



Oleco



Kindly Hosted
by:

NOMURA

Thank you for
having us!

AGENDA .

10.00	Networking Breakfast				
10.30	Welcome			13.45	Product and Innovation Breakout Session
10.45	Keynote Speaker: Wilson			15.00	Best Practice Breakout Session
11.15	Break			15.15	Break
11.30	Product and Innovation Breakout Session	Best Practice Breakout Session	Consultancy	15.45	Customer Story: Sopra Steria
12.45	Lunch & Product Surgery			16.30	Expert Panel Discussion
				17.00	Innovation Roadmap, Awards & Recognition, Finale
					Dinner and Drinks on the Terrace
					Con.



YOUR OLEEO TEAM !



Oleeo

Brought to you by
your **Customer
Success** Team.

Supported by our
Marketing Teams &
Product Teams.

Accompanied by our
**Sales, Commercial,
Delivery, HR &
Finance** Teams.

YOUR CONSULTANTS !



Martyn Oliver
Head of Service Delivery



Louisa Stephen
Implementation Consultant



Matthew Bradbury
Principal Consultant



James Devonshire
Principal Consultant

Oleeo

HAPPY
Birthday
30
Oleeo

OLEEO TURNS 30!

TECHNOLOGY AND THE WORLD OF WORK NEARLY 3 DECADES AGO ...

Oleco



THE WORLD OF WORK AND RECRUITMENT TECHNOLOGY EVOLUTION .



EXPERIENCE

CAMPUS

EVENT

INTERVIEW

CRM

OFFER

PROGRAM MGT

REPORTS

Quick Links

Create Opportunity

Add Candidates

Awaiting Approval

Professional Screen

Test Search

Experience Requisition

Filter:

Opportunity ID

Opportunity Title

Location

Business unit

Closing Date

Live Date

1

Analyst Investment Banking Full Time

San Francisco

Legal

3/7/2018, 23:55 (US/Eastern)

02/07/2018, 11:15 (US)

4

Health & Safety Coordinator

San Francisco

Human Resources

3/7/2018, 23:55 (US/Central)

03/07/2018, 12:20 (US)

1

Industrial Server

New York

Capital Markets

05/07/2018, 23:55 (US/Central)

03/07/2018, 12:20 (US)

4

Associate Capital Markets Full Time

San Francisco

Legal

3/7/2018, 23:55 (US/Eastern)

02/07/2018, 11:15 (US)

7

Analyst Capital Markets Full Time

New York/San Francisco, LA

Capital Markets

3/7/2018, 23:55 (US/Eastern)

02/07/2018, 11:15 (US)

8

Surgery Manager

New York/San Francisco

Investment Banking

06/06/2018, 23:55 (US/Central)

03/07/2018, 12:20 (US)

5

Client Officer - Part Time/On-Call

San Francisco

Marketing

26/07/2018, 23:55 (US/Central)

03/07/2018, 12:20 (US)

Open 90 Days or More

Filter: 1 Result

Opportunity ID

Opportunity Title

Hiring Target

Submitted Applications

Screening

Interview Bat 1

HR

4

Health & Safety Coordinator

6

126

10

0

0

0

9

Client Officer - Part Time/On-Call

5

18

13

1

0

0

45

Senior Control Analyst

0

0

0

0

0

0

11

Marketing Coordinator

2

0

0

0

0

0

Active Roles by Department

Legal

Human Resources

Capital Markets

Information Tec.

Marketing

Investment Bank.

0

10

10

10

10

10



Oleco

EVOLUTION OF RECRUITMENT TECHNOLOGY

Early Days

Job Boards & Basic Databases



Rise of ATS

Automated Resume Screening

Social Media Boom

LinkedIn & Brand Building



Age of Automation

Automated Job Posting & Scheduling



AI Takes Center Stage

AI-Powered Candidate Sourcing and Outreach



IT'S STILL ALL ABOUT PEOPLE !



WHAT TODAY IS ABOUT ... (POWERED BY GEMINI)



WHAT TODAY IS ABOUT...



Oleco

wilson

A fresh take on talent



KEYNOTE SPEAKER .

Janine Chidlow, Managing Director - **Wilson.**

Want to ask Janine a question?

Visit: www.slido.com, Code: #1557972





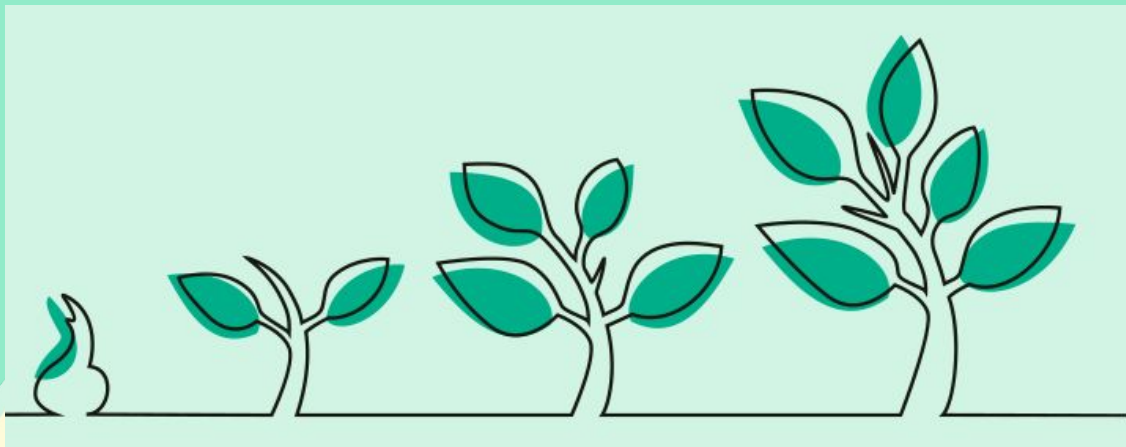
A fresh take on talent

Planning for the unplannable

in talent acquisition.

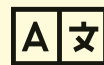
Janine Chidlow

Managing Director



We're a **people-to-people** business.

65+
countries



50+
languages

6
continents



250,000+
hires per year

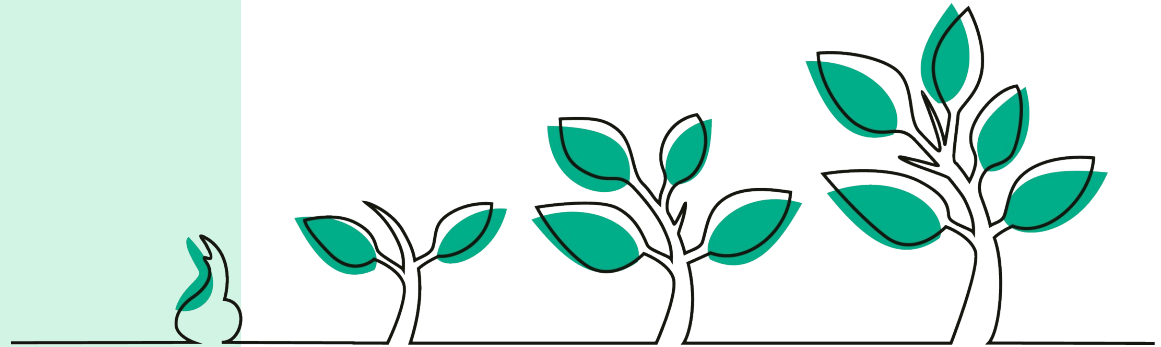
15+
offices



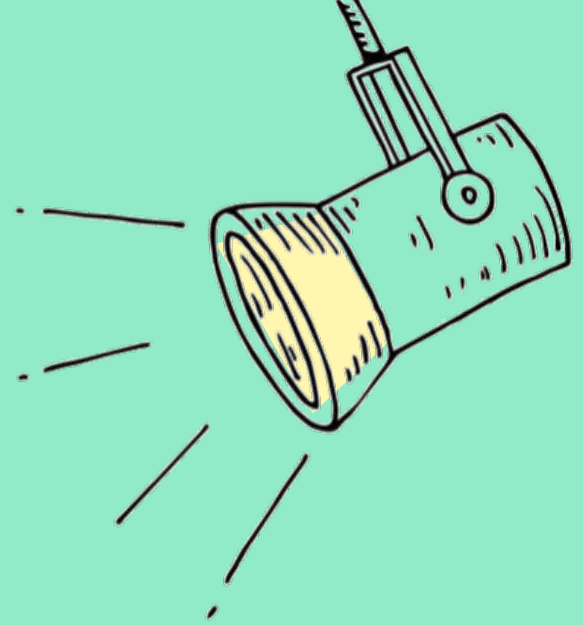
2,000+
people

Our Services

- **Recruitment Process Outsourcing**
- **Contingent Solutions**
- **Executive Search**
- **Talent Advisory**
- **Talent Intelligence**
- **Technology Advisory**



Setting the stage.



- 1 Economic volatility & shifting landscape
- 2 Talent leaders in critical seat at table
- 3 Workforce sustainability model
- 4 Steps to get there

Shift in talent landscape.

Pandemic **transformed**
work patterns,
preferences, and
employer-employee
dynamics

Globalisation and
economic shifts **add**
further complexity,
affecting job stability
worldwide

Generative AI could
automate up to 30%
of work hours by 2030,
with 60% altered

McKinsey, 2023

Regional shifts in
working age population
are **transforming**
global economies and
labour markets

World Economic Forum, 2025



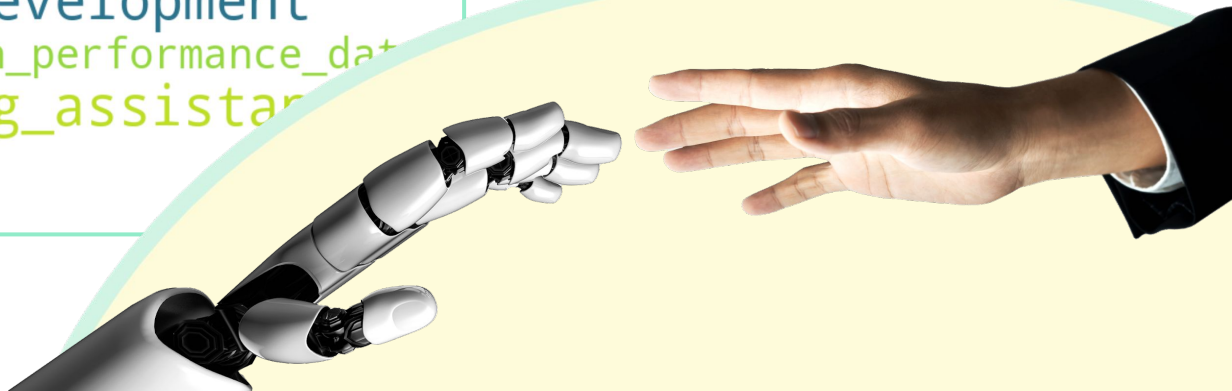
Human-led, tech-driven transformation.

Project_and_assignment_creation_assistant
Applicant_skills HR_transactions_assistant
Informational_search_assistant
degree_feedback_summary
matching_assistant
Candidate_skills
Career_assistant Feedback_writing_assistant
Compensation_planning_and_discussion_assistant
Interview_assistant Development
Skills_inference_based_on_performance_data
Job_description_assistant
Skills_architecture_assistant planning_assistant

“

2025 is not only the year of the Superworker, it's also a year of business reinvention.*

*The Josh Bersin Company, 2025



Adaptability matters.

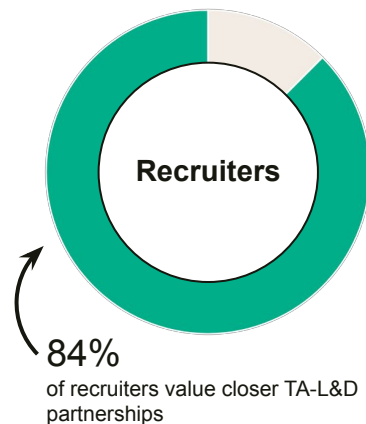
- Short-term fix comes at a high cost
- World of work not standing still
- Candidate experience is at risk

How will the talent function lead the way?

- ✓ Cross-functional partnerships
- ✓ Leverage technology (at the right time)
- ✓ Promote employee sustainability

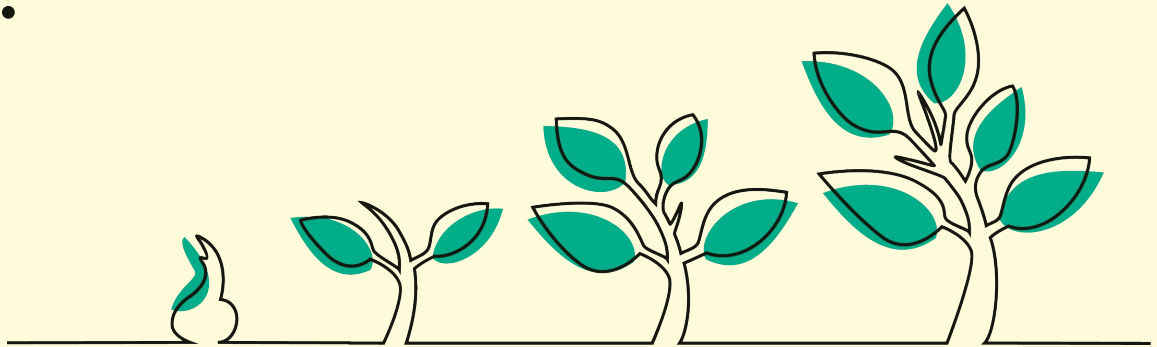
Talent management is
one of the **top 10**
core skills for both
2025 and 2030

World Economic Forum, 2025



LinkedIn, 2024

Who in the room feels their
organisation's talent strategy
is future-ready?

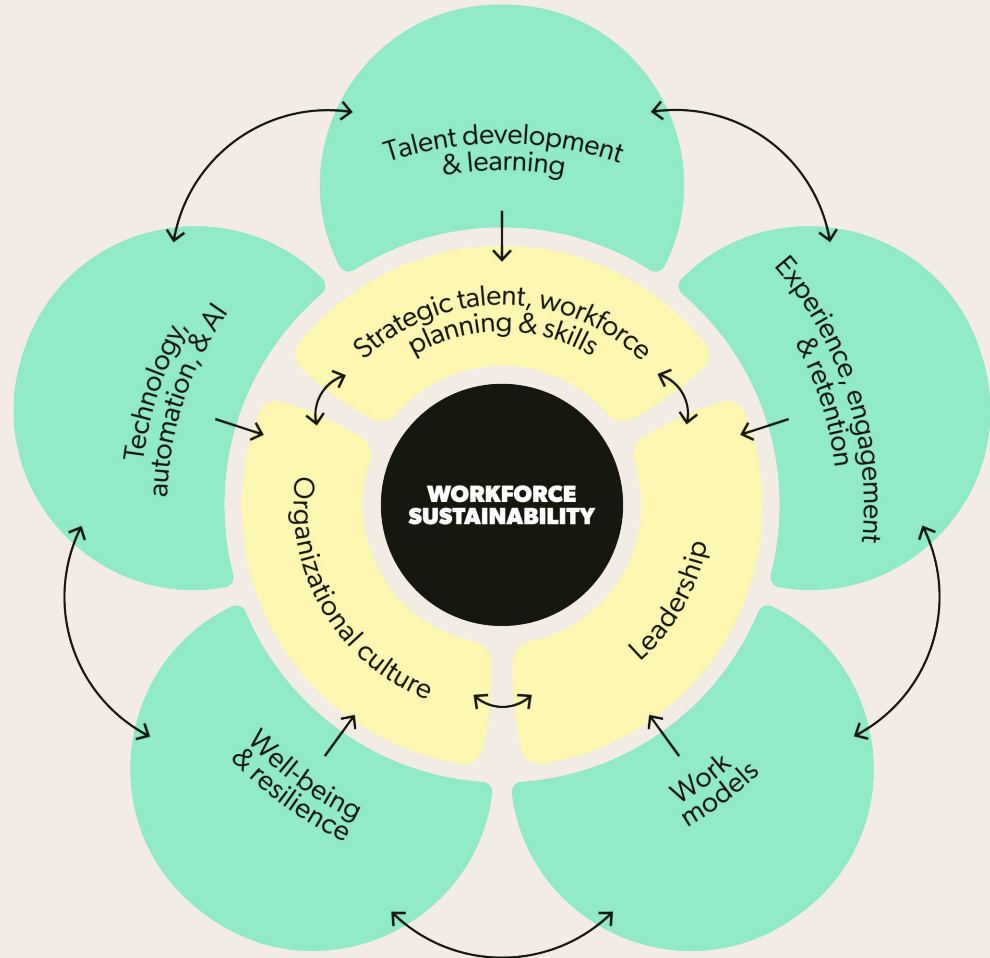


Workforce sustainability



Workforce sustainability model

Interconnected framework to help talent leaders contribute to long-term health and adaptability of the workforce



Foundational pillars

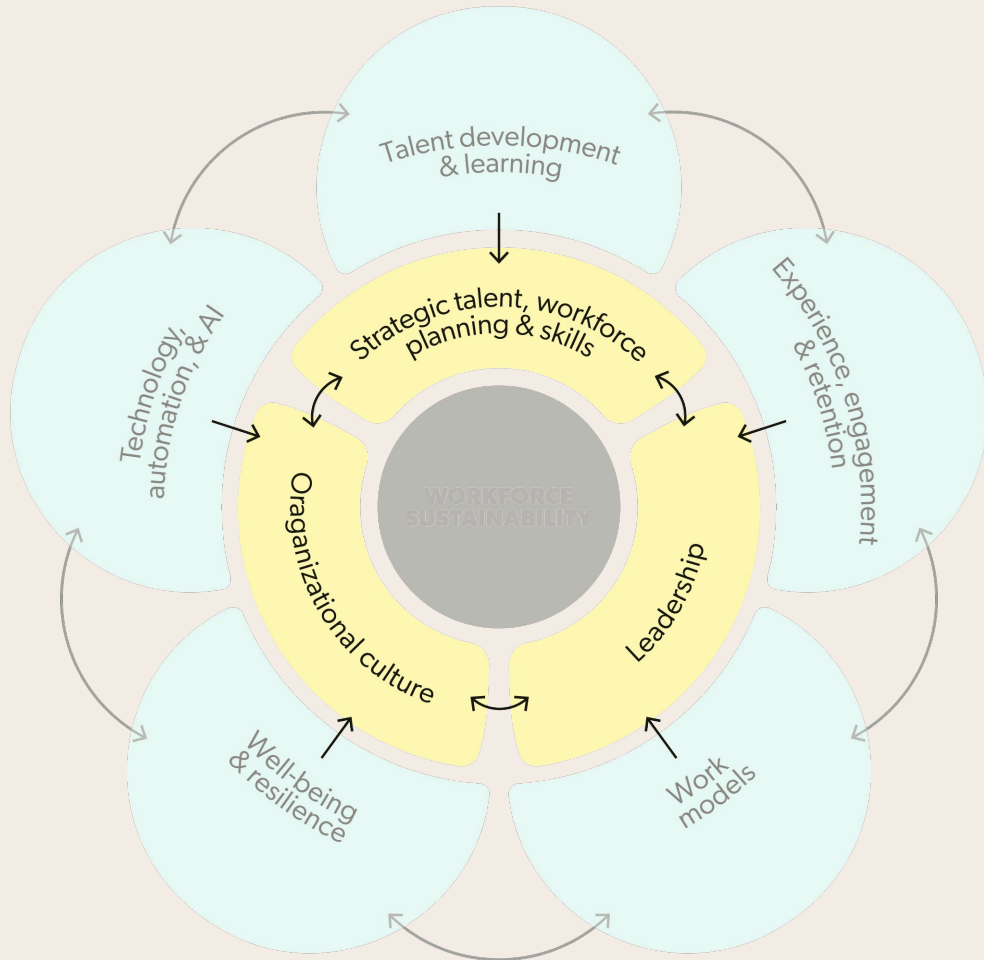
Aligning talent strategy with an organisation's values



Cultural change is essential for workforce sustainability, but it's a gradual process that requires deliberate action. A thriving culture focuses on continuous learning, adaptability, and collaboration, enabling organizations to remain resilient in a volatile environment."

Alicia O'Brien

SVP of Innovation, Consulting & Customer Success

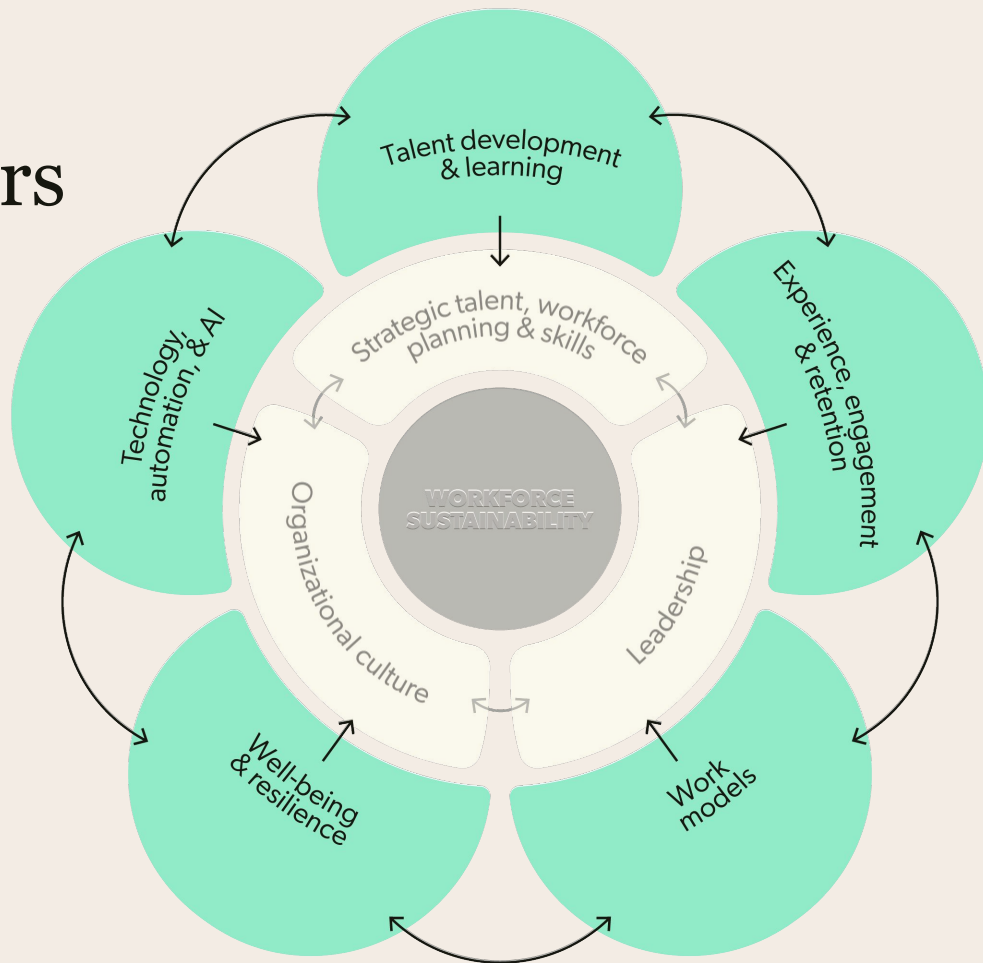


Action-oriented pillars

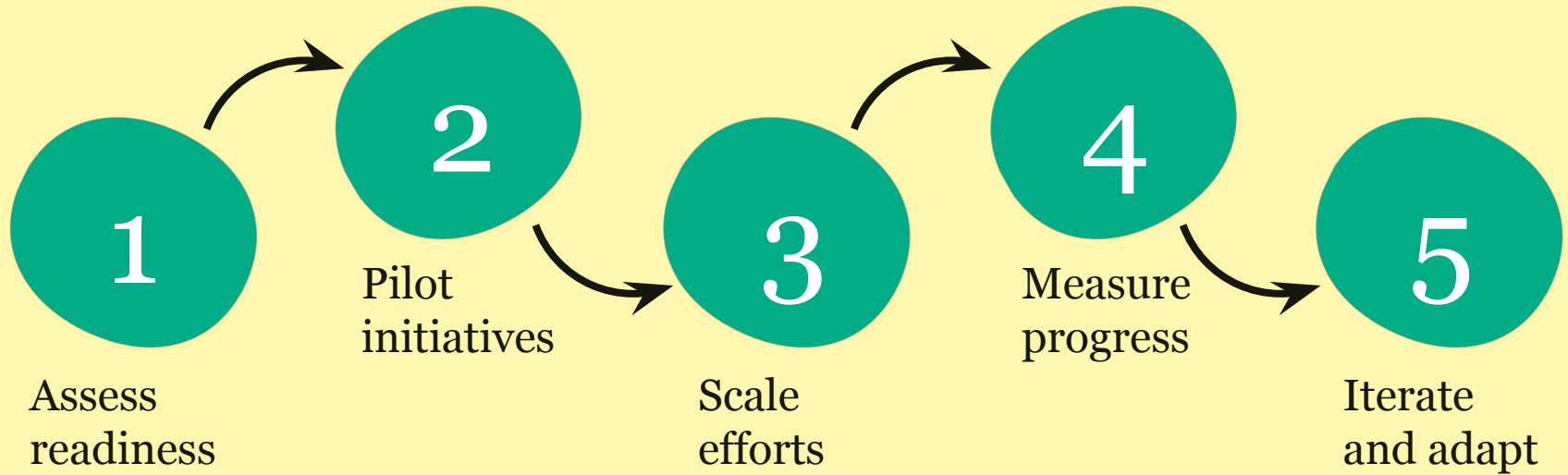
Agile, future-focused strategies

“Focus on sustainable strategies that can flex and scale as needed by investing in innovation, infrastructure, and talent. This allows you to address current challenges while also positioning your organization for growth and resilience in the years to come.”

Craig Sweeney
EVP, Global Solutions



Steps to adopt your workforce sustainability model



What's next?

1.

Plan for
uncertainty

2.

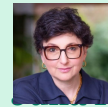
Embed agility
into processes

3.

Develop a
change ready
workforce

“

We must broaden our definition of sustainability beyond “built to last” to include “built to adapt.” A sustainable workforce doesn’t cling to outdated ideas about permanency, but embraces a flexible relationship with talent”



Robb Bawm

Award-winning writer, speaker,
consultant and broadcaster



Internal gigs

Enable internal mobility by reallocating talent for short-term projects

Intrapreneur Opportunities

Permanent Side Hustles

Skills-based hiring

Shift from role-based hiring to prioritising skills,
improving diversity and adaptability.



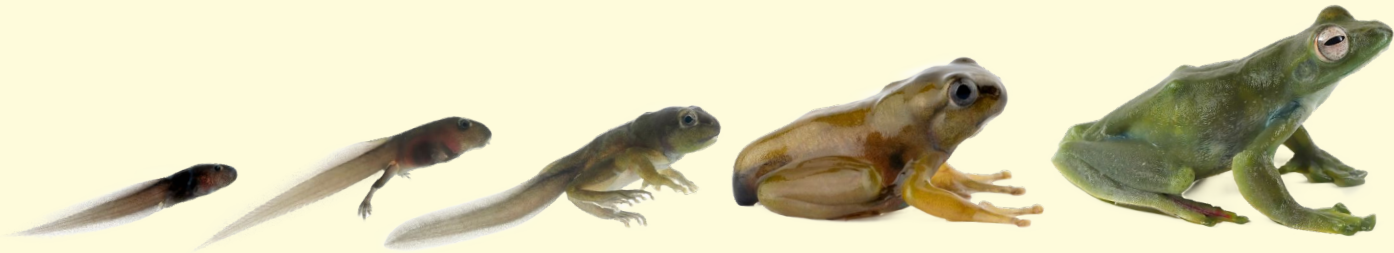
Agile workforce

Develop a network that gives you scalability through a variety of channels to manage short-term recruitment needs.



AI and technology

Use AI to automate administrative tasks, predict future workforce needs, and enhance decision-making.



Key takeaways

1. Build resilience by planning for uncertainty and embedding agility into your strategy
2. Internal gigs, Intrapreneur opportunities, skills-based hiring, agile workforces and AI integration provide quick wins
3. Collaboration across functions is essential for long-term success.

Let's build a future-ready workforce and drive business success – *together.*





A fresh take on talent

View our Workforce
Sustainability series here



A woman with short dark hair and large hoop earrings is speaking and gesturing with her hands in a meeting. She is wearing a light-colored button-down shirt. In the foreground, the backs of two people's heads are visible, looking towards her. The background shows a modern office interior with glass partitions and some blurred lights.

Oleeo

Best Practice .

More powerful together

oleeo.com

HOW DO YOU ?

Sharing advice on how you ...



“

How do you maintain quality, fairness, and consistency in shortlisting when application volumes are high and hiring managers have differing views on what 'good' looks like?

How do you maintain candidate engagement during the pre-employment checking stage, particularly when progress depends on other teams and third parties so delays are unavoidable?

How do you embed proactive reporting into day-to-day activity, rather than reacting only when reports are requested?

How do you make effective use of silver medallist candidates rather than letting them exit the process entirely?

How do you balance automation with human interaction during early recruitment stages?

THE NEW OLECO CONFIGURATION GUIDE .

Launching at the Success Summit.

A fully re-written,
task-driven Configuration
Guide — now easier to
follow, especially for
non-technical users.



THE NEW OLEEO CONFIGURATION GUIDE .



WHAT'S INSIDE?

Step-by-step instructions
Real-world use cases
Expert tips and best practices
Covers all topics from Level 1, 2, and 3 Configuration.



WHERE TO FIND IT?

On the **Knowledge Base** in the
Oleeo **Community**
(Available to anyone with a
registered Community
account)



WHAT'S NEXT?

In the future, we'll be
connecting the guide to
OleeoQ — our AI-powered
chatbot.

It will provide **tailored answers**
to your specific configuration
questions by drawing directly
from the Configuration Guide.



Oleco



HIDDEN GEMS.

Oleeo

Personalised
candidate
buttons

Email
branding

Pinned
telephone
numbers

Auto move to
talent pool
for silver
medalists

Visual candidate
progress
tracker

Multiform
vacancy process

Bounced
email
reporting

One click
vacancy posting
(and unposting)

Candidate
feedback

Oleeo

Oleeo





Improve Candidate Experience



Improve Candidate Attraction



Reduce Time to hire



Improve D&I



Improve Hiring Manager Engagement




Improve Quality of Hire



Recruitment Efficiencies (Automation)



PERSONALISED CANDIDATE BUTTONS .



[REDEPLOYEE OPPORTUNITIES](#)
[REDEPLOYEE JOB BOARD](#)
[HELP CENTRE](#)

GARETH GATES ▾

APPLICATION CUSTOMER SUCCESS MANAGER

CUSTOMER SUCCESS MANAGER: PRE-EMPLOYMENT CHECKS

I PROVIDE CONSENT FOR OLEEO TO CONTACT ELOISE AT GOOGLE.COM



I PROVIDE CONSENT FOR OLEEO TO CONTACT FRANK AT TOP HAT

WELCOME TO THE TEAM, GARETH!

We are so pleased you have accepted our offer to join Oleeo.

We are currently conducting your pre-employment checks. Please see below for an update on how these are going:

- ✗ Reference 1 in progress
- ✗ Reference 2 in progress
- ✗ Vetting in progress
- ✗ Right to Work in progress

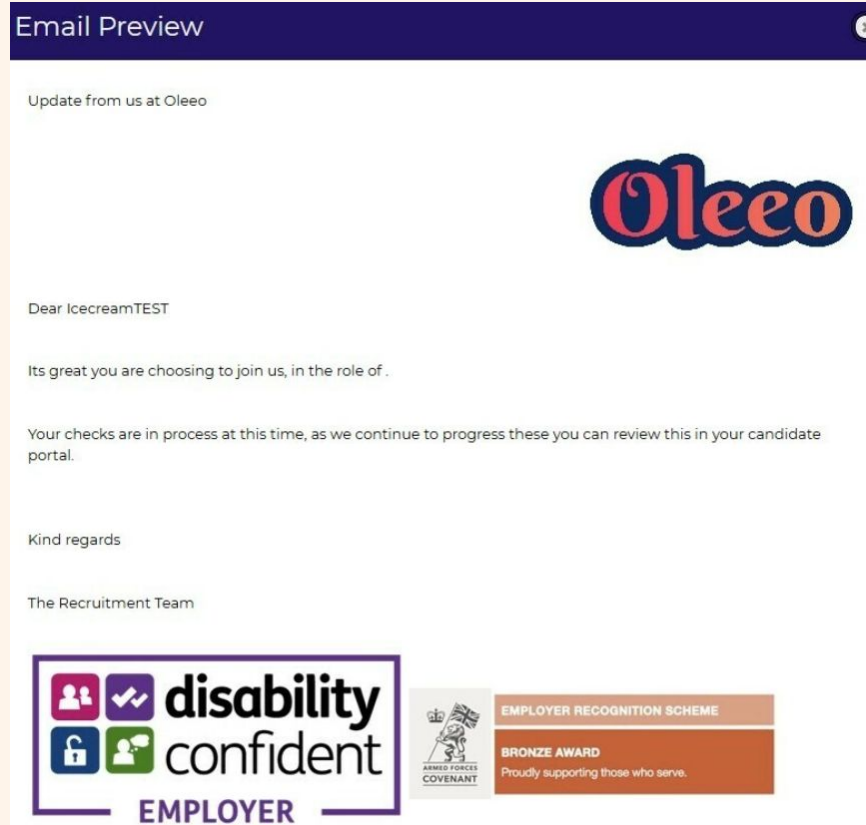



Meet Your Team



EMAIL BRANDING .

Oleeo



PINNED TELEPHONE NUMBERS .

CREATE ACCOUNT

[Sign in with LinkedIn](#)
[Login with Facebook](#)
[Sign in with Google](#)

- If you already have an account – please select 'Login' from the menu above or the link at the bottom of the page.
- To create a new online application account, enter your personal details below. Please use a non university email address that you will have permanent access to as our main method of contact with you will be via email.

First Name

Last Name

Mobile Number

Email

Confirm Email

Choose Password (min 12 characters)

Confirm Password

☐ I'm not a robot



The information you provide on this page is necessary to create your account successfully, to administer your personal details, please read our [DATA PROTECTION STATEMENT](#) and use of personal data.

By choosing to submit your registration, you agree to the terms described above.

Country Code

Country Code

United Kingdom +44

United States of America +1

Afghanistan +93

Aland Islands +35818

Albania +355

Algeria +213

American Samoa +1684

Andorra +376

Angola +244

Anguilla +1264

Antigua and Barbuda +1268

Argentina +54

Armenia +374

Aruba +297

Australia +61

your application is
personal details, please
data collection policies

held and used as



AUTO MOVE TO TALENT POOL .

☒ Auto Populate From Application Process

Saved Search *

MR Talent Bank - opt-in

x ▼



CANDIDATE PROGRESS TRACKER .

APPLICATION HEALTHCARE SUPPORT WORKER**HEALTHCARE SUPPORT WORKER: APPLICATION RECEIVED – OLEEO**[GIVE FEEDBACK](#)

Thank you for your interest in Oleeo.

We'll email you about your application's progress, or you can check this in your Application Centre.

You can add your application to the talent bank to be considered for more roles like this one.

We'd appreciate it if you could provide some feedback on the online application process by clicking on the 'Give us your feedback' button above.

PROGRESS TRACKER

Screening

Interview

Offer

Onboarding



MULTI FORM VACANCY .

Stage 1 - Initial Vacancy Creation Details	Completed	▼
Stage 2 - Approval Request Details	Completed	▼
Stage 3 - Approval Decision	Completed	▼
Stage 4 - Advert Details	Completed	▼



BOUNCED EMAIL REPORTING

Default

Emails Bounced?

Last Email Bounced

Filter on: 'Department'

None Selected

Displaying 25 of 52 results

0 Selected

Whole Table Filter

Application ID	Submission Date	Opportunity / Event Title	First Name	Last Name	Email	Application Status	Any Emails Bounced?	Last Email Bounced?	Last application history change date
4559	04/06/2024, 18:21	Coffee Morning	Anthony	Smith	ANTHONY.SMIDTH@MAIL.COM	Event - attended	✓	✓	26/10/2024, 10:01
4552	04/06/2024, 18:21	Coffee Morning	Daniel	Mitchell	d.mitchell@email.com	Event - interview scheduled	✓	✓	13/08/2024, 00:03
4550	04/06/2024, 18:21	Coffee Morning	Emily	Johnson	emily.johnson@email.com	Event - space confirmed	✓	✓	13/08/2024, 00:03
4520	04/06/2024, 18:21	Coffee Morning	Matthew	Eliot	MATTHEW.ELIOT@MAIL.COM	Event - space confirmed	✓	✓	13/08/2024, 00:02
4518	04/06/2024, 18:21	Coffee Morning	Matthew	Eliot	MATTHEW.ELIOT@MAIL.COM	Event - space confirmed	✓	✓	13/08/2024, 00:02
4517	04/06/2024, 18:20	Coffee Morning	Matthew	Eliot	MATTHEW.ELIOT@MAIL.COM	Event - space confirmed	✓	✓	13/08/2024, 00:02
4515	04/06/2024, 18:20	Coffee Morning	Elizabeth	Holmes	elizabeth.holmes@coolfreecv.com	Event - no show	✓	✓	06/11/2024, 12:17
4514	04/06/2024, 18:20	Coffee Morning	Christopher	Morgan	christoper.m@gmail.com	Event - space confirmed	✓	✓	13/08/2024, 00:02
4502	04/06/2024, 18:20	Coffee Morning	Elizabeth	Holmes	elizabeth.holmes@coolfreecv.com	Event - space confirmed	✓	✓	13/08/2024, 00:02
4494	04/06/2024, 18:20	Coffee Morning	Harry	Kane	harry.kane@coolfreecv.com	Event - space confirmed	✓	✓	13/08/2024, 00:02

Any Bounced Emails

Filter on: 'Department'

None Selected

Displaying 25 of 53 results

0 Selected

Whole Table Filter

Application ID	Submission Date	Opportunity / Event Title	First Name	Last Name	Email	Application Status	Any Emails Bounced?	Last Email Bounced?	Last application history change date
4559	04/06/2024, 18:21	Coffee Morning	Anthony	Smith	ANTHONY.SMIDTH@MAIL.COM	Event - attended	✓	✓	26/10/2024, 10:01
4552	04/06/2024, 18:21	Coffee Morning	Daniel	Mitchell	d.mitchell@email.com	Event - interview scheduled	✓	✓	13/08/2024, 00:03
4550	04/06/2024, 18:21	Coffee Morning	Emily	Johnson	emily.johnson@email.com	Event - space confirmed	✓	✓	13/08/2024, 00:03

ONE CLICK POSTING .

Opportunity (Draft)

616 - Customer Success Manager

Status: Draft

Remove Draft
Status



Activate and Post



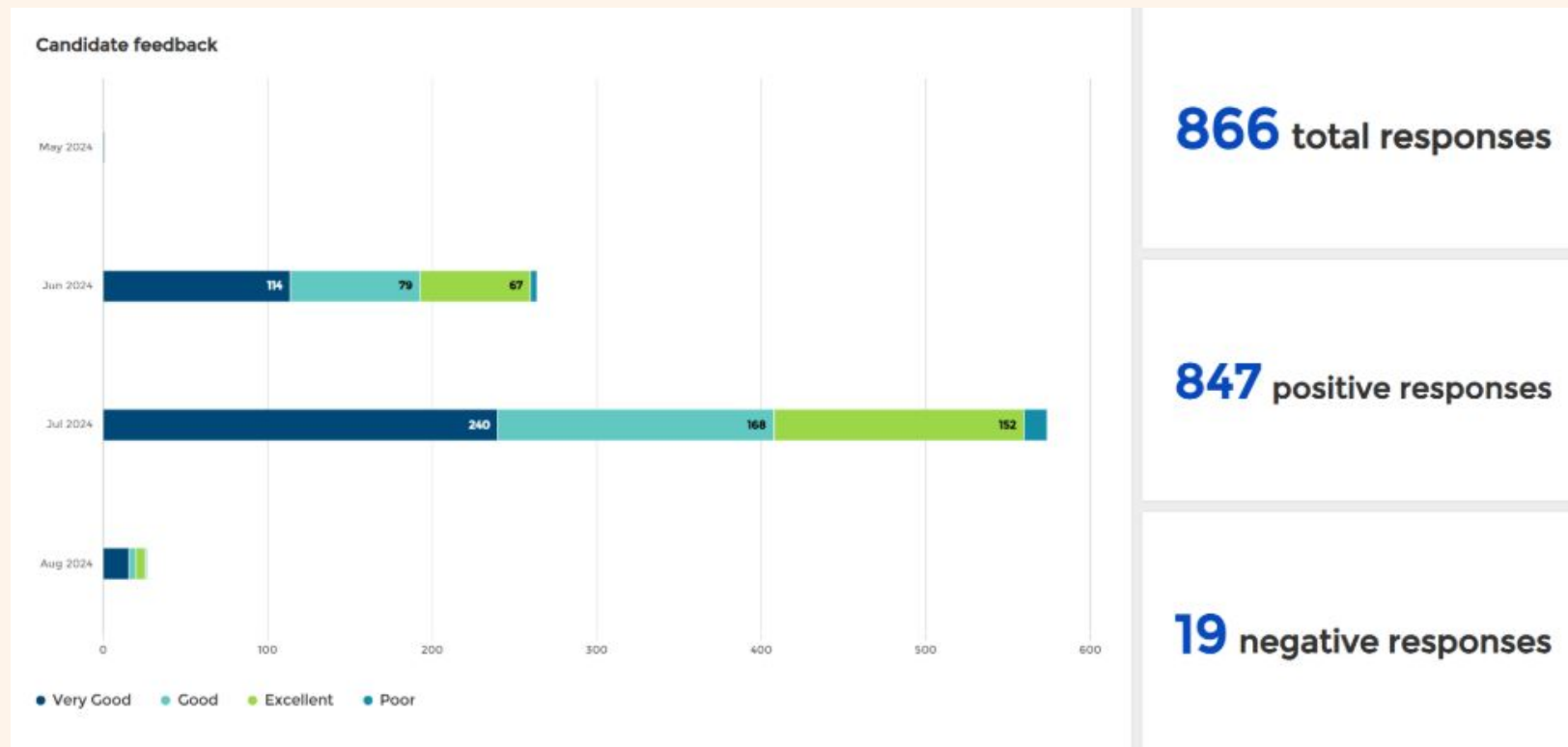
Close



Cancel



CANDIDATE FEEDBACK .



HIDDEN GEMS .

Over to you..



“

Which features have given you the biggest successes?

What have you customised for your organisation that is a real time saver?

Where have you looked on the Oleeo Community for advice and how has that helped?

What have you done to make your HM's job easier?

THE OLEEO COMMUNITY .

The Oleeo Community is there for all of you.

- Full of useful, hints, guides and support documentation
- Chat to others on the forum, pose questions and share knowledge
- Access the Config Guide!

It's your one stop shop for all things Oleeo!



Oleeo

sopra  steria

CUSTOMER STORY .

Marc Jenkins, Head of Major Programmes -
Sopra Steria.

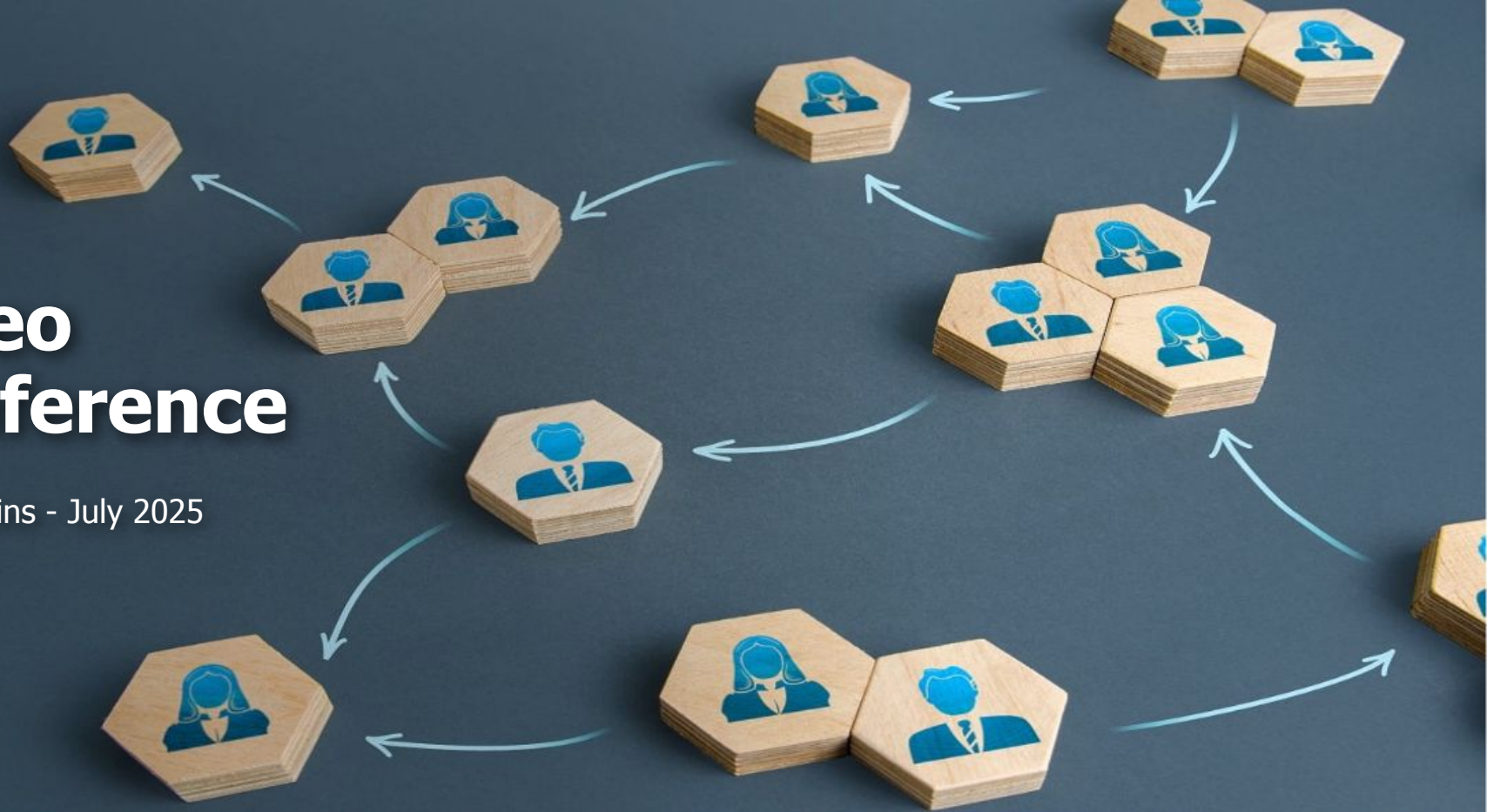


Want to ask Mark a question?
Visit: www.slido.com, Code: #1557972



Oleeo Conference

Marc Jenkins - July 2025



Who are Sopra Steria?

Shared Services Connected Limited was created in 2013 as a unique joint venture between Sopra Steria and the UK Cabinet Office. We're the largest provider of critical business support services for Government, Ministry of Defence, Metropolitan Police Service and the Construction Industry Training Board (CITB). We deliver **core and specialist** solutions for the **public sector**, including:

- **Resourcing Services** Pensions Administration
 - HR and Payroll
 - Finance and Accounting
 - Contact Centre
 - Data Insight and Procurement

In early 2025 Sopra Steria made the decision to create a new branch of its business called Transformation Business Services this moved Resourcing Services into its own department to accelerate the implementation of new tech and AI and pivot further towards recruitment outcomes within **Sopra Steria**.



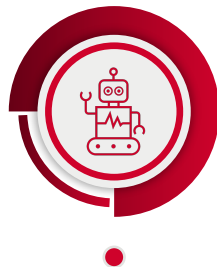
Where have we used Oleo and why...?



Speed



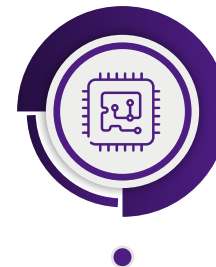
**Configuration
Flexibility**



**Automation
Routines**



**Public Sector
Knowledge**



**Alignment
with our AI
vision**



Cabinet Office



Home Office



Environment
Agency



HM Courts &
Tribunals Service



Department
for Work &
Pensions



Department
for Environment,
Food & Rural Affairs



Ministry
of Justice

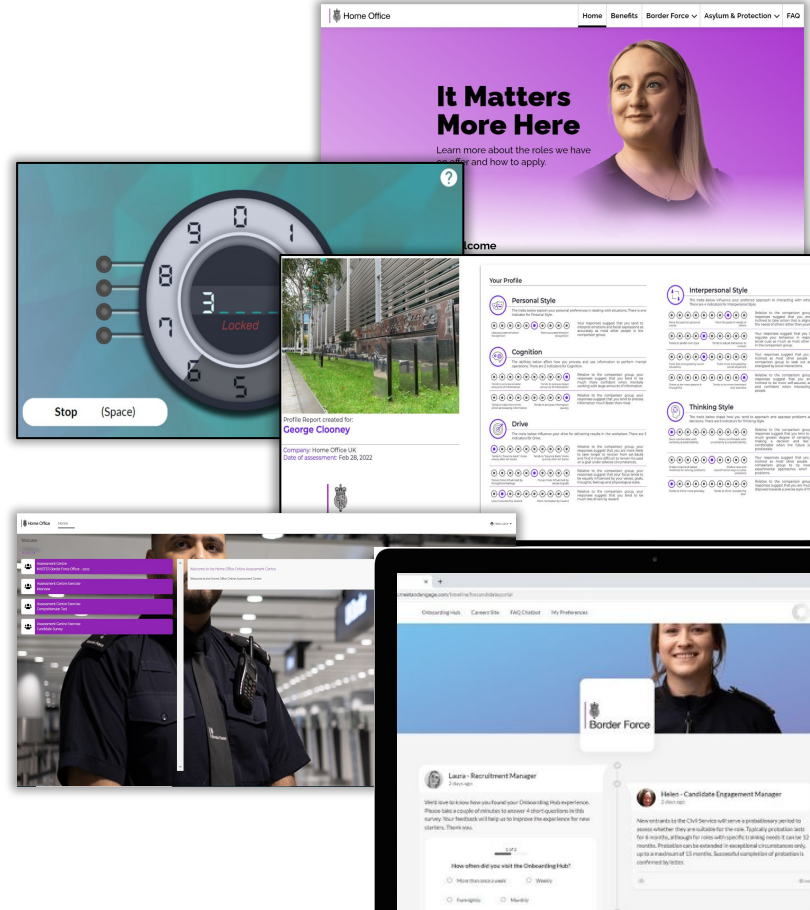
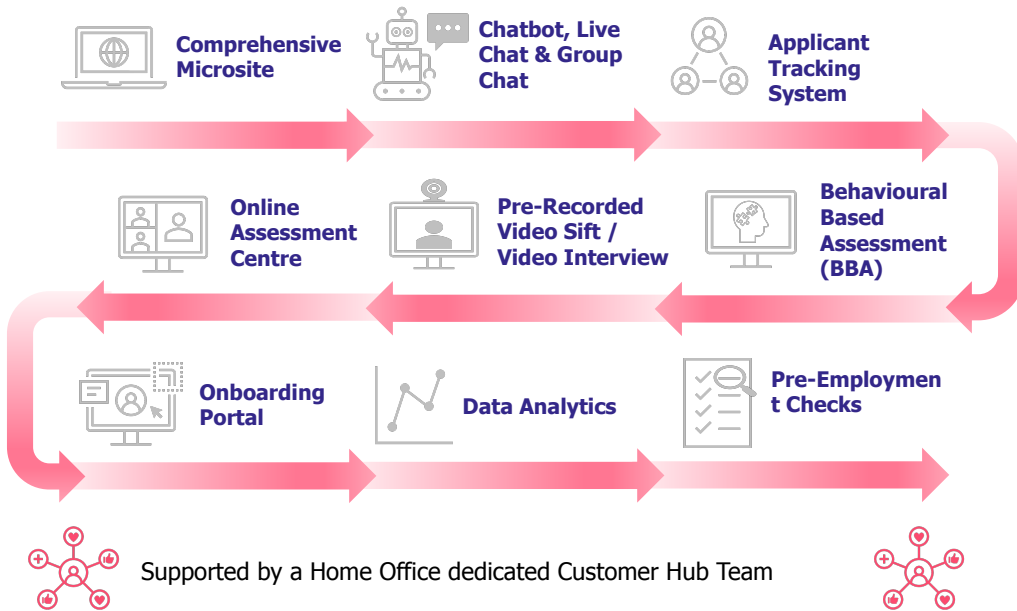


Ministry
of Defence



HM Prison &
Probation Service

How do we deploy technology for Home Office?



Sopra Steria Resourcing Supplier Eco-System



sopra  steria



EXPERT PANEL DISCUSSION .

Owning The Future: The Skills That Will
Define Recruitment In 2027?

Want to ask the panel a question?
Visit: www.slido.com, Code: #1557972



**OWNING THE FUTURE:
THE SKILLS THAT WILL DEFINE RECRUITMENT IN 2027 ?**



Mark Kunaseelan
Head of Resourcing
University of the Arts London



Michelle Dring
Head of TA & Workforce Planning
Wiltshire Police



Tom Lakin
Global Practise Director, Future of
Work Advisory, Talent Advisory
Robert Walters



POLICE
SCOTLAND
Keeping people safe
POILEAS ALBA

Oleeo

OLEEQ CHATBOT .

Alan MulHolland, Chief Inspector - **Police Scotland.**

Want to ask Alan a question?
Visit: www.slido.com, Code: #1557972



A job like no other.

Recruitment & Selection



OleeoQ – Chatbot

OFFICIAL



Artificial Intelligence (AI).

Increased efficiency,
reduced bias, and
improved candidate
experience?



A job like no other.

The Challenges.



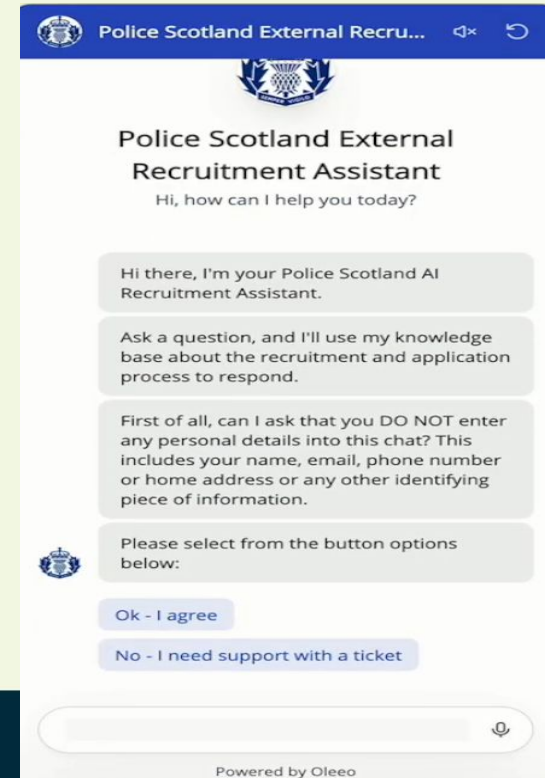
“Our recruitment teams were spending a significant amount of time bogged down in administrative tasks and repetitive processes. This takes valuable resources away from engaging with potential candidates and building a modern, forward-thinking recruitment function.

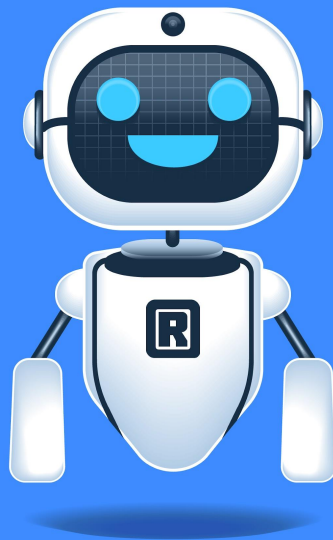
We recognised the need for a solution that would free up our recruiters to focus on what truly matters: finding the best talent for Police Scotland.”

The Solution.

OleeoQ - AI Powered Chatbot

- 24/7 operation – instantly personalise responses to increase candidate engagement;
- Pre-screening - handles repetitive initial questions;
- Frees up our recruitment team to focus on high-value tasks and attraction;
- Easy to adopt and deploy (well relatively!);
- Back by Oleeo Candidate Help Desk - Human-assisted support is there when needed.





The Impact So Far.



Admin time significantly freed up

With the chatbot now handling the vast majority of candidate questions, a lot of which are the same questions, our recruitment teams are now able to focus on important tasks such as events, candidate focused journey, building relationships and evaluation of process.



Continues to support us in modernisation

AI has enabled Police Scotland to embrace a modern, forward-thinking approaches to recruitment, appealing to generations of people who expect 24/7 support. Our chatbots Enhance Candidate experience and allows for continuous, instant support, improving on our candidate satisfaction ratings.



Positive Equality Impact Assessment

Recent equality impact of candidates with a disability shows a positive experience. People feel more comfortable asking the chatbot questions than if they were asking an individual. Chatbots offer a judgment-free space for applicants to ask questions, and importantly, they do not link to personal or live application data, ensuring an equitable and inclusive service.

What Is Next?

- Chat GPT and other online tools are available and used in a range of academic and Policing purposes – This is happening so embrace it;
- Online tools have assisted applicants for years, so long as we get a sense of them in an application form or CV then our processes will do the rest;
- AI Shortlisting and Selection for high volume roles.....



Governance.

- Candidate Charter – The Do's and Dont's

Candidate Charter:

"We recognise that candidates may use AI tools to support their application and to conduct important research about the recruitment process and the organisation.

Ultimately, we want to learn about you, your individual experiences, perspectives, and suitability for the role. These are personal to you and not something AI can truly generate or replace".

Do's:

- Ensure AI-created materials reflect your own skills, experience and knowledge;
- Use it to articulate your own ideas and thoughts;
- Review and edit AI generated content to ensure its accuracy and that it aligns to your personal application;
- Utilise AI, if required, to help with research, gathering information and prepare for the application process;
- Use AI as a preparation tool for interviews to format your examples;
- Ensure AI created material reflects you personally;
- Engage with the recruitment team if uncertain on how AI can support you.

Don'ts:

- Rely on AI to create your application;
- Copy and paste direct from AI tools;
- Use AI to generate answers and experiences which are not your own;
- Use AI tools during any virtual interviews, answers should be a genuine reflection of you and your own experience.

“Our project showed us that innovation doesn’t have to be slow or expensive. With the right approach it is possible to deliver a smart, modern solution - quickly, efficiently and with impact that far outweighs the investment.”



A job like no other.



POLICE
SCOTLAND
POILEAS ALBA

OFFICIAL



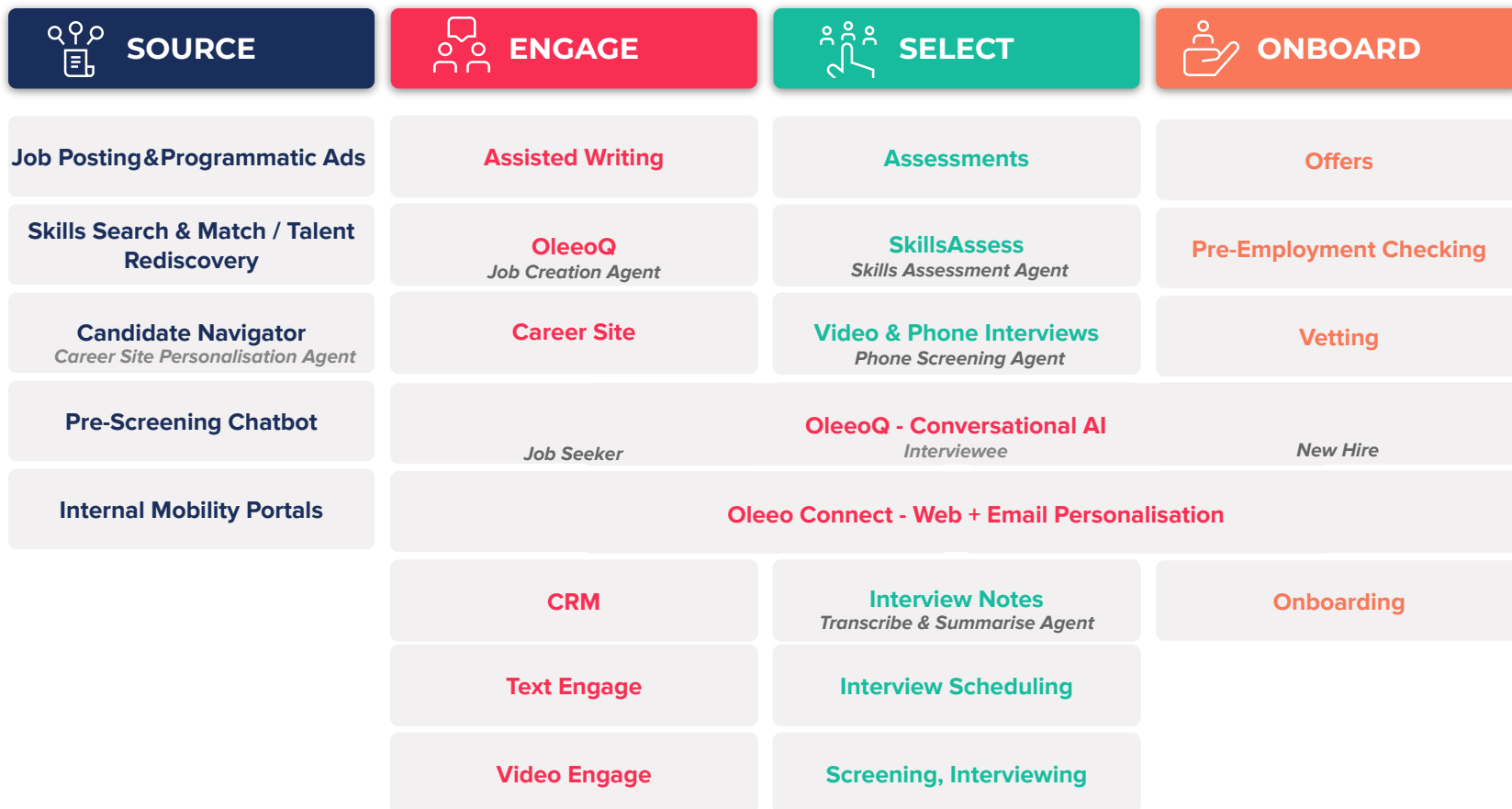
Oleeo AI - Today's Power & Our Future Vision .

More powerful together

oleeo.com

OLEEO: THE HUMAN-CENTRIC, AI-FIRST RECRUITMENT PLATFORM THAT WILL SUPERCHARGE YOUR ABILITIES. .

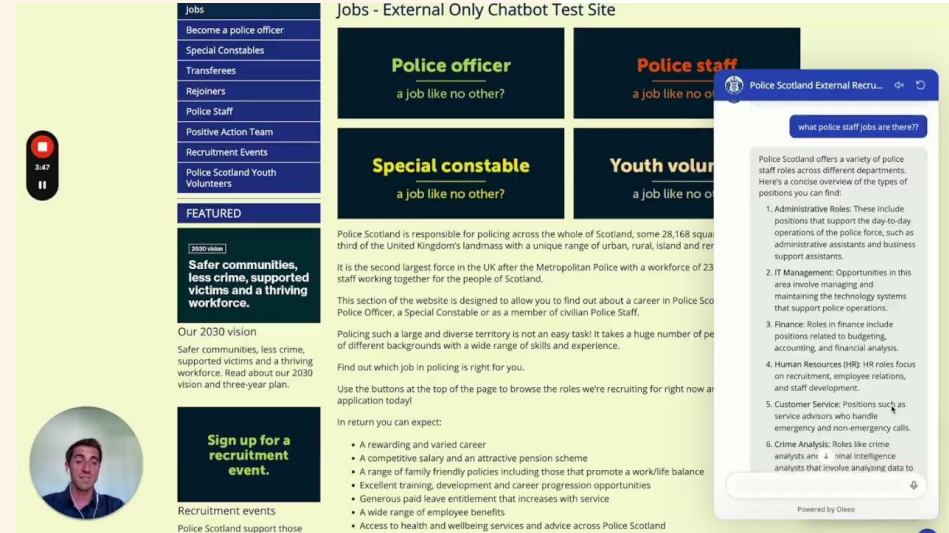
Oleeo



OLEEQ: 24/7 ENGAGEMENT = RECRUITER FREEDOM .

OleeoQ - improves candidate experience, hire quality and cuts admin.

- Answers commonly asked candidate questions:
 - roles, application process, eligibility criteria.
- Where the candidates question is unanswered hands-off to a helpdesk...
- OleeoQ constantly improves.
- Typically answers 30-40k questions per annum and saves one person's time (in an organisation making 2k+ hires pa), and..
- Improves candidate experience; the conversion of job seekers to quality applicants; and the effectiveness of attraction spend by £10,000's.



The screenshot shows the Police Scotland recruitment website. On the left, a vertical menu lists job categories: Become a police officer, Special Constables, Transferes, Rejoiners, Police Staff, Positive Action Team, Recruitment Events, Police Scotland Youth Volunteers, and a 'FEATURED' section with a link to '2030 vision'. Below this is a circular profile picture of a man. On the right, the main content area is titled 'Jobs - External Only Chatbot Test Site'. It features four large buttons: 'Police officer a job like no other?', 'Police staff a job like no other?', 'Special constable a job like no other?', and 'Youth volunteer a job like no other?'. Below these buttons, there is text about Police Scotland's role in Scotland, its workforce size, and a section for the 2030 vision. A chatbot window on the right side of the page is titled 'Police Scotland External Recruitment' and displays a list of six job roles: 1. Administrative Roles, 2. IT Management, 3. Finance, 4. Human Resources (HR), 5. Customer Service, and 6. Crime Analysis. The chatbot is powered by Oleeo.

OLEEO VACANCYIQ: INTELLIGENT ATTRACTION .



VacancyIQ leverages artificial intelligence to enhance candidate attraction and streamline the initial stages of the evaluation process by ensuring content resonates effectively with target candidates.

- AI-driven job title generation.
- AI-powered job description creation and optimisation.
- Bias detection and inclusive language suggestions.
- Social media post generation.
- Keyword optimisation for searchability.
- AI-assisted application question generation.
- AI-driven interview question generation.

The screenshot shows a web browser window with the URL 'ptah1972.github.io/attractify/'. The main content area is titled 'Create Vacancy' with the instruction 'Complete the form below to create a new vacancy.' The form is divided into several sections: 'Basic Details' with fields for 'Job Title' (containing 'Data Analyst'), 'Live Date (DD/MM/YYYY)' (containing '24/03/2025'), and 'Closing Date (DD/MM/YYYY)' (containing '14/04/2025'); 'Description' with a note 'Items highlighted in blue will display on the vacancy advert to candidates.' and a dropdown for 'Organization' (selected 'Kirklees Council'); 'Directorate' (selected 'Finance'), 'Number of Roles' (containing '1'), and 'Hours' (containing '40'); 'Location(s)' (empty); and 'Role Details' with a 'Position Type' dropdown (selected 'Please select') and a 'Grade' field (empty). On the right side, there is a chat interface for 'OleeoQ Vacancy Co-Pilot'. The chat header says 'Hi, I'm OleeoQ, your vacancy assistant'. The chat messages include: 'Hi there, I'm your job advert assistant! I can help you create and attractify your job advert if you provide me with some basic information about the role you are working on.', 'Which would you like to do today?', 'Please select from the button options below:', 'Create content for my vacancy', and 'Enhance my job advert'. At the bottom of the chat, it says 'Powered by Oleeo'.

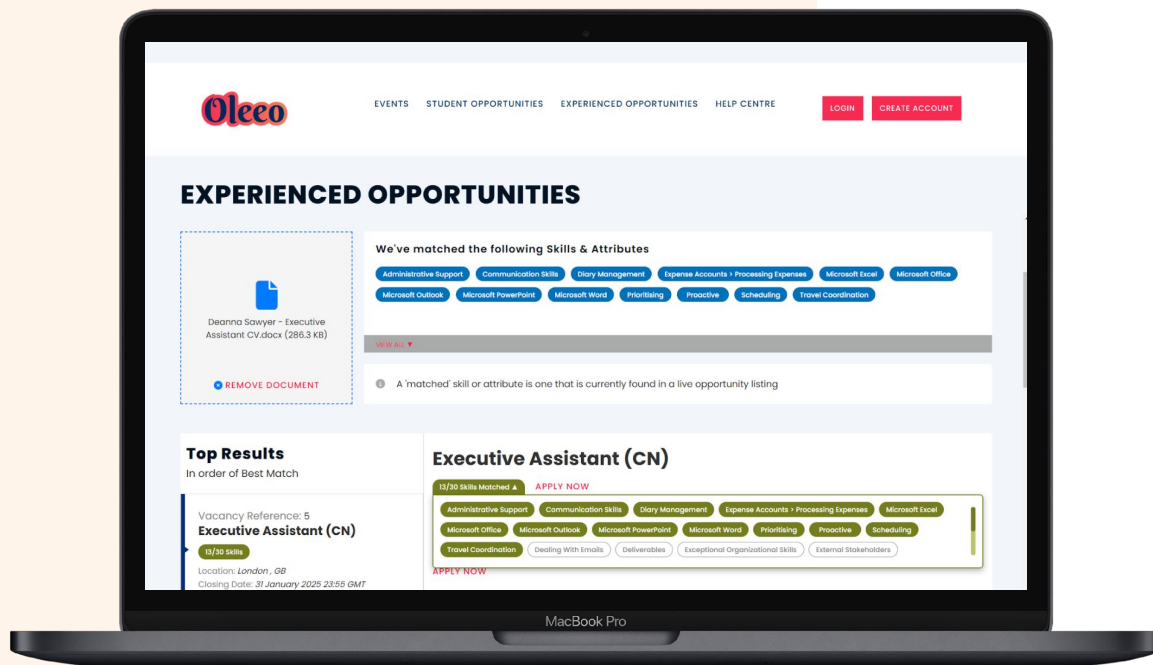
PERSONALISED ENGAGEMENT / CANDIDATE EXPERIENCE .

Candidate Navigator improves
candidate experience and quality.

Navigator guides candidates to the
opportunities matching their skills...

...recommending jobs that match
the skills in the candidate's
resume...

...as a result, recruiters receive
higher quality applicants matched
to the opportunity.



AUGMENTED HUMAN DECISION-MAKING / TALENT POOLS .



AI driven candidate matching by skills profile:

- When a new job is created, Search and Match analyses the job description skills.
- And provides a matching list of applicants from your talent bank / reserve lists by skill.

Benefits:

- Redeployment of skills to priority projects.
- Retention of key skills.
- Skills matching means fair evaluation.

526 - Talent Acquisition Manager
Status: Live

Post to Experienced Opportunities Post to LinkedIn Close Cancel

Summary Interviews **Search & Match** Posting External Posting Agency Postings History Multi Posting

13 criteria Save Delete

Search within results Bulk Action

Displaying top 46 out of 46 results

Rank	Criteria Met	Name	Location	Years of Experience	Previous Job Title	Highest Level of Education	Distance from Location
1	9 / 13	Shane Parkes	North West London, London, GB	17.9	Senior Search Advisor / Talent Acquisition	Graduate Diploma	10 Kilometers
2	7 / 13	Creg Roberts	East London, London, GB	17.4	Regional Head of Recruitment, Global	certification	8 Kilometers
3	7 / 13	Rory Austin	North London, London, GB	6.7	Recruitment Manager	certification	12 Kilometers
4	7 / 13	Husni Fung	West London, London, GB	9.8	Recruiter	Bachelors Degree	19 Kilometers
5	7 / 13	Katie Coulson	West London, London, GB	25.2	VP Talent	Bachelors Degree	19 Kilometers
6	6 / 13	Olivia Morris	London, GB	16.1	Interim Corporate Functions Talent Acquisition Manager	Masters Degree	10 Kilometers
7	6 / 13	Marina Gan	East London, London, GB	8.2	Senior Talent Acquisition Business Partner	Masters Degree	8 Kilometers

ANALYSE CANDIDATE RESPONSES - HIGHLIGHT & RATE SKILLS

SkillsAssess

The screenshot displays the 'Screening Feedback' interface. At the top, it says 'Submit form to proceed'. The main heading is 'Behaviour 1 - Changing and Improving'. Below this, a specific question is asked: 'Please write up to 250 words providing examples of how things you have done in the past and your skills and experience help you demonstrate the Civil Service Behaviour Changing and Improving (Level 2). The evidence you provide must relate to your own experiences.' The applicant's answer is shown with several key phrases highlighted in green: 'I identified a lack of consistency in branding across its social media presence, I addressed a number of issues by creating a marketing action plan. This was focussed around identifying our target audience, implementing SEO and increasing engagement.', 'Since we started implementing this strategy, we have recorded a significant increase in social following. Not only that, but referral traffic has increased and we are seeing more conversions from social channels.', and 'All content feeds back into the overarching brand narrative, and is now very apparent when viewing our website and social media presence. As a result, we have been able to introduce new channels of communication between the business and its consumers. Last month, I was invited to spread the brand message by co-hosting our first podcast appearance.' Below the answer, 'SkillsAssess behaviour insights:' are provided, stating 'The applicant's answer appears to demonstrate a score of 4: 'Acceptable demonstration''. At the bottom, the 'Behaviour 1 Score' is set to '4 - Acceptable Demonstration', and there is a field for 'Comments'.

✓ Screening Feedback

Submit form to proceed

Behaviour 1 - Changing and Improving

Specific question asked: Please write up to 250 words providing examples of how things you have done in the past and your skills and experience help you demonstrate the Civil Service Behaviour Changing and Improving (Level 2). The evidence you provide must relate to your own experiences.

Applicant's answer

I am fascinated by how social media and website content have turned modern society into a technoscape of likes, comments and sharing. What better way to reach a wider audience, engage with supporters and consumers, and instigate positive change?

I identified a lack of consistency in branding across its social media presence, I addressed a number of issues by creating a marketing action plan. This was focussed around identifying our target audience, implementing SEO and increasing engagement.

Since we started implementing this strategy, we have recorded a significant increase in social following. Not only that, but referral traffic has increased and we are seeing more conversions from social channels.

All content feeds back into the overarching brand narrative, and is now very apparent when viewing our website and social media presence. As a result, we have been able to introduce new channels of communication between the business and its consumers. Last month, I was invited to spread the brand message by co-hosting our first podcast appearance.

SkillsAssess behaviour insights:

The applicant's answer appears to demonstrate a score of 4: 'Acceptable demonstration'.

Behaviour 1 Score * 4 - Acceptable Demonstration

Comments *

Oleco



35%

Recruiter time saved



20%

More accurate



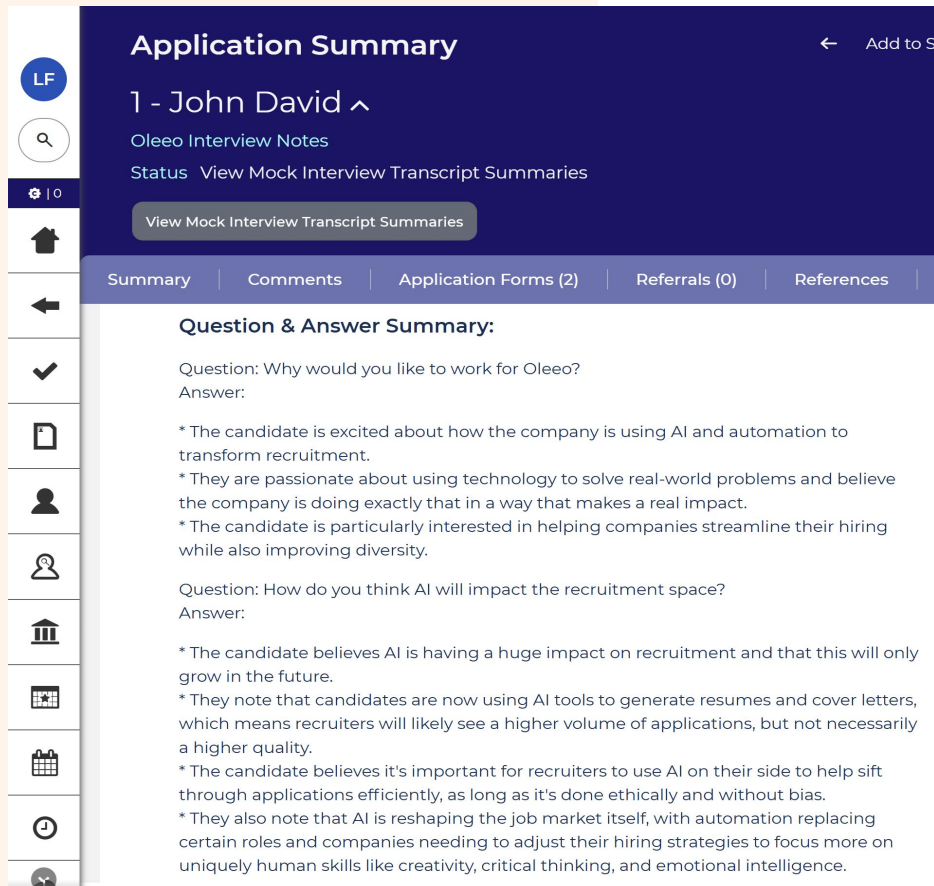
29%

Increase in diversity

INTERVIEW NOTES .

Unlock richer insights. Interview Notes' AI structures key takeaways, ensuring consistent, objective data for faster, confident hiring decisions.

- Summarise Interviews.
- Recruiters and hiring managers are focused on the conversation and building rapport.
- Speed Up Application Review.
- Apply consistent interview notes style across candidates.
- Improved feedback to candidates.



The screenshot shows the 'Application Summary' page for a candidate named John David. The interface is dark-themed with a sidebar on the left containing various icons for navigation. The main content area displays the candidate's name, 'Oleeo Interview Notes', and a status bar with links to 'View Mock Interview Transcript Summaries'. Below this, a tabbed interface shows the 'Summary' tab selected, displaying a 'Question & Answer Summary'. The questions and answers are structured with bullet points, providing a clear and concise summary of the interview.

Application Summary ← Add to S...

1 - John David ^

Oleeo Interview Notes

Status View Mock Interview Transcript Summaries

View Mock Interview Transcript Summaries

Summary | Comments | Application Forms (2) | Referrals (0) | References

Question & Answer Summary:

Question: Why would you like to work for Oleeo?

Answer:

- * The candidate is excited about how the company is using AI and automation to transform recruitment.
- * They are passionate about using technology to solve real-world problems and believe the company is doing exactly that in a way that makes a real impact.
- * The candidate is particularly interested in helping companies streamline their hiring while also improving diversity.

Question: How do you think AI will impact the recruitment space?

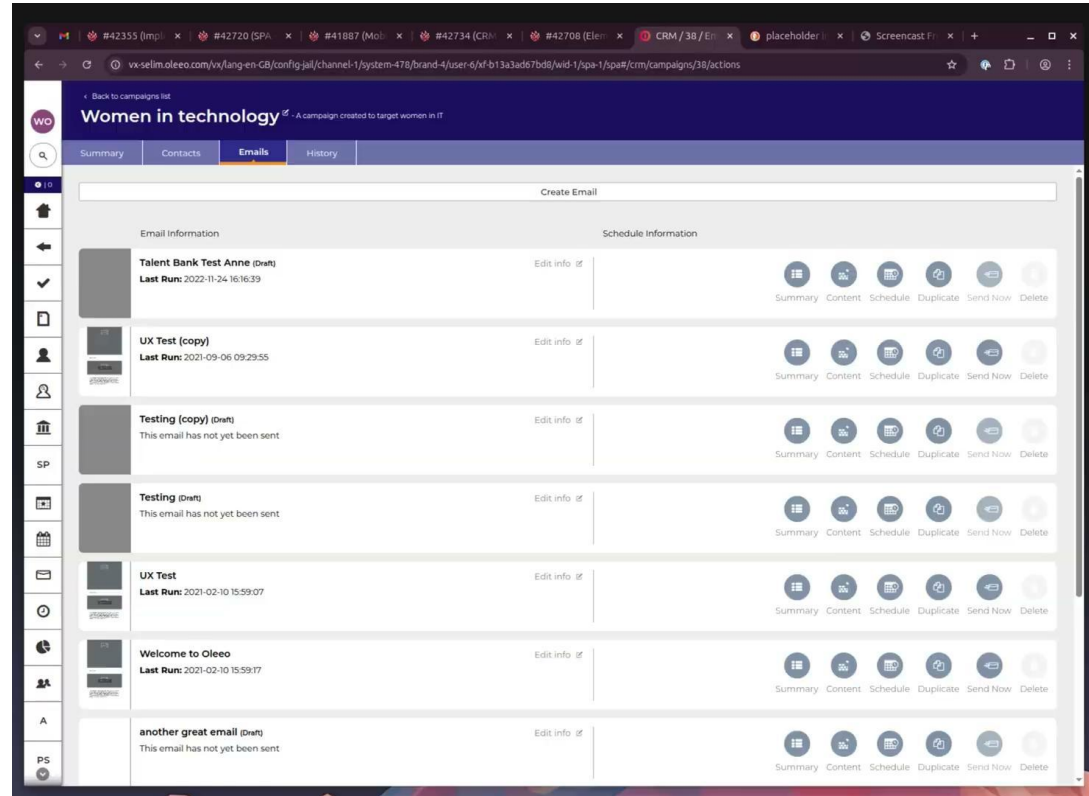
Answer:

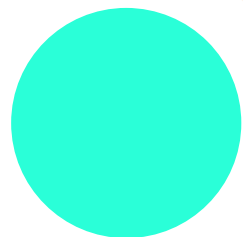
- * The candidate believes AI is having a huge impact on recruitment and that this will only grow in the future.
- * They note that candidates are now using AI tools to generate resumes and cover letters, which means recruiters will likely see a higher volume of applications, but not necessarily a higher quality.
- * The candidate believes it's important for recruiters to use AI on their side to help sift through applications efficiently, as long as it's done ethically and without bias.
- * They also note that AI is reshaping the job market itself, with automation replacing certain roles and companies needing to adjust their hiring strategies to focus more on uniquely human skills like creativity, critical thinking, and emotional intelligence.

ENHANCING EXISTING FUNCTIONALITY .

An integrated **AI Assistant** directly into the **CRM** to help you build **dynamic, engaging content** with unprecedented ease and speed

- Chat style functionality to easily instruct the AI Assistant in Natural language.
- Supports infrequent users to maximise functionality quickly.
- Assistant will be expanded to support broader functionality and build campaigns based on previous success and current vacancies.



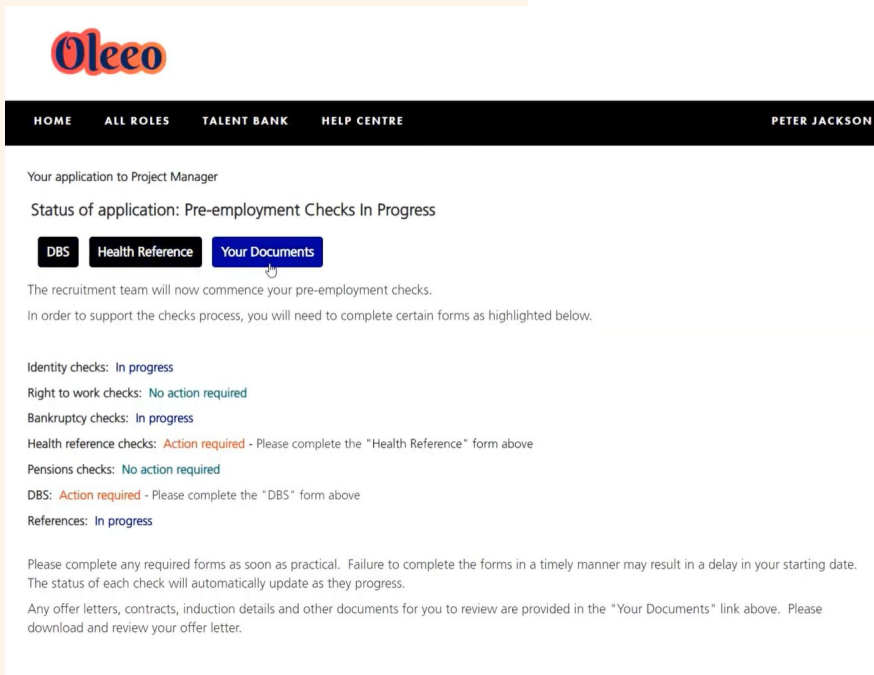


THE ROAD AHEAD: AGENTIC AI – UNLOCKING NEW POSSIBILITIES .

PEC CHECKING AGENT .

Automatically managing 1000's of candidates each day.

- **Accelerated Onboarding:** Drastically cuts time-to-start by automating complex verifications.
- **Enhanced Compliance:** Ensures robust, error-free checks and precise document collation.
- **Reduced Admin Burden:** Frees recruiters from manual, repetitive pre-employment tasks.
- **Improved Candidate Experience:** Provides a swift, seamless journey from offer to start.



The screenshot shows the Oleeo candidate portal interface. At the top is the Oleeo logo. Below it is a navigation bar with links: HOME, ALL ROLES, TALENT BANK, HELP CENTRE, and a user profile for PETER JACKSON. The main content area displays the status of the user's application to Project Manager as "Pre-employment Checks In Progress". There are three buttons: DBS, Health Reference, and Your Documents. A message states that the recruitment team will commence pre-employment checks and that certain forms must be completed. A list of checks follows: Identity checks (In progress), Right to work checks (No action required), Bankruptcy checks (In progress), Health reference checks (Action required - Please complete the "Health Reference" form above), Pensions checks (No action required), DBS (Action required - Please complete the "DBS" form above), and References (In progress). A final note advises completing forms as soon as practical and provides information about downloading offer letters and contracts.

SCREENING & SHORTLISTING AGENT .

Proposes screening & scoring criteria:

- When a new job is created, analyses the job description.
- Recommends screening & scoring criteria for human review and adjustment.

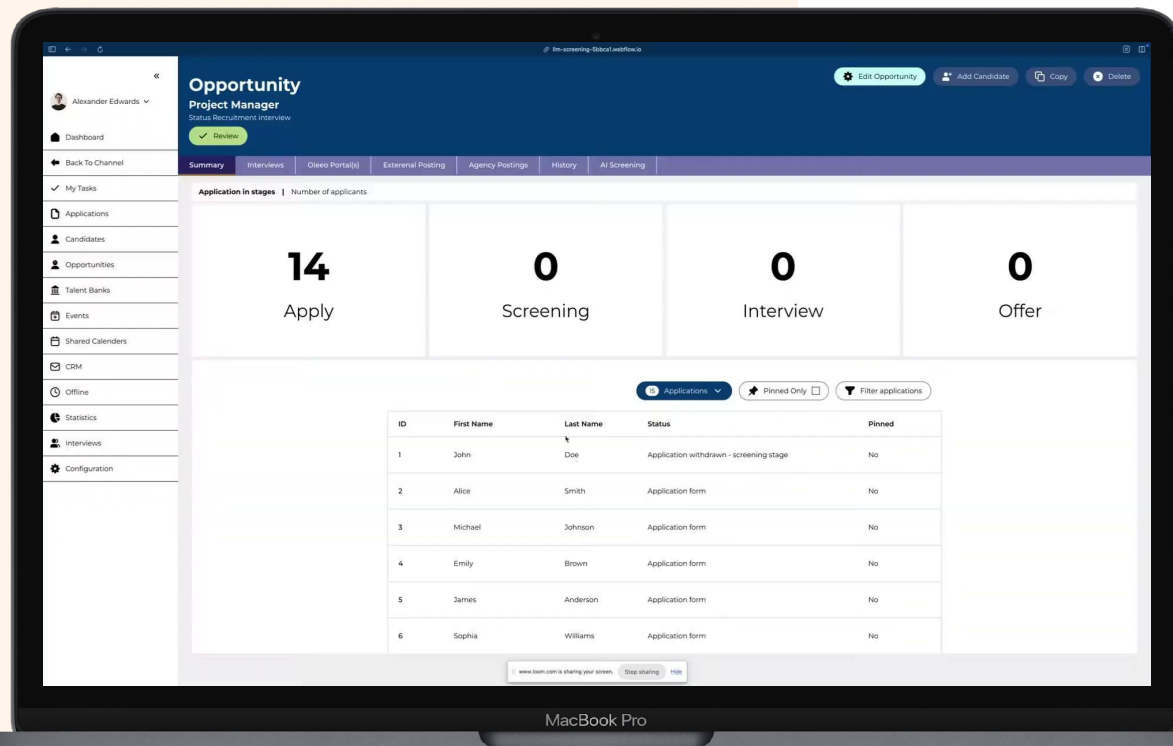
Summarises CV against criteria and recommends a fit score:

- Recommends a score for each criteria backed up by evidence summarised from the CV.
- For human review & adjustment.

List candidates in a proposed Order of Merit (OOM) for human review:

- Recommends a score for each element of OOM score along with evidence.
- For human review & adjustment.

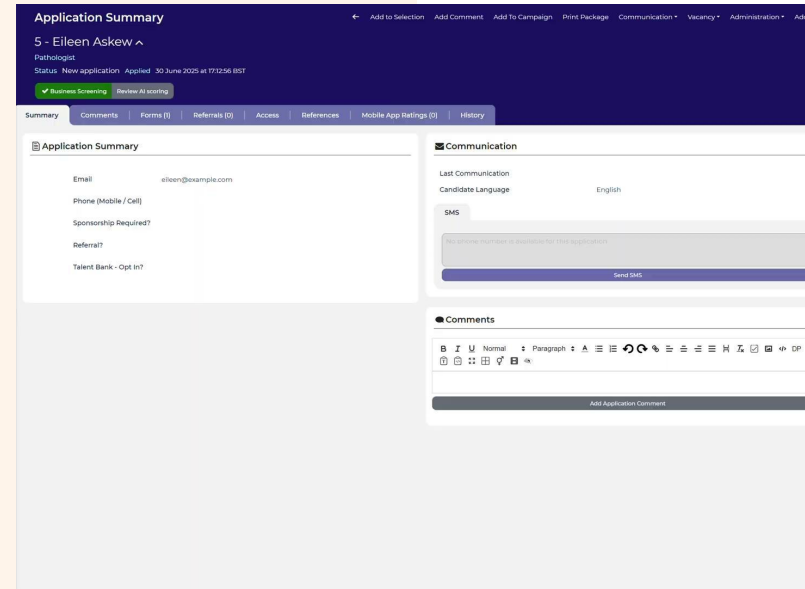
Saves time & reduces bias.



CONFIGURABLE MULTI-PURPOSE AGENTS .

Enabling an AI model to be configured into any process to support human decision making.

- To fit your processes & ways of working:
- Incorporate a selection of AI models and your prompts into...
- ...your decision actions & configuration to process any of your text fields...
- ...delivering recommendations, scores and actions for human review...
- ...cutting workload & time, improving decision-making & reducing bias.
- Current status: agents callable from decision actions as a proof of concept.



The screenshot displays a web application interface titled "Application Summary" for a candidate named "5 - Eileen Askew". The interface includes a top navigation bar with links such as "Add to Selection", "Add Comment", "Add to Campaign", "Print Package", "Communication", "Vacancy", and "Administration". Below the header, there are tabs for "Summary", "Comments", "Form", "Referrals", "Access", "References", "Mobile App Ratings", and "History". The "Summary" tab is active, showing a form with fields for "Email" (eileen@example.com), "Phone (Mobile / Cell)", "Sponsorship Required?", "Referral?", and "Talent Bank - Opt in?". To the right of the form, there is a "Communication" section with a "Last Communication" field set to "English" and a "Candidate Language" field. Below this, there is a "Comments" section with a rich text editor and a "Send SMS" button. The interface is designed for managing candidate applications and providing human review.

OLEEO INNOVATIONS .

These innovations will add value to your hiring processes by saving you time and improving candidate experience!

- OleeoQ - AI -powered Chatbot
- Candidate Navigator
- SkillsAssess
- Oleeo VacancyIQ
- Interview Notes





FINALÉ & THANK YOU !

Charles Hipps, Founder and CEO - **Oleeo**.

Want to ask Charles a question?
Come and join the after party!

HUMAN-CENTRIC RESPONSIBLE AI .

Optimise the Human-AI partnership & enable adoption.

Oleeo



OLEEO VALUES .

Oleeo



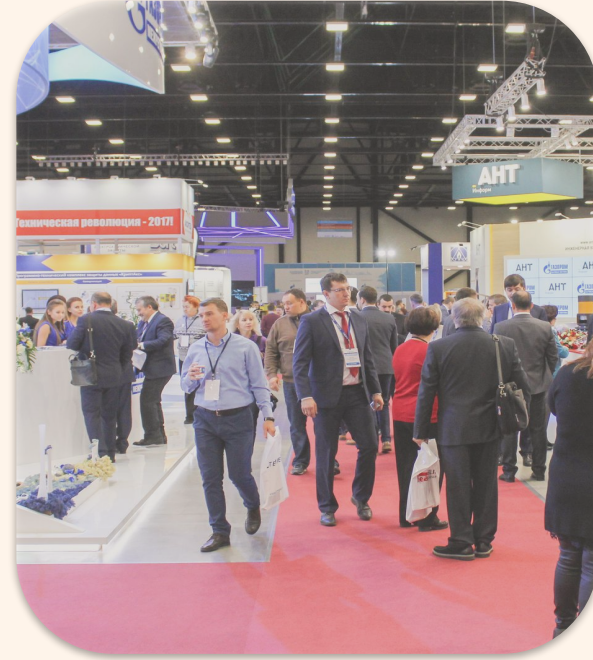
ONE TEAM

Strive to achieve highly valued work that exceeds our goals collaboratively.



TRUSTED ADVISORS

Always put the customer first by understanding and influencing their needs with integrity.




GAME CHANGING

Work with clients to offer intelligent talent acquisition technology that facilitates delivering great and diverse hires.

IT IS REALLY IMPORTANT THAT WE WORK TOGETHER TO MOVE
BOTH WITH CONSIDERATION & PACE .

Together we want to be in control not overwhelmed.

Oleeo

A person is buried up to their chest in a vast, chaotic sea of white papers, all of which are resumes. Only their head and one hand, which is raised in a gesture of frustration or surrender, are visible above the papers. The background is a solid dark grey. A large, white, cloud-like thought bubble originates from the person's head, containing the text "I wish I'd brought my AI assistant." Three small white circles lead from the person's head to the main thought bubble.

I wish I'd brought
my AI assistant.

IT IS REALLY IMPORTANT THAT WE WORK TOGETHER TO MOVE
BOTH WITH CONSIDERATION & PACE .

Oleeo

Together we want to be in control not overwhelmed.



IT IS REALLY IMPORTANT THAT WE WORK TOGETHER TO MOVE
BOTH WITH CONSIDERATION & PACE .

Oleeo

You want to be out ahead not left behind.



WE KNOW CHANGE IS NOT EASY. TELL US WHAT THE BARRIERS ARE & HOW WE CAN HELP .

1. Gain & maintain Senior Stakeholder support.
2. Know your legal & compliance processes.
3. Select the right “easy-to-adopt” AI project. I.e. Low
 - Behavioural change.
 - Data protection risk & compliance hurdles.
 - Failure impact.
 - Cost.
 - A clear benefit.
4. Plan & implement - expect compliance, validation, testing & review to take the longest.
5. Monitor, improve, educate, celebrate.
6. Share & learn with the community.
7. Go again on your next AI project.



Oleco

More Powerful Together

AWARD WINNING RECRUITMENT TECHNOLOGY IN 2025 .



Highest scores across: Scalability and Reliability, Customisation and Integration, Compliance and Analytics, Impact and Candidate Experience



We were up against: Eploy, Pinpoint, Talos360, Tribepad and Group GTI



Award winning in 2024 - Best Use of Technology and Best Supplier Partnership

CELEBRATING EXCELLENCE IN RECRUITMENT INNOVATION 🏆.

Recognizing our incredible customers leading the way in recruitment transformation!



Finalists:

- 🌟 UHB
- 🌟 Royal Papworth NHS Trust
- 🌟 Wiltshire Police

Highly Commended:

- 🏆 Newton

WINNERS:

- 🏆 **Police Scotland** - Best Recruitment Effectiveness



Finalists:

- 🌟 UAL
- 🌟 Mark Kunaseelan

WINNERS:

- 🏆 **Police Scotland** - Best Use of Technology

TOP OF YOUR COMMUNITY !



Oleco

1st

Steve Brooks

Nottingham County Council

2nd

Mark Kunaseelan

University of the Arts London

3rd

Rebecca Tincknell

Newton

HOW DID WE DO ?

Please complete this survey so we can continue to deliver inspiring events!



Thank you for coming!

Oleco



**DINNER & DRINKS: LET'S
CELEBRATE OUR 30TH
ON THE TERRACE!**