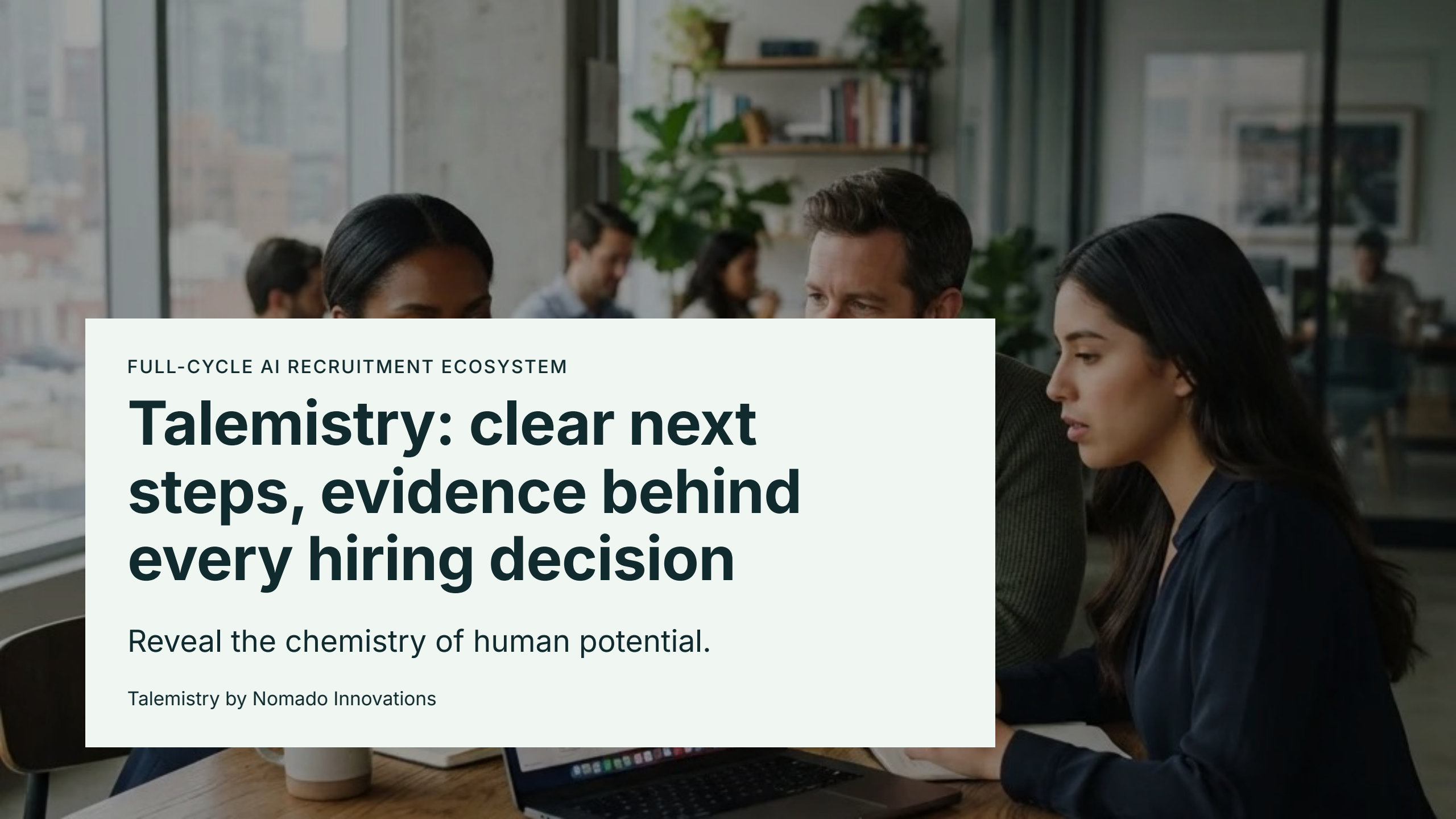


FULL-CYCLE AI RECRUITMENT ECOSYSTEM

Talemistry: clear next steps, evidence behind every hiring decision

Reveal the chemistry of human potential.

Talemistry by Nomado Innovations



Hiring stalls between the application and the decision

300+

Applications per hire, through 2025

45%

of surveyed US candidates reported employer ghosting

- Calendar ping-pong, repeated data entry, late interview notes and unclear ownership slow every role
- Candidates face unclear terms, repeated forms and silence

One hiring case from application to a documented human decision

Each vacancy

- Role rubric
- Pay and location terms
- Owner and stages
- Response deadlines

Each application

- Candidate facts and relevant evidence
- Interview arrangements
- Independent scorecards
- A human decision

Customers can finish the workflow without adopting every module.

Talemistry Profile and Candidate Formula: see the whole person



Candidate Formula

Skills, experience, motivations and work style combined into one readable picture.



Talent Elements

The building blocks behind each candidate's potential.



Team Chemistry

How a candidate may fit the way a team already works.

Seven stages, one human-supervised journey



Full-cycle recruitment on one platform, from publishing a job to sending the offer.

01

Key features

Status, scheduling, scorecards, the evidence trail, responsible AI and adoption.

Candidate status page and update deadlines

- Shows real recorded events, never invented progress
- Each employer publishes a response deadline, e.g. "The hiring team expects to update you by 12 November"
- 24/7 status assistant answers "where am I?"

WAVE 1 FEATURE

2.83

Highest value score in Wave 1

Self-scheduling that confirms only real meetings

Works with existing calendar providers; candidates see times in their own timezone.

01 Hold and recheck

The slot is held, then checked again for conflicts.

02 Confirm

Confirmed only when the calendar event exists.

03 Recover

Failures release the slot and offer a retry or manual coordination.



Structured scorecards and role kits



Role kits

Job-related rubrics for software engineering and technical delivery roles.



Independent ratings

Ratings stay hidden until each reviewer submits.



Consistency

Structured, job-related interviews improve evaluation consistency (US OPM guidance).

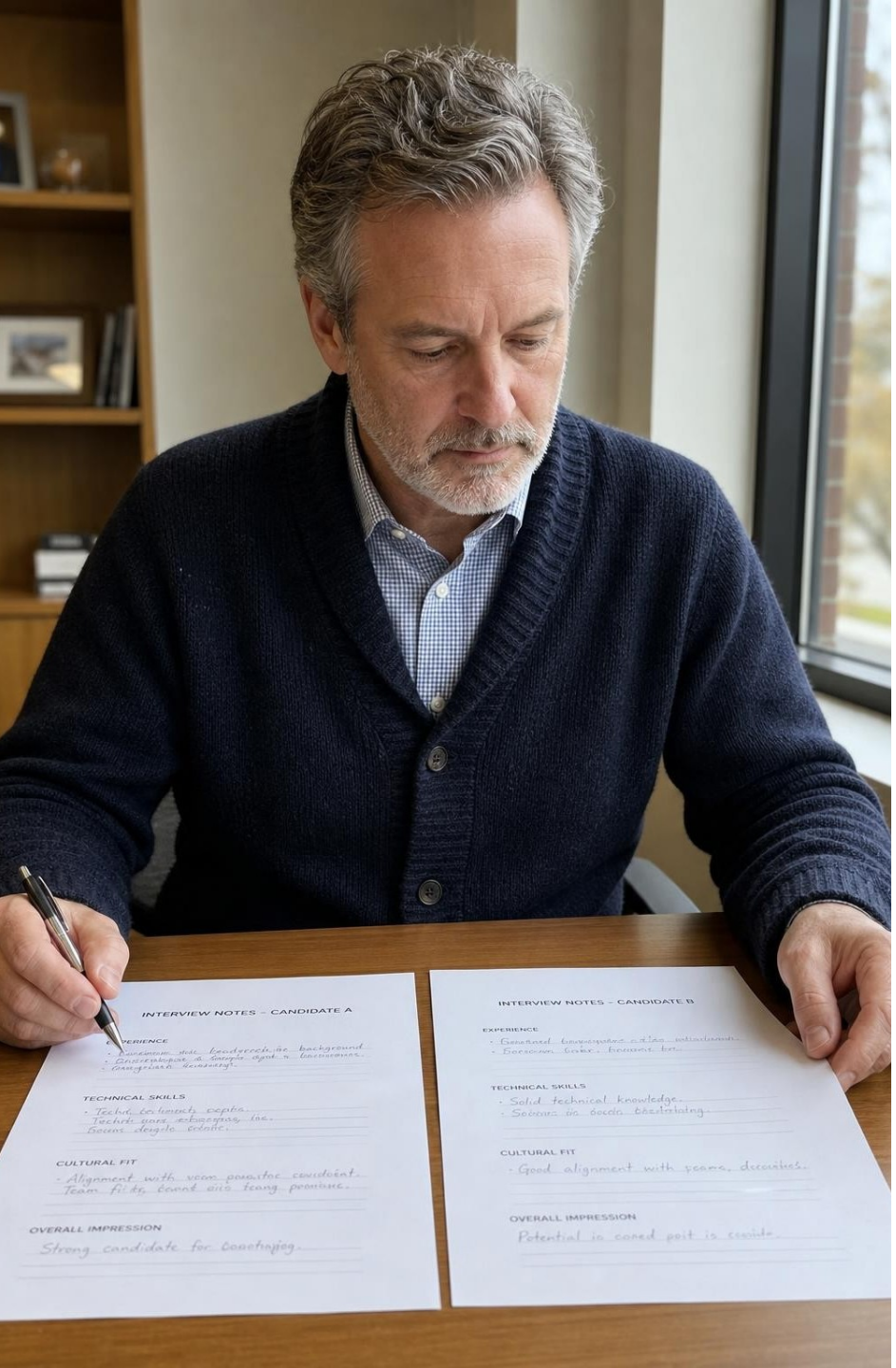
Talemistry Profile: a readable evidence trail

- Talent Elements: job-relevant criteria, each with its source, date, author and evidence type
- Evidence states: candidate stated, document checked, assessed, AI suggested
- Missing info is never scored as failure
- Team Chemistry: an open conversation about working agreements, not a hidden compatibility score

CRITERION MATRIX · ILLUSTRATIVE EXAMPLE DATA

CRITERION	EVIDENCE STATE	STATUS
Backend API design	Assessed	**Met**
Cloud certification	Document checked	**Met**
Team leadership	Candidate stated	**Partly evidenced**
Client delivery	AI suggested	**Not yet evaluated**

Synthetic example for illustration only.



Responsible AI that people can check and override

- Explainable insights linked to their sources
- Humans review, challenge and override every recommendation
- AI never finalizes a rejection: a named person gives the reason against the criteria
- No emotion recognition, covert personality inference or automated rejection

Built for everyday team adoption



CSV import and export

Works alongside an existing ATS.



Career page and job expiry

Only current, genuine jobs stay listed.



Hiring funnel and SLA analytics

See where roles stall. Wave 2.



Offer templates and approvals

Pay changes trigger approval again. Wave 2.

02

Value for every user

Recruiters, candidates, hiring managers, admins and agencies.

Recruiters move from applications to a shortlist faster

- Import a role and candidate CSV, invite the manager, set deadlines
- First real role live within one working day after setup

25%

Pilot target: fewer admin minutes per completed shortlist





Candidates always know their next step

- Free: apply, track status, book or reschedule, correct facts, share evidence optionally
- See role terms and the time each stage takes up front
- Works fully on a phone, with no repeated forms



Hiring managers decide on evidence, not memory

01

Review role criteria and source evidence in one place

02

Submit independent scorecards; missing evidence stays visible

03

Review invited cases without using a recruiter seat

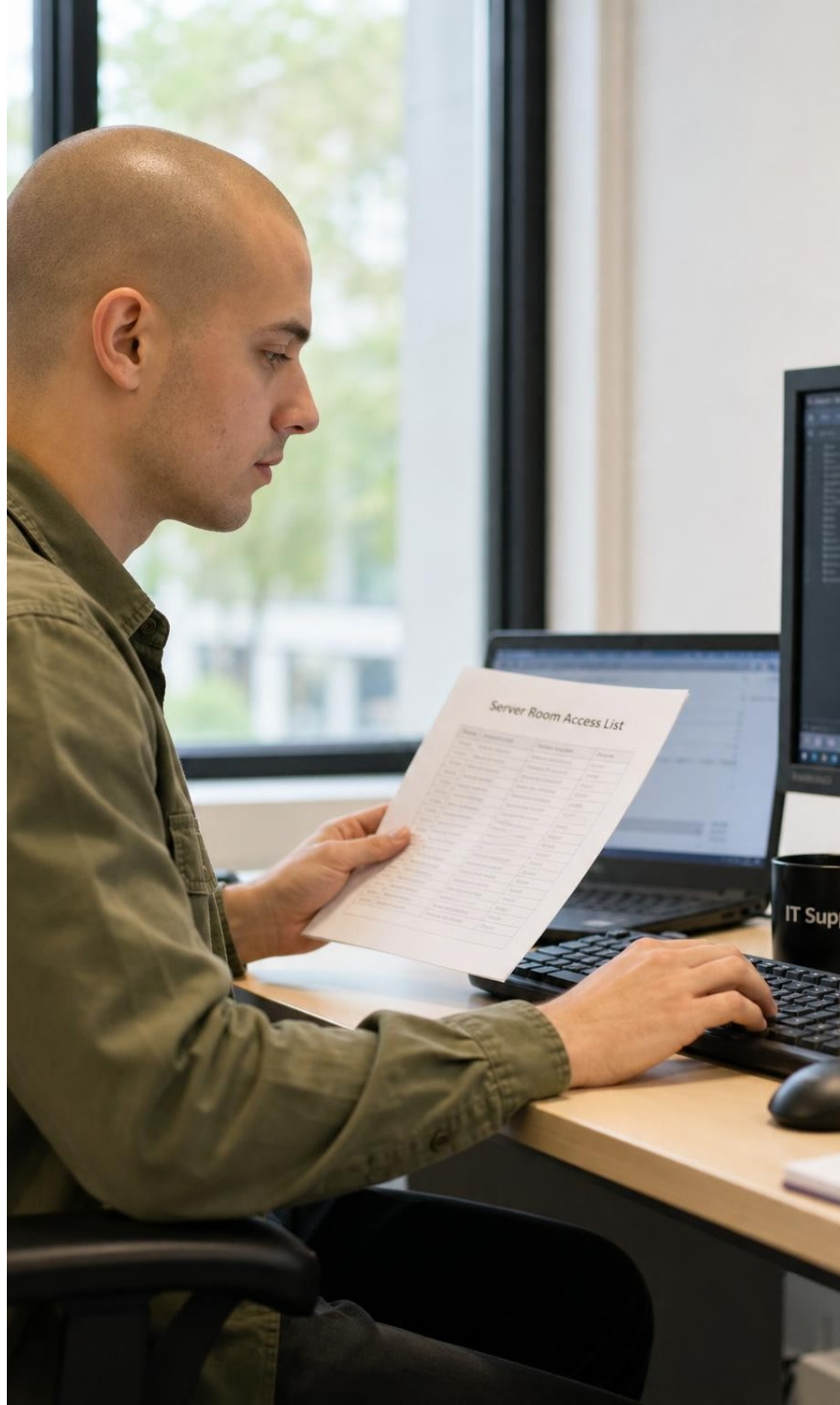
Admins and agencies stay in control

Employer admin

Manage access, retention, exports and billing. Tenant boundaries enforced; export and deletion requests traceable.

Agency user

Submit to a specific client with permission. Clients see only authorized submissions in isolated workspaces.



03

Roadmap and decisions

Gated delivery waves, then what we ask you to approve.

Delivery in gated waves

Weeks 1–2

Readiness audit and interviews. Gate: 5 paid pilot commitments

Weeks 3–6

Foundations, import, rubrics, status page, scorecards

Weeks 7–10

Calendar, evidence record, pilot onboarding. Gate: 4 of 5 pilots run a live role

Weeks 11–12

Reliability and price test. Gate: 3 of 5 renew

Months 7–12

30 active accounts base target

What we ask stakeholders to approve now

1 Target segment

Growing tech and services firms with 50–249 staff worldwide, starting with an EU beachhead in Greece and Bulgaria.

2 Paid pilot offer

A paid pilot and a two-week readiness audit (€3k–€8k).

3 Clean up claims

The –38% and 94% figures need methodology or an illustrative label.

4 Named owners

One owner each for product, commercial validation and privacy requests.