

● PRODUCTS

ATS & Recruitment

From first interest to first day.



AI-native recruiting from role brief to onboarding. Explore Cara Sourcing, October Verified, application screening, voice interviews, multi-channel attraction, hiring collaboration and analytics.

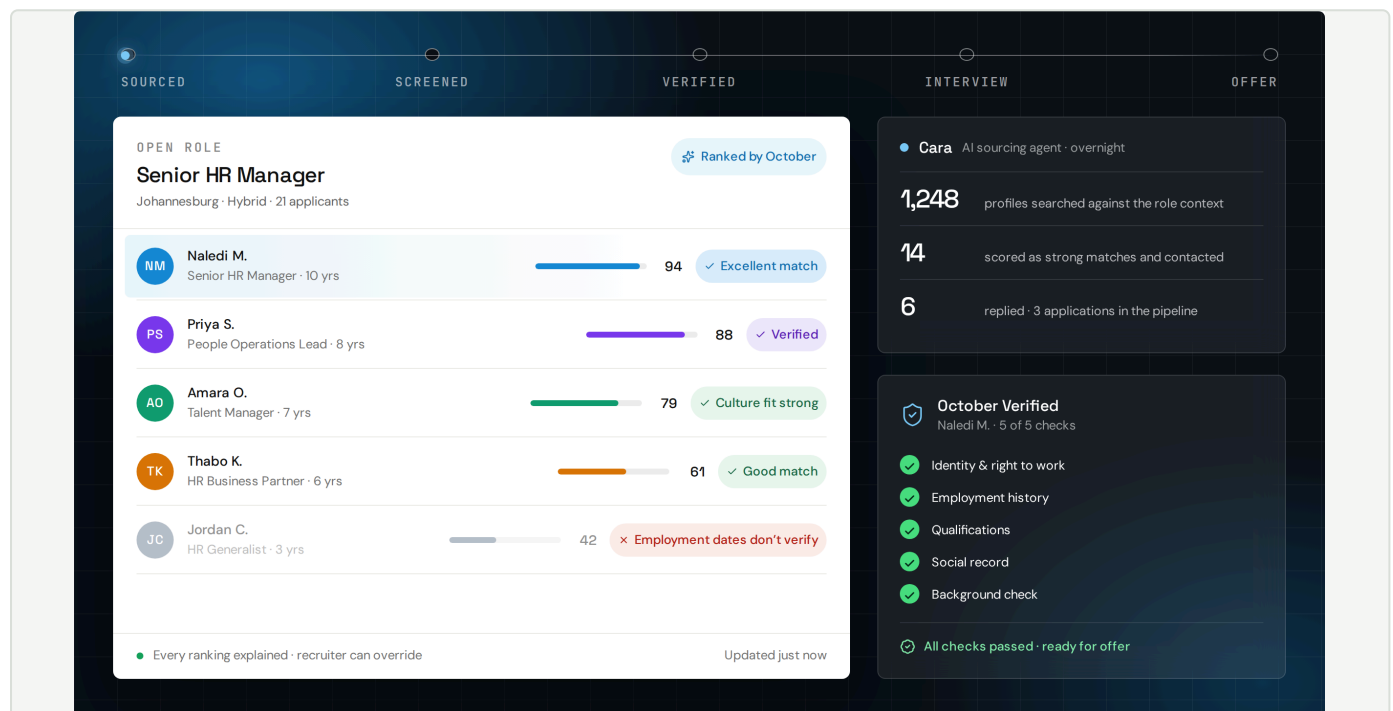
For talent acquisition and hiring teams

14 pages · October collection

● RECRUITMENT / THE COMPLETE WORKFLOW

Source. Assess. Verify. Hire with a connected record.

October Recruitment is an AI-native ATS with Cara Sourcing and October Verified built in. It connects the search for candidates to the evidence used in hiring, then carries the record into onboarding.



The candidate pipeline and recruiter review · Website illustration; example data.

01

Cara Sourcing

Discover candidates and begin outreach

02

AI-native ATS

Organise, screen, interview and assess

03

October Verified

Check the evidence before the offer

Use Recruitment on its own or as part of October People. The following pages cover the full hiring workflow.

● AI-NATIVE ATS

The role context runs through the process.

AI is part of sourcing, screening and recruiter work throughout the pipeline. Set the role requirements and AI context, then use the same brief to evaluate incoming and sourced candidates.

A connected hiring record

01

Role context

Requirements and team

→ 02

Candidate evidence

Application and assessment

→ 03

Human review

Explain, decide, follow up

Open the role

Manage requisitions, job postings and templates. Establish the role requirements, relevant experience and assessment criteria before the pipeline fills.

Keep one candidate record

Applications, source history, outreach, assessments, interviews and verification sit within the recruitment workflow. Talent pools keep past applicants available for later roles.

Move the pipeline

Visual Kanban stages show where each candidate is and what happens next. Recruiters and hiring managers work from shared progress, scorecards and scheduling.

Use AI with review

Screen and rank against the role context, with written reasons and evidence for review. People remain responsible for consequential hiring decisions.

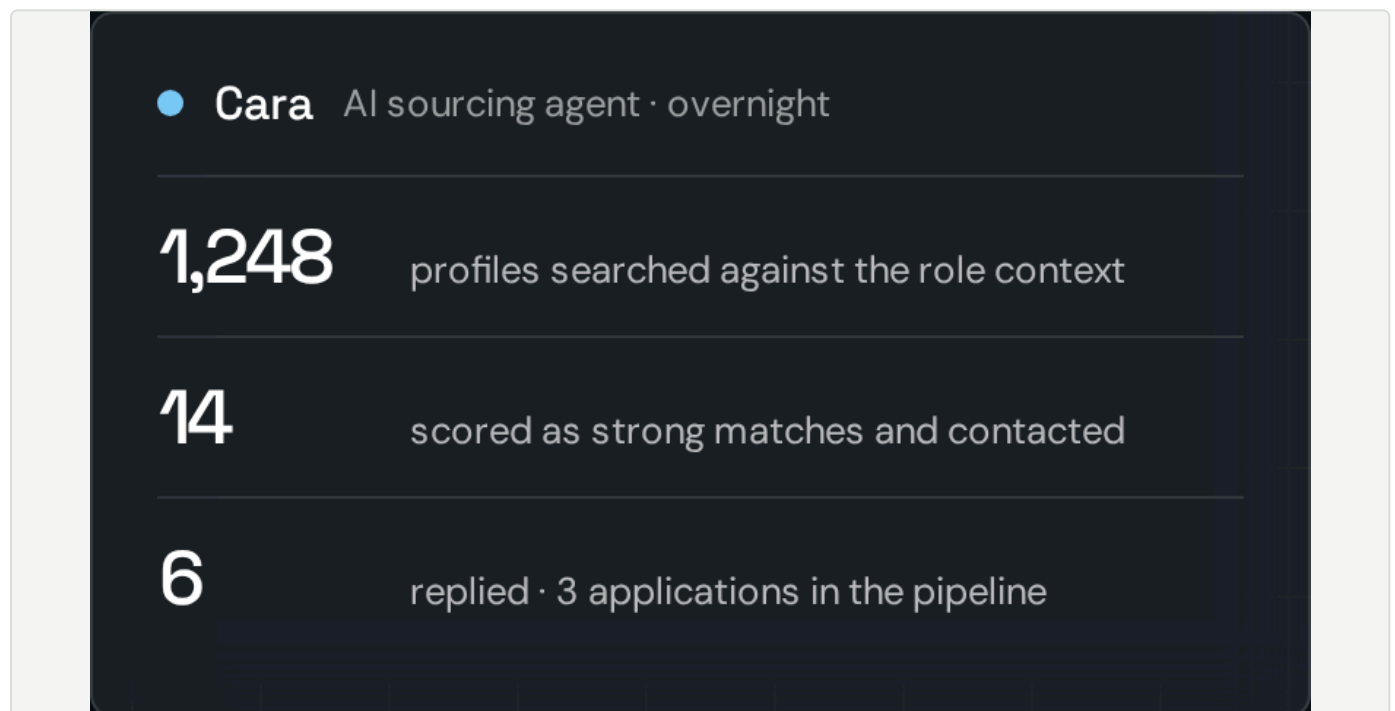
The ATS workspace includes

Recruitment dashboard · My dashboard · Job postings and templates · Candidates · Talent pools · Scorecards · Referrals · Hiring analytics

● CARA SOURCING

An always-on sourcing workflow.

Cara searches millions of professional profiles against a role's AI context, scores candidates against requirements and initiates personalised outreach. Recruiters can review targets, responses and progress within a sourcing session.



Role context, sourcing sessions and personalised outreach · Website illustration; example data.

Set a useful brief

Define the role, required skills, experience and location context. Cara uses that brief to discover and assess potential candidates.

Keep the conversation connected

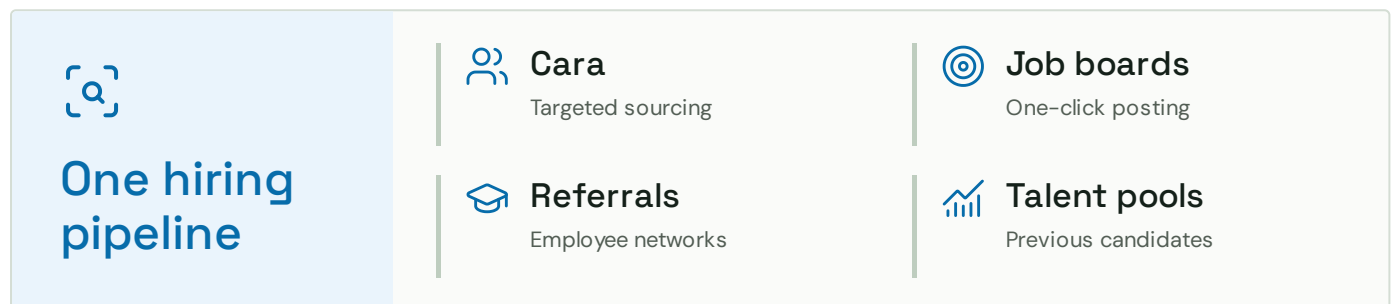
Personalised outreach and reusable email templates help start the conversation. Track replies and follow-up from first message through application.

Included: sourcing suite, sourcing sessions, email templates, sourcing analytics and Cara agent.

● MULTI-CHANNEL ATTRACTION

One pipeline. More ways to find the right people.

Combine active sourcing with job advertising, employee referrals and your existing talent pools. Keep the source attached to the candidate so you can review what produces suitable applicants.



13+

job boards with one-click posting

Job boards and templates

Publish a role to multiple boards, including LinkedIn, from one workflow. Reuse job templates and keep the posting aligned with the current role brief.

Employee referrals

Run referral campaigns with rewards, tracked links and leaderboards. Make it easy for colleagues to recommend people and follow the campaign.

[Recruiting solution and integration overview ↗](#)

40+

HR and workplace integrations listed for the platform

Talent pools

Rediscover candidates from previous roles using matching against current requirements. Preserve the context of earlier applications.

Calendar and email

Connect communications and scheduling to recruiter work. Confirm the specific integrations and permissions needed for your hiring team.

● AI SCREENING AND RANKING

Read every application. Make the reasoning visible.

October screens and ranks applications against the role's requirements and AI context. A written reason helps recruiters examine suitability, missing evidence and the recommendation.

 Evidence behind the ranking✓ **Role criteria**

Relevant requirements

✓ **Application**

Experience and skills

✓ **Verification**

Claims and credentials

01 Apply the agreed criteria

Use structured job-related requirements consistently across sourced candidates, referrals and incoming applications.

02 Review the evidence

Look at skills, experience, requirements and any gaps behind the assessment. Distinguish missing information from evidence that a criterion is not met.

03 Investigate concerns

The recruitment workflow surfaces potential unsuitable or fraudulent applications for review. Verify the underlying evidence before reaching a consequential decision.

04 Decide and follow up

Recruiters and hiring managers decide who progresses. Use the next conversation, interview or verification step to resolve the questions that remain.

Evidence belongs on the record.

AI recommendations support recruiter work. Access controls, human oversight and the published governance approach apply to these workflows.

[October AI governance ↗](#)

● AI VOICE INTERVIEWS

Add structured evidence before the next conversation.

AI voice interviews sit alongside screening and structured evaluation criteria in October People. They provide another input to a recruiter's assessment and the interview team's preparation.

 Structure before conversation

01

Set criteria

Role-relevant questions

→ 02

Collect evidence

Structured responses

→ 03

Review together

Prepare the human interview

Define the evaluation

Connect the interview to the role context and relevant requirements. Keep the criteria clear so the hiring team knows what the assessment is intended to inform.

Review the output

Examine the interview evidence alongside the application, sourcing context and other assessments. Check unclear, incomplete or inconsistent information.

Prepare the human interview

Use unanswered questions to focus the next conversation. Structured scorecards give interviewers a shared basis for recording observations.

Assess the recommendation

Review how AI recommendations relate to later hiring outcomes. A recommendation is one part of the evidence, not a substitute for the hiring team's decision.

Explore this with a real role.

In the demonstration, review the candidate experience, evaluation criteria, output and recruiter controls together.

[AI screening and voice interviews ↗](#)

[OCTOBER VERIFIED](#) / [OVERVIEW](#)

Check the claims. Keep the evidence connected.

October Verified brings identity, employment, qualifications, public record, background and references into the candidate workflow. Consent is captured in the flow and results sit on the candidate record.



Verification report
Naledi M. · Senior HR Manager

Passed



Identity & right to work
Matched · SA ID · liveness passed



Employment history
3 of 3 employers confirmed



Qualifications
BCom Hons · confirmed with issuer



Social record
No concerns · 2 professional profiles



Background check
Criminal · credit · sanctions clear



References
2 of 2 returned · avg 4.7 / 5

Consent captured 12 Feb · report shared with hiring manager

Completed in 2 days

Consent-led verification and evidence review · Website illustration; example data.

Role-specific and jurisdiction-aware.

The checks used depend on the role, applicable jurisdiction and candidate consent. Review the evidence and any unresolved concern before making a decision.

The next two pages explain the six verification areas.

● OCTOBER VERIFIED / IDENTITY AND CREDENTIALS

Who the candidate is. What they have done.

Verification gives the hiring team a clearer basis for reviewing the claims in an application. Results remain connected to the candidate and the rest of the assessment.



Three areas of verification



Identity

Who the person is



Employment

Where they worked



Qualifications

What they earned

01 Identity and right to work

Government identity, liveness and right-to-work status support verification of identity and eligibility. Keep the check appropriate to the role and location.

02 Employment history

Confirm employers, titles and dates against the source. Identify gaps and overlaps for further review rather than relying only on the CV.

03 Qualifications

Check degrees, certifications and professional registrations with the issuing body. Review the credentials relevant to the role.

Read the result, not only the status.

A missing or unresolved response may need follow-up. Hiring teams should examine the underlying evidence and clarify discrepancies with the candidate.

[Explore October Verified ↗](#)

● OCTOBER VERIFIED / BACKGROUND AND REFERENCES

A fuller view. A defined boundary.

Extend verification beyond the CV with appropriate public-record review, permitted background checks and structured references. The scope follows the role, consent and jurisdiction.



Checks with a defined scope



Public record

Relevant professional context



Background

Permitted role-specific checks



References

Structured source responses

01 Public and social record

Review relevant public professional and social presence within the permitted scope. Keep the assessment focused on information that may appropriately inform the role decision.

02 Background checks

Criminal, credit, sanctions and adverse-media checks are supported where the role and jurisdiction permit them. Agree the scope before running the checks.

03 Structured references

Reference requests are sent, followed up and scored automatically. The responses sit on the candidate record so the hiring team can review the evidence in context.

Consent and oversight stay in the workflow.

The verification report informs the assessment and follows the person into onboarding. Access to results and decisions about discrepancies remain controlled.

[Verification capabilities and candidate consent ↗](#)

● INTERVIEWS, SCORECARDS AND OFFERS

Make the handovers clear for everyone.

Recruiters and hiring managers need more than a ranked list. October connects scheduling, structured interviews, shared assessments and offers in the same applicant tracking workflow.



THE HUMAN SIDE

A clearer conversation with the candidate.

Shared evidence helps the hiring team prepare and follow through.

Interview scheduling

Automated scheduling reduces coordination work. Keep interview progress visible in the job's pipeline.

Shared scorecards

Use structured criteria to capture observations and compare assessments. Discuss differences in the evidence before deciding the next step.

Candidate communication

Keep sourcing outreach, replies and recruitment communication connected to the application. Use templates where appropriate while preserving the role context.

Offer and decision

Bring interview evidence and verification results together before the offer. Keep the decision and outstanding work visible to the people involved.

A connected hiring team

Recruiter · Hiring manager · Interviewers · Candidate · The HR and onboarding team

[Recruitment and hiring collaboration ↗](#)

● **HIRING ANALYTICS**

See where the process needs attention.

October brings source effectiveness, pipeline movement, diversity metrics and hiring cost into recruiter and team reporting. Use the measures to ask where candidates are being lost and where work is slowing down.



Ask where progress slows

01

Source

Where candidates come from

→ 02

Stage

How they move through

→ 03

Outcome

Who progresses and why

Reporting area	What it helps you examine
Time-to-hire and pipeline velocity	Time in the process and the stages where progress slows.
Pipeline conversion	How candidates move from application to screening, interview and offer.
Source effectiveness	Which boards, sourcing sessions, talent pools and referrals produce suitable candidates.
Recruiter effectiveness	Activity and progress across the recruitment team.
Diversity metrics	Patterns across the hiring process that warrant closer examination.
Cost per hire	Hiring expenditure in the context of the sources and processes used.
Sourcing analytics	Cara session targets, outreach responses and progress into applications.

These are supported reporting areas, not promised performance improvements. Agree the definitions, period and baseline for your own evaluation.

● **HIRING INTO OCTOBER PEOPLE**

The offer is accepted. The record keeps going.

Recruitment connects with the employee lifecycle. Carry the hiring context and verification evidence into onboarding, then use the current employee record across performance, learning and development.



THE HUMAN SIDE

The first day builds on the hiring record.

Carry the role context, documents and outstanding work into onboarding.

01

Before day one

Documents, signatures, equipment and access

02

Getting started

Introductions, training and role check-ins

03

Growing in role

Goals, learning, career plans and mobility

For the new starter

A structured task checklist, document collection, welcome activities and required training make the handover visible.

For HR and the manager

Track each onboarding in flight and the tasks still open. Coordinate owners instead of asking the employee to repeat information.

Part of a wider lifecycle

October People also supports internal opportunities, career profiles, skill matching, offboarding and alumni relationships.

Onboarding and lifecycle capabilities 71

● EXPLORE THE FIT

Put your next role through the whole journey.

Assess October Recruitment against a live hiring need, from sourcing context to verification and the onboarding handover.



THE HUMAN SIDE

From first interest to first day.

Explore the workflow using a role your team is hiring for.

01 Bring the role and process

Share the role brief, sourcing channels, pipeline stages and the work your team currently does manually.

02 Explore Cara and Verified

Review candidate discovery, outreach, evidence, consent and the verification scope appropriate to that role.

03 Review the operating fit

Check AI oversight, recruiter controls, calendar and email connections, reporting definitions and the route into October People.

[Explore Recruitment & ATS](#)hello@october.health