

High-Value Candidate Selection

Identify candidates. Capture evidence.
Decide with confidence.



Challenge:

Assessment varies across phases and instructors.



Impact:

Difficult to observe and identify candidates objectively.



Exonaut delivers:

End-to-end training and selection management.



Outcome:

Turns candidate performance into objective selection decisions.

Selection programmes must identify the right candidates for the role through rigorous, evidence-based assessment. Yet many programmes remain fragmented and manual, limiting oversight, consistency, and decision quality.

Exonaut High-Value Candidate Selection provides a structured, end-to-end environment to plan and execute selection programmes, capture performance, and support confident, evidence-based decisions.

Key Features

Overview workspace for programme visibility and control

Provide a consolidated view of courses, candidate cohorts, progression, and upcoming selection decisions. **Why it matters:** Enables staff to maintain oversight and readiness across the selection programme.

Course design workspace for structured selection frameworks

Define reusable course structures, phases, activities, and assessment models aligned to selection standards. **Why it matters:** Ensures consistency and repeatability across selection courses.

Course planning & governance workspace for controlled delivery

Manage course instances, schedules, candidate cohorts, and governance workflows. **Why it matters:** Maintains control, readiness, and compliance throughout the course lifecycle.

Phase execution workspace for real-time course delivery

Support directing staff in managing activities, tracking participation, and monitoring performance during execution. **Why it matters:** Ensures controlled delivery and readiness for decision points.

Observation surface for structured evidence capture

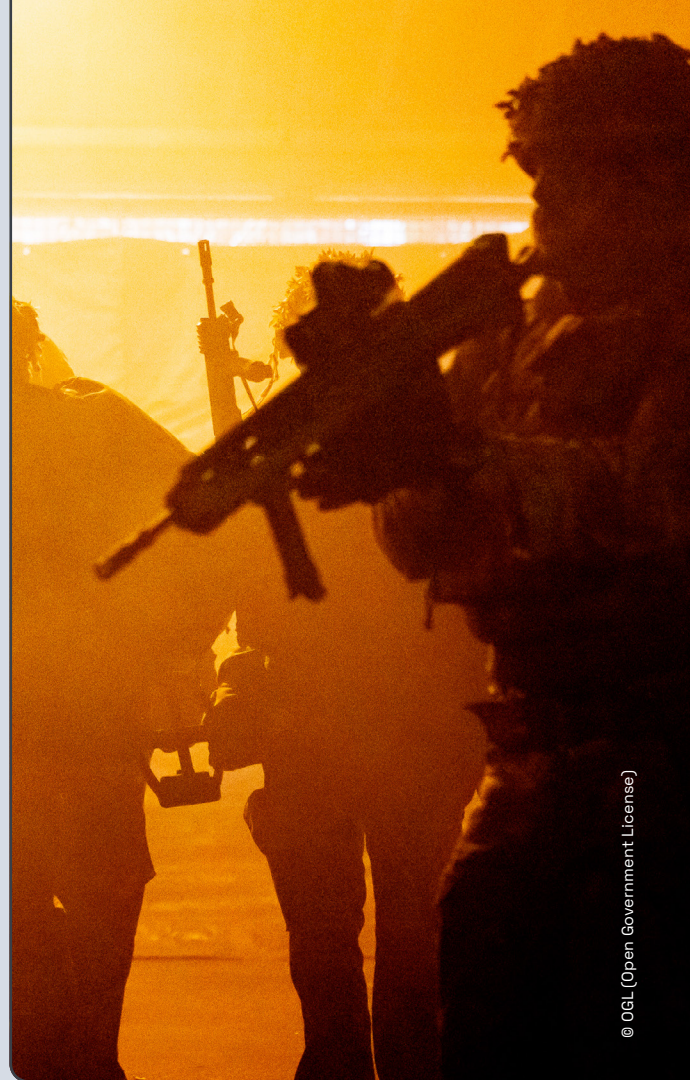
Capture candidate performance through mobile, offline observation tools using structured assessment frameworks. **Why it matters:** Ensures reliable, real-time performance capture in virtually any environment.

Selection board workspace for defensible decision-making

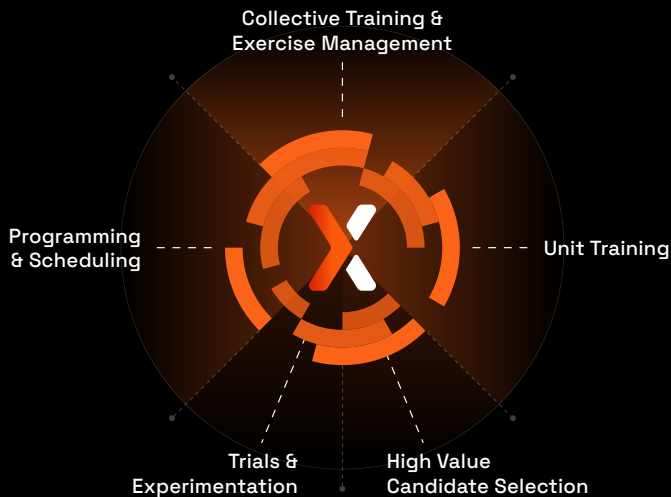
Provide aggregated evidence, candidate comparisons, and structured tools to support board-level progression decisions. **Why it matters:** Ensures decisions are consistent and supported by candidate evidence rather than subjective judgement.

Case Study

Background	An organisation responsible for selecting candidates into a highly sensitive operational capability required greater control and assurance across its selection pipeline. As demands increased across unnamed locations and courses, maintaining consistent standards and defensible outcomes became critical.
Challenge	Selection activities were conducted across multiple locations using a mix of live and synthetic processes, limiting visibility and introducing risk of inconsistency. Decision-makers needed a single, trusted view of candidate performance across phases, making it difficult to ensure fairness, reduce bias, and justify progression into the organisation.
Result	<p>Exonaut provided a secure, single environment connecting course design, execution, observation capture, and board-level decisions. Real-time data replaced fragmented reporting, giving staff a unified view of candidate performance across all phases.</p> <p>Selection decisions are now faster more consistent, and based on transparent, auditable evidence, ensuring only candidates meeting the required standard progress.</p>



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EXONAUT

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