

# EXONAUT

By 4C Strategies

## High-Value Candidate Selection

Identify candidates. Capture evidence.  
Decide with confidence.

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### 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.

## Key Features

### Overview Workspace

for program visibility and control

Provide a consolidated view of courses, candidate cohorts, progression, and upcoming selection decisions.

### Phase Execution Workspace

for real-time course delivery

Support directing staff in managing activities, tracking participation, and monitoring performance during execution.

### Course Design Workspace

for structured selection frameworks

Define reusable course structures, phases, activities, and assessment models aligned to selection standards.

### Observation

for structured evidence capture

Capture candidate performance through mobile, offline observation tools using structured assessment frameworks.

### Course planning & Governance Workspace

for controlled delivery

Manage course instances, schedules, candidate cohorts, and governance workflows.

### Selection board workspace

for defensible decision-making

Provide aggregated evidence, candidate comparisons, and structured tools to support board-level progression decisions.

## Why it matters

Selecting the right candidates depends on consistent, evidence-based assessment, but fragmented processes limit visibility and introduce subjectivity. Exonaut connects course design, execution, and evidence capture, enabling organizations to assess candidates consistently, reduce bias, and make confident selection decisions based on transparent, auditable performance data.

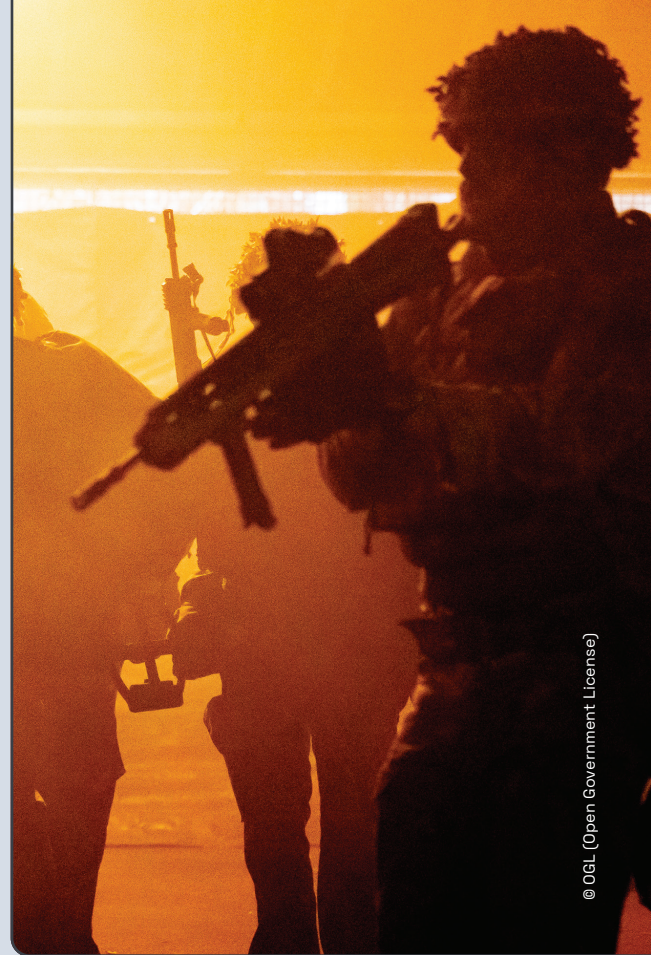
## Case Study

**Background** An organization 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.

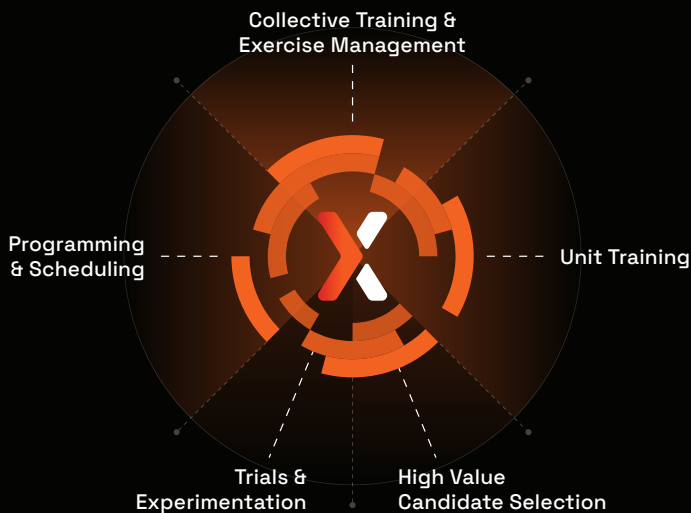
**Challenge** Selection activities were conducted across multiple locations using a mix of live and synthetic processes, limiting visibility and introducing risk of inconsistency. Decision-makers needed a single, trusted view of candidate performance across phases, making it difficult to ensure fairness, reduce bias, and justify progression into the organization.

**Result** 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.

Selection decisions are now faster more consistent, and based on transparent, auditable evidence, ensuring only candidates meeting the required standard progress.



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## EXONAUT

### The Global Standard for Training & Exercise Management

High-Value Candidate Selection is a part of the Exonaut Platform, which connects headquarters, training centers and regiments in one integrated system for planning, design, execution, analysis and exploitation of training and exercises.



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