



**FOSWAY
GROUP**



Fosway AI Insights 2026:

AI Market Assessment for Talent Acquisition

The 2025 Fosway 9-Grid™ for Talent Acquisition (TA) found that vendor AI marketing was running well ahead of real-world delivery, with most 'AI' amounting to marginal efficiency gains rather than genuine structural advantage. The 2026 9-Grid™ shows that gap closing fast, and AI is now dominating the entire innovation agenda. But the contest has shifted from features to proof. Proactive customers are already deploying AI to reshape hiring, whilst many others hold back, waiting for the AI dust to settle and vendors to separate deliverable credible, real AI capability from 'AI theatre' before investing further.

The Fosway AI Market Assessment for Talent Acquisition 2026 provides buyers with a clear analysis of the AI innovation in the TA market, and the progress vendors are making on their AI roadmaps in 2026. It uses a clear, data-led view of the reality of AI in Talent Acquisition today, showing where vendors are innovating the most with AI, what is live with customers, and where AI is heading next. It draws a clear line between aspirational AI marketing and operational AI capability by:

- *Mapping AI features by actual status, separating substance from spin through feature segmentation*
- *Highlighting where real innovation sits and where vendor investment is converging across the market*
- *Comparing vendors side by side, to determine who is walking the AI talk and who is not*

*Note: This report is part one of a two-stage process for Talent Acquisition in 2026. This stage focuses on AI roadmaps, reality and innovation. In stage two of this research, Fosway will be analysing AI adoption and value too. Those findings will form a separate **AI Value Assessment Report**, to be published later this year.*

June 2026



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AI Profile: Avature



AI Profile: Avature

This version of the paper is licensed to Avature, who are rated as follows in the 2026 AI research.

Fosway AI Feature Segmentation: Avature vs. Feature Segments

Table A shows a summary of Avature's AI by feature segment with live capability vs. stated roadmap. For a description of the segmentation model, please refer to section [AI Feature Segmentation](#), starting on page 18.

Segment	Total Features	Avature Live	Avature Roadmap
Mainstream	8	100%	100%
Next Wave	39	88%	98%
Edge Advantage	36	78%	94%
Mixed Consensus	36	70%	91%
Niche Play	8	29%	53%

Table A: Fosway AI Feature Segmentation – Avature

Vendor AI Reality Chart: Avature

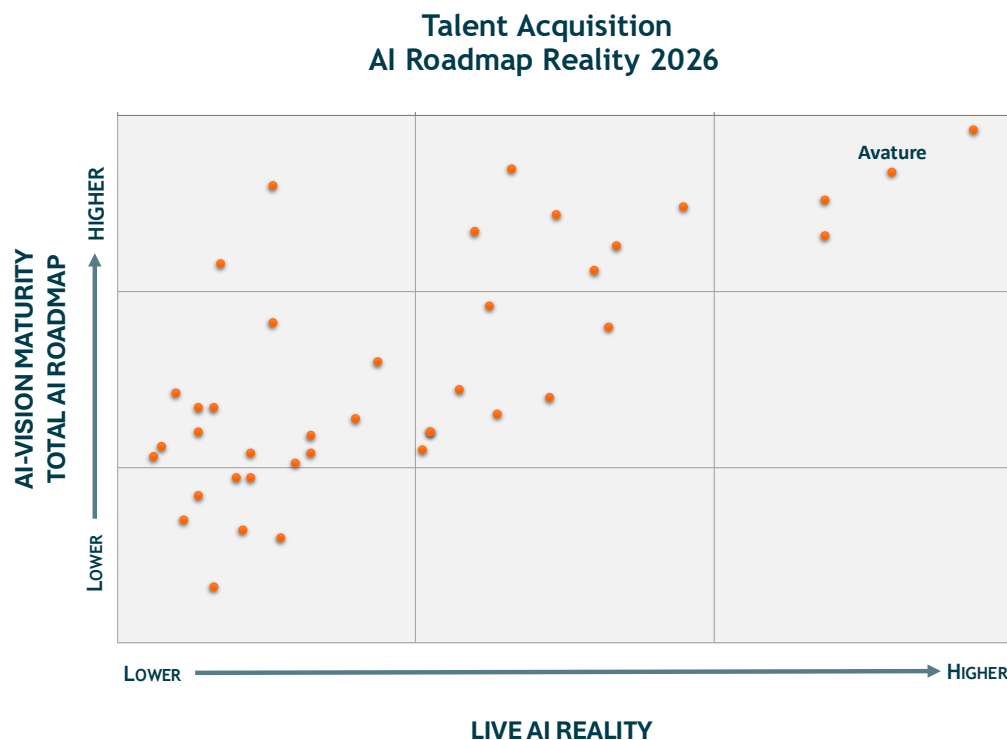


Figure A: AI Roadmap Reality – Avature



The Vendor AI Reality Chart shows Avature's AI roadmap comparatively to the other vendors in this AI market analysis for talent acquisition, comparing their live delivery versus total AI roadmap (including live). For more details, please refer to section [Vendor Benchmarking & Assessment](#), starting on page 29.

Vendor AI Benchmarking Summary: Avature

Avature's overall AI Benchmarking chart allows to compare the functional depth of their AI roadmap versus market average and versus 'market best' across the Talent Acquisition functional model.

AI in Talent Acquisition Market Benchmarking 2026: Summary

AI adoption compared to market average and market best

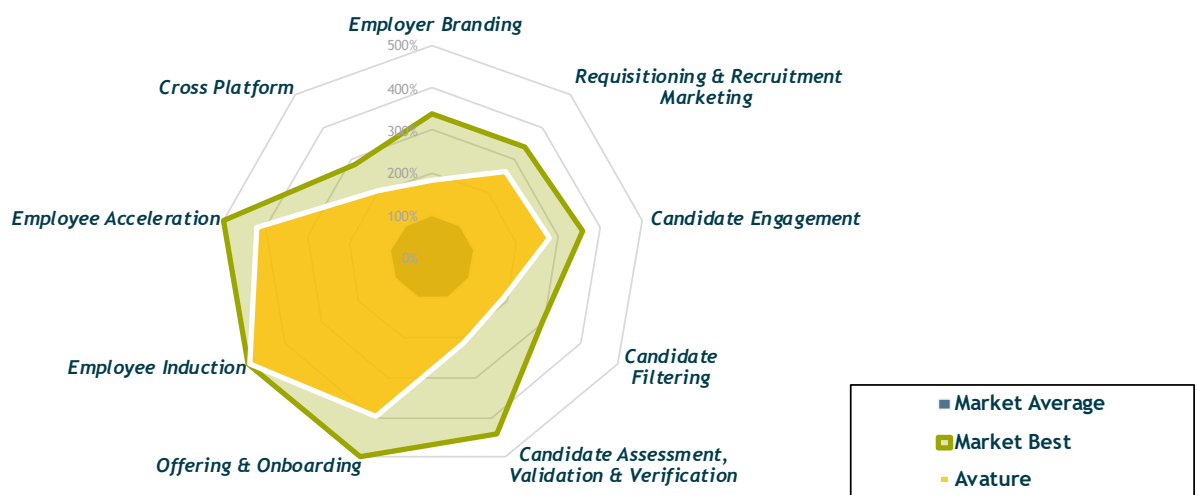


Figure B: Fosway AI Vendor Market Benchmarking – Avature

Avature's AI capabilities are above market average (100%) across all functional areas.

Functional categories	Avature benchmark vs. AI market avg.
Attraction	207%
Employer Branding	181%
Requisitioning & Recruitment Marketing	264%
Acquisition	228%
Candidate Engagement	276%
Candidate Filtering	191%
Candidate Management	271%
Candidate Assessment, Validation & Verification	212%
Offering & Onboarding	396%



Functional categories	Avature benchmark vs. AI market avg.
New Starter Management	471%
Employee Acceleration	418%
Employee Induction	496%
Cross Platform	204%

Table B: Fosway AI Roadmap Reality – Avature

Fosway Summary: Avature

Overall, very strong in Mainstream, Next Wave, Edge Advantage and even Mixed Consensus - both in Live and Roadmap.

Benchmark is significantly above 'market average' in all functional areas.

Close to or at 'market best' AI in Referral Management, Candidate Comms & Relationship Management, and Employee Induction.

A third of the identified Niche Play capabilities are already Live, and more than 50% of those are on Roadmap. Notable Niche Play features already live include Referral Fraud & Duplicate Referral Detection, AI Objective Builder & Alignment Checker, Sentiment & Care Signal Monitor, AI Mentor Matching & Readiness Scoring, and Manage crowd sourced FAQs from employee ambassadors.

Since submission, Avature has launched a significant amount of AI capabilities and is continuously updating their AI innovation roadmap.



Background & Methodology



Background & Methodology

Fosway AI Market Assessment for Talent Acquisition

The Fosway AI Market Assessment for Talent Acquisition (TA) brings together multiple analytical models to give HR and TA leaders a clear, data-driven view of vendor AI capability and market direction. This includes:

- A series of **AI Roadmap Flow Maps** using Sankey charts to trace vendor AI R&D activity across Fosway's functional model for Talent Acquisition, revealing where AI development is converging as well as timescales for delivery with customers
- The analysis of every AI feature using **Fosway AI Feature Segmentation Analysis**, comparing AI features by vendor roadmap consensus and what is live, classifying individual AI capabilities as Mainstream, Next Wave, Edge Advantage, Mixed Consensus or Niche Play
- The **Vendor AI Reality Chart** analysing where the vendors are positioned in terms AI roadmap vs live delivery, highlighting 'who's walking the talk?' and mapping the comparative advantage and maturity of AI delivery between vendors
- Finally, individual **AI Benchmarking Charts** allowing us to compare the functional depth of the AI roadmap for specific vendors vs. market average vs. market best across the Fosway functional model

Together, this analysis translates raw research data and product analysis into a set of cohesive tools, allowing buyers to benchmark AI offerings, interrogate vendor claims and time their AI adoption with precision.

Functional Model

As the scope of Talent Acquisition is constantly evolving, we have based this AI analysis on the 2026 **Fosway Talent Acquisition Functional Model** (see Figure 1). AI and non-AI features have been part of our 9-Grid™ analysis for many years. For the purposes of the AI Market Assessment, we also extracted the dedicated AI capabilities from the functional model and have expanded it to include new innovations and features as the market has developed. New items are identified from Fosway's engagement in corporate RFPs and RFIs, through corporate interviews, vendor briefings, and other sources.



AI in Talent Acquisition is moving very fast. In 2025, the Fosway AI functional model consisted of 89 AI capabilities/ features. In 2026, this has expanded to 142 Fosway defined features, plus vendors are also able to submit their own unlisted capabilities too, extending beyond those defined by Fosway.

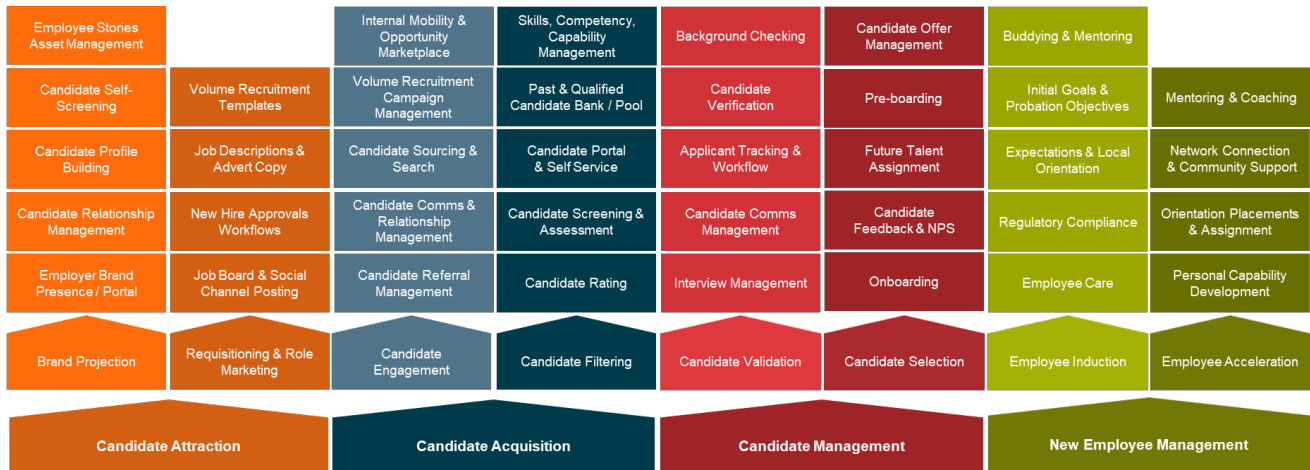


Figure 1: Fosway Talent Acquisition Functional Model, 2026

Sources of Data

In 2025, Fosway initiated a strategic research programme to examine the reality of AI in HR, talent and learning, and to assess the benefits organisations are actually realising. This paper provides an update to the vendor analysis from that work, plus new perspectives based on changes between 2026 and 2025. All findings in this report are derived from vendor self-reported data collected by Fosway Group between late 2025 / early 2026. ‘Live’ status reflects that a feature is technically live for adoption by customers but does not differentiate between full enterprise rollout and limited pilots.

Some elements of the year-on-year comparisons should be treated with some caution, as the 2026 submission set is not identical to 2025. Whilst the overall analysis and feature segmentation is robust, a few vendors that reported live capability in 2025 did not resubmit in 2026, and the 2026 analysis includes some additional vendors on top of those in the 2025 data set. This may mean that some year-on-year comparisons are not totally like-for-like and may understate the level of underlying market progress.

Note: For the purposes of this paper, we also do not differentiate the sophistication of the feature but recommend looking at the corresponding Fosway 9-Grid™ analysis of that segment, where AI innovation is a key part of the analysis, or engaging with Fosway analysts to dive deeper.



Beyond Roadmaps: Assessing AI Adoption and Value

As most corporates were very early in their AI adoption journey, in 2025 our research mainly focused on tracking corporate attitudes to AI¹ together with a deep vendor-side analysis, captured in the 2025 **AI Market Assessment** report and **AI Roadmap Benchmarking** sessions for both corporates and vendors.

In 2026, this updated AI Market Assessment is just the first part of a two-stage process, with stage two focusing on analysing the adoption and value of AI capabilities within customers. This is of course a very different perspective and, arguably, much more important. Innovation without adoption has no value. Adoption without value is pointless.

The adoption and value research stage includes looking at the main drivers and use cases for AI in TA, which use cases are being actively adopted by corporates, and at what scale, and whether they are delivering meaningful outcomes. We are also looking at how organisations are approaching AI strategy, investment, adoption, challenges and risk, and how organisations are assessing value, building business cases and accelerating AI investment.

These findings will inform a separate **AI Value Assessment Report** for each market segment as well as **AI Value Benchmarking**, to be published later this year as part of the Fosway AI Insights Series. For corporate readers, we would encourage you to consider actively participating in this research activity by becoming a core participant. See the end of this paper for more information on how to get involved.

¹ **Talent Acquisition Realities 2025 – Including AI Infographics**



AI Roadmap Assessment: Talent Acquisition



AI Roadmap Assessment

The AI Roadmap Flow Maps in this section use Sankey diagrams to trace vendor AI R&D activity across Fosway's functional model, showing where AI development is concentrating and when delivery is planned.

About one quarter of AI features are live now

The following diagrams show where vendors are concentrating AI development efforts across the functional model, and the overall status of AI features in their roadmaps.

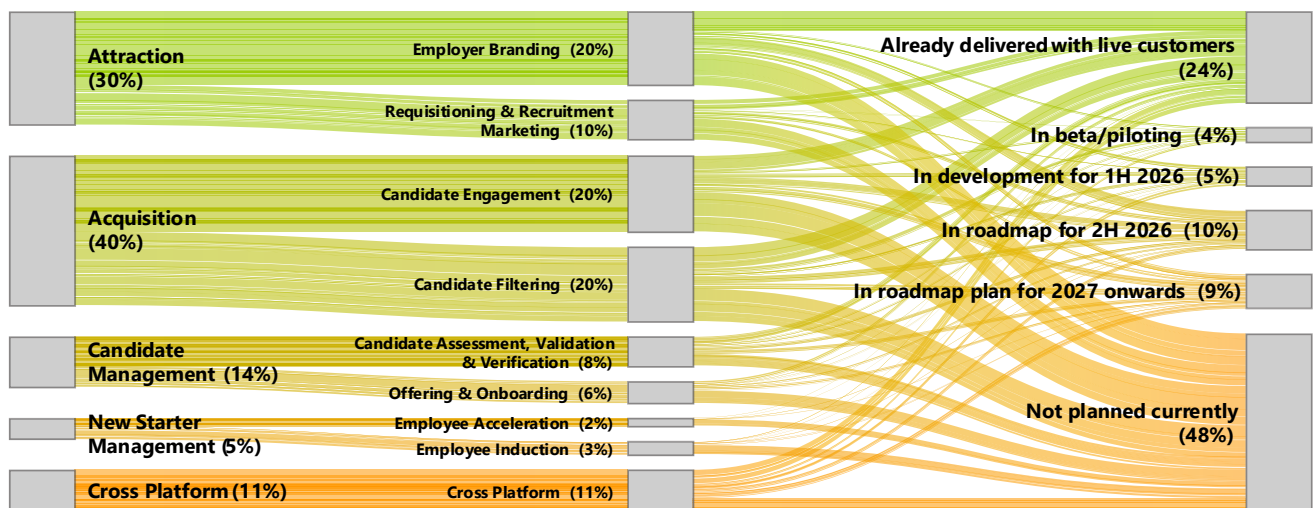


Figure 2: Fosway Overall AI Roadmap Flow Map for Talent Acquisition, 2026

Overall,

- 70% of AI roadmaps are focused on either Candidate Attraction or Acquisition
- Only 14% is on Candidate Management, and 5% on New Starter Management
- 24% of mapped AI features have been delivered and are live with customers, with another 4% in beta/piloting and a further 5% in short-term development for H1 2026
- 10% of AI capabilities are planned for H2 2026. Another 9% sit on longer term roadmaps (2027 onwards).
- 48% of all AI features in the model are not yet on vendor roadmaps.



Compared with 2025 the overall distribution between the functional categories has been relatively stable, despite a massive expansion in AI features now included in the model. 40% of all AI features continue to be concentrated in Candidate Acquisition (with no change vs. previous year). Candidate Attraction and Candidate Management have both seen a small reduction in their share of vendor roadmaps (30%, down from 33%; and 14%, down from 18% in 2025). As a consequence, the other functional pillars now account for a slightly larger share of vendor roadmaps: New Starter Management now sits at 5% (up from 2% in 2025), and Cross platform capabilities rose to 11% (from 7%).

Overall, the total share of features reported live has reduced by three percentage points from 27% in 2025 to 24% in 2026. However, this reflects the significant expansion in AI features considered in the model this year, rather than a decline in vendor innovation. The total number of features included in the AI functional model in 2026 was up by close to 60% on the prior year, and in absolute terms, the market has still accelerated, delivering more AI capabilities. If vendors deliver against their current plans, up to 43% of features in Fosway's AI functional model could be live access the market by the end of 2026 – depending of course, on the expansion in the features considered next year too.

Caveat Emptor: whilst almost one in four AI features is considered by vendors as live, that may mean the feature is switched on in the product, not that it is fully rolled out or actively used by real customers. There is also still significant uncertainty about the extent to which corporates are realising value from AI in Talent Acquisition – hence the second stage of the Fosway research focusing on adoption and value!

Despite this, a gap remains between marketing promise and market reality which has two implications:

- **Corporates cannot fully rely on roadmap claims:** unless a capability is already live or in active piloting, it should not shape immediate platform decisions.
- **Buyers must prioritise visibility and evidence:** ask for demos, reference clients, and rollout timelines anchored in real deployments, not vague intent.

*AI matters now, but much of the market is still selling future capability
rather than present delivery.*



Two hot zones dominate AI roadmap activity

AI roadmap investment is far from uniform across the Talent Acquisition pillars. Fosway's AI Roadmap Flow Maps show a clear pattern: **vendor innovation remains highly concentrated in two pillars of the functional model**, whilst large parts of the functional model still see relatively limited AI activity. The **Hot Zones** are **Candidate Attraction** and **Candidate Acquisition** (Figures 3 & 4). Here, vendors are deploying AI to optimise reach, relevance, and response, including generative job ads, smart, programmatic distribution, agentically pre-vetting candidates, dynamic branding and candidate-facing chatbots. These features are widely planned, a significant proportion is already live, and vendor consensus is relatively strong.

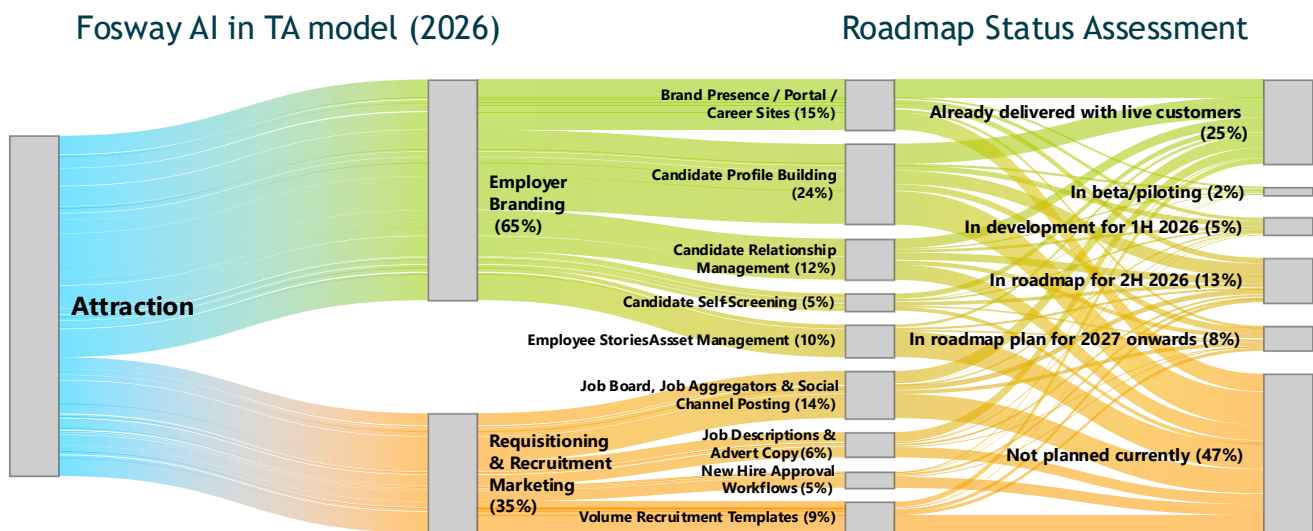


Figure 3: Fosway AI Roadmap Flow Map for Attraction, 2026

In **Attraction**, the balance between Employer Branding and Requisitioning & Recruitment Marketing has remained stable with a 65% to 35% split. Within Employer Branding, Brand Presence/ Portal/ Career Sites now accounts for 15% of AI features, down 13% this year as other areas have expanded. Candidate Profile Building now accounts for 24% of AI features, up by 16% versus 2025. The share of attraction features live with customers has reduced by 5% to 25%, again, reflecting growth in the total number of features considered in this area. Another 20% are in pilot or planned in H2 2026. Another notable change from the expansion is that the share of features not currently planned has increased from 37% to 47%.

Within **Acquisition**, the split between Candidate Engagement and Candidate Filtering is more equal in 2026 (51% vs 49%); compared to a wider 59% vs 41% split in 2025. While many of the functional sub-areas show a



similar share of AI features compared with the previous year, a few stand out. Candidate Filtering is now at 19%, up from 9% in 2025, and Internal Mobility & Opportunity Marketplace is now at 16%, down from 26%. 25% of Acquisition features are now live with customers, down 6% on last year, and a further 18% are in pilot or in development until the end of 2026. The share of features not currently planned has risen from 42% to 47%.

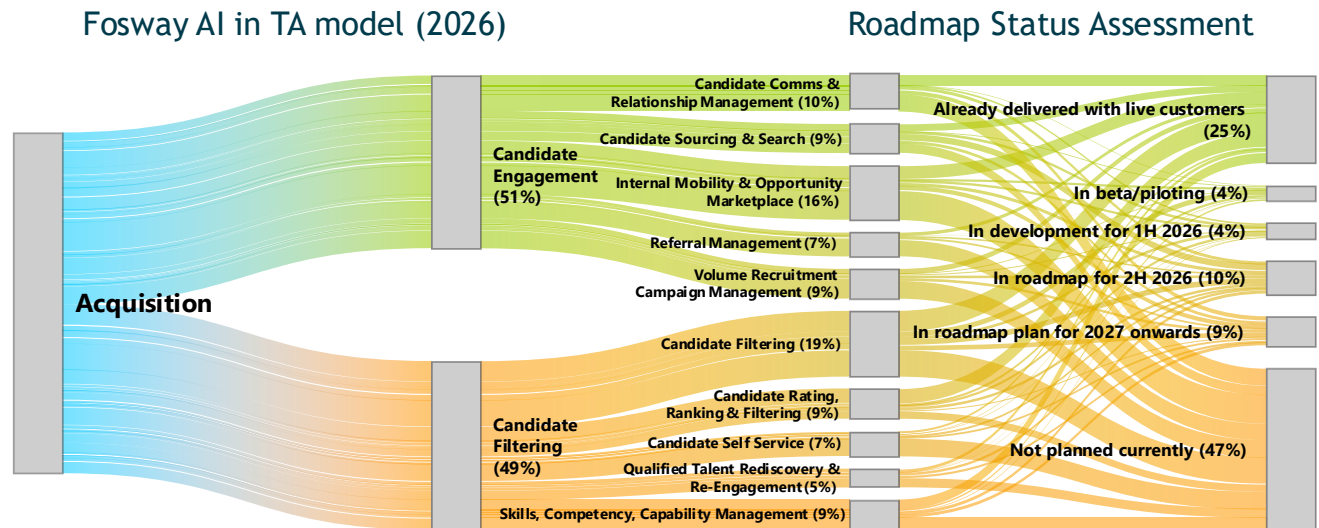


Figure 4: Fosway AI Roadmap Flow Map for Acquisition, 2026

The **Warm Zone** for AI in Talent Acquisition is **Candidate Management** (Figure 5), which includes parsing, shortlisting, interview management, and engagement workflows. In 2025, live AI capability here was surprisingly low with only 18% of AI features in Candidate Management live with customers. In 2026, that has increased to 20% live, and a further 19% more in pilot or planned for delivery in 2026. Given that the selection step remains a top priority for TA teams, this is an area where further vendor development is likely.

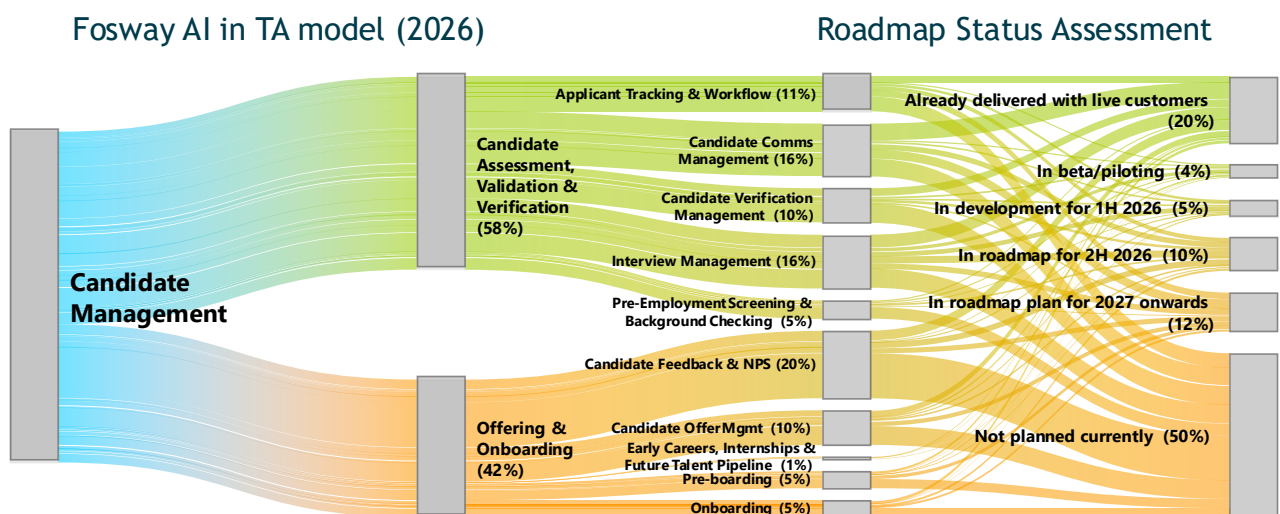




Figure 5: Fosway AI Roadmap Flow Map for Candidate Management, 2026

The rest of the TA funnel – **New Starter Management** – is still in the **Cold Zone** (Figure 6), with lower levels of vendor AI focus and activity. Note: this is also the area where the expansion of the AI functional model has had the most significant impact. Last year, 62% of AI features in this category were not planned, and with the new additions, that has now increased to 77%. With the importance of ensuring a strong start and reducing time to value for new joiners, New Starter Management seems still a big area of opportunity for TA vendors, especially since TA teams need to prove their value and better understand quality of hire.

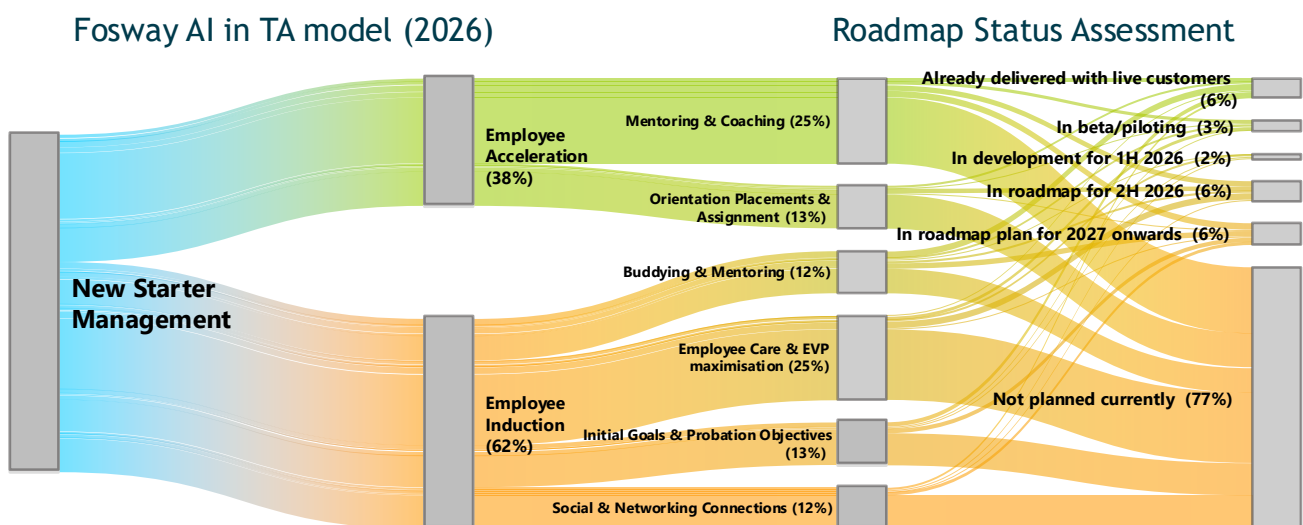


Figure 6: Fosway AI Roadmap Flow Map for New Starter Management, 2026



AI Feature Segmentation: Talent Acquisition



AI Feature Segmentation

Our next analysis lens is to examine how specific AI features are making their way into vendor solutions, and on what timescale. To assess this, Fosway has developed an AI Feature Segmentation model that maps every AI capability in our functional model against two primary factors: **Vendor Consensus** (the % of vendors with the feature on their roadmap) and **Live** (the % of vendors having this feature live in production).

Because 'Live' can never exceed 'Vendor Consensus', plotting both on a 4 × 4 quartile matrix enables us to recognise **five distinct segments** of AI features – **Mainstream**, **Next Wave**, **Edge Advantage**, **Mixed Consensus** and **Niche Play** (see Figure 8).

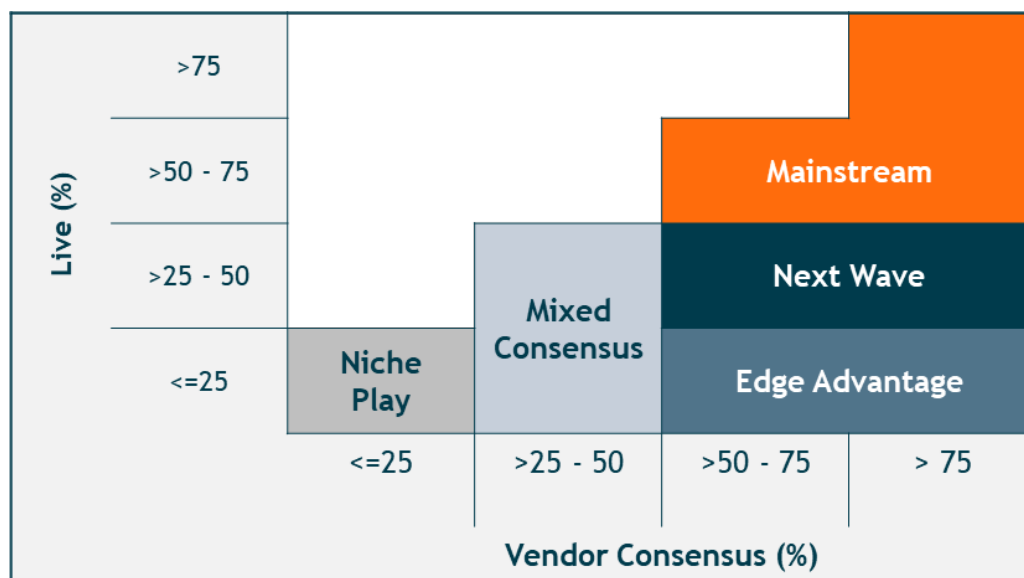


Figure 8: Fosway AI Feature Segmentation Matrix

Table 1 (below) defines the AI feature segments and shows the number of features in each segment for 2026, with the change from 2025 shown in brackets. Understanding where AI features sit in this model helps HR and TA teams judge whether a capability is already established, emerging into wider use, or still limited to a smaller group of vendors. In practice, this also helps separate live AI market progress from roadmap intent, as well as helping identify where vendors may hold a competitive advantage and judging how far the market is moving towards broader consensus.



Feature segment	Definition	#Features
Mainstream	Feature is live with > 50% of vendors; considered mainstream functionality by vendors	10 (+6)
Next Wave	Feature is on the roadmap for > 50% of vendors and live with 25–50% of vendors; has broad roadmap commitment and is live for use with a significant proportion of vendors	43 (+16)
Edge Advantage	Feature is on the roadmap for > 50% of vendors but is live with $\leq 25\%$ of vendors; vendors with live capability may have near-term competitive advantage	18 (+8)
Mixed Consensus	Moderate support on 25–50% of vendor roadmaps; vendor opinion divided	54 (+26)
Niche Play	Feature is on the roadmap for $\leq 25\%$ of vendors; niche feature being developed by a limited set of vendors only	17 (+3)

Table 1: Fosway AI Feature Segmentation Definitions and feature distribution with change vs 2025 in brackets

The 2026 AI feature distribution shows that most AI features still sit outside of the mainstream. With ten AI features now in Mainstream, the largest concentrations are in Next Wave and Mixed Consensus, with 43 and 54 features respectively. Edge Advantage is still a small segment with 18 features. Overall, that tells us that the market is advancing quickly, with a sizeable body of features now live across a significant share of vendors or widely committed on roadmaps. But overall, it should still be noted that most features have still not reached mature delivery in the market.

Compared with 2025, the most striking shift is the rise in Mainstream features, which more than doubled from four in 2025 to ten in 2026. Progress is visible across all feature segments, though this is partly explained by the overall feature set expanding by 60%. Next Wave grew strongly, up by 16 features, while Mixed Consensus grew even more, by 26 features. This suggests that many new AI innovations are still entering the market through differing vendor approaches, whilst at the same time, the industry is also converging on a core set of Mainstream and Next Wave features. In other words, vendor innovation is high and market consensus is growing. Over time, more of these AI features are likely to converge to Mainstream as buyer demand, adoption patterns and clearer evidence of value focuses on the ideas gaining the most traction.



What are the Mainstream AI features in TA?

As per the segmentation model, AI features should be considered **Mainstream** when they are live with a majority of vendors. Buyers should also note the very significant vendor consensus for these features too, strongly suggesting a likelihood that remaining vendors will follow quickly. If your current suppliers cannot demonstrate Mainstream features today (or show credible plans to deliver them in the next 6–12 months), they are likely to be falling behind. For buyers, Mainstream features should not automatically be treated as mandatory in every RFP, but they are a growing baseline in the market and should be assessed accordingly.

*Mainstream means these features are no longer fringe or experimental.
They are becoming standard market capability.*

The table below lists out the specific Mainstream features, sorted by vendor consensus.

2026 Mainstream AI Features – Talent Acquisition	Vendor Consensus	Live
AI candidate assessment and scoring	93% (+22%)	65% (+17%)
Explainable AI recommendations	93% (+9%)	63% (+8%)
CV Parsing	90% (+9%)	78% (+7%)
Explainable AI scoring rationale, where AI provides transparent reasons for scores or rankings	90% (+7%)	53% (+25%)
AI matching of candidate profiles to position profiles	88% (+7%)	58% (+16%)
Generative AI to create and manage candidate communications and workflow messaging	85% (+17%)	50% (+11%)
Generative AI to generate job descriptions and jobs ads	80% (-1%)	63% (+11%)
AI filtering based on candidate attributes	78% (new)	50% (new)



2026 Mainstream AI Features – Talent Acquisition	Vendor Consensus	Live
Dynamic, AI-generated and AI-validated skills ontologies	75% (-2%)	50% (-5%)
AI chatbot / automated recruiting enquiry assistant management	73% (-1%)	50% (+15%)

Table 2: Fosway's 2026 List of Mainstream AI Features in the Talent Acquisition Market

CV Parsing has been a foundational TA requirement for many years, and it is therefore unsurprising that it remains the most widely live AI feature in 2026, at 78% (+7%), with vendor consensus rising to 90% (+9%). The highest vendor consensus now sits with AI candidate assessment and scoring and Explainable AI recommendations, both at 93%. AI candidate assessment and scoring has risen significantly in consensus year-on-year (+22%), and it also shows a strong 17% increase in the proportion of vendors that are live too, at 65%. One new feature, AI filtering based on candidate attributes, is entirely new for 2026, entering directly at Mainstream with 78% consensus and 50% live.

The clearest theme across the Mainstream set is the rise of transparency and explainability. Two of the four features with the highest consensus concern explainability: Explainable AI recommendations (93%) and Explainable AI scoring rationale, where AI provides transparent reasons for its scores or rankings (90%).

Note: This reflects a shift that we identified in the 2026 TA 9-Grid™ for Talent Acquisition - as AI moves deeper into screening, matching and selection, accountability for how it is used is landing with the employer. Buyers need to be able to explain how AI influenced hiring outcomes, and vendor capability to support that is now Mainstream. Beyond this, use of GenAI continues to mature beyond content creation, with AI to create and manage candidate comms and workflow messaging seeing the second-largest gain in consensus, up by 17% to 85%.

Five features have crossed from Next Wave into Mainstream this year. The biggest mover is Explainable AI scoring rationale, where live capability almost doubled to 53%. AI candidate assessment and scoring rose 17% (from 48% to 65% live), AI matching of candidate profiles to position profiles rose 16% (from 42% to 58%), the AI chatbot / automated recruiting enquiry assistant rose 15% (from 35% to 50%), and Generative AI to create and manage candidate comms and workflow messaging rose 11% (from 39% to 50%). In contrast, Dynamic AI-generated and AI-validated skills ontologies moved in the opposite direction, slipping 5% to sit



on the 50% Mainstream threshold, and also down in consensus (-2%). This reflects an expanded number of vendors considered in the analysis.

What are the Next Wave AI features in TA?

The next tranche of AI features are not yet Mainstream but are well on their way to becoming so. These are the **Next Wave** features: capabilities with a broad vendor roadmap commitment with more than 50% of vendors having them in their roadmap, and they also have live delivery across at least 25% of vendors, too.

Next Wave features show where the mass market is moving next and they are most likely to become Mainstream sooner rather than later. TA teams should mainly be aware of these AI features already and seek to understand the value they provide. Teams should also consider whether their vendors currently provide them or are at least planning to deliver them in the next 6-12 months. Otherwise, they might be falling behind.

The Next Wave segment contains a much larger number of features than the Mainstream. For Talent Acquisition, there are 43 Next Wave AI features in 2026, up from 27 in 2025, so only the top features are shown here, ranked by vendor consensus and with live percentages included.

2026 Top Next Wave AI Features – Talent Acquisition	Vendor Consensus	Live
GenAI to create templated and personalised candidate communication	85% (+14%)	40% (+1%)
AI recommendations of jobs for employees and candidates	78% (+4%)	43% (-5%)
Human-in-the-loop oversight console to review, approve or revise AI-initiated actions	78% (new)	43% (new)
Explainable Filtering - AI provides transparent reasons for inclusion/exclusion	75% (new)	45% (new)
Autonomous Self-Screening AI Agents	75% (+4%)	30% (-2%)
Instant “Am I Qualified?” automated screening based on uploaded CV or profile	75% (new)	30% (new)



2026 Top Next Wave AI Features – Talent Acquisition	Vendor Consensus	Live
Sourcing AI-Agent	75% (+1%)	28% (-7%)
Enterprise AI governance controls	73% (new)	48% (new)
Proactive open vacancy recommendations	73% (-1%)	38% (+3%)
Live video interview recording, transcription, annotation and quality control	73% (new)	35% (new)
AI recommendations for recruiters and hiring managers to build candidate pipeline	73% (+2%)	35% (-7%)
Audit logs for all AI-driven filtering actions	73% (new)	33% (new)
AI safety and compliance layer ensuring jurisdiction-specific filtering and prohibited-attribute suppression	70% (new)	45% (new)
Skills graph-driven talent discovery	70% (new)	28% (new)

Table 3: Top Next Wave AI Features in the Talent Acquisition Market

The top Next Wave features are focused around a small number of overall themes: human oversight and governance of AI, explainable and compliant filtering, autonomous screening and sourcing agents, and skills-based discovery and matching. What stands out this year is how many of these features are entirely new, and vendor roadmaps are reorganising at speed to meet the AI accountability and transparency demands now landing on employers.

The top Next Wave features also show where AI is pushing Talent Acquisition next: human-in-the-loop oversight of AI-initiated actions, explainable filtering that gives transparent reasons for inclusion or exclusion, jurisdiction-specific safety and compliance, autonomous self-screening and sourcing agents, and skills-graph-driven talent discovery. Several of these also narrowly missed being classed as Mainstream: Enterprise AI governance controls (48% live), Explainable Filtering and the AI safety and compliance layer (both 45% live), and AI recommendations of jobs for employees and candidates (43% live).



The most telling of the new entries in 2026 is the human-in-the-loop oversight console, which lets recruiters review, approve or revise AI-initiated actions. It arrives with strong consensus (78%) and 43% already live. Together with Enterprise AI governance controls (48% live) and audit logs for AI-driven filtering actions, these form the control layer that the rest of the segment depends on. These are the capabilities that make autonomous agents defensible. Without oversight, governance and traceability, the autonomous sourcing, screening and CRM agents sitting in Edge Advantage cannot safely move into live use. In a European market where employers must now prove how AI influenced a hiring outcome, this governance layer — not the agents themselves — is likely to determine how quickly the next wave of AI achieves widespread operational adoption.

Next Wave features show where the market is moving next. Corporates should track them closely and assess where they may become relevant before wider market delivery turns them into expected capability.

What are the Edge Advantage AI features in TA?

Whilst some AI features are on their way to becoming Mainstream, others are still on the edge. **Edge Advantage** features have high vendor consensus, with more than 50% of vendors including them on their roadmap, but fewer than 25% offering them live. That means vendor intent is strong, but broad market availability is still limited and vendors already delivering these features may hold a **short-term competitive advantage**. For corporates, these features may offer differentiated value too. But edge features also carry risk. Vendor maturity typically varies more around the edges, and organisational readiness often lags, too. The best approach is to pilot with purpose: fund tightly scoped use cases, define outcome metrics in advance, and build in exit clauses if these edge experiments do not deliver results.

*Edge Advantage AI is not for every team or every situation.
Use it where the use case is clear, the value is material, and the risks are manageable.*

Table 4 shows the top Edge Advantage AI features by vendor consensus. This segment holds 18 features in total, up from 10 in 2025, with the top nine being shown here, at a cut-off of 58% vendor consensus.



2026 Top Edge Advantage AI Features – Talent Acquisition	Vendor Consensus	Live
Autonomous interview scheduling AI agents	75% (+7%)	18% (-1%)
Autonomous sourcing AI-agent	68% (±0%)	18% (-8%)
Autonomous candidate profile AI agents	68% (+7%)	15% (-8%)
Campaign optimisation recommendation engine	63% (+2%)	23% (-3%)
Autonomous CRM AI-agents	63% (+18%)	20% (+1%)
Recruiter co-pilot suggestions	63% (new)	18% (new)
AI-curated candidate supply	60% (new)	20% (new)
MCP connectivity for enterprise AI & digital assistants	60% (new)	15% (new)
Applicant tracking agent	58% (+19%)	20% (+7%)

Table 4 Top Edge Advantage AI Features in the Talent Acquisition Market

As Table 4 is sorted by vendor consensus, the features at the top reflect the highest level of roadmap commitment rather than the highest level of live delivery. The stronger the consensus, the more likely a feature is to move into Next Wave over time, and in many cases eventually towards Mainstream. For corporates, this segment is unlikely to be a list of immediate requirements, but it is a signal of where vendor ambition is strongest and where more differentiated capability is emerging.

The Edge Advantage features point firmly towards autonomous, agentic AI. They include autonomous agents for interview scheduling, sourcing and candidate-profile building, autonomous CRM agents, an applicant tracking agent, recruiter co-pilot suggestions, AI-curated candidate supply, campaign optimisation recommendation engines, and MCP connectivity for enterprise AI and digital assistants. These move



beyond AI use to improve transactional efficiency and point to a more autonomous role for AI across hiring.

The most prominent feature by vendor consensus is autonomous interview scheduling AI agents, at 75% (+7%). However, live delivery is just 18%, slipping 1% over last year. Among the three new entries in this segment in 2026, MCP connectivity for enterprise AI and digital assistants stands out at 60% consensus. As the context-aware integration layer that allows agents and applications to exchange context, MCP (Model Context Protocol) is rapidly becoming the dominant model for agentic integration between platforms. But from a buyer perspective, this is a clear area where deeper testing and validation is essential to confirm the capability genuinely does what is claimed.

Two further features to note are the Applicant Tracking agent, which saw the strongest consensus rise of the segment (+19%, to 58%) and a live gain of +7%, to 20%, as well as Autonomous CRM agents, which moved similarly in consensus (+18% consensus, to 63%). Rising consensus of this kind signals clear vendor intent, but as with the rest of the Edge Advantage features, the real issue is not whether the capability can be demonstrated, but how it performs in reality and whether it delivers enough value to justify broader adoption.

What about the rest?

In total, there are now 142 different AI features in the Fosway model for Talent Acquisition, up from 89 in 2025. Of these, **71 sit in the top three segments discussed above**. For brevity, this paper focuses on those higher-priority parts of the AI feature segmentation, but there are a further 71 features in the other two segments, Mixed Consensus and Niche Play.

Mixed Consensus means just that; it is not strong as less than 50% of vendors are looking at it, but it is also not niche either. This could mean they are early signals, yet to achieve wider consensus, or just that only some of the vendors see them as relevant. From a Fosway perspective, we will keep tracking these to see if they move up to Edge Advantage or Next Wave or stay where they are.

The Niche Play segment is interesting too, as by definition, not many of the vendors have those features in their roadmaps yet. This could mean it is very specialist, or just that it is incredibly new and not on the vendor radar yet. From a corporate perspective, if you are looking for AI features that are Niche Play, you will have much more limited choices, and it is likely that other vendors will be slower to add it. But choose carefully and do your due diligence.



For companies seeking more information about all of the AI features please contact Fosway to discuss further or to arrange for a diagnostic session to assess the AI opportunities for your organisation.

See the Next Steps section for more information.



Vendor Benchmarking & Assessment: Talent Acquisition



Vendor Benchmarking & Assessment

The AI Roadmap Reality – Who is walking the talk?

The majority of this paper has focused on understanding the maturity and segmentation of AI features, and what that might mean for corporate buyers. That analysis is aggregated across the market, but of course aggregated analysis is made up of all the specific information and insights from each of the vendors included in the analysis.

The next logical question is in some ways much simpler: **how do individual vendors actually compare?**

This matters because vendors are far from equal in either the breadth of their individual AI roadmaps or the extent of live delivery with customers. The final section of this paper therefore provides an indicative view of how different vendors are distributed in terms of their capabilities and provides an indication of what Fosway can offer in terms of vendor-to-vendor comparison, without naming individual suppliers or discussing them in detail. Figure 9 shows an aggregated but anonymised view of the vendors included in Fosway's 2026 analysis.

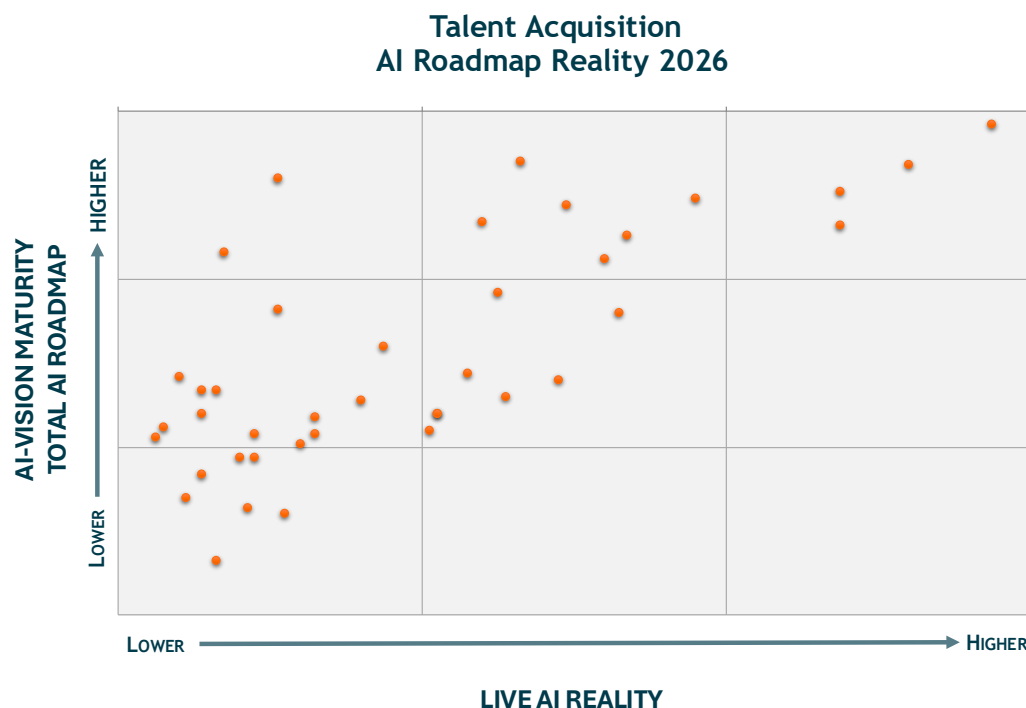


Figure 9: Fosway AI Roadmap Reality in Talent Acquisition, 2026

The AI Roadmap Reality chart shows how roadmap (feature breadth and ambition) compares with live



reality (features live in production) for all the vendors in the 2026 analysis. In this chart:

- X-axis: number of AI features already live with customers
- Y-axis: breadth and ambition of a vendor's total AI roadmap across the functional model (including live)

For buyers, the chart highlights three broad groups worth paying attention to:

- Those vendors that combine strong delivery today with a credible, ambitious roadmap. These would potentially be the safest bets for organisations that want to scale AI strategically and quickly
- Vendors having moderate live capabilities but are visibly investing in catching up with an extensive roadmap. These are potentially worth shortlisting - provided roadmap claims are backed by concrete delivery
- Those offering a sound live AI foundation with a slightly less ambitious roadmap than the other two groups. They are unlikely to differentiate your organisation, but they present low risk for buyers prioritising integration or consistency

Beware though, vendors with limited live capability may carry more risk, especially where their AI roadmap narrative is extensive. Some of these are clearly talking a lot more than they are delivering! Whereas others may simply be taking a slower or more considered approach, choosing not to compete aggressively on AI.

*Where does your current supplier sit in terms of AI innovation,
and where do you want your next vendor shortlist to be?*

Compared with last year, the 2026 AI Roadmap Reality chart shows changes in vendor distribution. In 2025, only one vendor sat in the upper left – high-roadmap, low-live group – 2026 now shows two vendors up there. The upper-middle area, where vendors show higher roadmap breadth and mid-level live delivery, has also slightly expanded, rising from five to six vendors. This suggests more vendors are articulating broader AI roadmaps, even if their live AI adoption maturity has not yet fully caught up. At the top right, where vendors are combining higher roadmap breadth with higher live delivery, the number of vendors has remained the same in 2026, although they are not all the same vendors between the two years!



Overall, the market has moved forward significantly, but not evenly. Some vendors have improved their relative position, while others have shifted backwards compared with the wider market. This suggests that, although they may still be innovating, they did not include enough of the additional AI capabilities assessed in the 2026 analysis to maintain their previous position.

Note: Whilst the analysis of vendors including in this paper is deliberately anonymised, information on specific vendors is available from Fosway on a private basis. This includes providing analysis for corporates wishing to AI benchmark their existing vendor partners or for those assessing the AI capabilities of vendors as part of a new procurement or change of existing vendors.

Market average is advancing, but not all are keeping up

Figure 10 shows the year-on-year movement of ‘market average’, i.e. the mean values for both AI roadmap and AI live delivery.

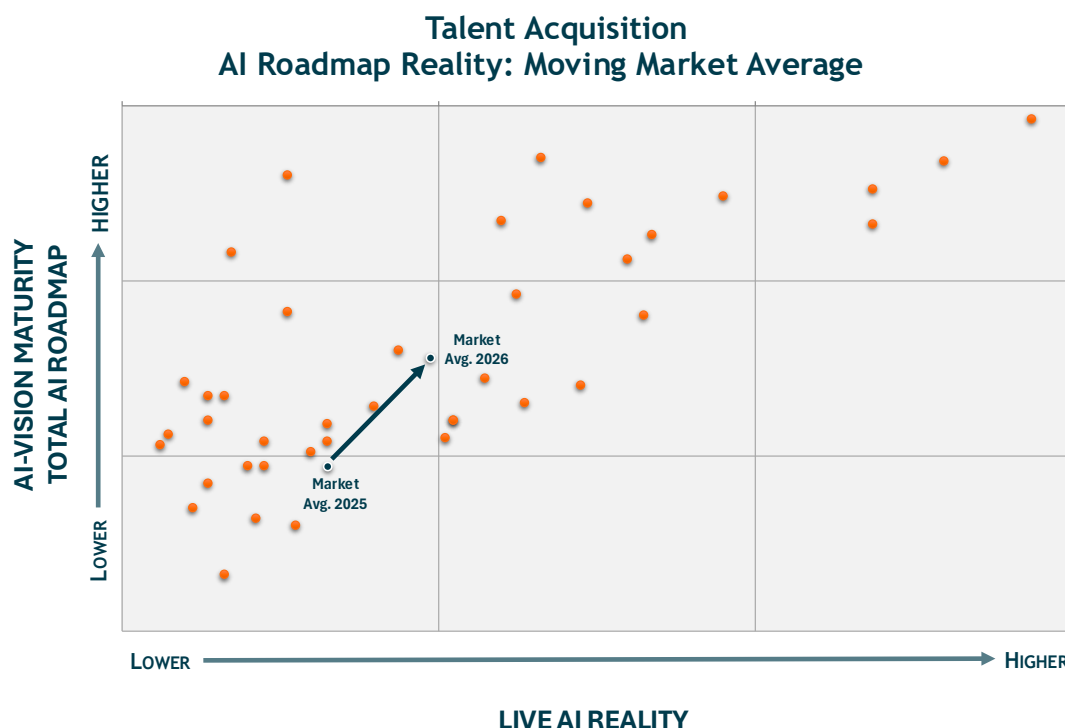


Figure 10: Fosway AI Roadmap Reality – Market Average Movement 2025 vs 2026

The overall level of vendor AI investment and R&D effort is very high, and market average has therefore moved significantly up and to the right between 2025 and 2026. Importantly though, the increase in AI roadmap breadth is more than twice as strong as it is for live delivery. This shows that, on average, vendors



have accelerated their AI roadmap commitment faster than they have shipped live features to customers.

In 2026, **18 vendors still sit below the 2025 market average** for live features. But of that 18, only five don't have the AI roadmap ambition to move above the 2025 market average over time. Even if the remaining 13 vendors delivered their AI roadmaps in its entirety, nine of them would still be below the 2026 market average for both live AI features and AI roadmap.

For customers, there is now a clearer sense of direction from more vendors in the market but also, a stronger need to separate roadmap ambition from live capability. Progress is real, but buyers should still check what is actually available and usable today rather than relying too much on roadmap claims. This acceleration in the market can also be clearly seen if we look at the distribution of vendors by number of live AI features. Figure 11 shows a chart of the number of Talent Acquisition vendors mapped against the number of live AI features, comparing 2025 (grey) with 2026 (orange).

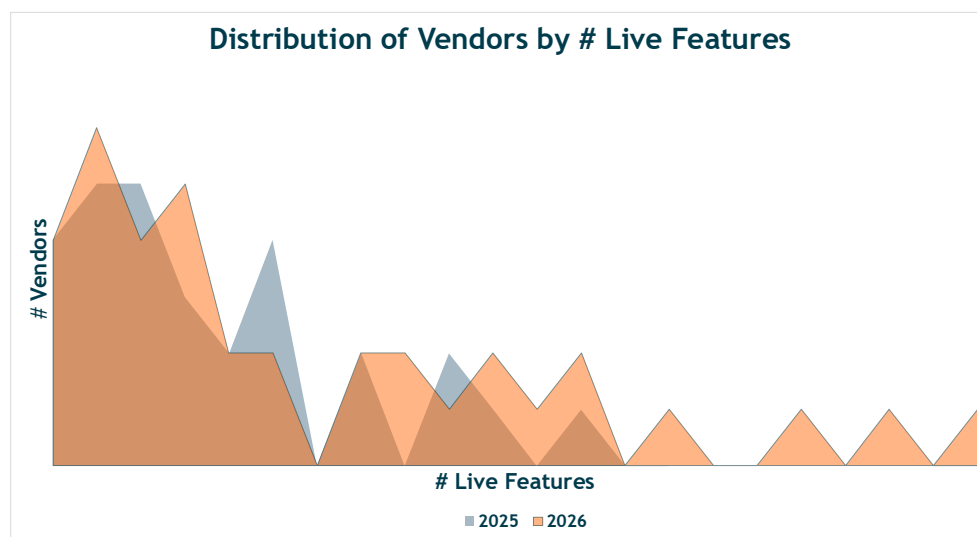


Figure 11: AI Live Distribution for Talent Acquisition- Vendors by Number of Live Features 2025 vs. 2026

The distribution shows a clear change. In 2025, vendors were more heavily concentrated at the lower end, with only a small number in the higher-live-feature range. In 2026, the lower-end cluster remains, but the distribution stretches further to the right, showing that more vendors now have more live AI capability.

In simple terms, the market is becoming more differentiated on AI. A leading group is extending live feature breadth quickly, already covering as much as 70-75% of our TA functional AI model with live AI. A wider middle group is also moving forward rapidly, but a sizeable number of laggards also remain at a relatively early stage (compared to 2025). Progress is clearly not evenly distributed across the TA market.



Note: this analysis is still based on live AI features, not live AI adoption. The next test for the market is not more roadmap expansion, but clearer evidence of adoption, usage, impact and outcomes. We will address that in the AI Value Assessment process which forms the next stage of the 2026 research.

Vendor Benchmarking: Delivery, Breadth and Direction

Another way of assessing individual vendors against the TA model, is not just by looking at the total size of their AI roadmap, but by examining functionally where that roadmap is focused. As we saw from the AI Flow Maps (the Sankey charts), vendor roadmaps are not evenly spread across the functional model. In reality, they are clustered in certain parts of the functional model. To assess a vendor fully, we need to understand not only how they are doing overall relative to the wider market, but specific strengths within the functional model. For corporates, knowing how vendors score within specific parts of the model is highly relevant.

The AI Market Benchmarking charts therefore form a key part of the AI vendor assessment process too. They use a radar chart to map vendor AI capability against the TA functional model. The top-level summary chart for Talent Acquisition is shown in Figure 12 below.

AI in Talent Acquisition Market Benchmarking 2026: Summary

AI adoption compared to market averages

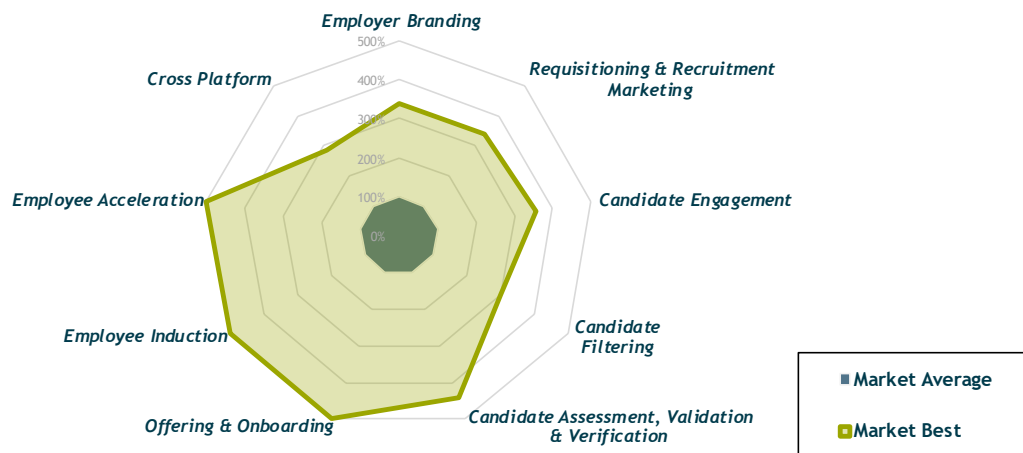


Figure 12: AI Market Benchmarking 2026 including Market Average vs. Market Best

Understanding Market Best and Market Average

The AI Market Benchmarking charts enables us to overlay a view of the scope and maturity of a vendor's roadmap weighted towards features that are already live or in near term roadmap. This is shown as a



percentage relative to **market average** for all vendors, normalised at 100% - the area shown in blue.

This enables us to then overlay the AI Market Benchmarking percentage for each category, showing the vendors score versus market average and '**market best**' too (which is shown on the chart in green).

Market best is defined as the strongest score achieved by any vendor across all vendors in the research for that category. The following table provides a summary of these scores by category.

Functional categories	Market Average .	Market Best
Attraction	100%	338%
Employer Branding	100%	338%
Requisitioning & Recruitment Marketing	100%	338%
Acquisition	100%	324%
Candidate Engagement	100%	356%
Candidate Filtering	100%	299%
Candidate Management	100%	500%
Candidate Assessment, Validation & Verification	100%	443%
Offering & Onboarding	100%	500%
New Starter Management	100%	500%
Employee Acceleration	100%	500%
Employee Induction	100%	500%
Cross Platform	100%	287%

Table 5: AI Market Benchmarking – Market Best Ratings

For Talent Acquisition, the market best distribution is not even. Vendor ratings are calculated relative to market average (100%), therefore higher scores are often a reflection of more developed capabilities but also of rarity of AI features too. If only one vendor has a particular feature live, then that will result in a high score for that individual feature. These are then aggregated on a category level. The market best vendor for one category is unlikely to be the same as market best vendor for others.

Note: A category with fewer features can result in higher aggregated scores so Market Best is capped at 500% maximum in all cases. This ensures unusual distortions are removed from the charts. Multiple vendors can also achieve a market best rating for a category. They should therefore be considered 'at market best' not necessarily 'the market best'.



Benchmarking a single vendor

Figure 13, shows a sample 2026 AI Roadmap Benchmarking summary chart for a real (but anonymised) vendor, shown as Vendor A in orange with white outline.

AI in Talent Acquisition Market Benchmarking 2026: Summary

AI adoption compared to market average and market best

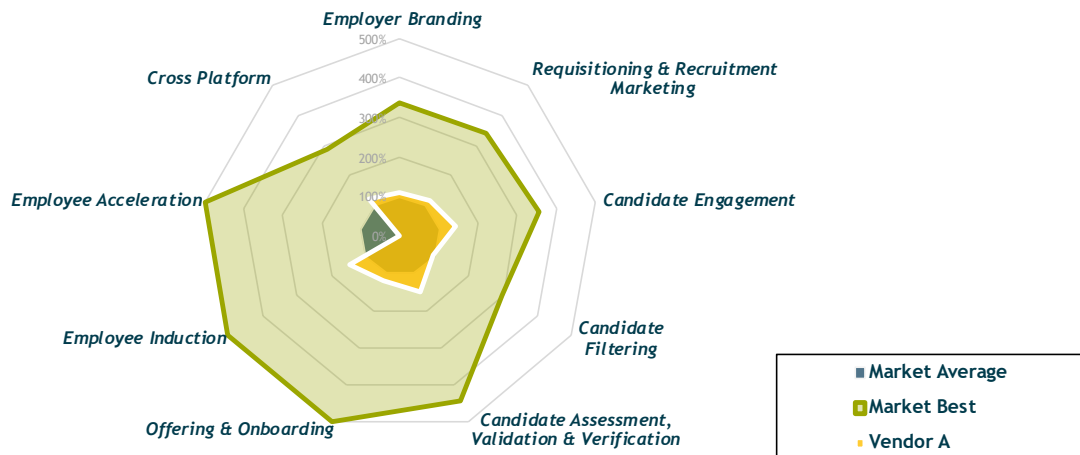


Figure 13: AI Market Benchmarking 2026 – Vendor A

In this case, Vendor A is at or above market average in Attraction, Acquisition, Candidate Management, and Cross-Platform Capabilities, while slightly below market average in New Starter Management (see Table 6 below). When drilling down one level deeper into the functional model, Vendor A is above market average in seven of the sub-areas, with the highest rating in Candidate Assessment, Validation & Verification at 151%. At this level, Vendor A is below market average in two areas, with no AI capability in one more.

Table 6 shows their actual market benchmark percentages, as well as their year-on-year change - which vary from -65% to +146%.

Note: The closer a provider sits to market average, the less likely it can meaningfully differentiate on AI. The wider the gap to market best, the more capability a buyer may be leaving on the table by choosing them (assuming that functionality is important to your organisation).



Functional area	Market Benchmark	Year-on-Year Change
Attraction	112%	-7%
Employer Branding	109%	-24%
Requisitioning & Recruitment Marketing	118%	+30%
Acquisition	115%	-25%
Candidate Engagement	141%	+19%
Candidate Filtering	95%	-65%
Candidate Management	140%	+14%
Candidate Assessment, Validation & Verification	151%	-50%
Offering & Onboarding	119%	+94%
New Starter Management	98%	+98%
Employee Acceleration	146%	+146%
Employee Induction	0%	±0%
Cross Platform	122%	-44%

Table 6: AI Market Benchmarking – Vendor A 2026 vs. year-on-year change

It is important to note that whilst the example above shows a vendor that it is above market average in many areas, this is only at the summary level and that more detailed analysis within the sub-areas might show a very different picture. For example, whilst Candidate Management (with sub-categories Candidate, Assessment, Validation & Verification and Offering & Onboarding) is this vendor's highest overall rating, they score more unevenly, if we drill down further and look at the level below (see Figure 14).

AI in Talent Acquisition Market Benchmarking 2026: Candidate Management

AI adoption compared to market average and market best

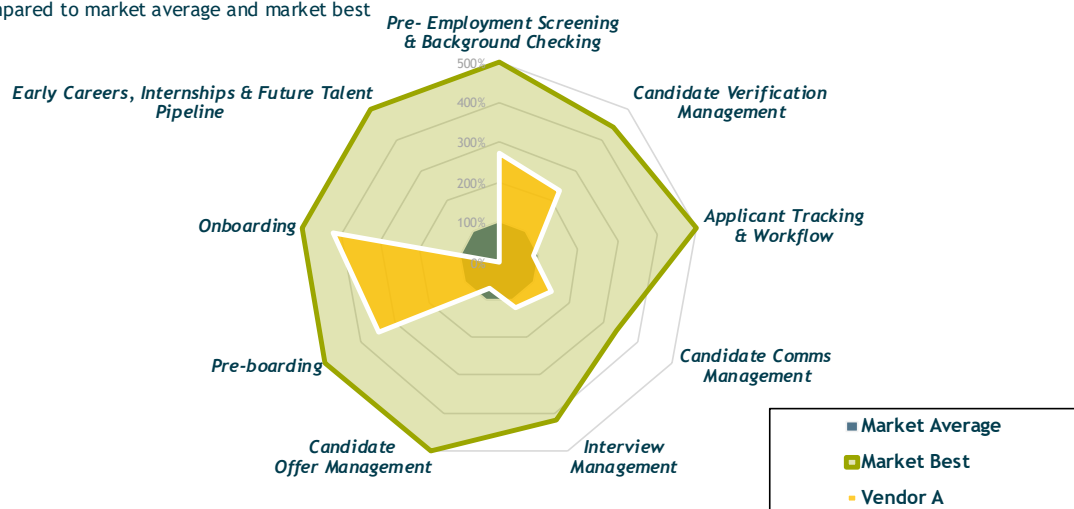


Figure 14: AI Market Benchmarking 2026 – Candidate Management - Vendor A



Benchmarking multiple vendors

As well as benchmarking a single vendor, it is also possible to benchmark the AI capabilities of multiple vendors, including existing incumbents or new vendors competing in a procurement process.

Figure 15 shows an example of this with two vendors, A and B in on a single chart.

Vendor A (orange) scores above market average (100%) across seven areas. By contrast, Vendor B (pink) sits above market average in five areas, below market average in two, and with no AI capability in two more.

Again, this data is available at both the summary level as well as for each of the categories too, allowing a more detailed assessment of the relative AI strengths and weaknesses of multiple vendor options.

AI in Talent Acquisition Market Benchmarking 2026: Summary

Vendor A and Vendor B compared to market average and market best

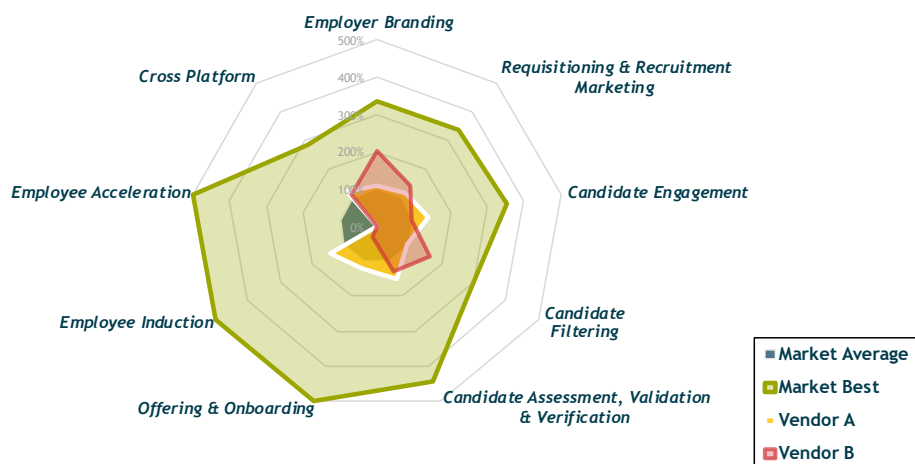


Figure 15: AI Market Benchmarking 2026– Market average vs. Market Best vs. Vendors A and B



Summary & Next Steps



In Summary

Adopting AI in Talent Acquisition is no longer a question of *if*, but *what*, *when*, and by *how much*. Our ongoing research shows that, whilst vendor AI marketing rhetoric continues to be loud, and the vendor market has accelerated its live delivery significantly, there is still a way to go. Last year's narrow slice of AI functionality that was truly live or mainstream has grown considerably. And the second tier of next wave features continues to race toward mainstream, and a third tier includes less common live AI features but ones that might yield a decisive edge if adopted with discipline. It's a pivotal moment when TA leaders need to shift from passive listening or interest, to proactive, evidence-based orchestration of their AI agenda.

Key Takeaways

The TA market is becoming more differentiated on AI
Live AI capability has expanded in absolute terms, but progress is uneven. A leading group covers as much as 70–75% of Fosway's 2026 AI functional model in Live AI. Whilst a middle group is advancing, a sizeable laggard group remains well behind. The market is becoming more divided on AI maturity.
Vendor roadmaps are still moving faster than live AI delivery
Roadmap breadth has grown about twice as fast as live delivery. Buyers still need to separate ambition from what is usable today.
Automation is live, governance is next, autonomy is the frontier
Mainstream AI in TA focuses on automation and explainability. Next Wave is dominated by governance. Edge Advantage is the agentic frontier of autonomous hiring plus MCP connectivity. Governance is the bridge as it is the foundation that will allow autonomous agents at the edge to move into real use.
Evaluation models built for a pre-AI market no longer fit
Old RFP evaluation models and logic will not separate real AI capability from roadmap noise. Buyers need better evidence of what is live, usable, and most importantly, actually valuable!
The corporate buyer challenge has changed
The issue is no longer whether AI matters. It is knowing what is real, where the value is, and where to act first. The buyer advantage is knowing where the real value is!



Priority Actions for Corporate TA Leaders

Here are the five strategic actions that corporate buyers should now consider making as a response:

1. **Mandate delivery of Mainstream AI:** Don't pay extra for Mainstream AI features, as these capabilities are effectively non-negotiable in RFPs and are baseline operational AI expectations for your TA function. This does not mean that every corporate buyer must prioritise them or will require them, as they may be superseded in the Next Wave.
2. **Plan and budget for Next Wave features:** These will likely become mainstream within 6-12 months. Prioritise pilots, governance readiness, and roadmap enforcement in contracts.
3. **Use Edge Advantage AI only where the business case is clear:** They are likely earlier in their evolution but could be highly differentiating if targeted correctly. Target high-pain, high-gain scenarios and keep rollouts tightly governed.
4. **Demand proof over promise:** Separate vendor AI ambition and marketing from demonstrable capability with demos, reference clients, and milestone-based SLAs.
5. **Work with Fosway to validate your thinking and vendor choices.** This 2026 research provides clear insights, but it's a high-level summary and the details matter. Leverage our detailed research to help you validate and make the best decisions at this critical time. Vendor benchmarking, roadmap assessment, and live AI analysis are just parts of how Fosway can help corporate buyers to accelerate their strategy and thinking, and de-risk current and future vendor decisions.

Contact Fosway to discuss your specific vendor interests, or to help assess the AI readiness of your TA team, processes and platforms. And join Fosway's Corporate Network to get access to further insights or to engage with Fosway's analyst team to help you accelerate and derisk your buying decisions.



Call to Action: AI Pressure-test your Talent Acquisition Operating Model and Vendor Choices/Shortlist

The aim of the final section of this paper was to provide an indication of how the Fosway AI Market Assessment is valuable not only to understanding AI innovation and AI roadmap maturity, but also to understanding and comparing the capabilities of different vendors too.

Given the likely importance of AI to the future operating model and platforms for TA teams, do you want to bet on a vendor that lacks a clear AI vision or appears to be late to the party and slow to deliver new AI capabilities?

The Benchmarking research (section Vendor Benchmarking above) is mainly shown at the overall level, but our analysis looks at each of the main categories within the functional model in detail, too.

Contact us at corporateenquiries@fosway.com to discuss gaining access to the deeper data and insights, or to learn more about how your current vendors or your long- or shortlist compare.



About the Series: Fosway AI Insights

Fosway's AI Insights is a dedicated research programme designed to help HR and learning leaders, procurement teams, and technology buyers separate AI fact from fiction. It builds on the Fosway 9-Grid™ model by offering deep, segment-specific analysis of AI maturity, vendor claims, and adoption readiness across key HR domains.

The research programme includes specific research workstreams for each of our 9-Grid™ segments as well as an aggregated analysis model for strategic AI assessment and adoption. Key elements include:

- Detailed vendor AI roadmap assessment and analysis delivered by the AI Market Assessment papers, vendor specific AI analysis and benchmarking reports
- Quantitative corporate AI trends research data including AI readiness, feature adoption intention and the consequence of AI on budgets and operational priorities and teams
- Qualitative insights on corporate adoption of AI from detailed corporate profiling research, exploring corporate experiences, adoption intentions, and consequential actions for governance and risk management
- Segment-specific guidance for Talent Acquisition, Learning Systems, Digital Learning, Cloud HR and Talent & People Success and actionable recommendations tailored to procurement, IT, and HR stakeholders

Fosway's overall goal is to cut through the market noise, exposing what corporates and vendors are really doing with AI, and to provide corporate organisations with the insights, support and advice needed to invest in AI with clarity, confidence, and control.

AI is one of the fastest moving stories in TA and HR more widely, so we are also continuing to build the research over time too. The AI Market Assessment paper is the first of a series of deliverables, and we have a second phase of the research commencing later this year too. But these papers can only provide a high-level view of the research, so if AI is an important issue for you, please contact us or join our Corporate Network to participate more directly in the research and get answers to your specific questions too.



Recommended Fosway reading

For further Fosway analysis on this topic, please refer to the following papers or resources.

- [Fosway 9-Grid™ for Talent Acquisition](#)
- [Fosway Talent Acquisition Realities Research 2025](#)
- [Fosway AI Insights 2025: AI Market Assessment for Talent Acquisition](#)
- [Working Miracles for the Wider End of the Funnel](#)

Accelerate and De-risk

To talk to us about our research on HR, talent and learning systems, or to discuss what it might specifically mean for your organisation please contact us directly.

We will use our independent expertise to provide you with the guidance you need to accelerate and de-risk your decisions. We have a wealth of experience, tools, research and profiles at our disposal. We don't have any products to sell, and we have no vested interest to bias your outcomes. We concentrate on pragmatic, independent advice.

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What to do next

Make better HR and Learning buying decisions faster

Whether you are validating your requirements, or determining the best vendor shortlist, we have the data and tools you need to get you to the answers faster and effectively. That's what Fosway does.

Transforming HR and changing systems impacts your entire workforce. Now more than ever, these decisions need to be made quickly and to show a positive impact early. Fosway's Analyst team relieves the pressure by leveraging the latest research and decision-making tools, backed by thousands of data points and conversations that go behind every 9-Grid™.

Accelerate your search, de-risk your selection, make better decisions faster.

Our **corporate engagement** model is designed to help companies rapidly validate their strategy and solution options, as well as the vendors that best meet their needs. As the #1 European HR Analyst, we have the data and insight to provide answers quickly. And unlike consulting firms and vendors, we don't have a vested interest in what you choose – just that you make the best choice!

Contact us to discuss how we can help you or become a member of the **Fosway Corporate Network**. Corporate members get direct access to the most experienced HR industry analyst team in Europe. We provide you with a 'critical friend' for independent expert advice and feedback, access to the best research on HR, talent and learning in Europe, and analyst services to make the best decisions faster and deliver successful people strategies.

Why start your procurement process from scratch when we already have the research and insight to help you make better supplier decisions much faster?

As well as accessing the best existing research and market insight, you also have the security of knowing that we are completely independent and don't have a vested interest the outcome, other than ensuring it's the best decision for your organisation and your people. To find out more, please contact us at corporatemembership@fosway.com or by phone on +44 (0)20 7917 1870.



About Fosway Group

Fosway Group is Europe's #1 HR Industry Analyst focused on Next Gen HR, Talent and Learning. Founded in 1996, we are known for our unique European research, our independence and our integrity.

For over 25 years, we have been analysing the realities of the market, and providing insights on the future of HR, Talent and Learning. Fosway analysts work extensively with our corporate clients to understand the inside story of the challenges they are facing, and their real experiences with next gen strategies, systems and suppliers. Our independent vendor analysis also provides a vital resource when making decisions on innovation and technology.

And just like the Roman road we draw our name from, you'll find that we're unusually direct. We don't have a vested interest in your supplier or consulting choices. So, whether you're looking for independent research, specific advice or a critical friend to cut through the market hype, we can tell you what you need to know to succeed.

Example clients include: Alstom, Aviva, Boots UK, BP, BT, Centrica, Faurecia, HSBC, International SOS, Lloyds Banking Group, Novartis, PwC, Rolls-Royce, Royal Bank of Scotland, Sanofi, Shell, Swiss Re, Telefonica, Thomson Reuters, Toyota Europe, and Vodafone.

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About Avature

Avature is an AI-powered platform for strategic recruiting and talent management. Founded by Dimitri Boylan, Avature brings consumer-grade internet technology and digital innovation to human resources departments globally. Avature solutions, which include candidate relationship management, applicant tracking, career sites, onboarding, internal mobility, performance management and HR case management, are used by 110 Fortune 500 companies in more than 164 countries and 32 languages.

Avature delivers its services from its private cloud, located in data centers in the US, Europe and Asia and from the Public Cloud. Avature has offices in Buenos Aires, London, Madrid, Melbourne, Munich, New York, Paris, Shenzhen and Virginia.

Learn more at www.avature.net

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