

Recruitment decisions are still based on incomplete candidate data

TieTalent Intelligence adds external candidate intelligence directly inside ATS workflows.

Recruiter-ready

ATS-native

API-first

GDPR-conscious

The screenshot shows a candidate profile for Alex Morgan in an ATS system. The profile includes a circular avatar with 'AM', the name 'Alex Morgan', and a green badge that says 'INTELLIGENCE READY'. Below the name is the title 'Senior Product Manager · GrowthLab SAS' and location 'Paris, France'. Action buttons for 'Schedule', 'Message', and 'Close report' are visible. A red box highlights 'TIE TALENT INTELLIGENCE' with a timestamp 'Generated 26 May 2026'. The main content area is divided into sections: 'OVERALL RECOMMENDATION' with a green circle showing '74% Medium confidence Profile verified' and the text 'Proceed with Confidence'; 'EXECUTIVE SUMMARY' with a paragraph about Alex Morgan's profile; 'UNEXPECTED SIGNAL' with a lightbulb icon and text about a 2023 forum post; 'KEY STRENGTHS' with a star icon and text about identity confirmation and career arc; and 'INTERVIEW PROBES' with a target icon and three questions for an interview.

Candidates > Active Pool > Alex Morgan Active ATS-00142

Alex Morgan INTELLIGENCE READY Schedule Message Close report

Senior Product Manager · GrowthLab SAS
Paris, France [in linkedin.com/in/alexmorgan-pm](https://www.linkedin.com/in/alexmorgan-pm)

TIE TALENT INTELLIGENCE Generated 26 May 2026

OVERALL RECOMMENDATION
Proceed with Confidence
74% **Medium confidence**
Profile verified

EXECUTIVE SUMMARY
Alex Morgan presents a credible, consistent profile of a senior product leader in the French B2B SaaS ecosystem. Identity confirmed across three independent sources. Career arc is coherent with no gaps. No adverse signals detected. The main validation work is around individual ownership of growth metrics - areas that require direct conversation, not external research.

UNEXPECTED SIGNAL
Active SaaS community voice
A 2023 thread on a French SaaS practitioners forum attributes to 'Alex M., PM at GrowthLab' a detailed post on B2B retention frameworks. The post received 47 upvotes and was cited as a reference by 3 other senior PMs - signalling active thought leadership not visible on the CV.
Strong signal

KEY STRENGTHS
Identity confirmed across 3 sources
LinkedIn, HEC Paris alumni, and Caggemini records independently match name, title, location, and education.
High confidence
Coherent 8-year career arc
Clear progression from Business Analyst to Senior PM with no unexplained gaps or inconsistencies.

INTERVIEW PROBES
→ Walk me through your specific ownership of the ARR growth - what decisions did you drive vs. market or sales?
→ Your CV mentions managing a team of 8 - were these direct reports? How did you handle underperformance?
→ Tell me about a major product bet that didn't work. What did you change?

Recruiters still hire from resumes, not reality

CVs and LinkedIn profiles are optimized narratives. They do not reveal external reputation, hidden expertise, online credibility, suspicious inconsistencies, domain authority, non-obvious signals.

WHAT YOU SEE

A Polished CV

Curated. Optimized. Incomplete.

Daniel Fischer
Head of Product
Munich, Germany
daniel.fischer@email.com
linkedin.com/in/danielfischer

SUMMARY
Product leader with 12+ years of experience building B2B SaaS products. Proven track record driving product strategy, user growth, and team performance in fast-paced environments.

EXPERIENCE

- 2021 - Present **Head of Product**
Cloudify
Leading product strategy and execution for cloud management platform. Grew ARR from €5M to €28M in 3 years.
- 2018 - 2021 **Senior Product Manager**
DataSync
Owned core platform features and launched 3 major product lines.
- 2015 - 2018 **Product Manager**
BrightApps
Managed roadmap and cross-functional teams. Increased activation by 60%.

SKILLS

Product Strategy Roadmapping User Research Analytics

Agile / Scrum Leadership Go-to-Market SQL A/B Testing

WHAT TRADITIONAL WORKFLOWS MISS

Deeper Intelligence. Clearer Decisions. ✦

AI-powered synthesis of public signals for recruiter-ready insights

<p>HIDDEN STRENGTH Recognized by peers in developer communities for simplifying complex infrastructure challenges. Contributed to an open-source project with 1.2k+ stars. + Strong signal</p>	<div style="text-align: center;"> <p>86% Confidence</p> </div> <p>RECRUITER TAKEAWAY Strong technical credibility and influence beyond stated roles. Likely high impact in technical organizations.</p>
<p>CONTRADICTION DETECTED Claims of leading a 15-member team, but external signals suggest team was <5 people during stated period. + Medium risk</p>	<div style="text-align: center;"> <p>62% Confidence</p> </div> <p>WORTH EXPLORING Validate leadership scope and ownership in interview.</p>
<p>POTENTIAL CONCERN Glassdoor and Reddit discussions mention challenges with stakeholder management and communication under pressure. + Weak signal</p>	<div style="text-align: center;"> <p>38% Confidence</p> </div> <p>PROBE FURTHER Ask for examples of handling conflict and driving alignment across stakeholders.</p>
<p>COMMUNICATION STYLE Content and posts indicate concise, data-driven communication. Tends to prefer asynchronous collaboration. + Strong signal</p>	<div style="text-align: center;"> <p>74% Confidence</p> </div> <p>POSITIVE INDICATOR Likely a clear communicator who documents thinking and drives clarity.</p>
<p>MISSING FOOTPRINT Limited thought leadership presence compared to peers at similar level. No speaking engagements or published content found. + Medium signal</p>	<div style="text-align: center;"> <p>51% Confidence</p> </div> <p>GOOD TO CLARIFY Explore visibility preference and domain expertise communication style.</p>

SMART INTERVIEW PROBES

- 1 Can you walk me through a time you had to influence without direct authority?
- 2 How did you prioritize roadmap decisions when resources were limited?
- 3 Tell me about a product decision that didn't work and what you learned from it.

GDPR compliant

VS

The next layer inside ATS workflows

Recruiters increasingly expect:

- Deeper candidate context
- Faster hiring decisions
- Intelligence embedded directly in workflow
- Better interview preparation
- Higher confidence in hiring outcomes

ATS platforms that embed intelligence natively will define the next generation of recruiter experience.

The screenshot displays a candidate profile for Sofia Martinez, a Senior Product Manager in Data & Analytics. The 'Intelligence' tab is active, showing several key insights:

- RECOMMENDATION:** **Strong hire** (85% Overall confidence). Sofia demonstrates strong product leadership in data products with a track record of impact. External signals confirm technical depth, thought leadership, and positive peer reputation. (High confidence)
- KEY STRENGTHS (NOT ON CV):**
 - Recognized speaker at Data Product conference 2024 (Invited talk on "Building Trust in Data Products")
 - Active contributor to open-source data visualization library (45+ commits and well-regarded by maintainers)
 - Strong writing on data ethics and responsible AI (Published articles with 2k+ reads and thoughtful engagement)
- REPUTATION SIGNAL:** Consistently described by peers as 'strategic', 'impactful', and 'collaborative' on LinkedIn recommendations and industry discussions. (High confidence)
- POTENTIAL CONCERN:** Short tenure (6 months) at DataCore may warrant exploration. (35% Confidence)
- CONTRADICTION DETECTED:** Claims 10-person team leadership, but external data suggests team was <5. (40% Confidence)
- COMMUNICATION STYLE:** Clear, structured communicator who adapts tone based on audience. Strong at simplifying complex topics. (78% Confidence)
- LEADERSHIP PATTERN:** Empowers teammates publicly. High emphasis on mentorship and knowledge sharing. (82% Confidence)
- INTERVIEW PROBES:**
 - Tell me about a data product you launched that didn't go as planned. What did you learn?
 - How do you decide which metrics matter most in the early stages?
 - Give an example of how you influenced stakeholders without direct authority.

Footer: Intelligence last updated - May 14, 2026. Powered by TieTalent Intelligence.

Example intelligence report

See the depth traditional resumes never reveal.



Recruiter Intelligence

We synthesize recruiter-relevant intelligence beyond the resume.



Hidden Strengths

Surface expertise, credibility, and achievements traditional workflows miss.



Risk & Contradictions

Spot inconsistencies and contextual concerns before the interview stage.



Interview Acceleration

Equip recruiters with deeper follow-up questions and smarter talking points.

OVERALL RECOMMENDATION

Strong Hire High-impact product leader with proven track record in scaling B2B SaaS products. External signals confirm technical credibility, thought leadership, and strong peer reputation.

82%

+ High confidence ✓ Profile verified

Daniel Fischer
Head of Product
Munich, Germany
[linkedin.com/in/danielefischer](#)

NOT ON THE CV

Open Source Contributor
Active contributor to a popular open-source ML library with 1.2k+ GitHub stars.
Strong signal

Technical Content Creator
Writes in-depth technical articles on product analytics and experimentation. 15k+ monthly readers on Substack.
Strong signal

Conference Speaker
Spoke at 7+ product and data conferences across Europe in the last 2 years.
Strong signal

POTENTIAL CONCERNS

Short Tenure Pattern
3 of the last 4 roles were under 10 months. Explore reasons and context in interview.
Medium risk

Mixed Feedback on Leadership
Some Glassdoor reviews mention communication challenges with cross-functional teams.
Medium risk

KEY STRENGTHS

Data-Driven Decision Maker
Consistently emphasizes metrics, experimentation, and user insights across interviews, content, and public posts.
Strong signal

Stakeholder Influence
Recognized by peers for aligning engineering, sales, and design around product outcomes.
Strong signal

Strategic Thinker
External content and talks show strong ability to connect short-term execution with long-term vision.
Strong signal

REPUTATION SNAPSHOT

Positive 78%

Neutral 17%

Negative 5%

"One of the sharpest product minds I've worked with. Brings clarity to complex problems and gets things done."
- Former colleague at DataSync

INTERVIEW PROBES (AI SUGGESTED)

- Can you walk me through a product decision that didn't go as planned? What did you learn?
- How do you balance speed vs. quality when aligning multiple teams with different priorities?
- What's an example of a time you had to influence senior stakeholders without direct authority?

CONFIDENCE IN DATA
High confidence in identity, experience, and company affiliations based on 12+ independent sources.
Data recency: High • Signal coverage: High • Verification depth: Strong

Sources evaluated **300+**

Report generated on May 14, 2026 • This report is for recruiter evaluation only and should be used in combination with interviews and assessments.

Powered by TieTalent Intelligence

Built for ATS-native workflows

Integrated flow:

1. Recruiter opens candidate
2. Clicks "Run Intelligence"
3. Intelligence runs and report appears
4. Recruiter saves/export/share

White-label possible

Embedded experience

API-first architecture

Low-friction integration





The screenshot shows a candidate profile for Sofia Martinez, a Senior Product Manager at Data & Analytics in Barcelona, Spain. The interface includes a search bar, navigation tabs (Profile, Application, Attachments, Feedback, Activity, Notes), and a 'Candidate Intelligence' panel. The intelligence report features a 'Strong Hire' recommendation with an 82% confidence score. It lists key strengths such as being a recognized speaker and an active contributor to open-source data visualization libraries. Potential concerns include short tenure and claims of team leadership. The report also includes a reputation signal and interview probes. Action buttons for 'Schedule interview', 'Move to next stage', and 'Share report' are visible.

Built to create value on both sides.








Value for recruiters

Make better decisions, faster.

-  **Hire with confidence**
Deeper insights reduce uncertainty and improve decision quality.
-  **Save hours every week**
Automated research and summaries replace manual candidate digging.
-  **Better interview preparation**
Actionable probes and context lead to deeper, more relevant conversations.
-  **Focus on what matters**
Cut through noise. Focus on the signals that truly impact success.

Value for ATS platforms

Differentiate. Engage. Grow.

-  **AI differentiation**
Add a modern, in-demand capability that sets your platform apart.
-  **Increased recruiter engagement**
More value inside your platform drives higher usage and retention.
-  **Stronger workflow stickiness**
Embedded intelligence becomes part of the daily hiring workflow.
-  **Additional monetization layer**
Offer premium intelligence as an add-on or included in higher tiers.
-  **Innovation positioning**
Position your platform as a leader in intelligence hiring.

Built for fast, low-risk adoption

Launch a pilot quickly, see value immediately



Typical integration time

Our API + developer documentation enable fast, guided integration.



Pilot in days, not months

Start small, test real impact.



Built together, for you

We co-design the integration to fit your workflows and data model.



No long-term commitment

Flexible pilot. No lock-in. Cancel anytime.



Low lift. High Impact.

Designed to deliver value fast, with minimal effort from your team.

Developer-friendly integration



Restful API

Secure, well-documented endpoints for all key capabilities.



Developer documentation

Step-by-step guides, code samples, and reference docs.



Dedicated support

Hands-on technical support throughout your integration.



Fast integration. Measurable impact.

Go live in under a week and start seeing value immediately.

Enterprise-grade security

We help ATS platforms deliver value with confidence through security, transparency, and control.



Secure by architecture

Built on modern, cloud-native infrastructure with industry-standard security controls.



Encryption in Transit & at Rest

All data is encrypted using industry-standard protocols and best practices.



Granular Access Controls

Role-based permissions ensure the right people see the right data.



Continuous monitoring

Proactive monitoring, alerts and regular security assessments.

The future of recruiting is intelligence-native

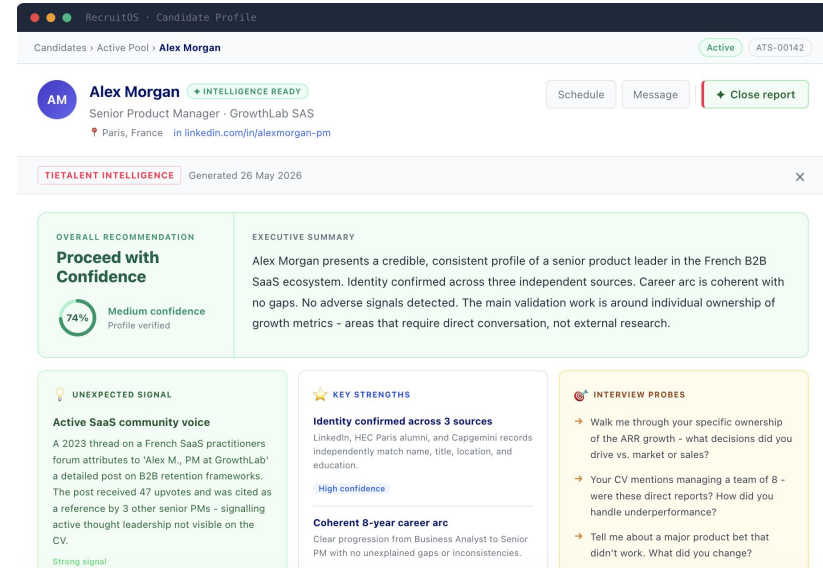
Recruiters expect intelligence inside their workflow.

ATS platforms need differentiation beyond workflow management.

Embedded intelligence becomes a new layer of platform value.

Demo: [here](#)

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The screenshot displays a candidate profile for Alex Morgan in the RecruitDS system. The profile includes a header with the candidate's name, a status of 'Active', and an 'ATS-00142' ID. Below the header, there are buttons for 'Schedule', 'Message', and 'Close report'. A 'TIETALENT INTELLIGENCE' badge indicates the report was generated on 26 May 2026.

The main content area is divided into several sections:

- OVERALL RECOMMENDATION:** 'Proceed with Confidence' with a 74% confidence level and 'Medium confidence Profile verified'.
- EXECUTIVE SUMMARY:** A paragraph stating that Alex Morgan presents a credible, consistent profile of a senior product leader in the French B2B SaaS ecosystem, with identity confirmed across three independent sources.
- UNEXPECTED SIGNAL:** 'Active SaaS community voice' - A 2023 thread on a French SaaS practitioners forum attributes to 'Alex M., PM at GrowthLab' a detailed post on B2B retention frameworks, cited as a reference by 3 other senior PMs.
- KEY STRENGTHS:** 'Identity confirmed across 3 sources' - LinkedIn, HEC Paris alumni, and Capgemini records independently match name, title, location, and education. 'Coherent 8-year career arc' - Clear progression from Business Analyst to Senior PM with no unexplained gaps or inconsistencies.
- INTERVIEW PROBES:** Three questions: 'Walk me through your specific ownership of the ARR growth - what decisions did you drive vs. market or sales?', 'Your CV mentions managing a team of 8 - were these direct reports? How did you handle underperformance?', and 'Tell me about a major product bet that didn't work. What did you change?'.

30 days ATS pilot