

PRODUCT EDITIONS & MODULE CATALOGUE

AI-Powered Workforce Operations Platform

A unified operating environment for recruitment firms, EOR providers and temporary staffing agencies.

Acquire new clients. Place the right talent. **Operate** your workforce with confidence.



VESTA 2026

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A clear view of Vesta's product editions, module catalogue, implementation scope and delivery journey.

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COMMERCIAL OFFER STRUCTURE

Five packs. Five clear operating use cases.

The first four packs address distinct client operations. Vesta 360 brings every workflow together in one complete environment.

ENTRY PACK

01

Vesta Starter

Organize candidate data, reactivate existing profiles and begin winning new client accounts.

BEST FOR

Small recruitment
agencies

RECRUITMENT OPERATIONS

02

Vesta Recruit

Run the recruitment journey from commercial prospecting and candidate qualification to client approval and interviews.

BEST FOR

Recruitment firms

INTERNATIONAL EMPLOYMENT

03

Vesta EOR

Manage international employment, worker verification, cost visibility, employment taxes and workforce mobility.

BEST FOR

EOE and global
workforce operators

TEMPORARY WORKFORCE

04

Vesta Staffing

Coordinate temporary workers, urgent replacements, attendance, contracts, margins and workforce compliance.

BEST FOR

Temporary staffing
operators

COMPLETE PLATFORM

Vesta 360

One operating environment for recruitment, EOR and temporary staffing - with every Vesta module available in a single platform.

BEST FOR

Multi-service HR groups

PACK COMPOSITION

Module coverage by pack.

Each pack is assembled around a concrete operating use case. Vesta 360 includes the complete module portfolio.

✓ INCLUDED IN PACK

No. MODULE	Module name COMMERCIAL FUNCTION	Starter 6 MODULES	Recruit 13 MODULES	EOR 12 MODULES	Staffing 14 MODULES	Vesta 360 20 MODULES
01	Prospect and Decision-Maker Search	✓	✓	✓	✓	✓
02	Sales Prospecting Campaigns	✓	✓	✓	✓	✓
03	Prospect Tracking Through Contract Signing	✓	✓	✓	✓	✓
04	CV-to-Candidate Profile Conversion	✓	✓	✓	✓	✓
05	Candidate Identity Verification	—	✓	✓	✓	✓
06	Automated Job Application Detection	—	✓	—	—	✓
07	Job Posting Distribution	—	✓	—	✓	✓
08	Degree, Certification and Criminal Record Verification	—	✓	✓	✓	✓
09	Candidate Search and Filtering	✓	✓	✓	✓	✓
10	Professional Reference Verification	—	✓	—	—	✓
11	Candidate Profile Updates	✓	✓	—	✓	✓
12	Candidate Presentation and Approval	—	✓	✓	✓	✓
13	Interview Scheduling	—	✓	✓	—	✓
14	EOR Cost Breakdown and Invoicing	—	—	✓	—	✓
15	Employment Tax and Incentive Calculation	—	—	✓	—	✓
16	Visa and Residence Permit Tracking	—	—	✓	—	✓
17	Last-Minute Replacement Management	—	—	—	✓	✓
18	Time Tracking and Work Hour Approval	—	—	—	✓	✓
19	Temporary Staffing Contracts, Costs and Margins	—	—	—	✓	✓
20	Occupational Health Clearance Tracking	—	—	—	✓	✓

OPERATIONAL DOMAIN 01

Client Acquisition & Sales

A focused commercial system for identifying the right employers, opening qualified conversations and keeping every opportunity moving until the agreement is signed.

Prospect and Decision-Maker Search

01

Build focused prospect lists around the employer profiles you want to win, with the relevant HR and executive decision-makers ready for outreach.

- **Business outcome:** Less time researching. More time speaking to qualified buyers.

Sales Prospecting Campaigns

02

Plan and run structured prospecting campaigns with tailored messages and timely follow-ups, so promising accounts do not disappear after the first contact.

- **Business outcome:** Built for steady follow-up across a growing pipeline.

Prospect Tracking Through Contract Signing

03

Follow each prospect from the first conversation through negotiation and contract signing, with a clear next step for every account.

- **Business outcome:** Fewer forgotten opportunities and cleaner sales ownership.

BUSINESS SEQUENCE

Commercial outcome

01

Target

Focus on the right employers

02

Engage

Create qualified conversations

03

Convert

Move opportunities to signature

OPERATIONAL DOMAIN 02

Application Intake & Candidate Verification

Turn incoming CVs and supporting documents into a clean, trustworthy talent base while reducing low-quality, automated and fraudulent applications.

CV-to-Candidate Profile Conversion

04

Convert imported CVs into consistent candidate profiles covering contact details, experience and skills, so recruiters can work from clean records from day one.

● **Business outcome:** Ideal for bulk database organisation and faster onboarding.

Candidate Identity Verification

05

Validate candidate identity before the profile enters sensitive recruitment or remote-employment processes, helping protect clients from identity fraud and proxy interviews.

● **Business outcome:** Clear verification before the candidate progresses.

Automated Job Application Detection

06

Introduce simple applicant validation steps that discourage automated submissions and help teams focus on candidates who are genuinely engaged.

● **Business outcome:** Less noise and more recruiter attention on credible applicants.

Job Posting Distribution

07

Prepare a vacancy once and distribute it across the selected local and international job boards, keeping the message consistent while expanding reach.

● **Business outcome:** Faster publication with fewer repetitive tasks.

Degree, Certification and Criminal Record Verification

08

Collect degrees, certifications and criminal-record documents in one controlled space and review them before candidates are approved for sensitive roles.

● **Business outcome:** Cleaner compliance checks and fewer surprises later.

BUSINESS SEQUENCE

Talent foundation

01

Capture

Structure candidate information

02

Verify

Confirm identity and documents

03

Protect

Reduce application risk

OPERATIONAL DOMAIN 03

Candidate Search & Qualification

Turn the talent already in your database into faster, better shortlists by making profiles searchable, verifiable and continuously current.

Candidate Search and Filtering

09

Search by language, location, seniority, salary expectations and other decisive criteria to identify the closest-fit profiles without browsing CVs one by one.

- **Business outcome:** Built for precise shortlists and faster candidate discovery.

Professional Reference Verification

10

Request structured feedback from former employers, confirm the professional source and consolidate the responses into a clear candidate reference report.

- **Business outcome:** Consistent checks with less follow-up and uncertainty.

Candidate Profile Updates

11

Reconnect with former candidates to refresh availability, salary expectations and latest position, restoring useful profiles to active searches.

- **Business outcome:** A healthier database and more value from existing talent.

BUSINESS SEQUENCE
Shortlist quality

01

Find

Surface the closest-fit profiles

02

Qualify

Add trusted professional context

03

Reactivate

Return relevant talent to the market

OPERATIONAL DOMAIN 04

Candidate Presentation & Interview Coordination

Give clients a more decisive recruitment experience by presenting selected talent clearly and removing the scheduling friction that slows interviews.

Candidate Presentation and Approval

12

Share a secure, structured shortlist where clients can compare anonymised profiles, record feedback and approve candidates without long email chains or scattered attachments.

- **Business outcome:** Faster client decisions and a more premium agency experience.

Interview Scheduling

13

Coordinate recruiter, candidate and client availability, account for time zones and confirm the most suitable interview slot for everyone involved.

- **Business outcome:** Shorter time-to-interview and fewer scheduling delays.

BUSINESS SEQUENCE

Client experience

01

Present

Share a structured shortlist

02

Decide

Capture feedback and approval

03

Schedule

Confirm the right interview time

OPERATIONAL DOMAIN 05

EOR Operations & Global Mobility

Create clarity around international employment costs, local obligations and immigration deadlines so cross-border workforce operations remain predictable and trusted.

EOR Cost Breakdown and Invoicing

14

Present salary, local employment charges and the EOR service margin in a transparent breakdown, with invoicing that remains understandable across currencies.

- **Business outcome:** Greater client trust and fewer billing questions.

Employment Tax and Incentive Calculation

15

Calculate relevant employment taxes and track eligibility for incentives or subsidies, reducing manual errors and missed savings.

- **Business outcome:** Repeatable cost estimates with stronger financial control.

Visa and Residence Permit Tracking

16

Keep visa and residence-permit documents organised, track each expiry date and alert the team early enough to prepare renewals.

- **Business outcome:** Fewer compliance emergencies and safer workforce continuity.

BUSINESS SEQUENCE

Global workforce control

01

Explain

Make employment costs transparent

02

Apply

Account for taxes and incentives

03

Protect

Stay ahead of mobility deadlines

OPERATIONAL DOMAIN 06

Temporary Staffing Operations

Run temporary staffing with stronger control over urgent replacements, attendance, assignment economics and worker compliance from shift acceptance to final billing.

Last-Minute Replacement Management

17

Send replacement opportunities to qualified available workers and assign the shift as soon as the right person confirms.

● **Business outcome:** Faster recovery from last-minute cancellations.

Time Tracking and Work Hour Approval

18

Record attendance and worked hours, confirm presence at the job site and obtain approval from the responsible supervisor.

● **Business outcome:** Fewer timesheet disputes and cleaner month-end billing.

Temporary Staffing Contracts, Costs and Margins

19

Prepare temporary-work contracts, calculate employment costs and required allowances, apply the agency margin and produce the final invoice.

● **Business outcome:** A complete financial view before and after placement.

Occupational Health Clearance Tracking

20

Track each worker's occupational health clearance, remind teams when renewals are due and stop assignment when the required certificate is no longer valid.

● **Business outcome:** Safer staffing decisions and stronger legal protection.

BUSINESS SEQUENCE

Assignment control

01

Fill

Replace unavailable workers quickly

02

Confirm

Validate attendance and hours

03

Protect

Control contracts and margins

04

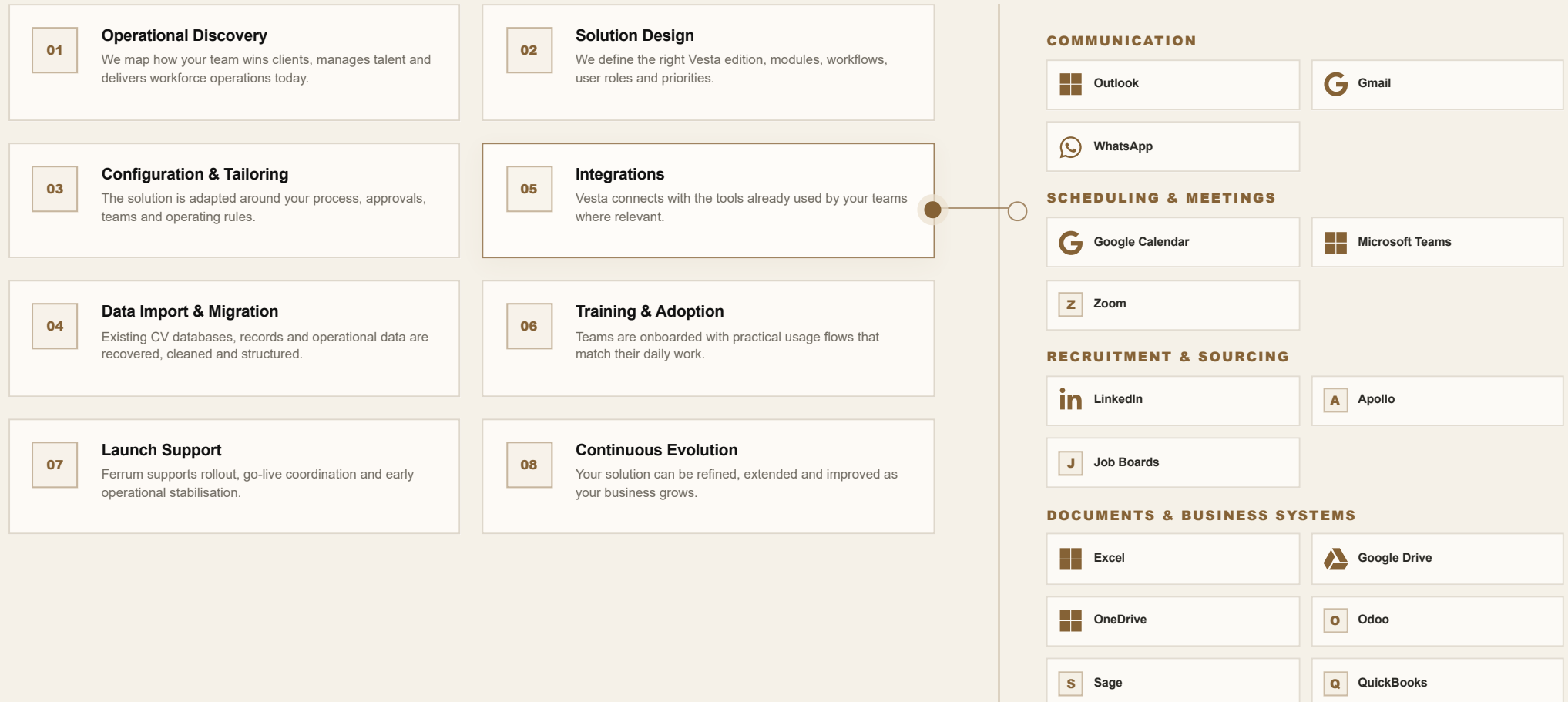
Comply

Keep clearances current

IMPLEMENTATION SCOPE

What your Vesta solution includes.

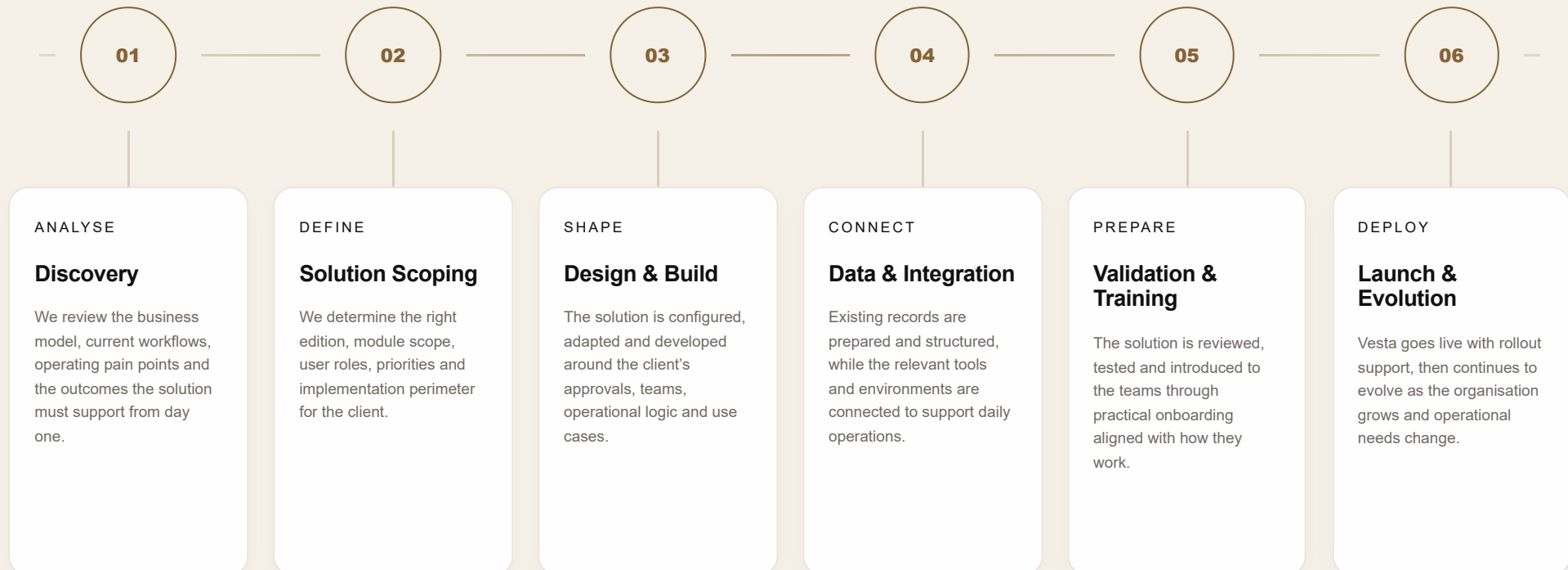
Vesta is delivered as a tailored operating environment, not a generic tool. The final scope is defined around the client's workflows, data, teams and growth priorities.



DELIVERY METHODOLOGY

How Vesta Is Delivered

A clear six-step implementation journey that turns operational requirements into a tailored Vesta rollout, with alignment, control and practical adoption at every stage.



BUILT AROUND YOUR OPERATION

A Vesta solution is **designed for your business**, not copied from a template.

Every agency, EOR provider and staffing operator works differently. Ferrum Group studies your commercial model, internal process and delivery constraints before defining the right Vesta edition, module scope and implementation path.

No generic solution for everyone.

Each Vesta deployment is custom developed around the client's real needs: the workflows, approvals, priorities, team structure and operational rules that make the business run.

START THE CONVERSATION

Let us design the right Vesta configuration.

Book a focused consultation with Ferrum Group to identify the best starting point and the right roadmap for your workforce operation.

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BOOK A CONSULTATION 