

Meet the Leader:

Janette Martin

As featured in The Times

Talos360's Janette Martin explains how the right investor is helping her business to become best-in-class.

Ask any leader their number one business challenge and they are likely to respond: people. Ever since the dawn of commerce, company bosses have grappled with hiring the right people, motivating teams, and retaining talent. But now, finally, one company has developed a tech solution that tackles this perennial puzzle.

Talos360 is a Warrington-based talent technology business. Its proprietary software leads the way in candidate attraction, hiring, onboarding, and people engagement on behalf of growing companies with between 200 and 2,000 employees. Tech-first, it uses machine learning, AI and years of talent acquisition expertise to help its customers make the right hire first time and have an engaged and high-performing workforce.

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Janette Martin was approached to become CEO of the business nearly three years ago. “I came to meet the co-founder, Stephen Rundell, for a quick chat and ended up staying for four hours,” she says. “This business really turned my head.” Since taking the helm in the summer of 2021, she has embarked on an ambitious expansion drive, growing annual recurring revenues a staggering 87% in 2022 alone. “We processed 6.3m job applications the following year,” she reveals.

Finding the Right Private Equity Partner

To supercharge growth, Janette needed an investment partner that really understood the business and its potential. “I’ve worked with private equity twice before, so I knew that was a route I wanted to explore,” she says. “I wanted to bring investment into the business and work with a partner that could help us achieve our ambitions. I’ve always had a strong commercial focus; I’m a salesperson at heart and I am very results driven.”

Janette wanted a growth investor who would support her without stepping on her toes whilst also “having the support and the financial backing to be able to grow and scale at pace” she explains. “I’m passionate about revenue

growth and achieving goals with people and culture at the heart of everything we do.”

Talos360 partnered with LDC, the private equity investor which is part of Lloyds Banking Group, in 2022. “We really did our homework,” Janette says. “We spoke to LDC’s portfolio companies and took the time to explore LDC’s core values to ensure we were aligned.” It was also crucial to find a partner that took a long-term view on its investments. “There is no such thing as normal in recruitment,” explains Janette. “Just look at the last few years. From the Great Resignation after Covid to the talent shortages in 2023, the talent market is always in flux.”

Leading a Technology Business

Taking on her first CEO role was an exciting but natural next step, Janette reveals. “I love leadership and think it’s a real privilege” she says. “I love setting a vision and providing the strategy and direction for the business.” She adds, “I know how to run a business, but it’s not possible to be an expert at everything. LDC brings expertise from across the whole portfolio to help us become best-in class in everything from cyber security to ESG.”



Perhaps unsurprisingly, as the boss of a talent business, Janette is passionate about people. She credits former boss Paul Stobart, ex-CEO of Sage, for inspiring her to be a great leader. “I thought that having women in leadership roles and investing in people was the norm, until I moved on and realised in other organisations it can be different,” she says. Her approach has won Talos360 many coveted awards, including Best UK Workplace in Tech and 9th Best Workplace in the UK. “Women in tech is a particular focus for me, so I’m delighted that half of our 100-strong workforce are female,” she adds.

Expanding the Business

LDC’s investment has allowed Janette to further expand Talos360’s tech offering, and she is now looking at M&A opportunities alongside organic growth: “We are always looking at ways to help and support our customers through the additional products and services we offer as we continue to build out our Talent Operating system (Talos). Having the support of LDC we are able to choose to build, partner or acquire,” she says. “And I really feel like we’re just getting started.”

“It’s not just about solving the talent problems that customers are facing today,” she adds. “We are truly solving the problems of tomorrow.”

