

Your Partner for Talent Modernization & Recruiting Technology Transformation

End-to-end Talent Acquisition consulting — Advisory, Implementation, Post-Production Support, and Apps & Agent Building — orchestrating Paradox, HiredScore, and Workday Recruiting as one connected Talent Acquisition technology stack.

9+ Years

Experience implementing
Workday Recruiting

15 Countries

Global Talent
Acquisition experts

200+

Workday Recruiting
customers supported

2024

Workday Innovation Award
— Recruiting technology
solutions

Architects of Award-Winning Talent Acquisition Technology

Kognitiv's team originated a Workday-native interview scheduling platform that earned Workday's 2024 Global Innovation Award before being spun off as an independent company — direct evidence of our depth in complex Talent Acquisition tooling and recruiting-stack architecture.

Orchestrating the Entire Talent Acquisition Technology Stack

Kognitiv is a full end-to-end Talent Acquisition consultancy — from Advisory and Project Management through Implementation, Post-Production Support, and Apps & Agent Building. We specialize in orchestrating the entire Talent Acquisition technology stack, with consultants who have delivered Workday Recruiting projects for 9+ years.

Where We Help

- **Advisory & Roadmapping:** Sequencing Paradox, HiredScore, and Workday Recruiting investments against real business outcomes.
- **PM & Implementation:** Full lifecycle delivery, design through go-live, across the Talent Acquisition stack.
- **AI-powered Recruiting Tools:** Experience supporting customers who leverage tools alongside Workday Recruiting, including Paradox and HiredScore, ensuring seamless integration and adoption across the full recruiting technology ecosystem.
- **TA Configuration & Integration:** Deep Workday Recruiting configuration plus integrations across the recruiting ecosystem.
- **Post-Production Support:** Power by the Hour — no long-term contracts, no minimum spend.
- **Apps & Agent Building:** Custom Extend apps and AI agents that automate gaps across the stack.

Full-Stack Coverage

Most partners configure one piece of the stack. Kognitiv orchestrates all of it.

Workday Stack	Kognitiv	Single-Point Vendor
Talent Management	✓	—
Workday Recruiting	✓	—
HiredScore	✓	✓
Paradox	✓	✓
Apps & Agents	✓	—
Selection & Advisory	✓	✓

Proven Impact: iHeartMedia

Kognitiv partnered with iHeartMedia to overhaul its HR, Talent, and Learning systems on the Workday platform – reshaping how the company attracts, manages, and retains its workforce.

- **System Transformation.** Upgraded core enterprise systems across recruitment, learning, and talent processes.
- **Automation & Data.** Automated previously manual Talent Acquisition steps and unlocked better use of workforce data.
- **Industry Recognition.** The initiative was featured at Gartner's ReimagineHR conference, with Kognitiv leaders speaking alongside iHeartMedia on redefining the future of work.

200+ Successful Talent Acquisition Projects Supported

A sample of the organizations Kognitiv has helped modernize Talent Acquisition, HR, and Learning operations on Workday:



Why Kognitiv Is Your Ideal Partner

Unmatched Experience

Our team has built solutions for some of Workday's largest software partners and supported over 200 Talent Acquisition projects — including 9+ years implementing and supporting Workday Recruiting.

Power by the Hour

Ad-hoc consulting from Workday experts with no minimums. Client-controlled engagement means you pay only for the expertise you use.

Competency Amplification

Our delivery approach centers on knowledge transfer — transforming your team's capacity for ongoing support and innovation.

Our Engagement Model — Power by the Hour

No Long-Term Contracts. No Minimum Spend Requirements. No Complicated Rate Cards. Pay as you go, scale as you grow

- **Faster.** Same-day support from trusted experts — no delays, no handoffs.
- **Dynamic Value.** Top-notch support from world-class FTEs without the overhead cost.
- **Strategic Partnership.** Our consultants act as an extension of your team.
- **Global Team.** Talent Acquisition experts across 15 countries.

Next Steps

Start a Conversation

Engage Kognitiv to discuss your organization's transformational needs across the Talent Acquisition landscape.

[Contact Kognitiv to Get Started Today](#)

Evaluate Us as Launch Partner

If tooling decisions are already made, evaluate Kognitiv as your launch partner for the new recruiting stack.

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