

TISON



Enterprise Talent Pipeline



*Build junior talent capacity
without hiring risk.*



2026



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<https://tison.io/>

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Hire with Proof

Enterprise Talent Pipeline is a structured internship to hire program designed for growing tech enabled businesses, including technology companies and enterprise digital teams.

We source, train, and manage cohorts of junior technical talent to work on your real projects for 3–6 months under professional supervision, so you can evaluate actual performance and hire only the top performers with no obligation.

Why Doing It Internally Is So Hard



Building your own junior talent pipeline sounds simple—until you see the real operational load behind it.

The Hidden Workload



Partnerships

6–12 months to set up university/bootcamp partnerships.
Ongoing check-ins, MoUs, reporting, and campus events.



Curriculum & Pedagogy

2–3 major updates per year to keep tech current.
Senior experts diverted from core delivery work.



Recruitment & Assessment

300–800 applicants screened for 10–20 juniors.
Multiple test rounds and cross-team coordination.



Supervision & Projects

3–5 senior hours weekly per junior hired
Scoping safe yet meaningful projects carefully

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What It Really Adds Up To

Partnerships + Curriculum + Recruitment + Supervision +

Operational Risk = ***The True Cost of Doing It Yourself***

Internal programs often consume 0.5–1 senior FTE per cohort.

Most teams run 2–3 iterations before outcomes stabilize.

Opportunity cost: leaders lose focus on core priorities.



Why It's Hard to Keep Up

Demand Fluctuates. Internal Programs Don't.

Year A	High hiring need	not enough internal capacity.
Year B	Freeze or slowdown	Program staff underutilized.
Year C	New markets/stacks	pipelines don't match new needs.

Internal programs are rigid, but headcount and skills needs change every year.

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The Strategic Trade-Off

Doing It Internally

Side project for already stretched teams.

Fragile: success depends on a few internal champions.

Easy to start; hard to sustain at quality.

Working With a Trusted Partner

Dedicated focus on sourcing, pedagogy, and supervision.

Designed to scale up or down with your hiring needs.

Continuously updated methods and delivery models.

Running a high-quality junior pipeline is a full-time business, not a part-time initiative. The real question is not "Can we build this ourselves?" but "Who can we trust to run it well?"

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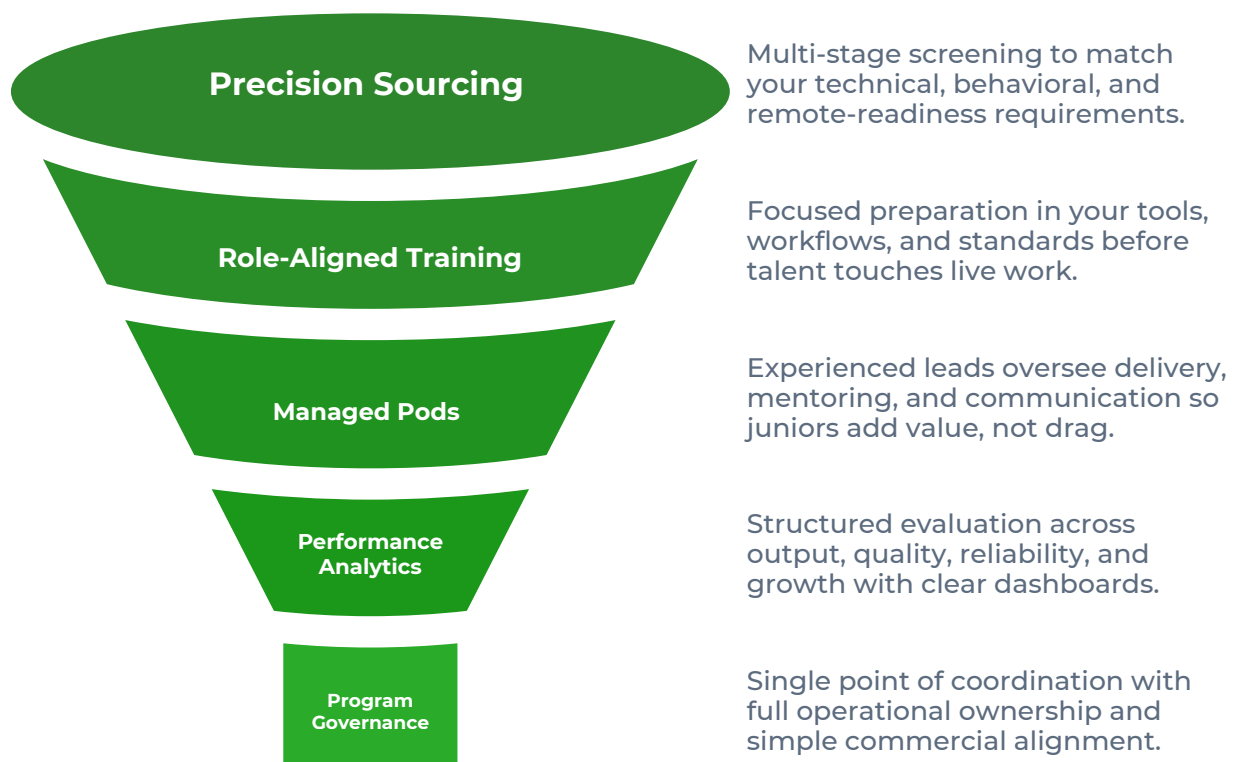
The Tison Enterprise Model



A Structured, Supervised, Performance-Validated Hiring System

Tison replaces ad-hoc junior hiring with a controlled cohort framework designed to reduce risk, accelerate readiness, and deliver validated talent.

Core Components



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What Changes for Employers

You outsource the entire junior hiring pipeline—no internal recruiting, training, or supervision overhead.



Risk Reallocation Mode

Traditional Model

Recruit ➡ Train ➡ Supervise ➡ Evaluate ➡ Replace (if mis-hire)

Tison Model

Pre-Train ➡ Managed Internship ➡ Structured Evaluation ➡

Data Driven Hiring

Oversight happens before employment commitment.



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Our Process



Discovery



Prep + Recruit



Bootcamp



Managed Pods



Hiring

Stage	Timeline	What Happens
Discovery & Terms	Week 0-1	Contract, scope, requirements
Curriculum + Recruitment	Weeks 2-8	Build training; source candidates
Bootcamp & Selection	Weeks 9-12	Train cohort; select pod members
Managed Pods	Weeks 13-38	Real projects + performance tracking
Hiring	Week 38+	Convert top performers



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Let's Work Together

Explore your first cohort

A 30-minute remote readiness session will map your current setup, identify good first-pod projects, and outline a cohort size and timeline that match your hiring plans.

There is no obligation to commit—just a clear view of whether this model fits your context.

Tison, Building Africa's remote engineering future



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