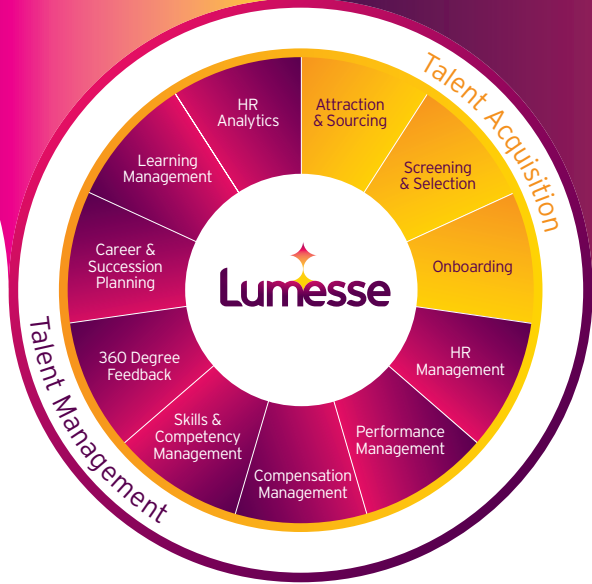




**Product insight**  
Talent Acquisition

# Attraction & Sourcing. Screening & Selection. Onboarding.



Great people are the foundation of your business. It doesn't matter if you're a huge, global brand or a smaller local company; you need to hire the best. Lumesse Talent Acquisition solutions are designed with users in mind - candidates, hiring managers and HR. We deliver intuitive applications that people love to use, from attraction and sourcing, through screening and selection, to onboarding. Lumesse Talent Acquisition integrates with Lumesse Talent Management to further enhance the power and productivity of this solution.

## Attraction & Sourcing

Multiple sourcing channels help you reach the right people at the right time. And a strong employer brand lets you attract the best - even those not actively looking to change jobs or careers. Lumesse Talent Acquisition solutions give you the tools and insights to improve your talent attraction and talent sourcing processes, helping you showcase your employer brand 24/7:

- **A great employer brand:** Create a personalised experience that leaves a lasting, positive impression. Your Lumesse-powered, branded careers site can be designed to appeal to a wide audience or specialist candidate populations.
- **Multi-channel:** Reach multiple recruitment channels, from social media to traditional print and job-boards, plus referrals and careers events.
- **Better results:** Monitor the results of all talent sourcing activities, refining messages or switching resources to deliver better candidates.

- **Lower costs:**

Eliminate expensive recruitment agencies, with full control over internal HR processes and external advisors.

- **Reduce workload:**

Post jobs rapidly on external channels, manage candidate submissions online, and save time with a library of personalised templates for candidate communications.

- **Quality not quantity:**

Reduce interviewing time by fast-tracking candidates who meet or exceed pre-defined hiring criteria with objective hiring decisions via integrated third party assessment tools.

- **Work fast:**

With all stakeholders working through one system, interview, feedback and offer processes are visible to all.

- **Build talent pools:**

Ensure that good candidates, who may not be right for a position today, are not discounted for a potential position tomorrow.

- **Focus efforts:**

Keep administrative tasks like response handling, diversity monitoring, interview management and assessment to a minimum, freeing up time to secure the best candidates.

## Screening & Selection

Save time and money by screening only the best candidates from hundreds of applications. And for candidates, a faster, more transparent experience enhances your employer brand. Lumesse Talent Acquisition solves your talent screening and selection problems by providing a positive, objective candidate experience, giving HR the time to make better hiring decisions, whilst complying with local employment laws.

- **First impressions count:**

Bring objectivity, speed and transparency to your recruitment processes, improving the candidate experience and reducing the chances of counter-offers.

“ A global talent acquisition solution has cut our time to hire by half. ”

Virgin Atlantic Airways

## Onboarding

A great onboarding process, from verbal acceptance to day one and beyond, generates enthusiasm and goodwill, reduces the risk of counter-offers, and accelerates the induction of every hire. Lumesse Talent Acquisition gives you all the tools you need to manage, support and communicate with new hires from the moment they accept your offer:

- **Join up:**  
Coordinate employment offers, contracts, and induction activities in a secure online environment, improving response times, reducing errors and minimising administration.
- **Get integrated:**  
Integration with existing ERP, HR or payroll systems ensures a smooth process from start to finish.
- **Be compliant:**  
Ensure compliance with equal opportunity and data protection legislation as well as internal procedures.
- **Engagement:**  
Build a branded online portal for new hires, with FAQs and the latest company news, creating a sense of belonging before their first day.

- **Control contracts:**  
Create job-specific contracts from standard templates to print or transfer into a secure area, where candidates can accept or decline positions online and gain important information on the joining process.
- **Manage references:**  
Gather references, e-mail referees and keep track of candidate information.

## Our talent acquisition products

### Lumesse TalentLink

A true SaaS, feature-rich solution, suitable for organisations of all sizes. It's easy to implement, integrating seamlessly with your existing systems and adhering to stringent data privacy legislation. With easy to configure Apps (application modules) you can create personalised workspaces that fit around the way you work. Lumesse TalentLink is multilingual and supports all types of recruitment within different business models.

### Lumesse EasyCruit

An e-recruitment solution, ideal for small and medium sized companies. Lumesse EasyCruit gives you a pre-configured tool box with an easy-to-use interface, screening features and a flexible workflow.

### Lumesse i-GRasp

Ideal for large enterprises, Lumesse i-GRasp manages all elements of the recruitment process. From creating your careers website to onboarding employees, the solution is available in many languages and can be quickly and reliably implemented anywhere in the world.

“

The quantitative results have been outstanding and we've witnessed significant time and cost savings in the first six months alone.

”

TUI UK & Ireland

## About

Lumesse is the only global company making talent management solutions work locally. We help customers around the world to implement successful local talent management initiatives that identify, nurture and develop the right people, in the right place, at the right time. Our multi-cultural background and presence means we understand how to deliver talent solutions that work the way our customers work, as individuals and as teams, because no two people, organisations or cultures are the same. We regard differences as strengths, not as obstacles.

1,700 customers work with us in over 70 countries because they recognise that commitment, innovation and value only come from people. We help customers to unlock and inspire that human potential in their businesses. Our integrated talent management solutions are comprehensive, intuitive, secure and fully internationalised into over 50 languages.

We have Lumesse offices and partners in more than 40 countries, covering EMEA, the Americas and Asia-Pacific. To find your nearest office and talk to someone who speaks your language, visit:

[www.lumesse.com/get-in-touch](http://www.lumesse.com/get-in-touch)