



Customer insight

Flexible talent acquisition solution supports tailor made recruitment offering mapped to individual customers' needs





# Tailor-made recruitment offering

In order for Ochre House to provide customer specific commitment and tailored business proposals, it needed a scalable, flexible and configurable talent acquisition solution, which was quick and easy to implement and supported against the highest market standards. Ochre House required a single platform to enable it to create global talent pools for each client whilst ensuring complete data segregation and data security.

Ochre House is committed to delivering the maximum availability, performance and support to help its customers address the individual challenges they face. Its consultants spend two to three months with every customer, discovering the details of their recruitment and talent management process and determining the service level agreements (SLAs) that its solution will be measured against. All areas of the HR process are evaluated, including the required time to hire, the interview to placement rates, plus screening and assessment criteria.

Other recruitment platforms were too standardised and in most cases took too long to deploy. Ochre House sought a talent acquisition solution which was as flexible as its customers' requirements. It needed to adapt to and address the different individual requirements of its customers' onboarding practices and work alongside existing technology and HR processes. It required a solution that could drive recruitment efficiency and effectiveness and deliver a truly compelling proposition for Ochre House.

## Setting the scene

Ochre House is one of Europe's leading recruitment outsourcing and talent management companies, developing and optimising the function of HR for major organisations, financial institutions and professional services firms. It works with a wide range of customers including Siemens PLM, United Biscuits, Merck Serono, BUPA, Thompson Local, Steria, and Williams Lea implementing tailored recruitment, development and retention programmes.

Ochre House provides customer specific recruitment services, and shapes the exact nature of its offering to meet the needs and goals of each individual customer. In most cases this involves embedding a team of Ochre House consultants within the organisation in order to fully understand its culture, resourcing challenges and opportunities. It then workshops projects with the customer, evaluates the full recruitment process and develops a bespoke solution - with Ochre House, there is no 'standard' platform, or 'one-size-fits-all' approach.

## Inspiring solutions

Ochre House has implemented Lumesse\* TalentLink with a number of its clients, ensuring the fluid and dynamic delivery of its recruitment offering. The feature-rich talent acquisition solution supports all types of recruitment models, whether it's fully outsourced, hybrid or a shared services option. It enables Ochre House to support any of its customers' resourcing scenarios, from permanent or interim recruitment, internal redeployment, as well as contingency and graduate recruitment.

Lumesse TalentLink brings all the stakeholders together on one platform and provides a single solution for Ochre House and its customers, however it can still be configured to meet the specific needs of each individual customer.

With Lumesse TalentLink, Ochre House's customers benefit from the best of breed talent acquisition solution. It enables companies to manage volume hires effectively, offer screening questions to improve the quality of candidates, decrease time and cost per hire, and increase placement rates.

“Every single implementation is different and we needed a talent acquisition solution that is as flexible as we are and we’re delighted with what Lumesse TalentLink has enabled us to achieve. Not only have we been impressed with the flexibility and functionality of the technology, but our customers that use the solution can recruit the people they need to hire more quickly and more economically than before. It enables many of our customers to be strategic, build talent pools and drive efficiencies.”

Ochre House

Meanwhile, its reporting capabilities provide Ochre House’s customers with transparent and real-time intelligence on the recruitment process.

The solution is also highly scalable. It can be adapted to process thousands of applications to deal with peaks in recruitment activity and drives onboarding efficiency and effectiveness for all of Ochre House’s customers. From the initial implementation of the technology, the platform can be configured to suit multiple workflows, which means that customers have access to a highly flexible solution.

### Fantastic outcomes

Ochre House successfully implemented a precision targeted talent acquisition programme which is integrated with the customers’ HR processes.

One of Ochre House’s many successful implementations of the talent acquisition solution was for a well-known FMCG corporation. After spending over two months at the company to gain a full understanding of its current recruitment strategies and immersing itself in the broader

HR processes, it was able to accurately assess exactly what was needed to better manage the organisation’s recruitment. Ochre House then developed a comprehensive, targeted talent acquisition programme based on Lumesse TalentLink and the customer received a bespoke solution that was mapped to its individual needs.

In addition, Ochre House has used the talent acquisition technology to support graduate recruitment schemes for United Biscuits and Steria. After developing and designing the required websites, it implemented the supporting talent acquisition solution to process the influx of applications. The ease and flexibility of implementation means that it is ideal for special or ad-hoc projects.



## In brief

**Solution:** Talent Acquisition  
**Industry:** Human Resources  
**Country:** UK  
**Employees:** 125

Ochre House is a provider of recruitment process outsourcing services and HR consulting. As such they are committed to delivering the highest standards of availability, quality and performance in the market. It needed a highly flexible and configurable solution that would support the individual challenges its customers face.

Ochre House implemented Lumesse TalentLink to support its recruitment services and ensure the fluid and dynamic delivery of its bespoke customer offerings.

Supported by Lumesse TalentLink, Ochre House develops comprehensive, targeted talent acquisition programmes and ensures its customers receive their own bespoke solution fit for global companies and suitable for individual projects.

## 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)



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