



NelsonHall
TRANSFORM THROUGH INSIGHT

Vendor Profile

Next Generation RPO

Lorien

Report Abstract

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16 pages

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Who is this Vendor Assessment for?

NelsonHall's Next Generation RPO profile on Lorien is a comprehensive assessment of Lorien's offerings and capabilities, designed for:

- Sourcing managers monitoring the capabilities of existing suppliers of Lorien and identifying vendor suitability for RPO RFPs
- Vendor marketing, sales, and business managers looking to benchmark themselves against their peers
- Financial analysts and investors specializing in the RPO sector.

Key Findings & Highlights

Founded in 1977, Lorien is a technology, transformation, and digital talent company predominantly focused in the U.K. It is part of the Impellam Group, a leading global talent acquisition and managed workforce solutions provider in the U.K., North America, APAC, and EMEA. Impellam Group is also a top supplier of STEM solutions in the U.K. ~2,500 people across Impellam bring a wealth of expertise to their clients through 13 market-leading brands across 76 locations.

Focusing on technology, digital, and change-related roles, with an increasing track record of multi-discipline solutions, Lorien offers services covering:

- MSP and contingent workforce management
- RPO and permanent workforce solutions
- Total talent management and total workforce solutions
- SOW and services procurement solutions
- Consultancy and professional services
- Technology and strategic partnerships.

Lorien's 45-year heritage in technology recruitment provides it with the unique perspective of being able to deliver efficient and cutting-edge RPO programs with a boutique agency delivery capability. No two Lorien RPO clients have the same solution, and it is proud of its focus on program agility and flexibility. The company's culture of agility allows it to react quickly and use creative problem-solving to support internal and client-specific challenges.

The company continues refining its product and service offerings to align with client and market changes, noting its clients are taking a more holistic view of talent acquisition. This shift enables Lorien to provide expanded consulting and technology solutions, leveraging capabilities across the Impellam Brands, and supporting its clients' longer-term strategic needs, such as skilling and reskilling resources.

Scope of the Report

The report provides a comprehensive and objective analysis of Lorien’s RPO offerings, capabilities, and market and financial strengths, including:

- Identification of the company’s strategy, emphasis, and new developments
- Analysis of the company’s strengths, challenges, and outlook
- Revenue estimates
- Analysis of the profile of the company’s customer base, including the company’s targeting strategy and examples of current contracts
- Analysis of the company’s offerings and key service components
- Analysis of the company’s delivery organization, including the location of delivery centers.

RPO Vendor Assessments are also available for:

ADP

Avencia

Cielo

IBM

NLB Services

NXTThingRPO

Page Outsourcing

PeopleScout

Resource Solutions

Sanderson

Sevenstep RPO

About The Author

Jeanine is a Principal Research Analyst at NelsonHall and an HR Technology & Services practice member. She has global responsibility for key HR areas, including employer of record (EOR) and learning platforms.

Jeanine is a highly experienced HR practitioner with 28 years of experience in HR across industry sectors, including aerospace, automotive, energy, government, pharmaceuticals, telecommunications, learning, and business consultancy.

Jeanine possesses significant experience in leading and managing business transformation/integration, competitive and industry benchmarking, HR and learning technology, strategic change leadership, managed service provider engagements, organizational and process redesign, and M&A initiatives.

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About NelsonHall

NelsonHall is the leading global analyst firm dedicated to helping organizations understand the “art of the possible” in digital operations transformation. With analysts in the U.S., U.K., Continental Europe, and Asia, NelsonHall provides buy-side organizations with detailed, critical information on markets and vendors (including NEAT assessments) that helps them make fast and highly informed sourcing decisions. For vendors, NelsonHall provides deep knowledge of market dynamics and user requirements to help them hone their go-to-market strategies. NelsonHall conducts rigorous, primary research and is widely respected for the quality, depth, and insight of its analysis.

We would be pleased to discuss how we can bring benefit to your organization. You can contact us via the following relationship manager: Guy Saunders at guy.saunders@nelson-hall.com

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