

## Recruitment Process Outsourcing

# Lorien

### Report Abstract

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NelsonHall

13 pages

### Contents of Full Report

1. Introduction
2. Revenue Summary
3. Key Offerings
4. Delivery Capability and Partnerships
5. Target Markets
6. Strategy
7. Strengths & Challenges
  - 7.1. Strengths
  - 7.2. Challenges
8. Outlook

## Who is this Vendor Assessment for?

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NelsonHall's 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

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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 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 provide services through 13 brands across 76 locations.

In Q1 2024, HR technology provider HeadFirst completed its acquisition of the Impellam Group. The new organization remains committed to providing STEM talent and MSP services and delivering services via its technology platform. The combined companies comprise ~6,500 employees globally.

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 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 and HeadFirst brands and supporting its clients' longer-term strategic needs, such as skilling and reskilling resources.

## Scope of the Report

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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:

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ADP

Advanced RPO

Cielo

Hudson RPO

IBM

Instant Impact

Korn Ferry

Manpower Group Solutions

NLB Services

NXTThingRPO

Page Outsourcing

PeopleScout

Sanderson.

## 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), recruitment process outsourcing (RPO), and learning platforms.

Jeanine is a highly experienced HR practitioner with 28 years of experience 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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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](mailto:guy.saunders@nelson-hall.com)

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