

lucemioSM 
Outsourcing Solutions

Our solutions fit a host of short-to-long term issues so even if you feel you're all set our alternative solutions can lead to...



Immediate cost-efficiencies...

REDUCE COST STRUCTURE

Up to

40%

with our RPO
solutions

Up to

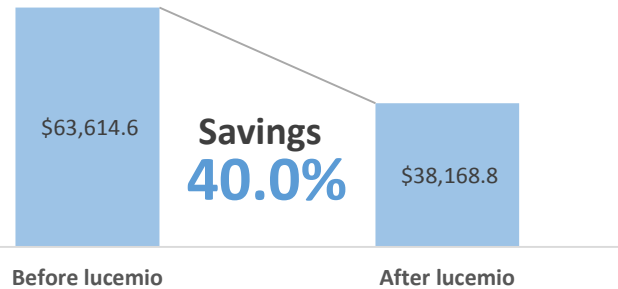
30%

with our BPO
solutions

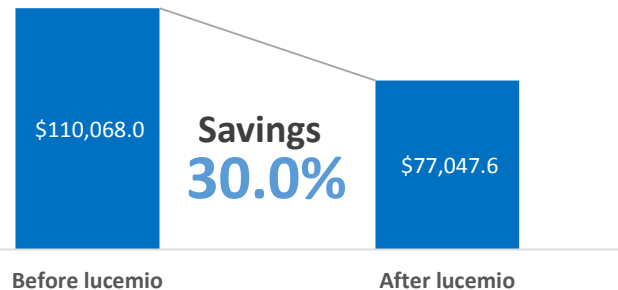


Example of potential cost-efficiencies...

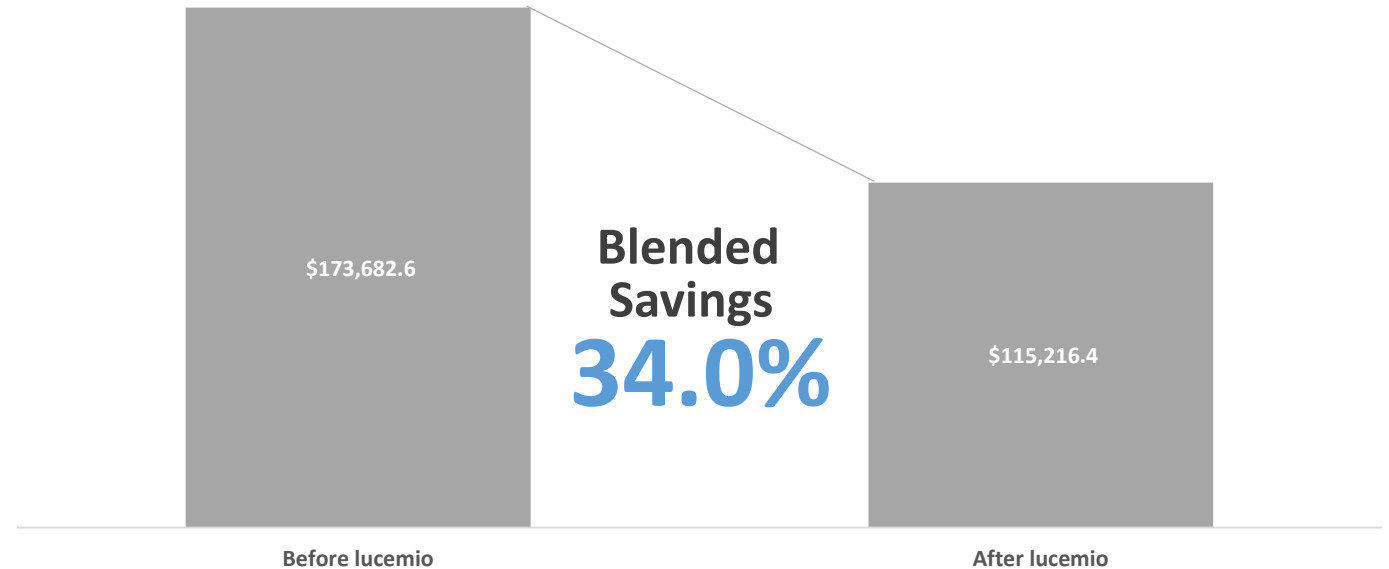
RPO Service: Recruiter C&B



BPO Service: Financial Analyst C&B




Total C&B



Please note that the figures presented directly above only reflect mere illustrative examples as such your actual savings may vary given a host of factors well beyond our control. The example above assumes average total compensation and benefits (C&B) for a Recruiter to be approximately \$63,614.6 with average RPO savings projected to be 40.0%, which might vary in your situation, resulting in a revised C&B of \$38,168.8 by using Lucmio's RPO services. The example above also assumes average total compensation and benefits (C&B) for a Financial Analyst to be approximately \$110,068 with average BPO savings projected to be 30.0%, which might vary in your situation, resulting in a revised C&B of \$77,047.6 by using Lucmio's BPO services for total savings of \$115,216.4 or an approximately blended 34.0% under this example, however, your savings may vary from the example above.

Other tangible benefits include...

- Augmented cost structure designed to drive down fixed costs
- Improved KPIs including Cost-per-Hire and Time-to-Hire
- Leaner processes resulting in more business impact
- Fully trained, managed and dedicated resources
- Scalable solutions to lessen capacity constraints
- Easily plug recruitment and operational gaps
- Achieve compelling economics and ROI
- Solutions tailored to fit your needs!



Our scalable, integrable and cost-efficient solutions can be easily engaged or disengaged to augment your team's capabilities while improving your ROI and competitive advantage.

Recruitment Solutions

Which one's best for you?

lucemio SM 



Choose the best solution...

Use our **decision matrix** to identify the best solution for each unique problem you face.

Questions? Please request a [free consultation](#) by clicking the Chat image on the last page.

Full-Cycle RPO

Ideal for recruitment teams in **need of extending their Talent Acquisition capabilities for recurring high-volume roles** and other non-executive level professional roles.

Decision Criteria

- **Hiring Volume** - 40+ annual placements
- **Frequency** - Recurring need (full integration)
- **Workflows** - *Full-Cycle* - Sourcing to Onboarding
- **Contract Duration** - Minimum 1 year

On-Demand RPO

Ideal **alternative for contingent search** when you require **assistance with sourcing, screening, scoring and shortlisting** candidates but no assistance with scheduling and closing.

Decision Criteria

- **Hiring Volume** - 1-5 one-off placements
- **Frequency** - One-offs (no integration)
- **Workflows** - *Partial-Cycle* - Sourcing to Shortlisting
- **Contract Duration** - Several weeks (varies)

Traditional Search Solutions

Ideal for senior level roles where a complete and traditional search cycle with multiple rounds of screening are desired.

Decision Criteria

- **Hiring Volume** - 1-5 one-off placements
- **Frequency** - One-offs (no integration)
- **Workflows** - *Full Traditional Search Cycle* - Sourcing to Closing
- **Contract Duration** - Several weeks (varies)

Project Based RPO

Ideal **for periodic hiring spikes** when your recruitment team faces capacity constraints and **needs scalable resources** to fill high-volume to professional level roles.

Decision Criteria

- **Hiring Volume** - 6+ placements (varies by need)
- **Frequency** - Periodic need (partial integration)
- **Workflows** - *Partial-Cycle* - Sourcing to Closing
- **Contract Duration** - Several weeks or months (varies given project need)

On-Demand Sourcing

Intended **to increase pool of passive talent profiles** for recruitment teams facing capacity constraints and an overflow of non-qualified active job seekers.

Decision Criteria

- **Sourcing Volume** - 60-180 profiles (monthly)
- **Frequency** - Periodic need (no integration)
- **Workflows** - *Partial-Cycle* - Sourcing only
- **Contract Duration** - Minimum 3 months

BPO Solutions

Which one's best for you?



lucemio 

Choose the best solution...

Use our **decision matrix** to identify the best solution for each unique problem you face.

Questions? Please request a [free consultation](#) by clicking the Chat image on the last page.

Full-time Analysts

Ideal for senior professionals, managers or leaders within a department who **face serious and recurring capacity constraints** hurting productivity and requiring recurring assistance with specific deliverables.

Decision Criteria

- **Degree of Capacity Constraints** - Severe
- **Reporting Frequency** - Recurring
- **Contract Duration** - Minimum of 1 year

Part-time Analysts

Ideal for senior professionals, managers or leaders within a department who **face limited but recurring capacity constraints** hurting productivity and requiring recurring assistance with specific deliverables.

Decision Criteria

- **Degree of Capacity Constraints** - Limited
- **Reporting Frequency** - Recurring
- **Contract Duration** - Minimum of 1 year

Project Based Analysts

Ideal for senior professionals, managers or leaders within a department who **face periodic capacity constraints of an extended duration**, likely of several months, that hamper productivity and require assistance.

Decision Criteria

- **Degree of Capacity Constraints** - Limited
- **Reporting Frequency** - Periodic
- **Contract Duration** - Minimum of 4 months (varies given complexity)

BPaaS Workflows

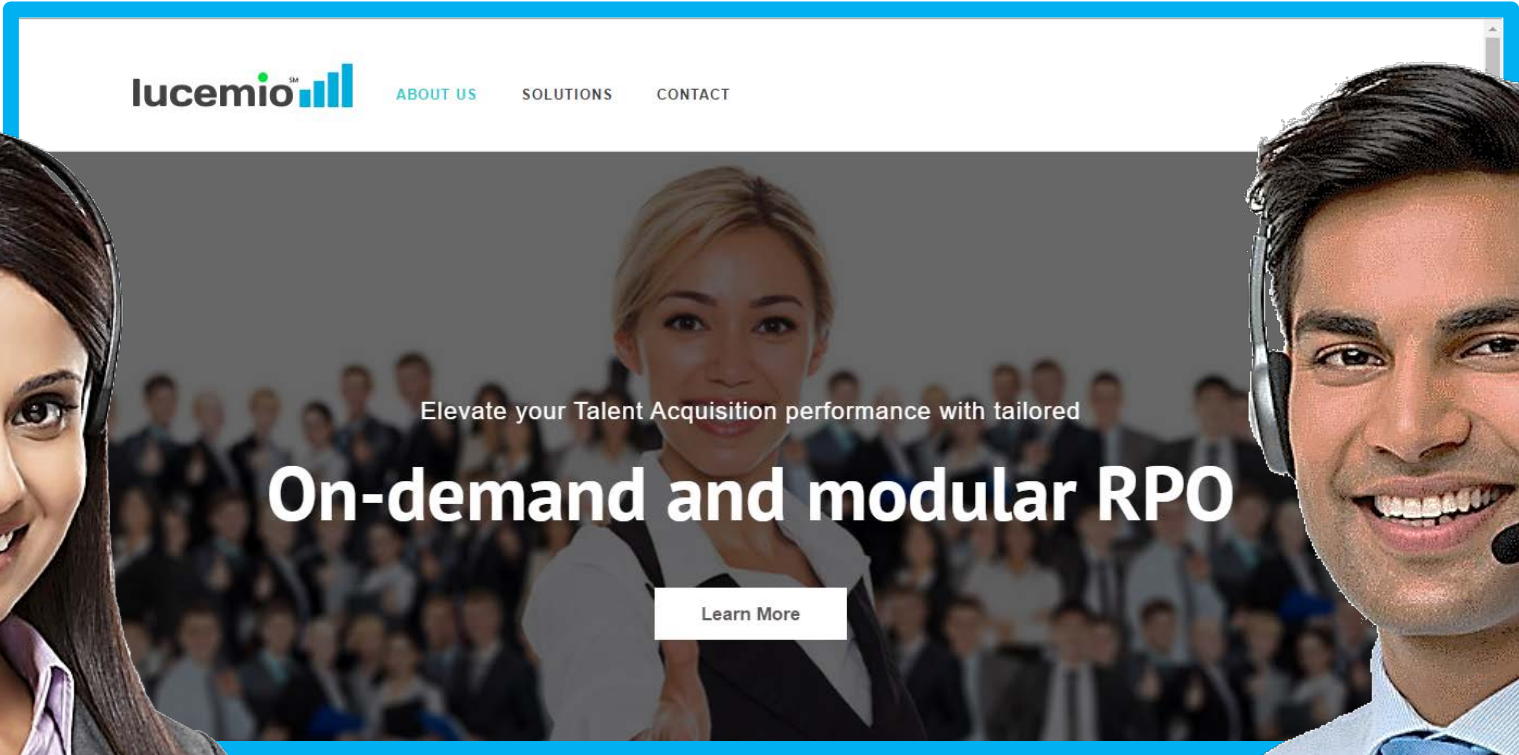
Ideal for when a team has **identified deliverables that are sufficiently stable** and of **significant** importance that **can be automated for consistent reporting** with a minimal need for periodic change.

Decision Criteria

- **Degree of Capacity Constraints** - Limited
- **Reporting Frequency** - Recurring
- **Contract Duration** - Minimum of 1 year

Our BPO is intended for data analysis involving planning and analytics **not** data-entry, customer service, accounting, audit, tax or legal tasks. Also, as an alternative to many BI providers we can create automated reporting and analytics cost-efficiently on the Cloud through our BPaaS Workflows solution.

Visit our website today to see how easily our solutions can be fitted to your needs.



Just click above

Schedule a free consultation today...



Email Us
consultations@lucemio.com



Click above to request
Free Consultation



Call Us
1-844-LUCEMIO

Click to follow us

