



# PARTNERS IN PROPTech

LMRE is the leading global Real Estate technology and innovation search consultancy.

We exist to exceed the expectation of our client partners and help them to identify the very best talent and enable them to scale their organisations.

Our clients are leading VC and investment firms, start -up and innovators and leading global consultancies.

## RECRUITMENT SERVICES THAT WE OFFER:



### CONTINGENCY

Our CRM holds up to date details of candidates that are either actively or passively seeking new job opportunities.

Our candidates are largely exclusive to LMRE and trust us to work with them on a highly exclusive and consultative basis.

80% of our candidates have been referred to LMRE which means that you will have access to a highly targeted talent pool of experienced professionals.

By using our contingent services, you can efficiently access our network and recruit the right candidate on a no hire no fee basis.

**Our 2020 contingent live role conversion rate was 79%.**



### RETAINED SEARCH

Our Headhunting/Search service is designed to guarantee a hire within a specific timeframe at the senior or more specialist end of the spectrum.

**These candidates will not be actively looking for a new role but will be specifically identified and targeted by our research team and proactively approached about the opportunity by a senior consultant.**

The outcome of an assignment at this level can be heavily influenced by the quality of our connection with our client, so considerable time is spent understanding the business requirement and gaining an understanding on what needs to be achieved by making this strategic hire.

We invest considerable time and effort in developing an in- depth understanding of an organisations unique culture. This helps us identify the right candidate through detailed research, market mapping techniques and networking.

Once we have put the shortlist together, we will manage the recruitment process with 100% transparency through to successful closing offer.

Although every search is different, the pricing of a retained search would involve a percentage of our fee on confirmation of assignment and the final balance due on signed contract.

**Our 2020 retained search conversion rate was 98%.**



### RPO & SOLUTIONS

This is where our solutions team literally becomes an extension of your HR function where some if not all resourcing requirements are outsourced to LMRE.

Unlike traditional recruitment agencies, the RPO provider takes full accountability and ownership of the recruitment provider.

Here we partner with our clients and put an account team in place to deliver on bespoke recruitment projects and volume campaigns. In doing so this frees up valuable time for founders and heads of department to focus on business development and strategy.