

The logo features the letters 'LM' stacked above 'RE' in white, enclosed in a white L-shaped frame. To the right, the words 'Recruitment' and 'Solutions' are stacked in a bold, blue, sans-serif font.

**LM** Recruitment  
**RE** Solutions

At LMRE we believe there is a better way to recruit. A more comprehensive, client led focus delivering exceptional talent to the right place at the right time. We are passionate about the industry and passionate about people's careers. We spend time with each client to become and an extension of their business. Our transparency and core values will help us grow with the sector. We are really excited to simplify recruitment and innovate with our clients and evolve the people driven, PropTech community.

We offer the below recruitment solutions:



**CONTINGENT**



**RETAINED**



**RPO**

# RPO

Our RPO model is the most cost-effective solution for clients and is popular for organisations looking to scale at volume within a time frame, typically 6 – 18 months.

As an RPO partner, you will be assigned a Senior Consultant from LMRE who will essentially become an extension of your HR function, where some if not all resourcing requirements are outsourced to LMRE. As a partner you will free up valuable time for founders and heads of department to focus on business development and strategy.

"We have partnered with LMRE at a key stage of our growth, and they have been a huge help with finding us candidates for both our tech and commercial teams. Given their speciality in our space, they truly understand our needs and who would be a great fit for Hank. The communication throughout the process has been transparent and a very smooth, quick transition. I would highly recommend LMRE to any Real estate or PropTech companies who are looking for top tier candidates."

**Jeremy Spillman, Chief Revenue Officer and Co-Founder at Hank**

"I would highly recommend LMRE to any start-up that not only has a US outfit but is looking to expand internationally. They really helped us understand the market and we were able to tap into their expansive global network."

**Jeevan Kalanithi, CEO at OpenSpace**

# Retained

Our Headhunting/Search service is designed to guarantee the successful hire of a Managerial - C-Suite hire within a set timeframe.

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 organisation's 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.

The likely schedule, and associated timeframe of the retained search process, is as follows.

### **Weeks 1-6: Candidate sourcing**

- Interested candidates interviewed and screened by LMRE to verify backgrounds, filter and select the best candidates
- LMRE presents suitable, interested candidates to the client

### **Weeks 7-9: Interviews**

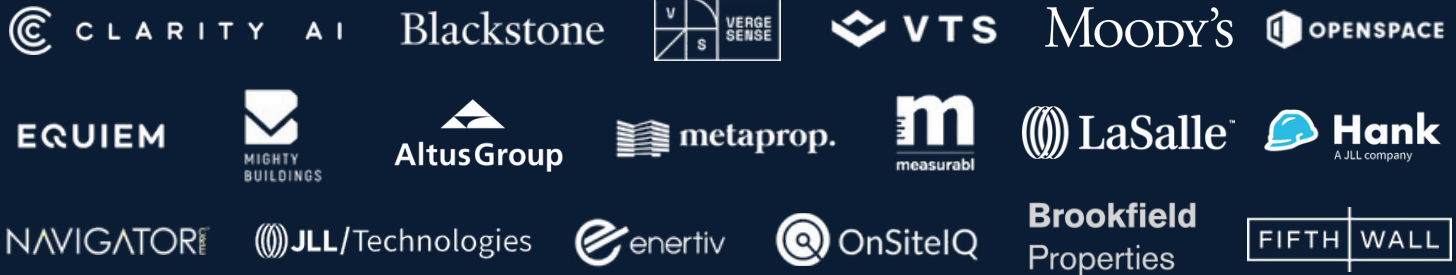
- As required, LMRE arrange initial telephone or face-to-face screenings
- LMRE will manage candidates through the interview process

### **Weeks 9-11: Offer and Acceptance**

- The client chooses their preferred candidate
- LMRE provides advice and assistance where required to enable the client to make their initial written or verbal offer to the candidate
- The chosen candidate is contacted by LMRE to deliver the offer and gain their verbal acceptance. Should any questions be raised regarding any aspects of the offer, LMRE will professionally and respectfully deal with these as requested by the client
- LMRE will take references, where asked, on all candidates selected for offer
- Upon the candidate's acceptance, the client produces the necessary contract schedule for signature by the candidate

# Contingent

Our CRM holds details of the industry's top talent, these candidates 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. 82% 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 2022 contingent live role conversion rate was 63.5%.



LM  
RE