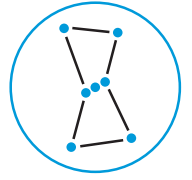


Value Outsourcing

OrionGroup



Orion **I S P**

Delivering Recruitment Outsourcing Worldwide

orionjobs.com





Since 1987, Orion Group have remained true to our mission; to deliver best in class recruitment services to our customers to enable them to exceed their business goals.

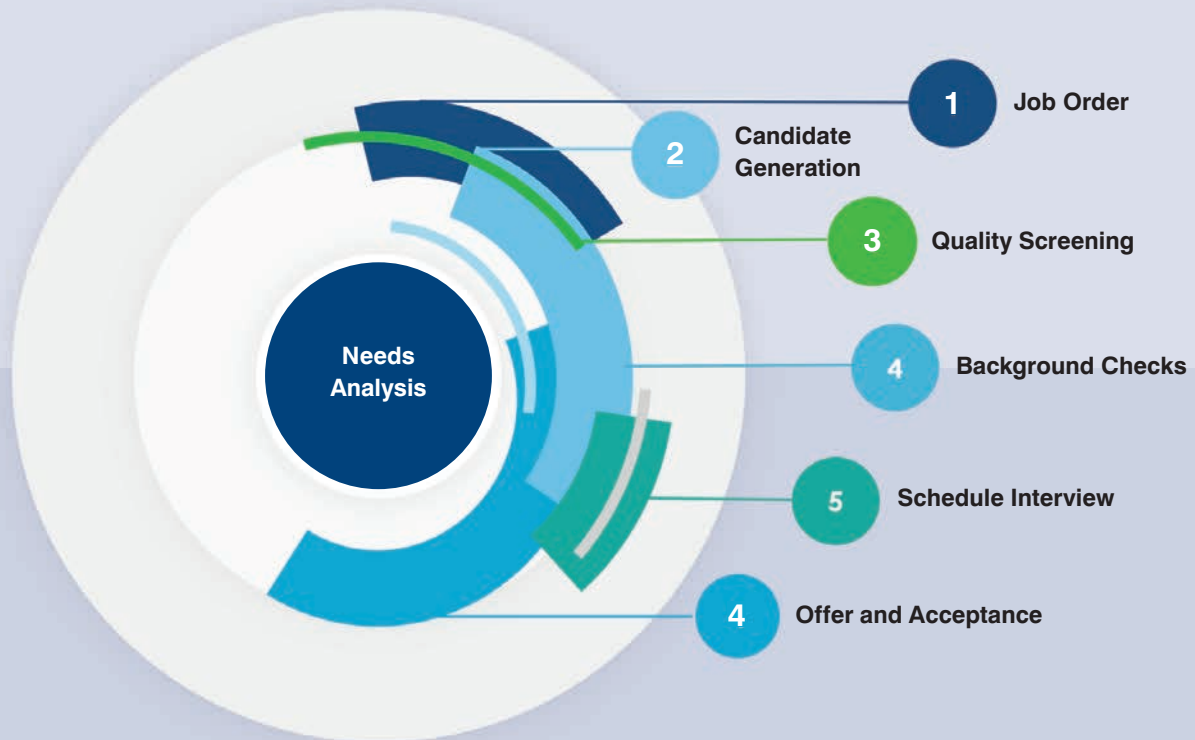
Orion **ISP**

Over the ensuing years, Orion have established an outstanding reputation with some of the world's largest blue-chip companies and are now established as a global manpower provider across several key industry sectors.

A true partner for recruitment process outsourcing worldwide

The Orion Group's Integrated Service Provision delivers outstanding value to our clients. With several thousand contract workers on assignments across the globe, through Orion ISP programs, Orion Group has transformed the recruitment processes for many of the World's largest Energy companies.

Through Orion ISP, we deliver resourcing performance enhancements that bring transactional savings to our client's recruitment processes. These are introduced through a range of measures including lead agent service efficiencies, out-sourced labour supply management, single vendor billing and consolidated reporting, vacancy management, and candidate coordination.



Providing a Tailored Service

Orion guides our clients through a review process that identifies improvement opportunities and selects the most suitable Orion ISP model or combination to provide the greatest step change in recruitment delivery and cost effectiveness.

Orion engages a modular approach to our ISP models. Each model can be built upon expanding the service provided as needs change. Orion are happy to propose options for a Vendor Management System (VMS), timesheet and expense processing tool or e-signature capability amongst other process improvements.

Our four outsourcing models are:

- **Single Source Service**
- **Contractor Consolidation**
- **Managed Service Programme (MSP)**
– Master Vendor or Vendor Neutral
- **Recruitment Process Outsourcing (RPO)**

Single Source Service

From our experience, retaining a large list of preferred suppliers is not always the best solution to secure maximum output from recruitment companies.

Partnering with one resourcing firm will enable your culture to be promoted better, allow candidates more suited to your needs to be selected and recruitment channels broadened. Additionally, with improved time-to-hire results and economy of scale commercial efficiencies, it's easy to see why Orion are retained by many clients to provide a Single Source Service.

Orion maintains a class-leading recruitment capability and has many relationships where it acts as a 'one-stop shop' for recruitment services. This can be established with single points of contact, retained resources and reportable key performance indicators. Orion will utilise its six stage recruitment process to ensure an excellent service is provided.

With a Single Source Service, our clients benefit from a focussed and accountable service where we understand the need for delivery.



Contractor Consolidation

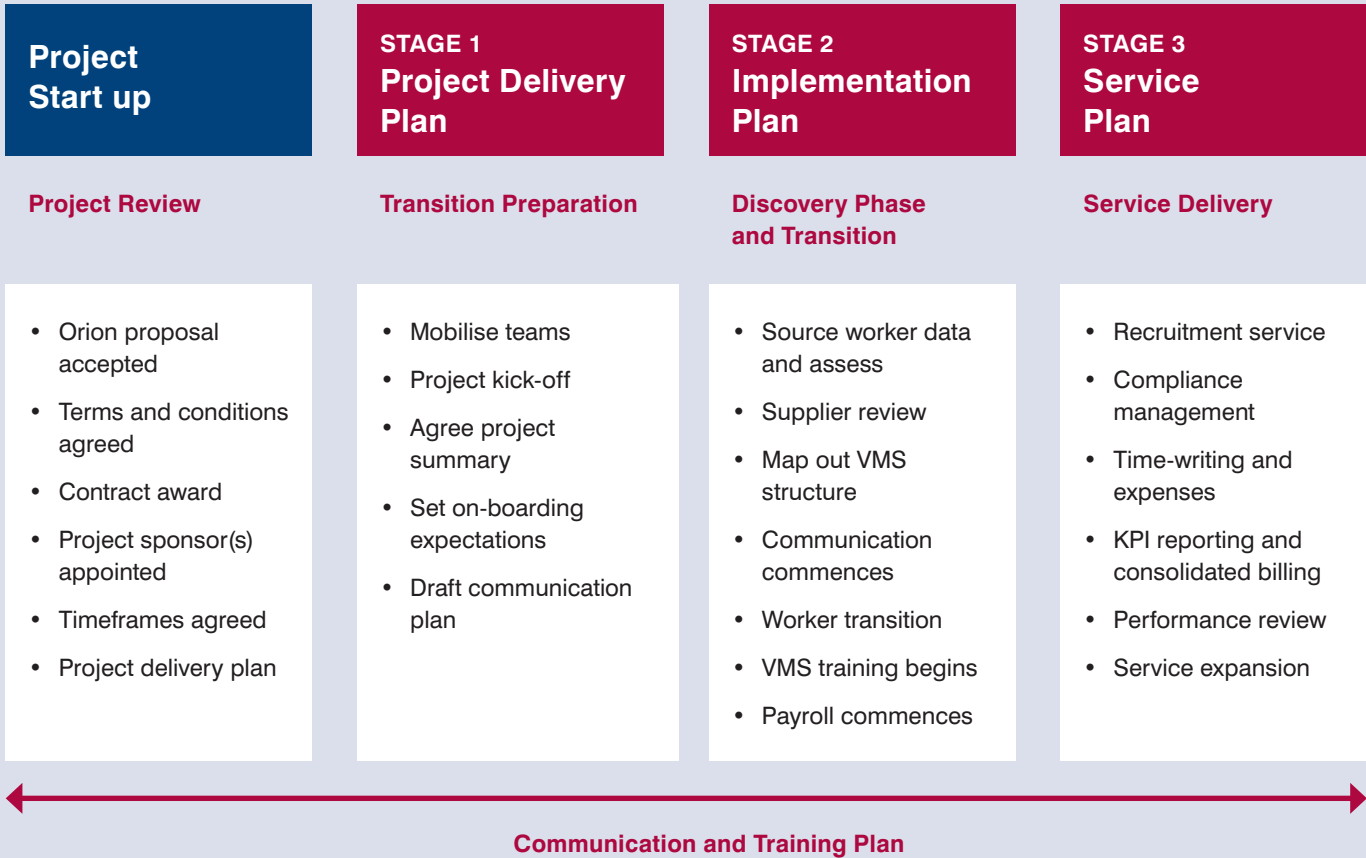
Contract labour may be sourced through multiple sources, by various teams and through a range of methods. Over time, inefficiencies can build up through the application of inconsistent terms and conditions, duplicated effort, and limited centralisation.

Compliance issues in relation to agency worker regulations, insurance provisions and other legislative matters may also accrue leading to a range of liabilities. Compounding these problems may be a supply chain who has lost incentive through excess competition, perceived inequality regarding terms and opportunity along with poor or ineffective communication.

Orion can assist clients with a supplier review and a contract worker consolidation exercise. Conducting a review of resourcing needs against retained supplier capabilities and assessing resourcing and engagement methods will enable Orion to apply commercial and performance improvements to your business. This may involve an element of supplier rationalisation to ensure that there are sufficient opportunities for retained firms and a workforce transition to consolidate workers with key approved, compliant and performing agents.

Orion has extensive contractor consolidation knowhow having undertaken dozens of projects across multiple sectors, disciplines and locations as well as retaining ready-made processes, work packs and experienced staff to secure a range of service improvements and savings from your supply chain.

Our 3-stage delivery plan



Managed Service Program

The introduction of a Contractor Consolidation model will often lead to the implementation of an Orion Managed Service Program (MSP) model.

Introducing an Orion MSP can transform your organisation's recruitment capability. It will provide transparency through the resourcing life-cycle, detailed performance reports, cost savings and speedier workforce placement. Equally applicable to contingent labour activities and staff recruitment, out-sourcing recruitment services is an established and growing practice. Orion has been providing MSP services for 20 years and currently operates a range of programmes across multiple countries.

When delivering an MSP, Orion will establish a recruitment supply-chain and lead the delivery of resourcing services to the client. This may be as a master vendor where Orion recruits and manages the other suppliers or on a vendor neutral basis where Orion only manages the other suppliers. Both typically utilise an Orion Vendor Management System (VMS) database for candidate, vacancy and supplier management.

Project management tools, implementation processes, template terms, communication and transition plans, legal support and flexible programme structures are all built into our 3-stage delivery plan to ensure that our MSP exceeds both agreed objectives and your expectations.

Program account management is critical to service delivery. Orion focus on ensuring the right resource is in place at each stage of implementation and delivery with dedicated Delivery Team and MSP Project Management appointed along with established back office support.



Working with you to find the right solution

Whilst working through the discovery phase, a bespoke recruitment outsourcing model will be developed based on a client's current and future needs, working practices and expectations. This flexible approach to providing a complete recruitment service ensures that the client receives a service that is right for them. Benefits that may accrue from the introduction of an Orion ISP model include:

- Cost effectiveness
- Uniform experience
- Established processes
- Standardised on-boarding
- Worldwide compliance
- Reduced administration
- Consistent reporting
- Robust platform
- Life-cycle transparency
- Staged Processes

On completing a review process, a detailed schedule is drafted for client approval. This typically includes implementation, project delivery, service and communication plans. These in turn document the project description, weekly progress communication, risk management, data verification, vendor and worker management, compliance considerations, key performance indicators, recruitment processes and other related factors.

Statement of Work

As a business that provides a range of consulting and project services, statement of work and retained scopes, Orion can manage or deliver packaged pieces of work. Such statement of work projects can be incorporated into one of the Orion ISP models and delivered seamlessly and efficiently through the workforce management structure that Orion introduces.

Recruitment Process Outsourcing

As part of any Orion ISP review, consideration will be given regarding where recruitment activities should be carried out and by whom. It may be the case that during a discussion regarding the introduction or transfer of an MSP program, you decide that there are other recruitment related activities beyond the initial scope that you would like to out-source. Orion will assist with identifying them, process mapping them and assessing the most efficient and effective method of incorporating them into the overall recruitment service.

Transitioning to a Recruitment Process Outsourcing model provides the opportunity for key resourcing activities to be consolidated through Orion as a partner. Over and above resourcing services such as vacancy and candidate management, other key related HR activities may be incorporated. This may include hiring approval through the Orion VMS system, interview coordination and support, job description management, role design, market analysis, executive search, rate management, worker on and off-boarding or one of many other interlinked responsibilities.

Case Study

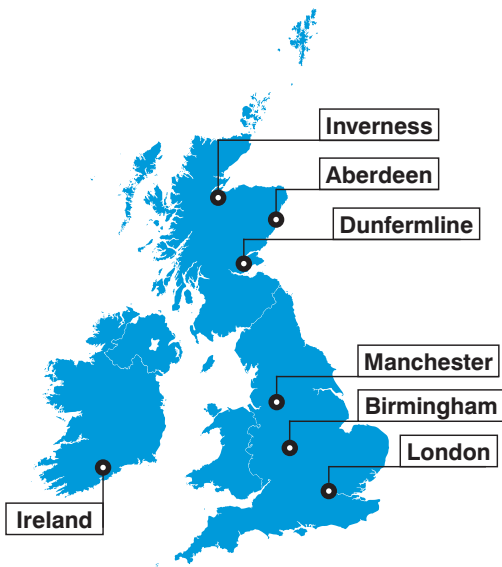
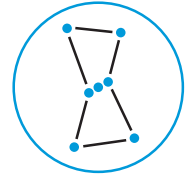
China National Offshore Oil Corporation



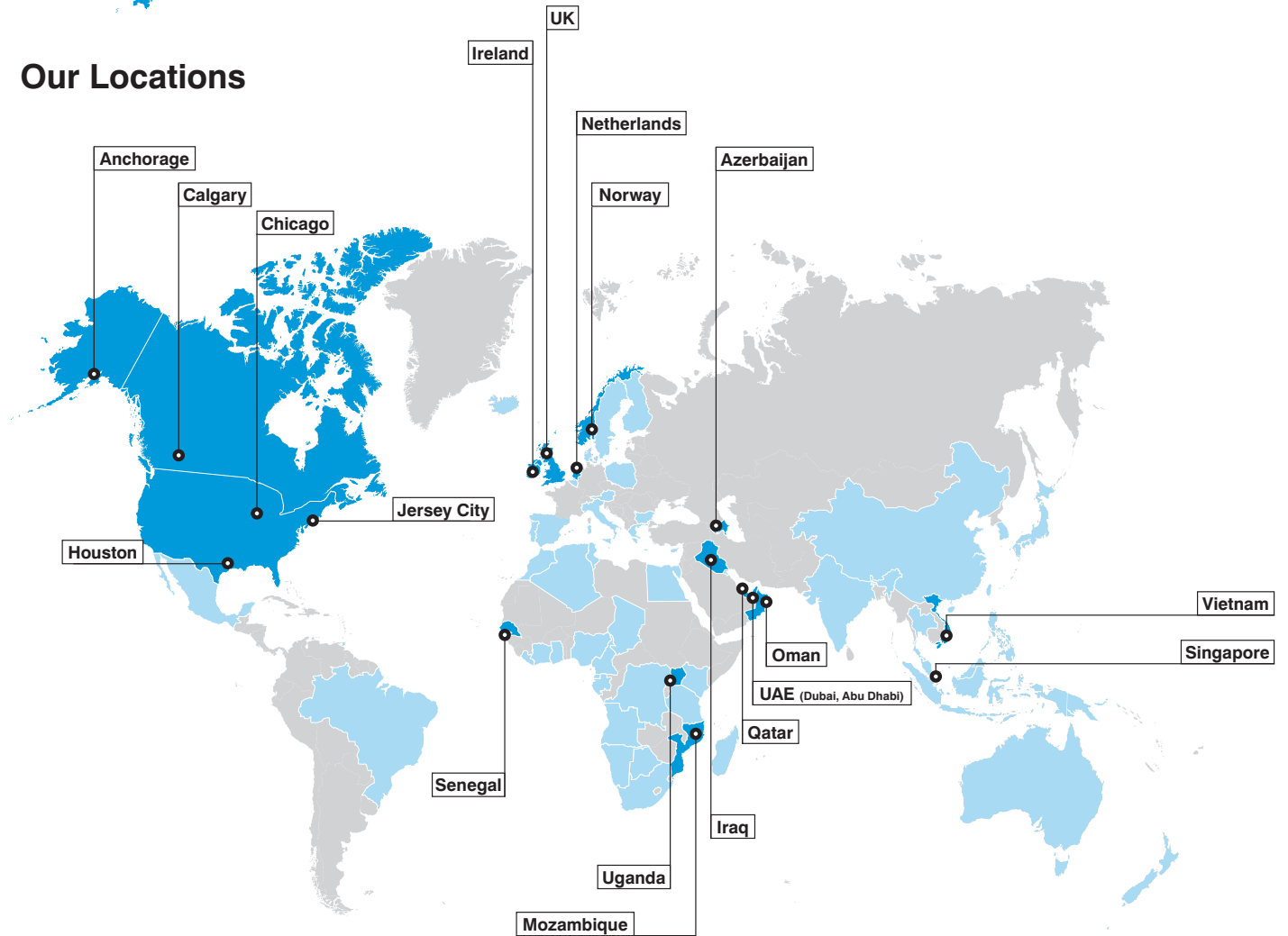
“Nexen are delighted with the MSP project that Orion developed, implemented and now operate on our behalf. It was delivered on-time, in-budget and exceeds our expectations.”

The China National Offshore Oil Corporation (CNOOC) is one of the largest national oil companies in China. With their Nexen project, there was a need to outsource their recruitment activities.

CNOOC took advantage of our Orion ISP service, through a Managed Service Programme tailored to their specific needs. Over the course of the programme, Orion consolidated CNOOC’s labour supply chain and introduced a vendor management system, providing significant cost savings and service improvements. In total, Orion managed 350 workers, including 250 contracted directly as well as a further 100 contracted through third parties. The total contract award value was estimated to be £175m over the 3-year lifetime of the Managed Service Programme.



Our Locations



- Countries with an Orion Office
- Countries where Orion provide Third Party Solutions

For more information

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