



WHETHER YOU ARE LOOKING TO FIND A JOB OR FILL A POSITION, PIC GROUP TAILORS OUR SEARCH SERVICES TO THE SPECIFIC REQUIREMENTS OF EACH OPPORTUNITY.

Our highly tailored search services enable our team to best support clients in meeting their specific hiring and staffing requirements and candidates in achieving their professional goals.

DIRECT HIRE

Partnering with companies to ensure they hire right-fit personnel for the job, PIC Group's team of recruiting experts deliver the highest-quality direct-hire talent for your long-term organizational needs.

PIC Group's direct hire team consistently delivers right-fit talent. Efficient and accurate, our recruiting experts fill your permanent positions with in-demand professionals who meet your precise hiring criteria and drive positive, lasting impact.

- » **Accurate Matching of Candidates & Job Requirements** – Candidates are segmented by skill set and experience with account managers working with you to clearly define the job requirements and accurately match candidates to your specifications and organizational needs.
- » **Diverse Skill sets** – An extensive global resource pool of multi-national professionals to address Engineering & Design, Construction, Commissioning & Start-up, Operations & Maintenance, Outage Support and Decommissioning needs with the flexibility & capacity to serve across multiple industrial segments.
- » **Rapid Response** – A management and technical talent acquisition model that consolidates and expedites the entire hiring process to best fit the customer's timing needs.
- » **World-Wide Recruitment Capabilities** – Recruitment specialists with extensive international expertise and deep industry knowledge that can fill positions globally.

A deep industry knowledge allows PIC Group's direct hire team to provide unparalleled industry insight and identification of the specialized, experienced, and qualified personnel that accurately match your requirements.

» **Power Generation**
» **Pulp & Paper**

» **Oil & Gas**
» **Petrochemical**

» **Manufacturing and Process Industries**
» **Water Utilities**

CONTRACT STAFFING

Rapid response in providing the qualified personnel and skill sets for end to end, full life cycle contract staffing solutions of power plants and industrial facilities.

PIC Group's global contract staffing team customize solutions to quickly solve your short- or long-term assignment, project, seasonal or interim resource staffing needs with skilled and highly qualified personnel. Staffing with qualified project personnel that meet the needs of short- or long-term projects, reduces administration costs by recapturing time previously spent on recruiting, staffing, administration, payroll, benefits and compliance as well as eliminates the cost of scaling up or down thru the transitional periods.

- » **Rapid Response** – Management and technical personnel identified and deployed in just 5 to 7 days or as needed to assure operational readiness and regulatory compliance.
- » **Diverse Skill sets** – Applying a large talent pool of highly skilled, multi-national professionals, PIC Group provides an end to end staffing solution capability of construction managers, plant managers, operations managers, electrical and mechanical commissioning & start-up engineers and more along with the flexibility & capacity to serve across multiple industrial segments.
- » **Accurate Matching of Candidates & Job Requirements** – Candidates are segmented by skill set, certification, and experience. Account managers work with you to clearly define the job requirements and accurately match candidates to your specifications.
- » **World-Wide Staffing Capabilities** – Staffing specialists with extensive international staffing expertise and deep industry knowledge that can fill positions globally, across the entire project lifecycle of an industrial facility.
- » **Contract to Direct Hire Placement** – Offering benefits to both the employee and the employer, temporary to hire placement approach provides for flexibility, reduced risks, and the ability to pre-assess performance and organizational fit.



With over 31,000 skilled professionals in its global resource pool, PIC Group can provide direct hire recruitment solutions in support of:

- | | | |
|-----------------------------------|---------------------------------------|--------------------------|
| » Engineering & Design | » Commissioning & Start-up | » Outage Support |
| » Construction | » Operations & Maintenance | » Decommissioning |