



MODERN-DAY MATCHMAKERS

The Comprehensive Recruiting Agency You've Been Looking For

PCR Staffing is a recruiting agency that provides companies in Charlotte NC and across the nation with timely top talent and custom staffing strategies.



PCR.NET
2125 SOUTHEND DRIVE, SUITE 353
CHARLOTTE, NC 28203
704.949.2570



PROBLEMS WE SOLVE

We qualify candidates, so you don't have to.

As you know hiring departments are inundated with a flooded marketplace that results in a mass of applicants to job postings. Reviewing these resumes alone can take weeks, not to mention interviewing them.

Using PCR Staffing will eliminate the need for your hiring department to waste time and resources screening or qualifying candidates. To avoid this, PCR recruiters often meet face-to-face with prospective candidates to guarantee they are qualified and additionally capable of speaking to their experience in a formal setting.

- We provide access to talent not found on the job market. When it comes to highly qualified IT, Accounting/ Finance, HR or Digital Marketing talent, the candidates you're looking for most likely aren't on the job market. Considering the relatively low unemployment rates in these fields, high-end, niche candidates are almost impossible to identify or reach with traditional job postings or hiring strategies.
- We understand the practical uses of the technologies and tools these roles utilize. Especially when hiring for a tech-driven positions, it's crucial those involved in the hiring process understand the practical uses of the technologies, tools, and applications these roles will be working with and on. Having internal recruiters or HR qualify candidates often means you're having employees inexperienced with these types of technologies deciding whether or not a candidate is experienced enough to best utilize them for business needs. Instead, PCR Staffing utilizes Technical Recruiters that are well-versed in the 180+ coding languages, platforms, and technologies these types of positions will be working with.
- We dramatically reduce the timeline and improve the efficiency of the hiring process. The odds are likely that your internal hiring process is inefficient and takes entirely too long. Outsourcing your next new hire to PCR Staffing will dramatically reduce the timeline while also improving the efficiency of the hiring process. Here at PCR Staffing a dedicated team of recruiters produces two weeks' worth of recruiting efforts in a 48-hour time frame. PCR Staffing time to placement rates are currently 3 to 5 days for contract or contract to hire roles and 5 to 7 days for Direct Hire positions. In comparison, the average interview process takes at least 23 days, according to a report from Glassdoor Economic Research.
- We will have one of our Founding Partners or Account Directors meet with you face-to-face in your office to better understand the culture in order to find a perfect culture fit. As important as the required experience, skill sets, and technical expertise are, there is also the culture fit to consider. Interviewing a candidate can give little insight into whether they will mesh well with your culture, thus forcing hiring departments to take risks when selecting a candidate that could potentially harm employee morale or the workplace vibes.



WHY PCR?

Our 4 Core Values

Relationships First

We put our relationships with our clients and candidates first—period. Nothing means more to us than ensuring that we maintain honesty, trust, and integrity with every single person we do business with.

Experienced Professionals

Whether providing access to talent on a permanent or contract basis, we take great pride in knowing that our team's cumulative knowledge and average 20+ years of experience can benefit both our clients and candidates every single day.

Giving Back

Giving back to our community and to those in need around the world is a huge part of our company culture. Everyone at PCR Staffing is encouraged to lead and participate in charitable endeavors, as well as donate as much resources as they can to help others.

We're "People" People

Our careers are our livelihood, just as a good career decision can change someone's life, so can a bad one. Because we CARE how what we do impacts people, we take what we do VERY seriously and you will notice a difference.



WHO WE ARE

Our People

We're a bit...obsessive.

We're a little fixated on change. We believe we can create it. Remove obstacles. Craft openness. Update an outdated industry with honesty and transparency.

We're focused on growing. Ourselves, our clients' companies, our job seekers.

We're passionate about one thing in particular: literally changing lives.

We're modern-day matchmakers, and we're here to connect.

PROGRESSIVE • FIERCE • PRECISE • DEVOTED

That's the PCR Staffing motto. We live it every day.

Humans beat robots. Every time.

Technology doesn't hire people. People hire people.

Technology can find resumes and jobs. That magical connection between an employer and Talent doesn't happen in a resume, it happens between people. People make connections and make it personal.

What a coincidence. That's why we rely on human interaction, not just technology.

We take the time and effort to get to know you—whether you're a client or a candidate. That's why we're able to match the right person with the perfect position. Instead of just putting a warm body in an empty chair.



4 MODES OF HIRING

Direct Hire

We thoroughly understand there are many different factors that contribute to optimal full-time staffing placements. Our innovative screening and evaluation and integration practices ensure that the candidate our clients ultimately choose will fit seamlessly into their company culture and contribute to their teams' success.

Contract/Temporary

Looking for a talented consultant to help with a specific project? We are your trusted partner. Our innovative recruiting procedures, combined with our large, constantly updated database of industry experts makes us exceptionally well-equipped to find the ideal consultant for you and the specific task at hand.

Contract to Hire

Sometimes a company needs a flexible consultant who is open to a contract position that could lead to full-time employment. We identify consultants who can excel in such scenarios. A dedicated member of our recruitment team will serve as your partner and advocate throughout the entire relationship, ensuring a smooth and rewarding transition for everyone involved.

Statement of Work

Using one vendor to staff projects can streamline your strategic hiring and save you money.... PCR project staffing services under a statement of work (SOW) allows our clients to build project teams efficiently and quickly. We will work with strategic sourcing, HR and business stakeholders to leverage your expenditures, build best of breed project teams and facilitate a seamless transition as team members complete various stages of a project.



TESTIMONIALS

Matching Top Talent With The Best Companies For Over 20 Years

Sara Weiss

A C N – Vice President of HR

I have worked with dozens of staffing firms in my career, but only a very few really invested the time to build a true partnership like PCR Staffing has. PCR cares about our business needs and our understands and supports our culture and vision. Our team has never felt like we are getting a sales job, it's always been about building a longstanding partnership. They are extremely responsive and provide us with consistent quality at a great value. We are very happy to have them as partners.

Scot Cloward

Duke Energy – Software Development Manager

Christiaan is very customer service focused. He has continuously provided exceptional service to me while working with RR Donnelley. Given the opportunity in the future, I would definitely use Christiaan's services again.

Erika Torres

Revenue Solutions Inc – Senior Recruiter

RSI has partnered with PCR since 2007 and has come to expect high quality candidates and open communication with PCR staff. Christiaan and staff are willing to work through demanding requirements and sometimes insane expectations. PCR has provided many resources over the years and RSI has even converted several contractors into full-time employees. We look forward to continuing the partnership for many years to come! – RSI Recruiting team (Erika, Lisl, Eileen)

Mark Miller

RR Donnelley – VP of Application Development

I was a VERY challenging customer in which Christiaan always worked to meet my demands He was more than just a personnel recruiter to me and worked very cooperatively with RR Donnelley over the past (7) years.



TESTIMONIALS

Yemi Mateola

ACN – IT Director

We are very appreciative of the value we have received from working with Christiaan and PCR Staffing. It is great to know that we have a partner that understands our business model and can furnish the right talent at the right compensation levels expeditiously. Christiaan's broad IT domain knowledge and job market savvy have been invaluable to sourcing even the most difficult to procure roles for ACN. I wholeheartedly recommend Christiaan and PCR Staffing!

Neil Salvage Jr.

LendingTree – President

Christiaan and PCR helped me staff sales organizations at LendingTree, Yellowpages.com and Citysearch.com. By providing me with high quality candidates with the desire to succeed, I was able to ramp my sales teams quickly and efficiently. PCR provides solid pre-screening which allows sales managers to keep selling their number one priority. I would recommend Christiaan and PCR to anyone with recruiting needs in the online advertising space.

Toby Pace

Lowes Companies – Recruiting Lead

I've partnered with Christiaan at PCR several times when we've taken open positions to search for assistance. He delivers consistently and is knowledgeable about the staffing business. He understands the sense of urgency that is needed when filling a position and provides you with the right resource the first time around, usually being the first to market.

Rajesh Desai

ACN – Senior QA Manager

I have known Christiaan for over 5 years. He is most definitely my go-to recruiter for all my IT staffing needs. Christiaan has a knack for distilling the most critical information from the job description I send to him (usually at very short notice). I follow up with him, explain the top 3 technical competencies the candidate should have and the nice-to-haves. Within a day or two, he presents his top 4-5 candidates that not only exceed the minimum requirements, but also possess all the intangibles in addition to the likelihood of thriving within the culture of the team. This is what separates Christiaan from 99% of other recruiters out there. It is truly a pleasure to do business with him because he delivers the best candidates, with confidence, right from the beginning. It doesn't take multiple iterations before you get a chance to interview the right person. Zero time wasted. Great results.