

MRG: Staffing Solutions



Founded in 1992, MRG is an IT services company specializing in Staffing Solutions.

MRG is proud to be a member of the Association of Canadian Search, Employment and Staffing Services (ACSESS) and the National Association of Computer Consultant Businesses (NACCB). As a long time member, MRG is committed to operating our business in strict adherence to the Code of Ethics and Guidelines set forth by each association.

MRG operates primarily as a Contingency based Recruitment and Placement Agency assisting organizations fulfill their on-going staffing requirements. Our skills and capabilities are highly relevant to the challenges they face. We recognize that in today's market, the need for "right fit" candidate's particularly in terms of intangible characteristics is critical for the "right hire". We also understand the need for higher quality, shorter recruiting cycle times and greater cost efficiency.

With over 15 years experience in recruitment and placement, we have been fortunate to develop countless long standing relationships with some of the best and brightest professionals in the industry. We have built our business on integrity, expertise and a commitment to excellence to both our clients and candidates.

Our long-term view of client relationships assures ultimate satisfaction and promotes our goal of establishing a trusted relationship where client companies can turn to us for all of their staffing needs.

At MRG we are dedicated to providing the best possible service to both our clients and candidates. Whether you are a company searching to fill a position, or a candidate looking to enhance your career, we can help you reach your goals.

Our Process

By combining industry and technical expertise, innovative use of technology and proven recruitment processes, we provide our clients with a high quality, effective recruitment service.

At MRG, we manage the entire process from candidate identification to qualification, salary negotiation, closing and counter offer risk mitigation. We are experts at finding, attracting and securing the Impact Players needed to add value to your business.

After gaining a thorough understanding of our client's organization and the specific requirements, we begin our search process, using innovative research techniques for each new assignment. We then focus on proactive target recruiting, extensive networking with our industry contacts and the utilization of our extensive database. Our search methodology and successful track record enable us to consistently identify and access the most talented and experienced people for our client's consideration.

Referral based Recruiting

Referral based Recruiting is at the heart of our recruiting model. At MRG, we believe that the best candidates are often passive candidates. By maintaining the relationships we have with our extensive network of professionals, we are able to quickly narrow our search for candidates based on the referrals of our network. As the saying goes "Birds of a feather flock together", we find "Impact Players refer Impact Players" is also very true. We pride ourselves on the relationships we have built and maintained. At any time, these Impact Players are only a phone call away.

Having an understanding of the client's business, the management structure, the corporate culture and individual assets and liabilities all play a critical role in selecting the right candidate. Our ability to understand not only what the client needs, but also what the candidate needs distinguishes us from our competitors.

By utilizing our Referral based Recruiting model, we are able to offer our clients the following:

- (i) We can shorten the search process significantly
- (ii) Our resumes sent to hire ratio is excellent
- (iii) Our retention rate is exceptional.

It should be noted that a significant portion of our search assignments come from repeat business and client/candidate referrals.

Areas of Expertise

MRG places both permanent and contract IT professionals. Our client's resource requirements are incredibly diverse – from web design and e-commerce to business analysis, quality assurance and project management.

From start-up companies to Fortune 100 companies, our satisfied client base has come to rely on us as a trusted business partner for their staffing needs.

Typical Senior Level positions

CIO	Directors
CFO	Technical Leads
CTO	Project Managers
Vice Presidents	General Managers

Typical Intermediate Level positions

Business Analysts	Project Managers
Systems Analysts	Quality Assurance Testers
Database Analysts	System Analysts
Programmer/Analysts	System Architects
System Administrators	LAN/WAN/WLAN Engineers
Network Architects	Network Administrators
Software Architects	IT Financial Analysts
ERP and CRM Experts	Network Architects

For more information on how MRG can work with you, please contact us at 905.271.2710 or visit us on-line at www.webMRG.com