



Building Trust Through
Innovation and Dedication



Staffing Overview

Why RCR Technology?

RCR Technology founded in 1997, is a minority-owned, innovative, information technology consulting company with experience in delivering successful projects to state, local, federal and private sector clients. We have grown to over 220 FTE strong as we have delivered over 135 projects successfully since our inception.

For over twenty years RCR Technology has delivered high value IT technical services and solutions to our clients leveraging an expansive portfolio of industry-relevant services, and deep technical capabilities around data management and application development. We offer other broad technology services including Cloud Hosting, Managed Services, Project Management, QA Testing, Help Desk services and Staffing to mention only a few. We are proud of our many long-term and strategic partnerships with many of the industry's leading companies.

Our ability to leverage a combination of RCR Technology proprietary intellectual property and industry-leading software solutions platform and tools to create value-added solutions for our public and private sector clients makes us uniquely qualified among IT staffing companies to understand well your business needs and challenges.

Uniquely Qualified

So why is our background relevant to our IT Staffing capability? RCR Technology is unique in that our staffing expertise is also used to staff all our ongoing internal client projects. We use the same business process, recruiting engine and staffing tools to support our local and national projects that have supported our impressive growth since our inception. The result of these processes is our ability to identify, recruit, hire and retain qualified candidates for not only our clients but also for our internal needs. Our tenured and professional IT recruiters have decades of industry relevant experience, understand technology and its practical applications. Using our state-of-the-art recruiting tools and national reach, we can match skills to jobs, work style to company culture, and help to achieve individual career goals that support your IT staffing requirements.

Tools for Successful Staffing

We continually research and test new websites and social media apps to connect with potential candidates. Additionally, we will introduce resources like ADP, AIRS Directories, Monster, LinkedIn and the Search Lab to help us stay abreast of the newest and most relevant candidate sourcing information as it becomes available.

Our current list of certifications and candidate verification processes include:

- Professional Certified Recruiter Certified Internet
- BARADA
- Recruiter CEB/SHL Talent Management
- HireRight
- E-Verify

Understanding your Needs.

Initially, our primary staffing goal is to fully understand our client's requirements to ensure that we can effectively provide qualified candidates that match the desired skill set, personality, and company culture.

Upon the receipt of a staffing requirement, we will review our internal resource database to check the availability of proven consultants with availability for a new project. If no existing consultants meet the requirement or are not available at the time of the requirement, our recruiters can review files of candidates kept in our applicant tracking system.

Candidate Screening Process

Candidate Screening Process Before any candidate is sent to the client for review, RCR Technology conducts a rigorous screening process. Potential candidate resumes are reviewed by a senior technical recruiter. Examples of the characteristics of a resume considered for a potential resource include:

- Documented evidence of relevant business unit knowledge
- Experience in working on client environment and client specific projects
- Past job assignments/responsibilities which indicate a skill-set applicable to working on similar projects
- Appropriate education and training along with indications of on-going professional development
- Employment history and Reference checking supporting the expectation of stability and work ethic



We Build Partnerships

We are proud of our IT staffing relationships with many well-known clients including:

- State of Indiana
- IBM
- Knowledge Services
- HP
- Northrup Grumman
- Deloitte
- Anthem
- Xerox/ACS/Conduent
- Indianapolis Airport Authority
- Honda

Flexibility in Talent Acquisition

Sometimes, our clients need experienced IT staff to work on their own premises, under their own direction, on their own projects. RCR Technology can provide IT professionals under flexible arrangements to meet unique project requirements. We can offer employment engagements that appeal to all types of resources; W2 hourly, 1099 contract, or fully benefited permanent employees. Additionally, we have the expertise and proven processes in effectively and efficiently leveraging the entire H-1 to Green Card process.

As a consulting and technology services provider, RCR Technology has a large, tenured and professional In-house technical staff of experts in many areas of technology, including leading software solutions and platforms, hardware, security, business process and project management to name a few. They could be available for your longer-term IT projects, allowing you to gain the stability of a full-time employee and the flexibility of managing your fixed labor costs.

Our internal employee referral program supplements our recruiting process to acquire potential candidates from our tenured internal RCR Technology resources. We have relationships and a proven business process in place to recruit talent from a global resource pool.

