

Bringing IT talent to the modern workplace.

Macro Pros

Macro Professionals (“Macro Pros”) is a boutique IT staffing solutions and services firm providing customized, flexible talent solutions designed around your specific projects and hiring needs.

AT A GLANCE

- Full-service IT staffing solutions and services
- Agile approach for just-in-time fulfillment
- Focus on sourcing with deep candidate pool
- Comprehensive workforce planning solutions
- Relationship-driven organization

HIGHLIGHTING OUR SERVICES

- **Staffing Solutions**
 - Contingent / Staff Augmentation
 - Contract-to-Permanent
 - Permanent Direct Hire
 - Custom Sourcing Options
- **Workforce Solutions**
 - Workforce Planning
 - Recruitment Administration
 - Technical and Behavioral Assessments
 - Building and Maintaining Talent Pools
 - Career and Succession Management
- **IT Consulting and Specialties**
 - BI Developers/Big Data/Data Scientists
 - Data Engineers/Open Source DBAs
 - DevOps Engineers/Product & Project Managers
 - Enterprise & Software Architects
 - iOS/Python/.NET/Ruby/Java/Mobile Engineers
 - IoT/Blockchain/Supply Chain SMEs
 - UX Designers/ UI Developers



AGILE APPLIED TO STAFFING. Macro Pros’ proven Agile staffing approach ensures delivery of just-in-time, highly-skilled technology consultants who integrate seamlessly into any project environment.



TALENT AGENCY MINDSET. We cultivate careers for colleagues rather than place strangers in open roles. Every day, we leverage the Macro Pros network to offer technology professionals rewarding and lucrative jobs while helping employers solve their most challenging problems.



TRUSTWORTHY AND SKILLED PROFESSIONALS MATCHED TO YOUR STAFFING REQUIREMENT. Our comprehensive pre-screening process means that clients can rely on trustworthy, skilled professionals that are a cultural match to your organization. That’s why Macro Pros is the go-to organization when you have critical roles or projects that cannot fail.

*Technology hiring is a competitive game with high stakes. Learn why companies put their trust in **Macro Pros**.*

PARTNER COMPANIES

accenture

Booz | Allen | Hamilton

aveanna
healthcare

Deloitte.

Hewlett Packard
Enterprise

GENERAL DYNAMICS
Information Technology

SAIC

ATLANTA | WASHINGTON | NEW ORLEANS | MEMPHIS

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STAFFING SERVICES



AGILE APPLIED

Our team provides specific support to identify and provide a slate of candidates for evaluation and submission. This service minimizes bottlenecks in the recruitment process and provides a faster source to hire system. If desired, Macro Pros is also able to provide pre-screening services.

Contingent / Staff Augmentation

We provide specialized recruitment/talent assessment services in the areas of Information Technology and Call Centers. Our accomplished teams have industry-specific experience and knowledge that will ensure high-quality and timely service.

Permanent Direct Hire

Having the right partner will give you the benefit of knowing each applicant is well qualified for the position our clients are trying to fill. We apply the same rigorous screening processes in our direct hire placement services as we do in our temporary staffing business. Macro Pros' direct hire placement services include:

- Professional and Executive Search Services
- Applicant Screening and Interviews
- Technical and Behavioral Assessments
- Reference and Education Verification

Fee Structure

We are committed to empowering organizations of all sizes – and in a variety of industries – to maintain and enhance their competitive edge in a rapidly-changing business landscape. Macro Pros understands that offering only one onboarding solution is not always the best option. We offer the flexibility to hire our resources on a contract, temporary to hire, or permanent placement basis. Our standard fee for direct hire is 20% of the Assigned Employee's annual salary. We utilize a tiered scale reducing the fee to zero after six months of continuous work.

Placement Guarantee

Macro Pros firmly believes in offering our clients the peace of mind that if for someone reason they aren't 100% satisfied that we will provide a replacement candidate if either party terminates the employment of any hired candidate within the first sixty (60) calendar days of his or her start date of employment

Sourcing Solutions

We network with local industry niche groups as well as local associations and universities, trade schools, and colleges

(where our target audience would have studied for a specialization). Macro Pros' Recruiting Specialists use basic and advanced sourcing capabilities, including the use of social networking, Macro Pros' ATS resume mining, deep web searches, cold calling, target company talent mapping, industry outreach and more to provide our clients with a pipeline of candidates. Additionally, we use various web-based networking tools (i.e. websites etc.) and Boolean searches to find quality professionals with the experience that our clients require.

In addition to Sourcing services, we provide job posting creation to engage active candidates, manage active candidate traffic, provide resume qualification and conduct initial contact with candidates to identify interest in opportunity.

Professional Payroll

Our comprehensive solution mitigates risk and provides additional cost savings of client identified resources. As the employer of record, our dedicated team conducts all pre-employment screenings, administers payroll and benefits, assumes all statutory tax liabilities with 100% compliance, and facilitates and manages all HR responsibilities.



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**ABOVE ALL, WE MAKE SURE
OUR CONSULTANTS HAVE A
VOICE AT MACRO PROS**

**SOURCING & RECRUITING
DELIVERY MODEL STEPS**



- Requisition in-take with Hiring Manager
- Develop new/ incorporate existing sourcing strategy
- Understand and articulate client's EVP
- Access Talent Pools, Internal Pipeline, Referral Channels, etc.
- Identify, pre-screen and qualify short-list of potential Candidates
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- Technical & Behavioral Assessment conducted on Candidate(s)
- Conduct Reference Checks
- Present short-listed Candidate(s) to Client
- Coordinate all interviews between Client / Hiring Manager and Candidate(s)
- Negotiate offer
- Manage Offer Process/ Confirm Start Date
- Conduct Screening Process (BI/DT)
- Coordinate/ Assist with On-boarding Process
- Provide Ongoing Performance Monitoring and Management



DRIVING FACTORS

OUR CANDIDATES

Macro Pros has a Talent Agent Mindset

By candidate needs addressed

Our goal is to have relationships with the top IT talent across the country. We perform our recruiting function much like a talent agency-like business rather than a typical staffing agency. Our aim is to work with candidates on creating a career, not just providing short-term temp assignments and we only work with high caliber candidates who pass our pre-screening process and our technical and behavioral assessments.

We take the time to build a relationship with the individual to understand what is important to them in their career and how we can assist them in obtaining their most preferred role type and career path. When opportunities are presented, we leverage our best-in-class recruiting and communication process to ensure a seamless experience for our candidates and hiring managers. It's this type of consultative approach and relationship building with our candidates that our clients appreciate as it eliminates any type of "back outs" on interviews, job acceptance and/or the worst...having them leave mid-way through the project.

Our relationships with our consultants do not end when they accept and start their position. We provide weekly touch-base calls, have monthly meetings, and host quarterly team meetings to provide a "state of the union" of Macro Pros. Above all we make sure our consultants have a voice at Macro Pros and get the recognition they deserve.

Depending on the individual and project, our services can include providing our consultants with benefits such as medical and dental insurance, life insurance, 401k, and training if needed.

Macro Pros offers both a quick start or a strategic Team Design and Planning Review depending on client need.

By the point of entry to solving client problems

Our Sourcing & Recruiting Delivery Model is customized to the hiring manager. Talent Market Analysis is also offered as a stand-alone offering. The Macro Pros team meets with the client to understand the position needs and the project needs and goals. We then research the market to understand the optimal mix of talent from a skills, location and seniority level perspective. We also review market salary ranges, available talent, potential feeder companies to provide a report that will enable you to make the most cost effective and efficient talent decisions for your project or department

By service delivery / unique business model

Macro Pros is a unique IT talent agency that also offers workforce consulting services to clients. We do extensive market and talent mapping to identify potential candidates. Our candidates work with Macro Pros for the long-term, ideally over the course of their careers, and are treated like Macro Pros employees, not just contractors.

Prior to presenting candidates to our clients, our Recruiting Specialist conducts a thorough pre-screening process before engaging them with one of our internal Technical Specialists who conducts our required technical skills and behavioral assessment. The Macro Pros Technical Specialist rates each candidate on their overall technical skills and capabilities relating to the job requirement, their attitude and ability to be a team player, an individual contributor to the project, and the candidate's leadership potential. ■

WHO WE SERVE

By industry/vertical segment

We provide technology talent and consulting services for the following industries:

- Technology
- Hospitality
- Retail
- Utilities
- Oil & Gas
- Call Centers
- Automotive
- Insurance
- Medical
- Media
- Financial Services
- Non-Profit
- Logistics
- Aeronautical / Aviation
- Government (State/Local and Federal)

SAMPLE OF MACRO PROS CLIENTS



VALUE DELIVERED

At Macro Pros, we stay in close communication with our client's hiring managers to provide necessary support and services needed to support and anticipate their project needs.

Macro Pros' experienced executive leadership team applies lessons learned and best practices in developing its business as a lean organization where we are continuously focusing on reducing and removing operational costs. This is achieved by utilizing a virtual team and leveraging advanced technologies and streamlined business practices for operational cost savings, which are reflected in our affordable rates where quality and service are not sacrificed.

Macro Pros provides a customized model that allows our dedicated team to work remotely from our Shared Service Center, and virtually for the appropriated sized team to meet the hiring demands of our individual clients and to appropriately service the needs of the account.



MACRO PROS VALUE

By type or level of clients or candidates/recruiting specialists served

Our Recruiting Specialists have extensive experience in all aspects of the recruiting workflow, including candidate sourcing; initial screening; interviewing; candidate reports; shortlisting; client interviews; technical and psychological assessments; reference checking; and negotiation of offer.

By staff achievement or characteristics

Macro Pros' leadership is provided by business partners, who all have a minimum of 20 years of IT staffing and recruiting industry experience. Macro Pros' experienced executive leadership team applies the lessons learned and best practices in developing its business as a lean organization where we are continuously focusing on reducing and/or removing operational costs. This is achieved by utilizing a virtual team and leveraging advanced technologies and streamlined business practices for operational cost savings, which are reflected in our rates where quality and service are not sacrificed.

Our team's expertise across the full talent spectrum allows for the high-touch and customized services that high-growth companies need. We utilize many of today's leading sourcing technologies and tools to determine the best solution. Macro Pros maintains relationships with many sourcing channel providers, job boards and research providers.

We then get to work to identify appropriate candidates with the proper competencies and cultural fit. Our Recruiting Specialists will represent your company for a seamless experience to the candidates. Quality is of primary importance in all the work we do. We are committed to providing an accurate, thorough, focused recruiting approach that produces a superior result. Lastly, our Recruiting Specialists will customize a sourcing and recruiting strategy to address the specific requirements for the open position(s). Our detailed plan analyzes and considers:

- Recruitment methodology and talent pool model
- Sourcing and screening processes
- Use and accessibility of technology