

Technical Project Support Services

Introduction and Background

ANR Group Inc provides technical personnel on an as needed basis allowing our clients to adjust their internal staffing levels based on project requirements.

ANR is a small woman owned business based in Richland, Washington. We provide both fulltime and contract recruiting services to clients nationwide. Combined, the owners have over 25 years of experience providing quality personnel in a variety of technical disciplines and industries.

Client References

Brian Peters, Engineering Manager, Tetra Tech ECI, Richland, WA
 509-371-0185 Contract personnel-Domestic and International Assignments

Eric Nelson, Director of Engineering and Technology, AREVA—Cogema, Inc., Richland, WA
 509-373-2692 Contract personnel-Domestic Assignments

Jerry Caprio, Project Manager, Tetra Tech, Inc./SCM Consultants, Inc.
 509-783-1625 Contract and direct personnel—Domestic Assignments

Services

- **Fulltime or Contract Contingency Search**

ANR offers clients recruiting services for both fulltime and contract positions. Contingency searches are non-exclusive agreements that allow the client to pay for the service once a candidate has been identified and hired by the client. Contract personnel are employed by ANR and then “loaned” to the client for the duration of the contract. The client is invoiced for the hours the employee works.

- **Payroll Service**

ANR offers payroll services to our clients that have identified an individual that they would like to have on a project but want to eliminate overhead costs associated with that individual. Payroll services are similar to contract placements.

- **Retained Search**

Retained searches are also available through ANR. Retained searches provide the client with a dedicated recruiter to specifically work on the client’s openings until the positions have been filled. A portion of the fee for services is paid in advance and the balance is paid after the employee starts to work.

Pre-Screened personnel

ANR pre-screens all temporary staff to insure that our clients receive the best person for the position. The pre-employment background investigation includes:

- Criminal History Search (all locations candidate has lived in the last 7 years)
- Education Verification
- Professional License Verification
- Social Security Number Verification
- Employment Verification
- Personal and Professional References

Additional searches are added as needed based on the position.

**For more information call:
 509-946-1725
 or
 877-709-6706**

Available Personnel

- Architectural
- Civil/Structural Engineers
- Electrical Engineers
- Mechanical Engineers
- Construction Inspectors
- Construction Management
- Computer Aided Design (CAD)
- Energy Conservation
- Environmental
- Estimating
- Expeditors
- Field Engineering
- Fire Protection
- Hazardous Waste Management
- Instrumentation and Control
- Planners/Schedulers
- Project Controls
- Project Engineering
- Purchasing
- QA/QC
- Safety Analysis
- Security Systems
- Seismic Analysis
- Systems Engineers
- Technical Writing
- Training

Targeted recruitment based on project requirements.

Industries Served

- Construction
- Engineering Design
- Environmental Remediation
- Homeland Security
- Industrial
- Manufacturing
- Nuclear
- Power Generation

ANR’s Strategic Recruiting Process

Step 1

ANR recruiters interview each client to gain a thorough understanding of the client’s business. This includes discussions about current staffing needs, company culture, current projects and location. The better our understanding of the current company situation, the better we are able to match your company with the perfect candidate.

Step 2

Based on the information gained in the client interview, ANR staff network to identify candidates that meet the current client requirements. Candidates are not only screened for education and experience but they are also screened for personal and professional compatibility with the client.

Step 3

ANR assists the client and the candidate through the entire process. Our recruiters extend the offer of employment and coach the candidate on how to deal with counter offers, resignation letters and relocation.

We go above and beyond