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About Us

Oxford Solutions is a reliable, cost-effective resource that assists our clients in meeting staffing requirements...from mission-critical engineering projects to programming and system upgrades to sourcing expertise to keep operations running smoothly. Founded in 1998 and located in the North Hills of Pittsburgh, Oxford Solutions is Western Pennsylvania's emerging leader in staffing services. We specialize in providing our clients with a quick response to their human capital needs with the highest quality resources. We differentiate ourselves in the local market with a passion for excellence in all that we do, making significant investments in internal training and development for our employees while taking advantage of cutting-edge technology accelerators. Our commitment to excellence is demonstrated throughout our proprietary methodologies while providing flexible, creative solutions to our extensive client list.

Flexible Staffing Solutions and Services

In today's fast-paced market, flexibility is the name of the game...whether it is a short-term mission-critical project, or the need to manage overhead costs. Oxford can provide a variety of flexible staffing solutions. We also have the ability to create custom-tailored solutions to suit special needs. We offer contract employees, contract-to-permanent arrangements, direct placement services, or we can place an employee you have found on your own on our payroll to help you manage your overhead costs.

At Oxford Solutions, we realize that clients are driven to engage our services for many reasons, whether it is about carefully managing growth, complementing an already superior staff, or the need for a flexible solution to staff a new project without committing to costly overhead. Oxford can deliver pre-screened, highly-experienced talent in any of the flexible options below:

Contract Staffing Services

Oxford Solutions provides consultants to meet the needs of our clients for assignments lasting anywhere between six (6) months to three (3) years or more.

Contract-to-Hire Services

What begins as a short-term arrangement can quickly evolve into a permanent solution for many of our clients. This is a great scenario for clients that desire more than just a specific skill set, but also want to establish that a worker is a solid fit culturally as well. This scenario provides a flexible, cost effective way to ensure longer term success.

Direct Hire Services

We truly understand the overwhelming number of resumes that can be received for just one position. We do not measure our success by how many resumes we send out, but by how we can satisfy the needs of our clients by providing the right resource for the right job. Our clients will only receive resumes that are targeted specifically for the industry and requirement. When working to fulfill permanent positions, we also handle other time consuming tasks to include drug screens, background and/or credit checks when required, reference checking, and any other requirements necessary to qualify for employment.

Payrolling Services

If your company requires the assistance of current or past employees, but does not wish to be burdened with placing them on your payroll, Oxford Solutions will convert these employees to our payroll. We will be responsible for time card management, issuance of pay checks, paying all state and federal payroll taxes, year-end tax form issuance, unemployment taxes and worker's compensation fees.

Oxford Solutions – Three Areas of Specialization

Oxford Solutions Inc. has been successfully staffing professionals into Western Pennsylvania's most notable corporations since its inception in 1998. When providing highly specialized services, especially when it comes to managing human capital, it is important to begin with a thorough understanding of what is truly needed. Oxford Solutions knows how to truly listen to our clients. This is where Oxford's consultative sales approach really makes a difference. We bring depth and experience to the table, having worked with Western Pennsylvania's largest and most well-known corporations to span information technology, engineering, and accounting and finance professionals. Beginning in 1998, we focused solely on providing engineering professionals. In 2005, we listened to our clients and formed the Information Technology Services Division to meet our clients' specific needs in the information technology sector. In 2011, we responded to our clients' requests for us to supply professionals in the accounting and finance field. We are known for our ability to understand and translate our clients' needs into high quality resources with specific skill sets. Our extensive client roster continually relies on us to provide:

Engineering Services Division

Engineers

Mechanical
Electrical
Structural
Civil
Architectural
Environmental

Chemical
Electrical
Industrial
Applications Engineers
Sales Engineers

Designers

Mechanical – With expertise in: AutoCAD, Inventor, Pro/Engineer, SolidWorks, Solid Edge
Electrical – With expertise in: AutoCAD, MicroStation
PCB (Printed Circuit Board) Design/Layout – With Expertise in: OrCAD, PSpice, Protel
Structural – With expertise in: AutoCAD, STAAD
Piping – AutoCAD, MicroStation, PDS
Architectural – Architectural Desktop, Revit
Civil – Land Desktop

Drafters

Mechanical – With expertise in: AutoCAD, Inventor, Pro/Engineer, SolidWorks, Solid Edge
Electrical – With expertise in: AutoCAD, MicroStation
Structural – With expertise in: AutoCAD, STAAD
Piping – AutoCAD, MicroStation
Architectural – Architectural Desktop, Revit
Civil – Land Desktop

Project Managers

Planners, Schedulers – With expertise in: Primavera, MS Project

Technical Writers

Technical content creation, as well as Design and Layout – With expertise in: Quark Express, Adobe, HTML, Javascript

Information Technology Division

Applications/Software Developers

.NET
VB.NET
ASP.NET
Visual Basic
Visual C++
C#
XML
C, C++, Embedded/Object Oriented

Java
JavaScript, HTML
J2EE
SQL
ABAP
ColdFusion
COM/COM+
WebLogic

Applications/Software Developers

Web Designer
Application Engineer
Software Engineer
Web Developer
Web Administrator
System Programmer
Director, Web Strategies
Manager, Business Applications
Business Analyst
DBA (Database Administrator)
Crystal Reports Developer

UNIX Administrator
ERP Software Implementation Specialist (SAP, Oracle, PeopleSoft, JDEdwards)
Functional Software Consultant
Lead Software Engineer
Technical Lead
Project Manager
Software QA – Test
Programmer/Analyst
Systems Architect
Technical Writer

Network/Systems – IT Infrastructure

Help Desk Analyst/Support – (Level I, Level II, Level III)
Help Desk Manager
Data Center Manager
Network Administrator
Microsoft Certified Network Professionals
Network Support/Desktop Support
Systems Administrator
Network Engineer

PC Engineer
Network Technician
PC Technician
Web Engineer and Support
Network Installer
Network Operations/Support
LAN Administrator
WAN Administrator
Internet Security Manager

Telecommunications - Network Infrastructure

Telecommunications Manager
Telecommunications Analyst
Telecommunications Engineer
Wireless Installer and Maintenance
Cisco Certified Network Professionals (CCNP)
Cisco Certified Network Administrators (CCNA)
PBX Installer

Wireless/RF Engineer
Network Design Engineer
DSL Cable Modem Installer
Communications Analyst
Communications Engineer
Web Engineer and Support

Accounting and Finance Division

Accountant
CPA
Controller
Cost Accountant
Auditor
Accounts Payable
Payroll Specialists

Accounts Receivable
Accounting Manager
Financial Analyst
Financial Planning
Payroll Specialist
Bookkeeping
Tax Preparation

Oil and Gas Resources

Drilling/Completions/Production Operations
Manager
Drilling/Completions/Production Superintendent
Drilling/Completions/Production Engineer
Wellsite Supervisors/Company Man/Consultant
Geologist/Petroleum Geologist
Environmental Health and Safety
VP/Director/Coordinator/Specialist
Environmental Manager/Coordinator/Specialist
Landman
Planners/Schedulers
Project Controls
Project Manager, Project Coordinator
Project Accountant, Cost Controller, Financial
Analyst
Design Engineer (Mechanical, Electrical, Piping,
Pipeline, Civil Site)

Pipe Stress Engineer
CAD/CAM (Mechanical, Electrical, Piping,
Pipeline, Civil Drafting, Structural Drafting)
Mechanical Engineer
Electrical Engineer (To include: PLC Controls,
Automation)
Civil Engineer
Permit Specialist
Surveyor, Cartographer, GIS Analyst
Structural Engineer
Quality Engineer
Process Engineer
Project Engineer
Engineering Manager
Documentation Control, Administrative Support

So, What Makes Oxford Solutions Different?

Access to highly skilled professionals - we maintain an extensive proprietary database that grows on a daily basis. This valuable information is carefully organized and managed in order for our recruiters to respond quickly and accurately with interested and qualified candidates.

Flexible staffing options - we will customize a staffing solution to meet your specific needs.

Consistent service - the investments we make in our own staff translates to longevity and consistent service...the time and energy invested in these relationships is not wasted or lost like the rapid turnover of our competitors...in fact, our employees have an average tenure of five (5) years of continuous service.

Our ability to understand your hiring needs - we realize that we will never understand your company or industry as well as you do, which is why we make ongoing, significant investments in the training and development of our sales and recruitment staff to close the gap as much as possible. Because of the longevity of our employees and long-standing business relationships, we have come to know "the requirement behind the requirement" – nuances and trends that work well with our many clients when identifying and selecting candidates.

Our ability to ask the “tough questions” - we personally interview every candidate we represent prior to sending them to a client site for interview.

Walking the talk - Oxford Solutions' expertise and commitment to helping companies find exceptional talent starts with our internal staff. Oxford Solutions was founded and is managed to this day with the philosophy that excellence is achieved by coupling a rigorous screening and hiring process within an organization of continuous process improvement. Put simply, great people in a great system equals great results. Oxford Solutions applies this focused approach to every requirement we work on, literally crafting a unique strategy for each situation in order to identify resources that mostly remain 'invisible' to the average staffing firm operating a “cookie cutter” approach to finding talent.