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*

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*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
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.