



INTRODUCTION TO MMI

OUR FAMILY OF COMPANIES



MITCHELL MARTIN INC.

Talent Acquisition Solutions leader, providing information technology staffing nationwide.



MITCHELL MARTIN HEALTHCARE

National clinical staffing division, providing talent in all disciplines of allied health and nursing, certified by The Joint Commission.



TWENTYPINE

TwentyPine is a division of Mitchell Martin specializing in Salesforce.com (SFDC) and revenue operations.



FORTY OAK

FortyOak is a division of Mitchell Martin specializing in helping companies build out their automation teams with the best AI and RPA talent.



TALENT TECH LABS

MMI created Talent Tech Labs as an incubator for talent acquisition technologies to identify and nurture startup companies.



TRANSTECH IT STAFFING

TransTech is a women-owned IT staffing company acquired by Mitchell Martin in January of 2022.

MITCHELL MARTIN AT A GLANCE



Founded in New York in 1984 specializing in serving the technology community



2021 Revenue: \$230M (est), 1200+ deployed consultants



Providing technical and professional talent nationwide from eight regional offices



Offshore Services: Hyderabad, India and Manila, Philippines



Consistently ranked in the Top 100 Largest Staffing Firms in U.S. by Staffing Industry Analysts

BENEFIT FROM OUR EXPERTISE

DELIVERY MODELS

Direct Hire – *We are a trusted partner for your most valuable full-time roles*

- Focused recruiting groups
- Reduced time to fill
- Increased quality of talent
- Reduced administrative burden

Right to Hire – helps to ensure your candidate is a perfect fit

Contract – staff augmentation for project-based roles

RPO (Recruitment Process Outsourcing) – custom solutions based on your unique needs

CORE SKILL SETS



Cloud: AWS, Azure, GCP, DevOps, Linux, Serverless Architecture, Multi-Cloud, Hybrid Cloud, Cybersecurity, Application Migration, Penetration Testing



Application Development: UX/UI, Python, Mobile, Java, .Net, QA



Software: Guidewire, SAP, Oracle, Salesforce, Workday, Calypso, Murex, Charles River, LoanIQ, Fidessa



Business Intelligence: Big Data, Hadoop, Qlikview, Tableau, Analytics, Data Analysis, Data Governance



Infrastructure: Network Security, Application Support, Release Management, System Engineer, Solutions Architect



Professional: Marketing, HR, Finance, Legal, Digital & Creative, Admin



DIVERSITY HIRING EXPERTISE

Sourcing

- Focused recruiting events
- Diversity job boards
- Virtual career fairs
- Successful H-1 immigration program with a visa approval rate of nearly 100%
- Emerging talent university training program
- Focused advertising
- Alumni program

Partnerships

- Dale Workforce Solutions – a women-owned diversity hiring partner
- Per Scholas, Npower & PepUpTech
- Wbenc, Women in Cyber Security, Tech Up for Women & Women Business Collaborative
- Ascend Leadership

Events

- Internal diversity committees for client hiring, communication, outreach and internal hiring
- Seminars and training around DE&I
- Community outreach events with partnerships
- Volunteer opportunities

OUR SUPERPOWERS: RECRUITING & CONSULTANT CARE



WINNING THE WAR FOR TALENT

ATTRACT

- Local and global delivery team - US / India / Philippines
- Proactive talent communities
- Use talent acquisition technology (TAT) to proactively connect with passive candidates
- Alumni network / referral program
- Recruiters specialize and aligned by technologies/skills for greater efficiency
- Dedicated immigration team with a visa approval rate of nearly 100%

ENGAGE

- Dedicated onboarding specialist
- Walk-ins and monthly follow up
- MMI Consultant Care Program
- Regular sentiment pulse surveys
- Proactive issue escalation and resolution
- First day introductions - MMI's best practices

RETAIN

- Regular communication programs for past, present and future candidates
 - One-click surveys
 - Email campaigns
 - SMS
 - Calls
- Connect via social channels
- Regular check ins
- Alumni network outreach
- Referral program outreach
- Automation platforms

RETENTION & CONSULTANT CARE



Onboarding

- Dedicated onboarding specialist
- Validated background screenings
- Client guidelines

First Day Introductions - MMI's Best Practices

- Approved clearance
- Coordination of start day information
- Walk ins and 30 day follow up

Compliance

- Monthly internal audits
- Pay stub validation

Consultant Care Team

- Sentiment pulse surveys
- Proactive Issue escalation and resolution

OUR DIFFERENTIATORS

Organizational Structure

- Privately held company
- Agile
- Stable executive leadership team

Customer Service Driven

- Offer dedicated client delivery model
- Dedicated consultant care team
- Single point of contact
- Retention program

Progressive

- Commitment to invest in technology
- Diversity hiring strategies
- Incubator offering leading edge technologies
- Top immigration program
- Partnerships with training and educational entities

NICHE SPECIALIZATIONS

AGILE/SCRUM - DATA - SAP - WORKDAY - CLOUD/CYBER/DEVOPS

RPA - SALESFORCE - RECRUITING 4 RECRUITERS

AGILE/SCRUM EXPERTISE

Mitchell Martin understands the value agile/scrum can offer an organization, especially when the pressure to deliver projects faster and faster increases constantly. Our consultants have helped hundreds of clients implement or optimize an agile culture in their organizations.

Specialties

- Agile Coaches
- Trainers
- Agile Team
- Software Developers
- Scrum Masters
- PMO
- Product Designers
- Delivery Managers

Our technical experts can help expedite the lifecycle of projects or collaboratively support team members with knowledge sharing, ongoing development, training, or PMO management.

DATA ANALYTICS EXPERTISE

Skills & Technologies

- SQL, MySQL, NoSQL, HiveQL
- R, Python, Java, C/C++,
- TensorFlow, Caffe, MxNet, Torch
- Data warehousing, ETL, OLAP, BI Analytics, data analytics, machine-learning, predictive models
- Spark, Hadoop, Hive, Pig, Impala, MongoDB, MATLAB, SAS, RStudio
- Qlikview, Power BI, Tableau, OBIEE, MicroStrategy, Teradata, Informatica, Cognos
- Cloud AWS, Azure, Google Cloud Platform

Typical Roles

- Business Intelligence (BI) Engineer
- Data Analyst
- Data Modeler
- Data Architect
- Data Engineer
- Database Developer
- Database Administrator
- Business Analyst
- Database Warehouse Engineer
- GRC Program Manager
- Data Scientist

SAP EXPERTISE

With expertise across the SAP ecosystem, Mitchell Martin is poised to support growing SAP footprints in both new dimension technologies and ECC based applications

Why Engage MMI?

- Sr. Resources: 10-15 years of experience
- Cross functional business/IT skills
- Rapid/flexible delivery model
- 34 years of process and industry experience

SAP S/4 HANA:

Corporate Level ERP

Finance, Logistics, Fiori, HEC, SuccessFactors, Concur, Ariba, C4C

SAP GRC/Security:

Corporate Level ERP

Access Controls, Process Controls, User Provisioning, HANA Views, License Management

SAP BW/BPC:

Reporting- (Corporate/Customer)

WEBI, Crystal Reports, BO, Dashboarding, Consolidations, Planning, DW/eDW, Predictive Analytics

SAP TM:

Plant/Customer

Freight Management, Shipper Management, Logistics Services, Carrier Services

WORKDAY EXPERTISE

MMI has years of experience providing top Workday talent to firms across the US, helping clients realize the value of their investment. Our skilled Workday consultants provide solutions from integration through customization and management and are experienced in all aspects of the platform, including finance, HCM, Payroll and Business Planning.



Platform expertise includes:

- Finance
- HCM
- Payroll
- Business Planning

Typical Roles

- Workday Administrator
- Workday Integration Consultant
- Workday Product Manager
- Workday Analyst
- Workday Senior Project Manager
- Workday PM
- Sr. Workday Consultant
- Workday Integration and Reporting Analyst
- Workday Techno- Functional Consultant
- Benefits Workday Associate
- HR Generalist-Workday Analyst
- Senior Workday Integration Developer
- Workday Solution Architect
- Sr. Software Engineer - Workday
- Lead HRIS Analyst
- Workday Configuration Analyst
- Workday Technical Lead
- Workday Systems Manager
- Workday BI / Report Writer
- Workday ERP Developer
- HRIT Analyst
- Workday Certified Payroll Manger
- Workday Data Conversion Lead

CLOUD/CYBER/DEVOPS EXPERTISE

Mitchell Martin brings years of dedicated experience in the cloud services niche to clients from a range of industries and across the entire cloud landscape.

Typical Roles

- Cloud Architect
- DevOps Cloud Architect
- Security Architect
- DevOps Engineer
- DevSecOps Engineer
- Cloud Security Engineer
- Application Security Engineer
- Penetration Tester
- Chief Information Security Officer (CISO)
- Chief Security Officer (CSO)
- Splunk Engineer

Skills & Technologies

- Cloud Migration, Cloud Platform Selection / Design
- Information Security Risk Management, Vulnerability Management
- Cloud Automation / Serverless Computing
- Compliance & Standards (PCI DSS, FERPA, NIST, ISO, CIS/SANS Controls)
- Continuous Integration / Continuous Delivery / PaaS / IaC
- Security Policy Management
- Virtual Private Networking, Virtualization (VMware vSphere, Hyper-V)
- Identity and Access Management
- Security Information Event Management SIEM
- Network Monitoring, Datacenter Systems Management
- Configuration Management / Backup and Recovery

RPA/COGNITIVE AUTOMATION EXPERTISE

Our focus on RPA includes utilizing new versions of machine learning technology, which has been branded as Intelligent Automation and/or Cognitive Automation. These “cognitive” versions make RPA more capable and scalable than ever before.

Our clients are using RPA software which include:

- UiPath
- WorkFusion
- Automation Anywhere
- BluePrism
- Kofax
- Pega

Typical Roles

- **Project Manager**– Manages project plan, resource plan, and status reports.
- **Business/Data Analyst**– Construct the As-Is To-Be Process Models. Develop the final presentation. Assist with data preparation. Conduct trainings with SME’s.
- **Technical Lead**– Business Process Design & Architecture. Task Coordination.
- **Developer**– Configure tasks for rule-based automation (RPA). Configure manual tasks for exception handling (Business Process or RPA).
- **QA Engineer**– Business Process Testing & UAT.
- **Machine Learning Engineer**– Technical Developer with experience in machine learning. Expert in configuring the machine learning components for the cognitive processes.



SALESFORCE EXPERTISE: TWENTYPINE

salesforce



TwentyPine is a highly specialized firm offering staffing expertise in the fields of Revenue Operations, Sales Operations and Salesforce.com. We understand the intricacies of these roles and have the knowledge and expertise to help you find rock star talent as you scale your teams and grow your business.

TwentyPine's targeted approach to talent sourcing means

- Deeper understanding of your requirements
- Specialized recruiting techniques
- Better market knowledge of salaries and hiring trends
- Access to a select pipeline of pre screened and engaged talent

Typical Roles

Salesforce Admin

Salesforce BA

Salesforce Developer

Salesforce Solution Architect

Salesforce Technical Architect

Director of Business Systems

Director of CRM

Practice Lead – Salesforce

Sales Operations Analyst

Sales Operations Manager

Sales Operations Director

VP, Sales Operations

Revenue Operations Analyst

Revenue Operations Manager

Revenue Operations Director

VP, Revenue Operations

RECRUITING FOR RECRUITERS (R4R) EXPERTISE



Mitchell Martin's R4R team is the same team we trust for our own internal hiring. With expertise honed over 38 years in business, we understand the complexities of hiring for these critical roles including recruiters, HR and talent acquisition professionals. Our specialized team includes SMEs who are immersed in the talent landscape and well known in the industry, resulting in connections with thousands of potential top candidates.

TYPICAL ROLES

- Talent Acquisition Professionals at all levels (Talent Acquisition Coordinators, TA Managers, Directors, VP, SVP and above)
- Recruiters- all levels. Jr to Sr.
- Sourcers
- Corporate Recruiters
- Technical Recruiters
- MSP Program Coordinators
- MSP Program Managers
- Human Resources Professionals (all levels)
- Chief People Officers



www.mitchellmartin.com