



RPL INTERNATIONAL
HUMAN CAPITAL SOLUTIONS

RPL International is a specialized professional recruitment firm built with a global economy in mind. We provide customized human capital solutions including Executive Recruitment, Direct Hire and Temporary Staffing, to both domestic and international organizations from our headquarters in Miami, Florida. Our functional areas of expertise include:

- Accounting & Finance
- Banking
- Information Technology
- Human Resources

OVERVIEW

OUR SERVICE OFFERINGS

Direct Hire Division

- Accounting & Finance
- Banking
- Information Technology
- Human Resources

Temporary Staffing Division

- Accounting & Finance
- Banking
- Information Technology
- Project Resources

Executive Search

- C-Level Executives Search

OUR CORE VALUES

CONSISTENCY

Delivering world-class talent to your organization on a consistent basis

COMPETENCE

The ability to understand your organizations needs and its human capital challenges

QUALITY

Quality is not only our goal; it's our expectation

PARTNERSHIP

Our goal is to be your business partner not just your vendor. We believe in building strong long lasting partnership that will be beneficial to all parties involved.

PASSION

Passion for what we do is what separates us from the pack

SEAMLESS RECRUITMENT PROCESS

- Excellent research capabilities and access to a global talent pool
- Extensive assessment methodology
- In depth reference checking
- Critical contribution to the successful completion of the search by fully participating in the final negotiations



OUR GOAL IS TO BE YOUR BUSINESS PARTNER NOT JUST YOUR VENDOR

At RPL International, partnership is one of our more important core values. We understand the challenge of finding talent in a global business environment and are prepared to support your organization.

OUR PROCESS



SEARCH PROCESS

Kickoff Activities

- » Assess organization & position
- » Develop specification

Candidate Identification

- » Contact sources & potential candidates
- » Screen candidates
- » Present initial candidate

Candidate Qualification

- » Heavy recruiting continues
- » Review progress

Candidate Selection

- » Reference reporting
- » Client final interviews
- » Offer negotiations & candidate counseling

We dedicate recruiting professionals with the background and experience needed to ensure the successful completion of each search we commit to. Using our research-based methodology and our understanding of your business priorities, we develop and execute a hiring strategy that meets the requirements of your organization.

OUR APPROACH

The challenge of finding talent in a global business environment is best met with the support of a firm with a proven track record of success. RPL International utilizes a unique perspective regarding culture, performance, leadership, and organizational fit. This approach ensures that new hires are integrated rapidly and successfully and eliminates setbacks.

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Whether you are looking for Executive Recruitment, Direct Hire or Temporary Staffing solutions; our recruitment process remains the same.

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OUR EXPERTISE

Our expertise ranges from Executive Recruitment, Direct Hire and Temporary Staffing. We are a tactical partner to companies looking to proactively respond to the changes impacting the Accounting, Finance, Banking and Human Resources functions.

Our clients rely on our unparalleled experience in evaluating and qualifying highly skilled professionals to their current and future openings. We specialize in the following roles:

Accounting

- Chief Financial Officer
- Treasurer
- Director of Accounting
- Director of Financial Reporting
- Corporate Controller
- Controller
- Assistant Controller
- Divisional Controller (Latin America)
- Assistant Treasurer
- VP of Tax
- Tax Director (Domestic/International)
- Tax Manager (Domestic/International)
- VP of Internal Audit
- Director of Internal Audit
- Director of Information Systems Audit
- IT Audit Manager
- Internal Audit Manager
- Senior Auditor
- Senior Accountant
- Staff Accountant
- Cost Accounting Manager
- Senior Cost Accountant
- Senior Treasury Analyst
- Hedge Fund Accountant
- Treasury Analyst

Finance

- VP of Finance
- Director of Finance
- Chief Compliance Officer
- Chief Audit Officer
- Chief Risk Officer
- Compliance Director
- Compliance Officer
- Business Development Officer (Latin America)
- Strategic Planning Manager
- Finance Manager
- Market Risk Manager
- Portfolio Manager
- Managing Director
- Fund Manager
- Credit Manager
- Senior Credit Analyst
- Senior Financial Analyst
- Business Analyst
- Investment Banking Ana-

Banking

- Chief Compliance Officer
- Chief Audit Officer
- Chief Risk Officer
- Chief Lending Officer
- Chief Credit Officer
- BSA Officer
- Commercial Credit Review Officer
- Compliance Director
- Director of Data Analytics
- Model Risk Manager (Stress Testing)
- Portfolio Manager
- Loan Officer
- Senior Credit Analyst
- Credit Analyst
- Market Risk Manager
- Portfolio Manager
- Fund Manager
- Credit Manager
- Mortgage Banker
- AML Specialist
- BSA Analyst
- Investment Banking Analyst

Human Resources

- VP of Finance
- Director of Finance
- Chief Compliance Officer
- Chief Audit Officer
- Chief Risk Officer
- Compliance Director
- Compliance Officer
- Business Development Officer
- Business Development Manager
- Strategic Planning Manager
- HRIS Specialist
- Payroll Manager
- Payroll Coordinator
- Payroll Specialist
- Benefits Manager
- Benefits Analyst
- Benefits Coordinator
- Compensation Manager
- Compensation Analyst



TEMPORARY STAFFING

WHY WOULD YOU NEED A TEMPORARY EMPLOYEE?

- Do you have a hiring freeze now that prohibits you from adding head count?
- Do you have a deadline or special project that you need completed and your staff is already at full capacity?
- Was your company recently acquired and you have lost staff that you can't replace on a permanent basis and the work still needs to get done?
- Do you need to reduce tax risks associated with 1099 independent contractors?
- Do you want to evaluate a candidate's skills prior to offering direct employment?

120% GUARANTEE

When you hire a temporary employee through RPL International, we guarantee a positive experience. Since we are a firm that strives to build long term relationships with our clients, we decided a long time ago that 100% satisfaction guarantee wasn't good enough.

We're so confident in our ability to deliver high quality temporary employees that we offer the RPL International 120% Guarantee. If you are ever dissatisfied with the performance of an RPL International temporary employee, reach out to us right away. You will then receive a 100% credit for the first day of work, plus a 20% discount for the first day of the replacement we send over. At RPL International, we are not satisfied until you are.

FLEXIBLE STAFFING SOLUTIONS

You can hire highly skilled professionals from RPL international in two different ways:

TEMPORARY:

Supplement your full-time staff on a project basis. This staffing solution is effective when ongoing productivity and cost management are essential.

TEMPORARY-TO-HIRE:

Quickly staff a vacant position with the option to hire full time. This staffing solution is effective when you want to assess fit before you make a hiring decision.

AREAS OF STAFFING EXPERTISE

- Controller
- Accounting Manager
- Senior Accountant
- Staff Accountant
- Financial Reporting (SEC)
- Accounting Clerk (A/P-A/R)
- Billing Clerk
- Bookkeeper
- Internal/External Auditor
- Cost Accounting
- Credit & Collections
- Financial Analysis
- Payroll
- Tax Accountant
- BSA & Compliance
- Treasury

INFORMATION TECHNOLOGY



OVERVIEW

In a competitive Information Technology employment market, organizations and their leadership struggle to find top talent to lead key business initiatives. To overcome challenges of high demand and low supply, IT leaders must partner with providers who understand their business, technical environment and culture.

At RPL International, our dedicated Information Technology team specializes in direct hire placements and temporary staffing for short and long term projects. We help you identify talented, highly experienced IT professionals to join your organization.

DIRECT HIRE DIVISION

Our Direct Hire Division understands the extremely competitive IT job market and the challenges you face when searching for top IT talent. Many critical positions are extremely difficult and time-consuming to fill. As part of our IT direct hire services, RPL International takes the time to learn your business in order to fully understand your culture and what makes an ideal fit for your organization. With this detailed insight, we help you create an employee value proposition that can compel top IT talent to want to work for you instead of your competition.

Our IT Direct Hire team specializes in the following roles:

- Chief Information Officer
- Chief Technology Officer
- VP of IT
- IT Director
- Scrum Master
- Project Manager – Agile
- Project Manager – IT Security
- Project Manager – Business Intelligence
- Program Manager (Infrastructure or Application Development)
- ERP Implementation Specialist
- ERP Business Analyst
- IT Developers – Full Stack (PHP, Python, Ruby, Java, .NET)
- Database Administrator
- Senior Web Developer (AWS)
- Systems Analyst
- Applications Architect
- Business Analyst
- Data Scientist



INFORMATION TECHNOLOGY



STAFFING DIVISION

Our IT staffing solutions help you secure and optimize the most strategic and variable component to success which is always correlated to the team you have in place.

We begin our partnership by seeking to understand your business targets and the gaps between your current and future state. We then build a workforce staffing strategy to close those gaps with the right people, skills and competencies, when and where you need them.

Through our dedicated team of recruiters, we speak with over 500 local IT professionals and meet with about 20% of them every month, providing our clients with a robust recruiting network of local and highly qualified IT workforce. This positions us to consult with our clients on the most effective talent acquisition strategies—those that will quickly and effectively attract the best IT professionals to fulfill the most hard-to-find skills.

Our IT Staffing Solutions practice is divided into 4 main functional areas:

IT Applications

- Application Architect
- Agile Software Development
- Business Analysis
- Business Intelligence
- Big Data
- Cloud Computing
- CRM
- Data Architect
- Data Governance Quality
- Data Warehousing
- Electronic Data Interchange
- Enterprise Analytics and Reporting
- Enterprise Resource Planning
- Project Management Agile
- QA and Software Testing
- System Design
- Web / e-commerce
- Scrum Master
- Scaled Agile Framework

IT Security

- Security Architect
- Security Software Developer
- Security Engineer
- Security Administrator
- Cryptographer
- Cryptanalyst

Network Infrastructure

- Cloud Computing
- Data Center
- Information Security
- IT Service Management
- IT Project Management
- Network Infrastructure

End User Services

- Desktop Support/Engineering
- IT Project Management
- IT Program Management
- Project Coordination
- Help Desk Technical Support
- Help Desk Analysis