



SOLUTIONS

Innovative solutions in Advisory services

October 7, 2022



Is your company facing new challenges to find Talents that make it difficult to deliver your technical projects?

anywr **SOLUTIONS** brings innovative solutions.

Why is this happening?

- You are facing a **strong shortage of Talents** and **have difficulty in quickly attracting** the necessary resources to carry out your projects.
You waste months searching for and convincing available Talents. Meanwhile, your critical projects are not moving forward and positions remain vacant.
- You **don't have the right skills or expertise in-house** and **have trouble keeping your experts**: developing and supporting the careers of your teams takes time, which you don't always have to reach the right team size.
- You are facing **budget constraints** and **existing solutions are too expensive** and not very efficient because **everyone is hunting for the same talent** (Regional IT company, recruitment agency, internal recruiters, etc.).

75%

«75% of companies worldwide report a talent shortage »

ManpowerGroup Study,
2022

71%

« Worldwide, 71% of IT talent plan to leave their current employer »

Gartner Study,
2022

An innovative organization at the service of your projects



Local & international experts

Because rare skills are not all national, **our consultants are sourced from our pool of Anywr experts based locally or internationally.** We take care of their mobility from A to Z if the project requires it.

Throughout their adventure at Anywr, we strive to **help them grow by allowing them to develop their skills & expertise** through our internal training organization.



Unprecedented contractual flexibility

At Anywr Solutions, there is not one solution but many possible solutions for our clients. Once your project is defined with our teams, we will help you find the right experts, regardless of their employment contract: Anywr employee, freelance, EOR, etc.

We master all existing employment contracts, allowing us to respond with unparalleled flexibility to all your projects.



An optimization of your projects

We strive to find the best solutions to optimize your projects and allow you **to increase your operational productivity while controlling your costs:** immediate availability of Talents, remote working, outsourcing, etc.

Working with Anywr Solutions also means having access to the **Anywr Ecosystem, our complete technological ecosystem** to help our clients improve their performance.

Anywr Solutions offers in summary

2 complementary offers, 4 degrees of flexibility, 1 Premium subscription... 1 community!

CONSULTING

Overview

Our offer for your immediate talent needs in IT & Life Sciences.

Our strengths

- Provision of exclusive local and international talent
- Reactivity of our teams to meet your needs
- Immediate start-up possible in remote
- EOR of your consultants possible

NEARSHORE

Overview

Our offer for technical projects that you wish to outsource.

Our strengths

- Quality of the technical experts in our service and competence center
- Reliability, experience and reactivity to quickly launch your projects
- Diversity of technical and sectoral skills

OFFERS

Anywr employee or Freelance

Full time or part time

On-site or Remote or Hybrid

Local or (Inter)national

FLEXIBILITY

 **anywr packs**

Subscription to our premium, partner and digital services

PREMIUM SUBSCRIPTION

UNMATCHED FLEXIBILITY FOR YOUR PROJECTS

Consulting offer

Consulting

The flexibility you deserve

Are you looking for maximum agility for projects with high iteration or multiple batches? You need an additional consultant to complete your team, or even a complete team to launch your project?

We offer you the services of consultants or a complete team adapted to the specificities of your challenge and available immediately.

Our strenghts ? The **quality, exclusivity, availability & flexibility** of our local and international consultants: **freelance, on-site** or **remote**, our consultants can **start at your location within 24 hours**.

For even more flexibility, if you wish to bring an international Talent on site, while waiting for his immigration visa, he can **start his service remotely from his country**, as soon as the contract is signed with Anywr Solutions.



Consulting

An offer based on 4 unique pillars

1 Flexibility for today's world

Anywr Solutions combines **experience in national/international mobility with expertise in all existing employment contracts** (Anywr employee, Freelance, EOR, etc.) to respond with unmatched flexibility to all your urgent talent recruitment needs.

2 More than 800 IT & Life Sciences experts

Whether employed by Anywr or freelance, our experts work daily with our clients on their digital transformation projects.

3 A local and international pool of 100,000 IT & Life Sciences Talents

As true "Talent Agents", Anywr's sourcing team (+ 40 people / 16 countries) and digital sourcing team will search for the **best experts around the world**. Every day, we receive **hundreds of IT & Life Sciences CVs** from all over the world via **our digital platforms**.

4 Customized and personalized support close to you

With 23 agencies in 16 countries (including 7 in France), **we provide you with a single point of contact** to answer all your questions and quickly find the best talent for your projects.



Who are our Talents ?

Committed, expert and flexible Talents covering all your needs

Remote



Consultancy

Profiles of our consultants

IT



Front-end Developer / Back-end Developer
Fullstack Developer
DEVOPS/SYSOPS/SECOPS
Data Engineer / Data Analyst
Application Manager
Tester
Security and network engineer
System / Cloud / Visualization Engineer
Production Engineer
Lead Dev / Tech Lead
Project Manager MOE/MOA
Project Manager
Project Management Consultant
And many others...



Life Sciences

Qualification / Validation
Consultant
Validation consultant for
computerized systems
Quality assurance consultant
Production manager
New works engineer
Maintenance consultant
Regulatory affairs consultant
And many others...



Executive

HRBP
Interim Manager
Change Manager
Executive VP
And many others...

OUR IT OUTSOURCING SOLUTION

Nearshore offer

Nearshore

Our IT outsourcing solution

What if you **let us take care of your technical projects** while reducing your costs?

Proud of our 10 years of experience in collaborating with the largest IT service companies around the world, Anywr Solutions has just launched its **first service and skills center in Tunisia**. Whether you are an international group or an SME, our outsourcing offer allows you to :

- **Quickly launch new projects** with an experienced, responsive and reliable partner in offshore & IT services.
- **Benefit from highly qualified technical experts** who can work exclusively for your projects and be managed as if they were your internal department (possibility to modify resource allocation, change priorities, etc.).
- **Increase your operational productivity** while **controlling your costs** and the **quality** delivered (zero bug policy).



Services covering all your needs

Our flexible and secure services meet all of our clients' needs:

Development, technology services, system integration, project management and business process services.

For each project, **we quickly bring together the experts who best meet your expectations.**

Development

- Product development
- Web development
- Embedded development
- Mobile Development
- Quality control and testing services

Project management

- PMO Services
- MOA/MOE Services
- Project Management Services



System integration

- ERP (SAP, Oracle, Microsoft, etc.)
- CMS (Salesforce, Hubspot, etc.)
- ECM (Microsoft, Atlassian, etc.)
- EDM (Microsoft, Zoho, etc.)



Business Process Services

- Business Process Management
- Business Data Management
- Business Process Outsourcing



Technology Services

- Big Data
- BI/AI
- Machine learning
- Mobile & IOT
- Payment system
- Information system
- Risk and compliance management
- Secure system

THEY TRUST US

Our clients

Anywr Solutions' clients

Our clients come from retail, industry, health, banking, aeronautics and even IT in search of expertise...

We have developed **know-how and an advanced understanding of the issues specific to each of these sectors**: Design, implementation, implementation, maintenance. We accompany the phases of your projects according to your needs.



Our Group

Anywr at a glance

Founded in 2012, and with a global footprint in 16 countries, Anywr is a global group specializing in :

- Local & International Recruitment,
- Professional Mobility
- Training
- HR Tech



Anywr in figures



Our Talents

100 000

Talents

30 000+

lives changed in 10 years

5 000

happy expatriates

210

refugee families supported



Our Clients

4 000+

international customers

15%

of the Fortune 500

30%

of Forbes Global 2 000



Our Experts

750

employees worldwide
(27 nationalities)

230

HR experts
(66% women)

33.6

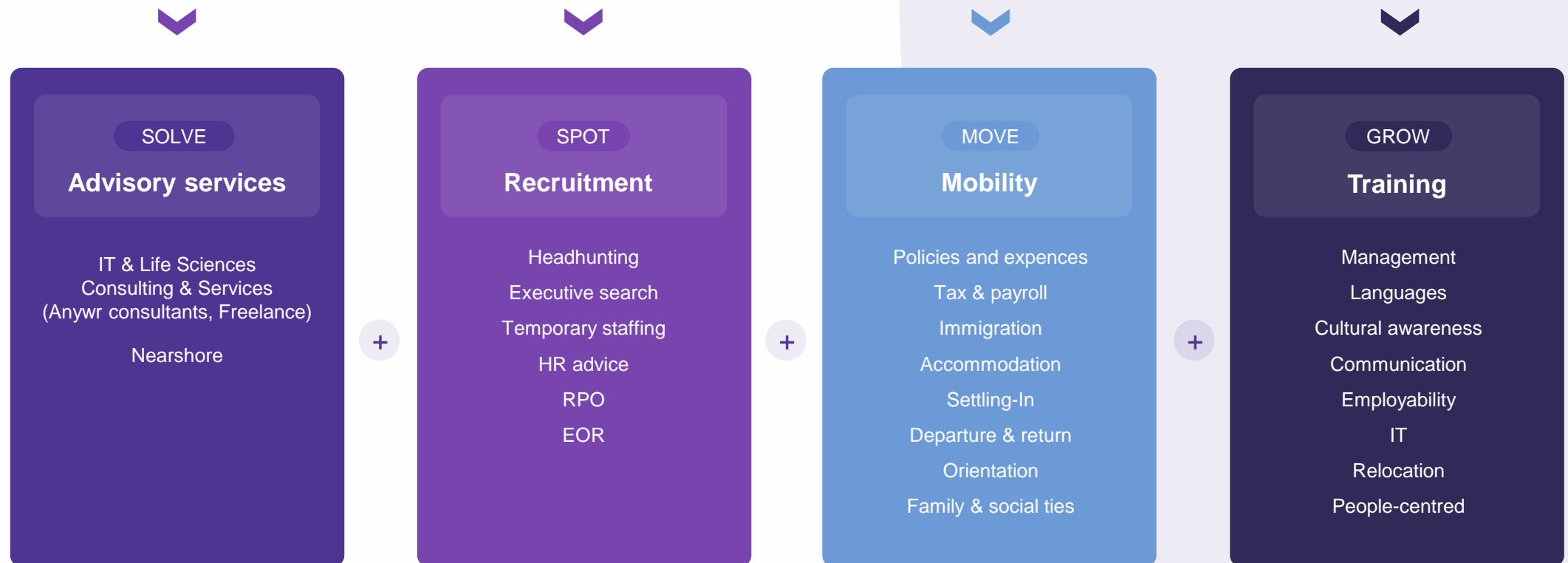
average age

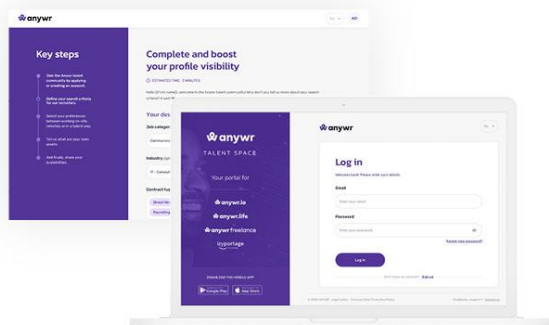
A 360 degree HR service tailored to your needs

 **anywr pack**

PACK

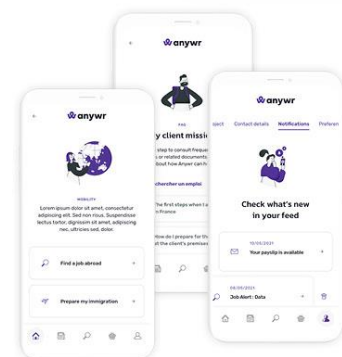
Subscription to our Digital & Exclusive & Partner Services





anywr talent

Talent Portal for **workflow/ documents, validations, folder followup, career coaching, full demat procedures and freelance missions proposals**



anywr app

Mobile smart companion for all Talents, in a **mobility & recruitment process**
Real time alerts & status
Marketplace, job offers & applications

anywr.hr
anywr.io
anywr.life
anywr freelance
+ izyportage

anywr platforms

4 Talent Acquisition platforms :
Connection to our targetted platforms to **send offers & find candidates** to our offers
+ 1 Online Demat services (portage)

anywr core

**Database, Alerting
AI & automation engine
Workflows, Scaling & Security**

anywr expert

Expert software for Anywr & freelances working to **deliver mobility & recruitment missions**
Daily work & business tool

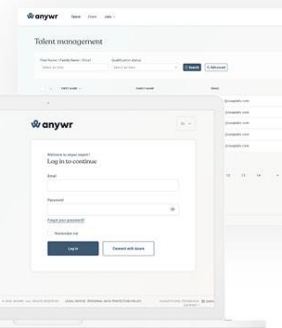
expert TMP
TALENT 360 JOURNEY

expert ATS
RECRUITMENT

expert GMS
MOBILITY

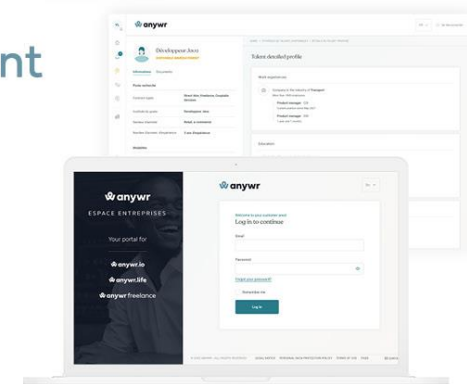
expert SIRH
STAFF & CONTRACTS

expert AMS
MISSION & PROJETS



anywr client

HR customer portal
Follow up of all missions (recruitment, missions, mobility, training) progression
+CVlibrary access to 10.000 «Open to work» candidates
+ Advanced services
+ Automated Talent proposals



anywr api

Connexion to **Customers SIRH & ERP**
Connexion to **job boards**
Connections to **job marketplaces**
Connections to **ANYWR S.I & ERP**





Why people love us

1/ We are an Innovative one stop shop

We are **the only ones in the world** who know how to combine with agility all types of contracts, work flexibilities, all mobility services, and a catalog of specialized training.

2/ We are International & local

We are **the only ones in the world** to have a team of 1,000 in-house experts on all continents from Montreal to Hô-Chi-Minh and Paris, with 23 offices worldwide.

3/ We are digital

We are **the only ones in the world** to have a complete technological ecosystem for our clients that brings together recruitment and mobility like never before.

3/ We are Committed

We are **the only ones in the world** who put people and talent first and at the heart of our approach as a mission-driven company.



anywr-group.com