

# Permanent Talent, Strategic Impact

Full-time hiring solutions that reduce risk, accelerate results, and unlock long-term value.



Dexian delivers permanent hiring solutions that go beyond resumes. We help clients build high-performing teams with precision, speed, and strategic foresight.

With 30 years of industry leadership, advanced sourcing technology, and a national network of more than 600 specialized recruiters, we consistently deliver qualified talent across IT, ERP, and corporate functions. Whether you're scaling quickly or solving for niche, hard-to-fill roles, Dexian provides the clarity and confidence today's hiring leaders demand.

Our permanent placements have grown fivefold in the last three years; this growth reflects our ability to scale with our clients and deliver results in a fast-changing market.

## Why Clients Choose Dexian

### Faster Time-to-Value

We **reduce costly vacancy time** — typically **\$500 to \$1,000 per day in lost productivity** — by delivering qualified, ready-to-start candidates in just 41 days on average.

### Quality That Sticks

Our high alignment and vetting process helps prevent **mis-hires, which can cost up to 2x a role's salary**. With an **89%+ successful start rate**, our hires stay and perform.

### Industry-Aligned Expertise

From IT and ERP to finance and operations, our recruiters understand your business, speak your language, and deliver with speed and accuracy.

### Long-Term Workforce Strategy

We help clients move beyond reactive hiring, offering strategic insight and scalable models for long-term success.

### Nationwide Reach, Local Precision

With **600+ recruiters and access to 8 million candidates**, we source specialized talent tailored to each client's unique needs and market.

# Our Strategic Hiring Services

## DIRECT HIRE / PERMANENT PLACEMENT

For business-critical roles that require immediate impact.

## EXECUTIVE SEARCH

Customized strategies to identify and engage senior leadership talent.

## DIVERSITY HIRING INITIATIVES

Sourcing strategies that build more inclusive, representative teams.

## CONTRACT-TO-HIRE CONVERSIONS

Flexible options that reduce risk and improve hiring outcomes.

## HIGH-VOLUME HIRING PROGRAMS

Scalable pipelines designed for large-scale growth initiatives.



# Industry and Role Expertise



## Technology and Engineering

Java developers, systems engineers, data analysts, application support, technical business analysts, SAP developers, and desktop support.



## ERP and Digital Transformation

Specialists across SAP, Oracle, Workday, and PeopleSoft platforms.



## Corporate and Professional Services

Accounting, finance, HR, business development, sales, marketing, and operations.

# What Sets Dexian Apart

- **250+ Fortune 500 clients served**
- **Recruiters aligned by industry specialization**
- **Deep ERP and enterprise technology expertise**
- **Diversity-focused pipelines with measurable impact**
- **Speed-to-hire combined with long-term retention and value**

We don't just fill roles. We deliver long-term impact by aligning great talent to your goals.

# Client Spotlight

**Client:**

Fortune 500 Technology Company

**Challenge:**

Hire 30 full-time IT professionals in 60 days

**Solution:**

A dedicated Dexian team deployed localized sourcing, real-time data, and high-touch engagement strategies

**Outcome:**

All roles filled in an average of 41 days

**Result:**

95% retention rate at the six-month mark

## LET'S BUILD WHAT'S NEXT

Dexian offers a smarter, faster, and more strategic approach to permanent hiring. As a Talent and Technology Solutions provider, we bring insight, scale, and innovation to every placement.

Dexian is your trusted partner for full-time hiring that drives real business outcomes.

