



Executive Summary and Company Profile

Anchor Talent & Consulting, LLC, is a privately held women-owned business, providing recruitment services and consultancy to clients within the United States. Anchor Talent specializes in candidate sourcing and recruitment for roles within: Engineering, Accounting, Finance, Manufacturing, Human Resources, Information Technology, Executive Leadership, and administrative personnel. Anchor Talent offers flexible placement strategies which include but not limited to contract, contract-to-hire, payrolling, and direct placement.

Anchor Talent is headquartered in Texas, but our expertise extends far beyond local boundaries to provide consulting services to clients and candidates nationwide.

Leadership

Anchor Talent is owned and managed by leaders and veterans of the staffing industry, Alison Bechter, and Kelly Meredith. With 40 years of combined experience, their expertise ensures delivery of top-tier talent and exceptional service to clients and candidates at the local and national level. The success of Anchor Talent lies within the leadership team, with decades of hands-on experience in professional recruitment services. Alison and Kelly, the driving forces behind Anchor Talent, embarked on their staffing careers in Fort Worth, TX, back in 2005.

Alison Bechter, Co-Owner and Director of Recruitment brings 20 years of staffing experience from individual contributor, national account leader, and developer of one of the most successful staffing programs with one of the world's largest staffing firms. Alison has a unique ability to listen, understand and match candidates to clients with remarkably high rates of success. Alison is the epitome of a trusted staffing partner with a passion for identifying some of the hardest to find and niche talent. Alison is passionate and dedicated to enhancing the hiring process and elevating candidate experiences internally and with our partners and clients.

Kelly Meredith, Co-Owner and Director of Marketing brings 20 years of staffing experience; receiving national and international recognition for her staffing expertise, building teams internally and externally, while delivering successful candidate and client engagements. Kelly brings a wealth of experience in building strong foundations and relationships while guiding clients and candidates through hiring processes. Kelly has an unwavering commitment to process improvement, account management, and fostering genuine connections. Kelly is deeply invested in the well-being and success of both candidates and clients.

Recruitment Approach and Methodology

Anchor Talent & Consulting specializes in tailored workforce solutions for companies of diverse sizes, locations, and uniqueness. Anchor Talent's clients all have unique requirements and goals, with varied stakeholders' expectations which require different skillsets and experiences. Anchor Talent excels at and has developed custom solutions to deliver a white-glove recruitment and delivery approach to meet individual client needs.

With Anchor Talent's leadership and our extensive networks and resources, we possess unparalleled reach to talented and diverse human capital, particularly in the Texas market. Anchor Talent continually engages with industry specific organizations and chapters; a commitment to building strong industry relationships at all levels.

Alison and Kelly built Anchor Talent as they genuinely care about the growth, success and prosperity of clients and candidates. We ask pinpointed questions to gain a firm understanding of the business need, which enables us to collect unique perspectives on the requirements and challenges for our clients and hiring managers.

DEI Initiatives and Memberships

Diversity, Inclusion, and Equal Opportunity

Anchor Talent values Diversity, Equity, and Inclusion (DEI) as essential for our success, as well as that of our clients and candidates. We are committed to building an inclusive workforce that welcomes individuals of all backgrounds and identities. Our recruitment process prioritizes eliminating bias to source and recruit top-tier talent. Anchor Talent is an Equal Opportunity Employer.

Additionally, Anchor Talent is in the process of becoming a certified Women-Owned Small Business (WOSB).

Anchor Talent is an active member and sponsor for multiple SHRM, engineering and industry specific organizations and chapters promoting DEI initiatives and education throughout communities locally and nationally. We continuously invest in training and programs bringing education and awareness to various DEI topics and initiatives internally and externally to our customers and partners.

Unique Qualifications and Values

Passion for Partnership

Anchor Talent thrives on trust, integrity and respect in partnerships with clients and candidates. With a service-oriented approach, we prioritize support over transaction. Our experienced team is dedicated to understanding your organization, expectations, goals and then committed to finding the perfect placement for skill and operations success. Anchor Talent is passionate about being your partner and being a part of your success.

Local with National Presence

Anchor Talent has a distinctive advantage and expertise for overseeing staffing and recruitment at a nationwide scale yet remains compact enough to empower local leadership to promptly address client requirements.

Industry Veterans

Anchor Talent is led by an extraordinary leadership team, each having 20 years in the staffing and recruitment industry. Our teams possess extensive expertise in providing workforce solutions and staffing services to a wide variety of industries and roles from manufacturing to administrative, engineering to accounting, as well as executive management, legal, and operational positions. This proficiency allows us versatility to adapt and support each client's evolving needs and requests quickly and efficiently.

Anchor Talent Values

Best-In-Class Experience

Continuously striving to exceed expectations each day by understanding client and candidate needs to deliver a best-in-class experience and successful placement.

Quality Commitment

By leveraging our passion for excellence, candidates, clients, and relationships, we are committed to delivering the highest level of service and results to the people and communities we serve.

Unique Programs

Our team understands that each customer is unique. We are committed to creating and delivering tailored staffing and workforce management solutions by building cost effective, diverse, and successful programs.



Anchor Talent Specializations

At Anchor Talent, we believe in the power of personalized connections and meaningful partnerships. We strive to understand the unique needs and objectives of both clients and candidates, allowing us to make precise and effective matches that drive success for all parties involved. With our unwavering dedication, industry expertise, and passion for making a difference, we are your go-to partner for all your recruitment and direct placement needs.

Our recruiting team actively builds talent pipelines and networks across industries both locally and nationwide. All members are active members with various specialized chapters and organizations to understand current market trends and attract top-tier talent to our networks.

Engineering

Anchor Talent has built a strong and successful Engineering recruitment team since our inception. Our team has built talent networks locally to Texas and nationwide continuously sourcing and attracting engineering professionals. Over the years we have focused on various engineering roles such as Civil (PE/EIT), Structural (PE/EIT), Manufacturing, Quality, Process, Project, Landscape, Construction, Industrial, Environmental Health and Safety Engineers and Electrical Engineers.

Finance and Accounting

Anchor Talent has a team of dedicated finance and accounting staffing industry veterans with over 15 years of individual experience supporting recruitment efforts from entry level to CFO level. Since Anchor Talent's formation, teams have secured top tier talent for clients in roles such as Junior to Senior Accountants, Controllers, CPA, various tax professionals, AP/AR, Auditors, Finance Directors, and CFO.

Human Resources and Administrative

Anchor Talent is highly active in various human resource organizations and chapters. Our team has decades of experience placing talented professionals in all levels of human resources from human resource coordinators to CHRO to HRBP to Talent Acquisition professionals. Our team also brings decades of experience placing all levels of administrative and support staff such as front office staff, project managers, HRIS, and call center professionals.

Technology

Anchor Talent has engaged in technology recruitment from direct placement to long-term contract projects for clients nationwide. Anchor Talent can provide access to an array of technical professionals from specialized developers, business analysts, project managers, program managers, system administrators, cybersecurity, infrastructure and enterprise architects, technology managers, implementation consultants, and network engineers and administrators.

Executive Leadership and Operations

Anchor Talent understands the challenge and confidential recruitment strategies to identify and place executive and senior leadership with clients nationwide. Our senior team members will build out an individualized recruitment plan with company leadership with clear and defined deliverables. Executive and operational roles include but not limited to C-Suite executives, Vice-President level leaders, and Director level roles.

