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A Canadian Hi-Tech Success Story

In 1984, Mel Kent had an idea. He wanted to form a human resources company that could provide professional computer consultants to a marketplace that was relying more and more on computers and electronic information to make a profit. In the early 1980s, "Information Technology" was a term that was virtually unknown to CEOs in practically every business field. Of course, today we live in a business climate that relies on IT; without it, many companies would simply cease to exist. Kent had the foresight to see that IT was becoming a part of the global business system, so he founded EMEX Systems.

In the beginning, Kent's intention was to start a company that could provide professional computer consultants on a contractual basis. However, due to rapid changes in the marketplace and a demand for IT skills, EMEX Systems began to provide a split between contract and permanent placements for IT professionals. Companies, both big and small, required a broad range of IT skills to remain competitive. By the mid 1980s, companies needed project managers, resource managers, directors and helpdesk clerks to possess sufficient IT skills. In short, IT skills were high in demand and EMEX Systems was quickly on its way to becoming a "one stop shop" for the staffing and consulting needs of many organizations in Ontario.

Kent's idea paid off. With the continued demand for IT skills, EMEX has grown steadily since its inception, while avoiding many of the financial difficulties faced by other IT-focused companies. The result is that under Kent's direction, EMEX generates millions of dollars of business annually and still continues to grow.

Perhaps more important, however, is the range of clientele that EMEX Systems has maintained over the years. Kent's dynamic and progressive approach to business and commitment to excellence have allowed him to form strategic relationships with some of the biggest companies on the planet, including several companies on the Fortune 500 index. American Express, Honda, Hydro One and Petro Canada are just a few of the high-end clientele that continue to use the services of EMEX Systems.

EMEX Systems is organized into several strategic departments, including Systems Integration, Project Managers, Business Analysts, Internet Developers and Network Administration. These departments conduct daily searches of the specific skills needed to fill precise roles as required by EMEX's clientele. Whether a client has a need for a senior Web developer or a Java specialist, EMEX prides itself on finding the right person for the job. EMEX also keeps abreast of emerging technologies and specialty areas such as SAP, JDEdwards, Peoplesoft, and Dual Platforms: Client Server, Mainframe and IBM iSeries.

EMEX's approach to recruitment includes an assessment of the specifications needed for the job before the implementation of the recruitment search even begins. Candidates' skills and overall experience are then assessed by cross-referencing, in detail, with the specific job requirements of the clientele.

Unlike other recruiting companies, EMEX only does 15% of its recruiting through the Internet. In 30 years in business, Kent has found that the best candidates have been referred directly to EMEX or are persons who are still employed and possess a growing set of technical skills. The formula seems to work. EMEX continues to have the manpower, database and industry contacts to fill over 98% of all requests 'in-house' without requiring secondary sources. That said, Kent runs EMEX Systems so efficiently that qualified candidates are usually located within four to 12 hours of a job opening.

EMEX also offers advice to consultants on market trends and on upgrading necessary skills to fit the needs of the corporate world. Many consultants at EMEX have worked with the company for years and have built happy and rewarding careers working with a variety of clients. As a result, EMEX maintains a strong team of consultants with an in-depth knowledge of cutting edge skills and a wide range of personalities to suit virtually any position. It takes a special type of recruiting firm to maintain this kind of loyalty.

For more information, contact EMEX Systems online at www.emexsystems.com or email info@emexsystems.com.

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EMEX Systems founder Mel Kent's vision and instinct have made him a true Canadian success story.