



# Leader in international recruitment and professional mobility







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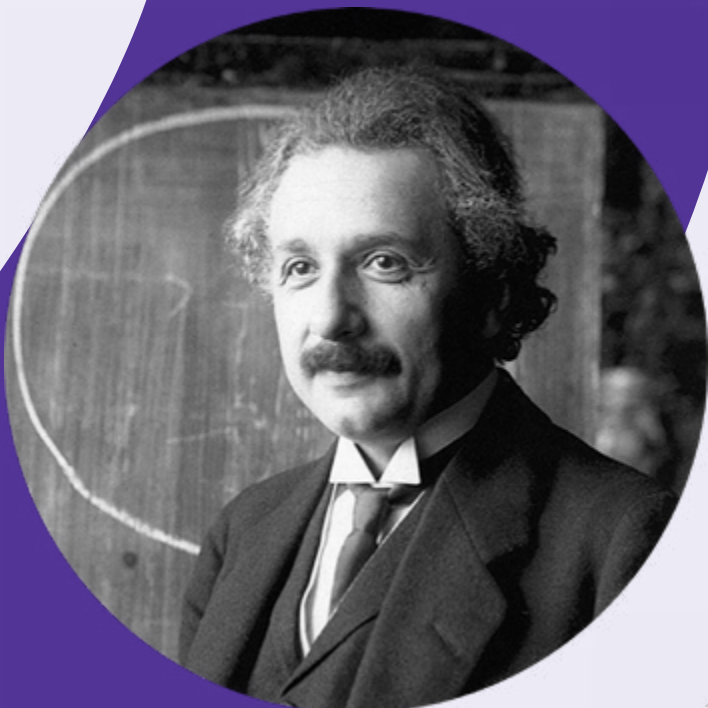


# Our mission

# The future is in the hands of Talents who dare and know how to move quickly

Each of their stories hides a search for work, international relocation, and training, a desire to grow. But, more than anything, they found the right support, from the right person, at the right time in their journey to enable these talented people to expand their horizons.

We spot, move and grow tens of thousands of talented people ... for you.





# Our mission

Anywr's mission is to build bridges and reduce the barriers between Talent - wherever it is - and those who need it: our clients.

On the one hand, we bring together the ambition, skills and life plans of **tens of thousands of local and international Talents**, on the other hand, the **urgent need for rare Talents in companies** and organizations that respect and care about the diversity and richness of the recruited profiles.

**Through this mission, Anywr works actively and responsibly to reduce cultural, social, regional and international barriers. for a world that is more open to others and what they have to offer.**





# Solutions to a quadruple global challenge

## 1 A major Talent shortage

announced between 2025 and 2030 in many countries and already heavily felt (IT, medical, pharmaceutical, industry, crafts...). Countries are also confronted with other challenges such as training and migratory integration.

«By 2025, Germany will be short of more than one million managers to maintain GDP at its current level»

## 3 The continuing complexity of mobility

(international or national) hinders opportunities for Talents, companies and institutions as missions, short stays and work formats multiply.

«The average duration of expatriation in Canada exceeds 9 months and much more for non-experts»

## 2 A radical change in the relationship to work

Expectation of flexibility, need for ethics and meaning, career development without borders, without commitment, extremely simple experience.

«A freelancing market growing by nearly 20% per year; the multiplication of multi-employment; 80% of assignments last less than a month»

## 4 A lack of Rare Talents in companies

trained and multi-skilled. Difficulties in recruiting, training and launching teams for international expansion.

«Hundreds of thousands of unfilled jobs, for example in France in 2021.»





# Our group



# The Anywr Group

Founded in 2012 in France, Anywr is a global group specializing in the **recruitment, mobility and training** of national and international Talent.

Anywr offers a unique package of services in the recruitment, mobility and training market (supported by more than 200 experts) combined with **state-of-the-art digital solutions** to respond to emerging challenges around finding talented people, supporting their growth, and the future of work.

**Anywr will handle your human resources challenges with unprecedented agility and speed, taking the utmost care to stay in close contact with every client, to maintain the highest levels of quality and to comply with all applicable legal requirements.**

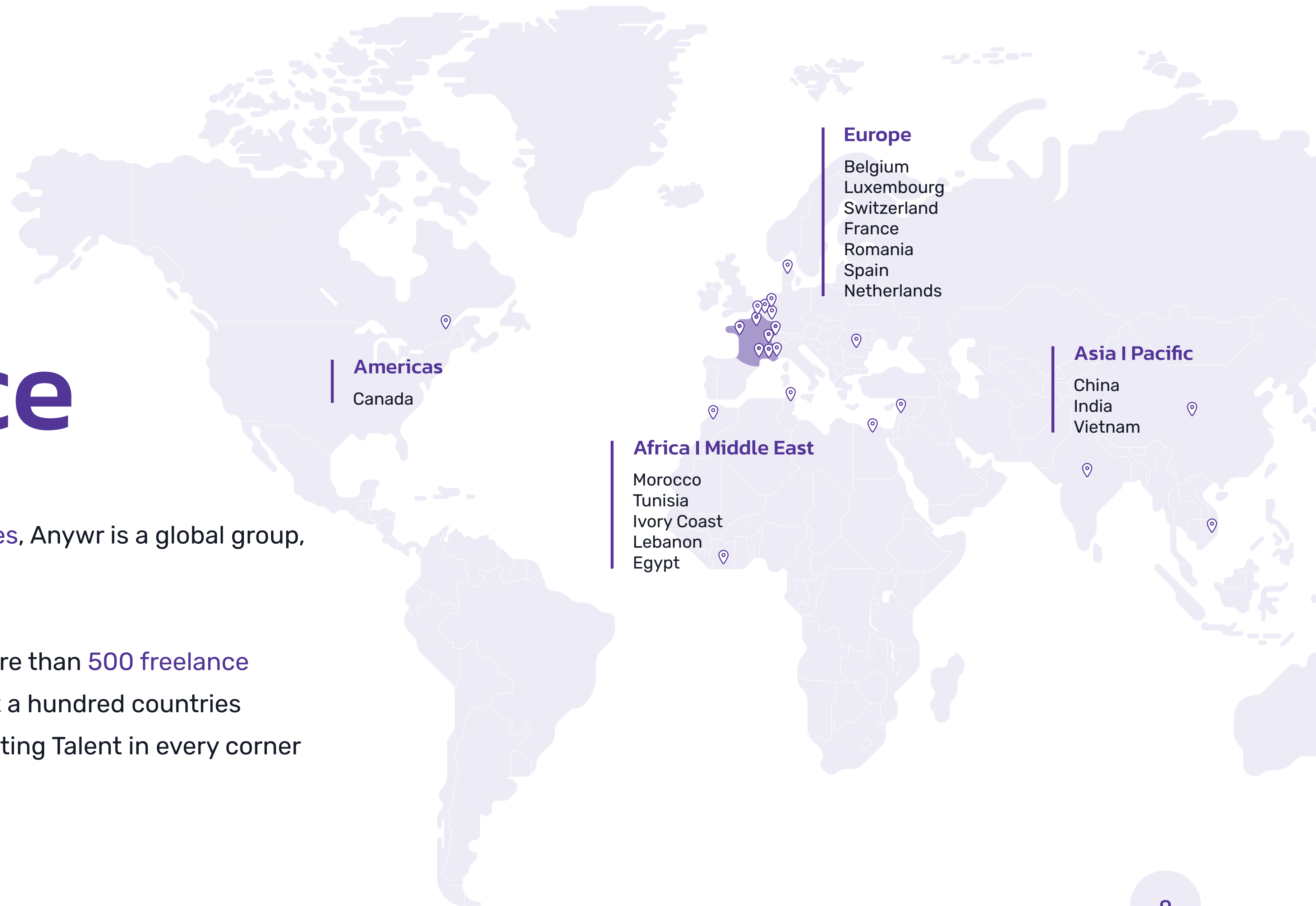




# A global presence

With 23 agencies across 16 countries, Anywr is a global group, serving Talent in all time zones.

Anywr has built up a network of more than 500 freelance experts and partners across almost a hundred countries to support you in finding and relocating Talent in every corner of the globe.



**Americas**  
Canada

## Europe

Belgium  
Luxembourg  
Switzerland  
France  
Romania  
Spain  
Netherlands

## Africa | Middle East

Morocco  
Tunisia  
Ivory Coast  
Lebanon  
Egypt

## Asia | Pacific

China  
India  
Vietnam

# Our international clients

More than  
**4000**

Customers worldwide  
> 500 of them are large companies  
and partners

**15%** & **80%**  
Of the Fortune 500      of the CAC40

Work with us directly  
or indirectly through  
our partners

Booking.com

FAUCHON  
PARIS

econocom

AtoS



Schlumberger

steria

open  
WE EMPOWER  
YOUR DIGITAL WORLD

ANIOS  
Laboratoires



ERIC KAYSER  
ARTISAN BOULANGER  
PARIS

LVMH  
MOËT HENNESSY • LOUIS VUITTON

arvato  
BERTELSMANN

ALTRAN

BackMarket

adeo

armatis-lc

BlaBlaCar

THALES



orange

Goldman  
Sachs

SODIE  
Groupe ALPHA

AIRBUS

SODIE  
Groupe ALPHA

CGI

solveco

Ramery  
Créateur de perspectives

gfi  
inetum

UBISOFT

Générale  
de santé

DENTONS





Our Talents

200 000

People

Talents, companies, freelancers & expatriates who exchange with us every day live or on the internet.

> 5 000

Lives Changed Internationally

Talents that we have accompanied, along with their families, in their life, training and career plans.

## Anywr in figures

100 000

International Talents

A community composed of alumni and new Talents with whom we maintain a close relationship.

7 000

« Open to work » Talents

Available for new international or remote positions, on permanent contracts freelance or through Anywr Services.

> 170

Accompanied refugee families.

A presence in  
**16** & **23**  
Countries Agencies

With more than 27 nationalities and 66% women.

> 500

Anywr Talents on a mission

Who work for Anywr at our clients (Professional Services, freelance, temp...)

1

Unique digital ecosystem: Anywr Core

Composed of platforms, services and specialized software assisted by artificial intelligence and DATA.



Our Experts

> 230

HR Experts Anywr

covering multiple areas of support (freelance, temporary staffing, headhunting, EOR, immigration, mobility, fiscal, digital)

> 500

Local freelances

Work alongside our partners to cover more than 100 countries of operation.



# Our services

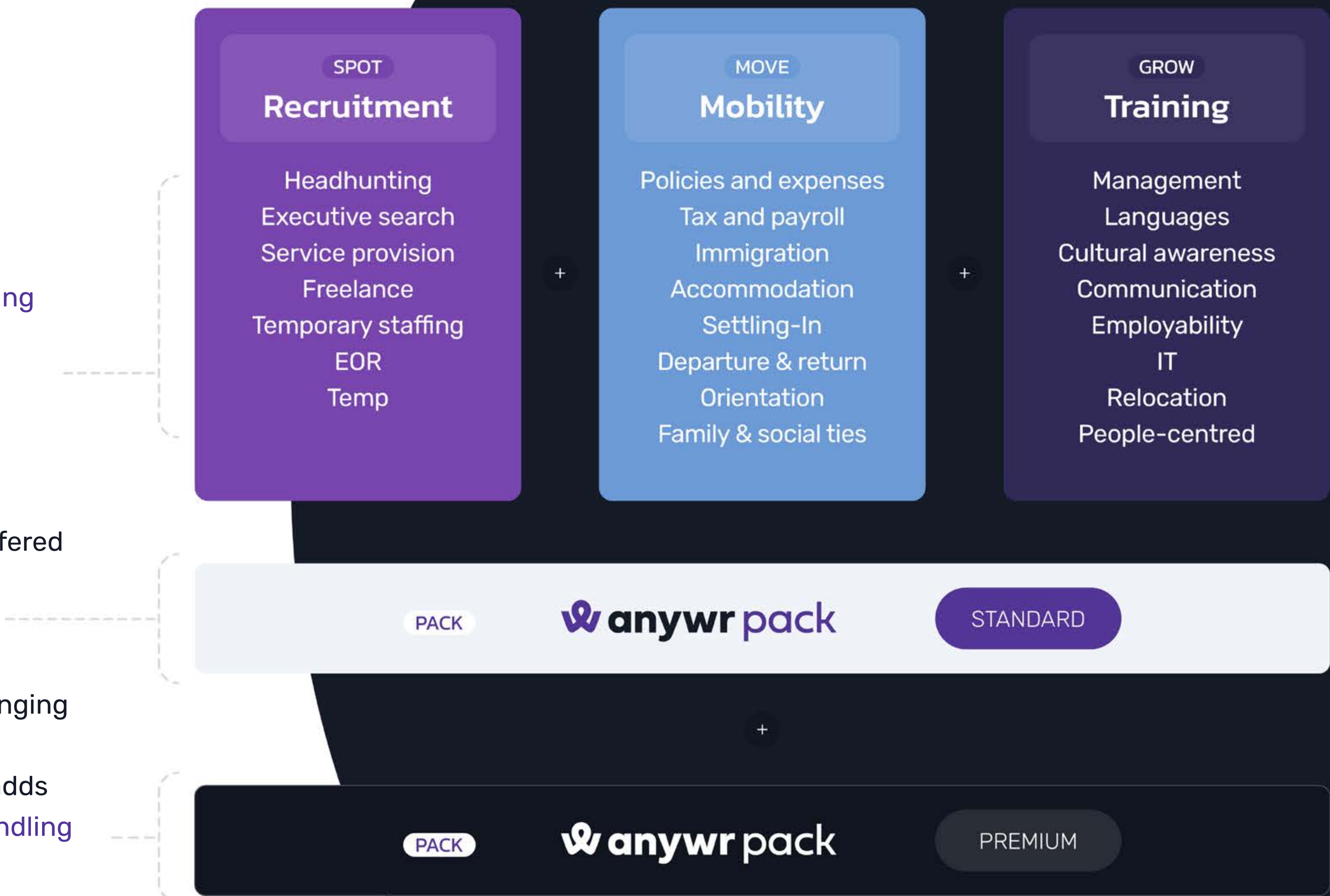


# A modular HR service tailored to your needs

Anywr is the **only** actor on the market to combine the **full range of legal tools** for recruitment, **comprehensive mobility services** and a vast **training catalogue** to support your Talent through their transition.

All our services are underpinned by a **package of commitments, guarantees and digital tools**:  
The Anywr Pack Standard is our basic package offered to all our clients who want to benefit from the Anywr experience.

For our more demanding clients with more challenging needs, our basic package can be supplemented by the Anywr Pack Premium subscription which adds **exclusive services** (like our CV library), **priority handling** of your requests, **pricing frameworks** for regular contracts and the promotion of your **employer brand** to our community.

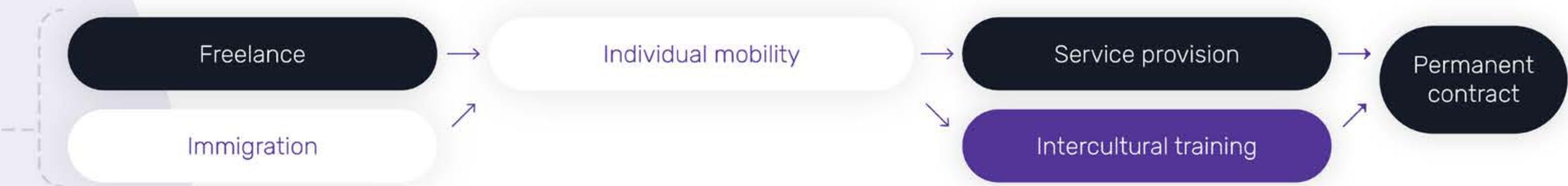


# Infinite combinations of services

for a quick and customized response to all your needs and Talent flows

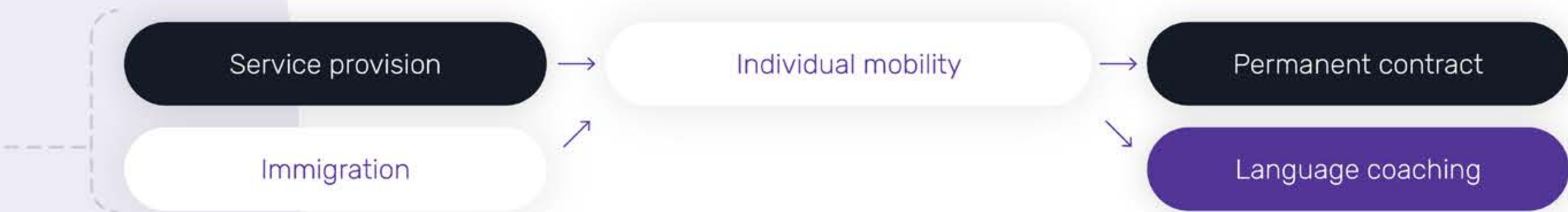
## A Talent starting tomorrow?

We find for you a freelancer ready to join from another country, he starts remotely, we manage his mobility and can integrate him into our workforce for a while before he joins yours permanently.



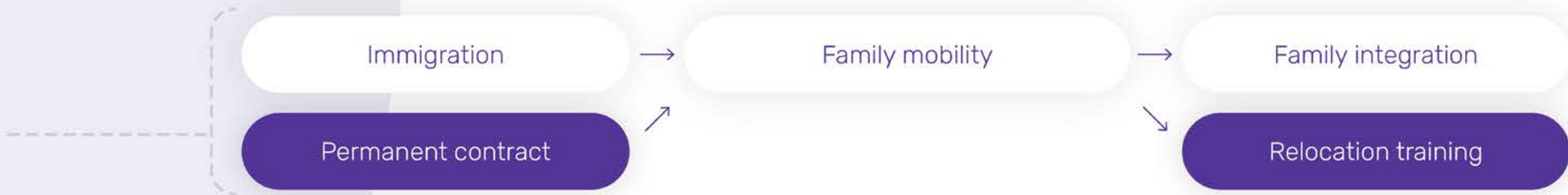
## A remote mission?

We can mentor one or more Talents in our remote structures for a period of time and, when the time comes, we organize their mobility to your location.



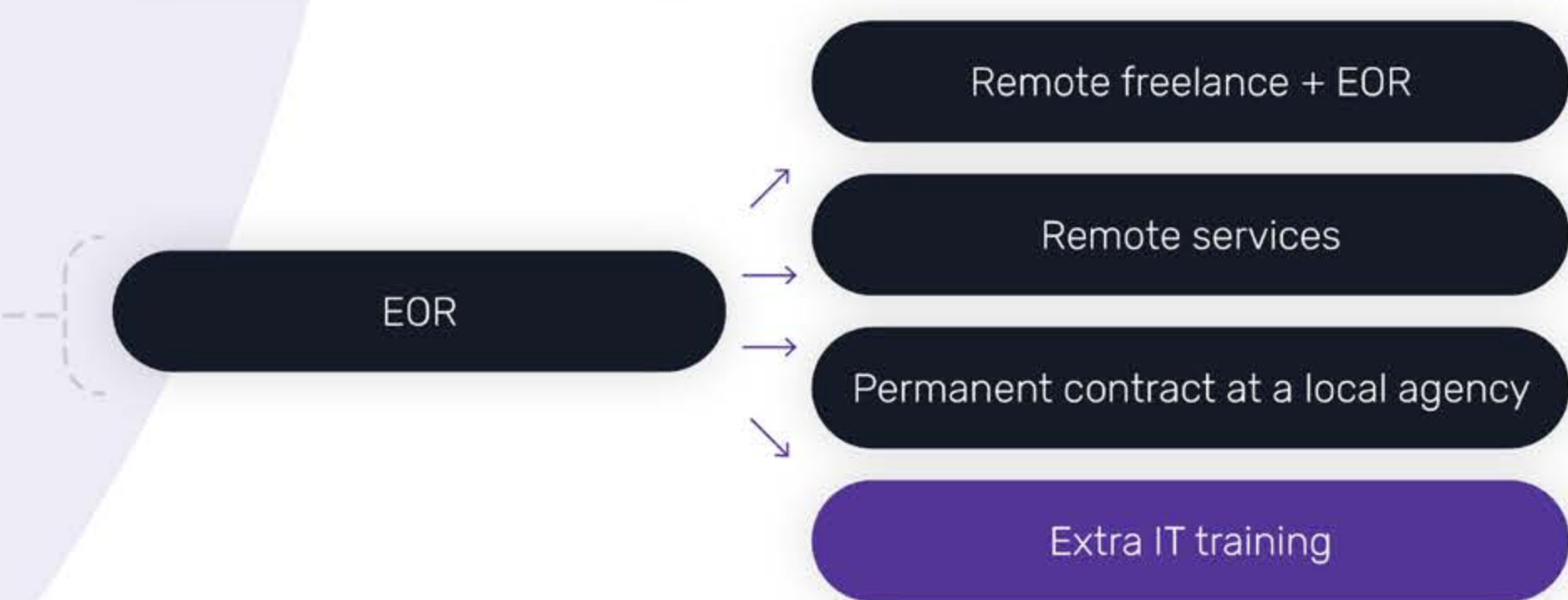
## A whole team to relocate?

Whether national or international, let our experts guide you through every stage of the relocation process, making sure we follow all relevant laws.



## A virtual international team?

If distance doesn't bother you, let us combine different types of contract to recruit your next team in a heartbeat... wherever you want.







# Our technology

# Welcome to Anywr Core

**Combining thousands of years of unique expertise and the power of technology.**

**Anywr Core is a one-of-a-kind digital ecosystem for our clients that brings together recruitment and mobility like never before with digital services and specialist software supported by AI and data analysis.**

Anywr Core is different from “purely digital” solutions because it takes full advantage of the expertise of the hundreds of experts here at Anywr. Every day across the globe, our experts advise, guide and map the ideal career paths for our candidates, all while fine-tuning our processes.

Their know-how has been systematized and automated, allowing our experts to focus on supporting the people we work with, rather than red tape. Data on our Talent and our clients are analysed so we can propose the best candidates, identify the right training, help recruits draw up their own life plans, find win-win partnerships, simplify processes, and provide Talent and companies alike with the most relevant information to them at every stage of the process.





any  
work  
way  
where

## The future of work belongs to the Talents

→ **We find the right job  
for each Talent**

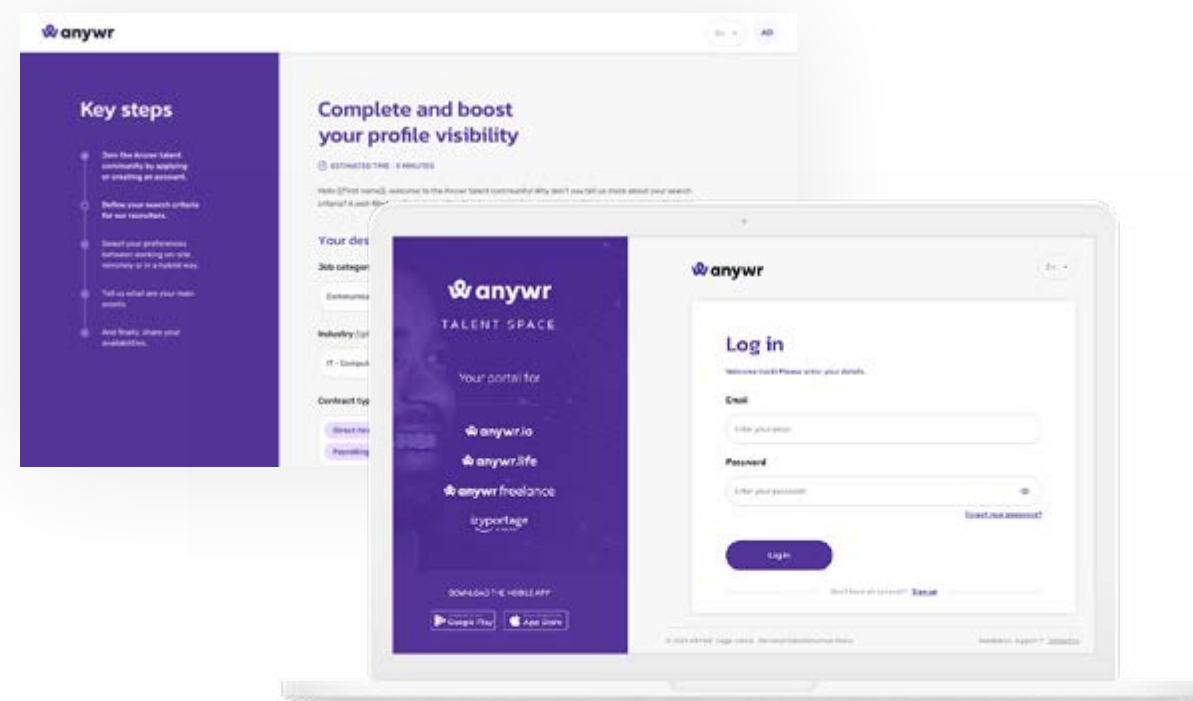
Regardless of their position, level of experience  
or industry, we will find them the ideal position.

→ **In the form he wishes**

At Anywr we know that there are as many projects  
as there are Talents. We therefore offer different  
types of work contracts: full time part-time,  
freelance, telecommuting...

→ **All over the world!**

A Talent wants to try the adventure of expatriation?  
To change countries every month? He finds the offer  
that suits him and we will accompany him to Asia,  
North America or Africa...



### anywr talent

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

### anywr expert

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

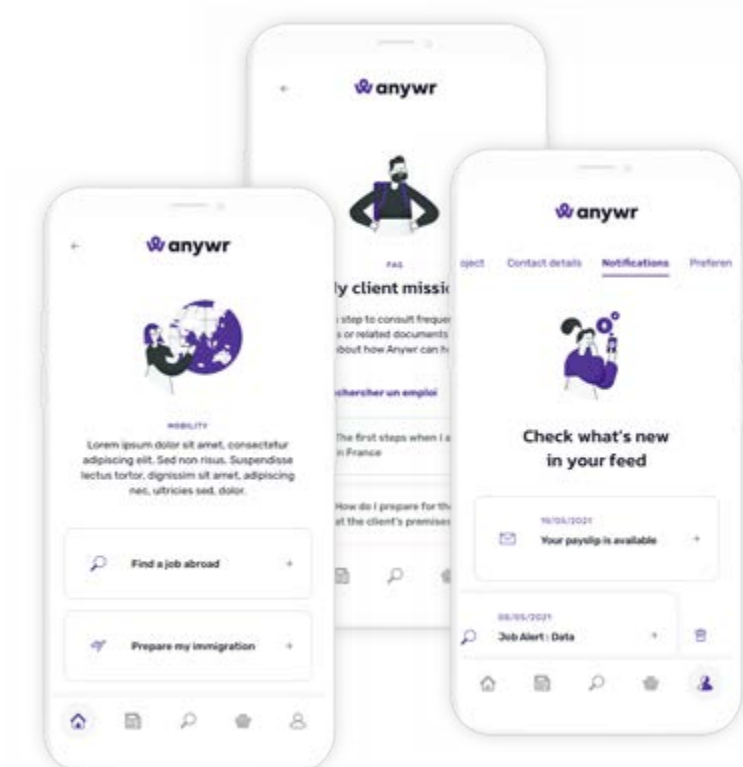
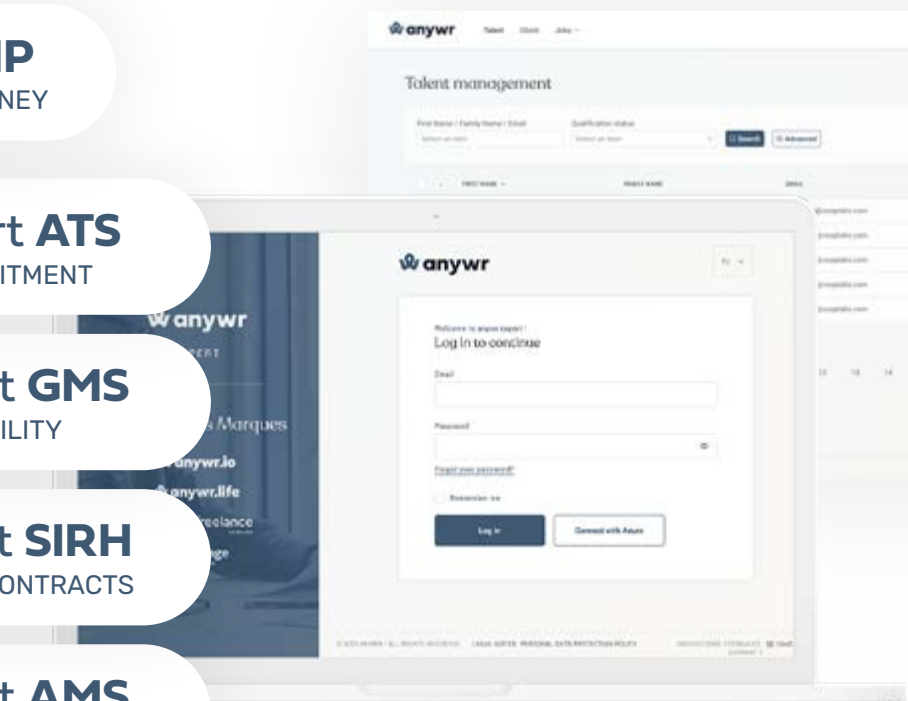
expert **TMP**  
TALENT 360 JOURNEY

expert **ATS**  
RECRUITMENT

expert **GMS**  
MOBILITY

expert **SIRH**  
STAFF & CONTRACTS

expert **AMS**  
MISSION & PROJETS



### anywr app

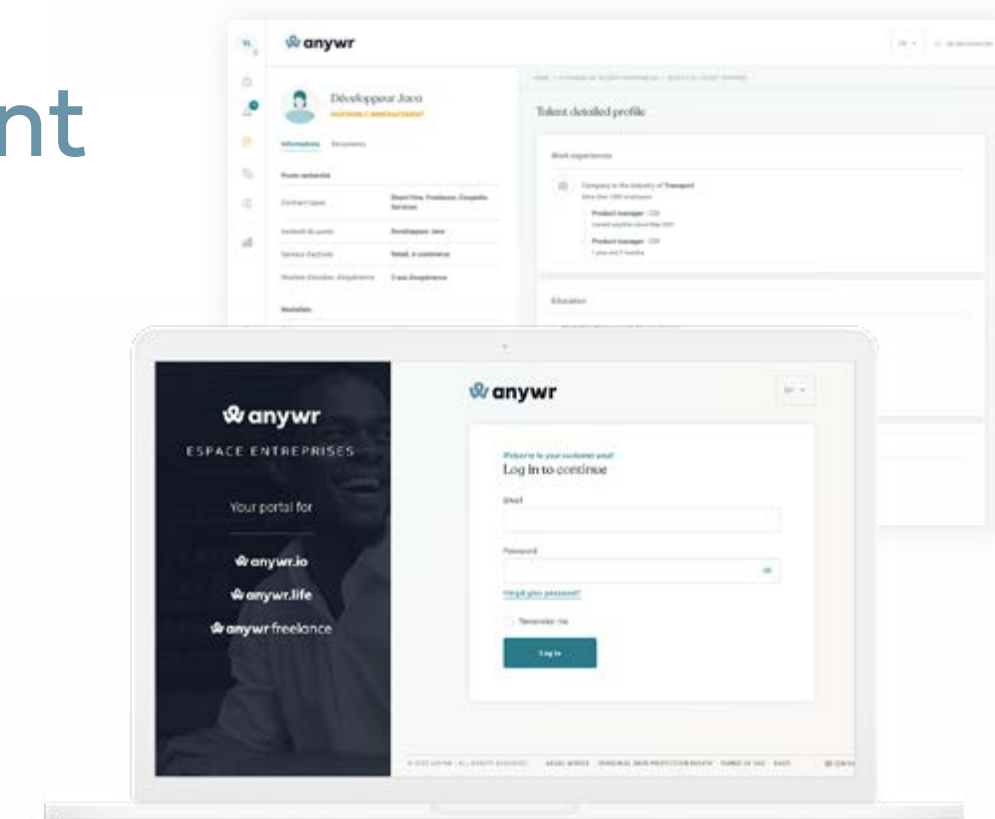
Mobile smart companion for **all Talents, in a mobility & recruitment process**  
Real time alerts & status  
Marketplace, job offers & applications

### anywr core

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

### 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



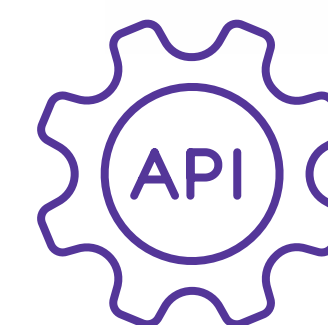
anywr.hr  
anywr.io  
anywr.life  
anywr freelance  
+ izyportage

### anywr platforms

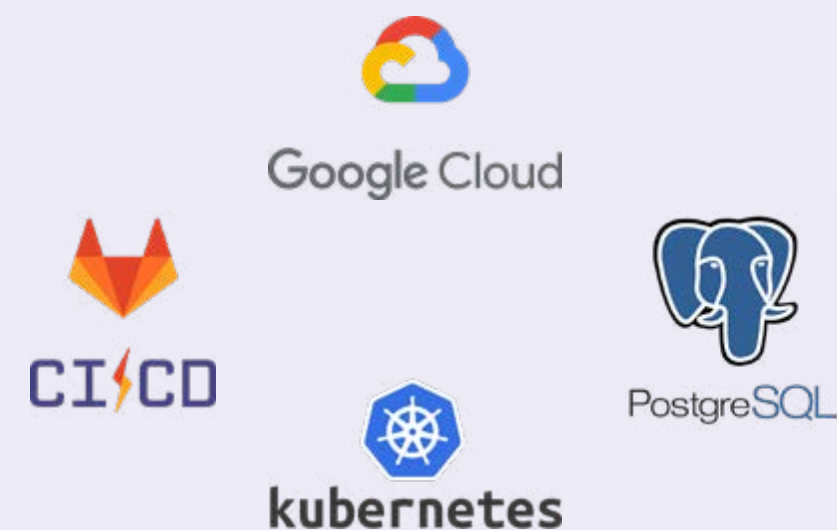
4 Talent Acquisition platforms :  
Connection to our targetted platforms **to send offers & find candidates** to our offers  
+ 1 Online Demat services (portage)

### anywr api

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







# anywr core

Anywr Core is a business development platform built using state-of-the-art technology. It is designed to **adapt quickly** and offer new services and HR platforms to our clients, Talent and partners right when they need them.

Anywr Core is **highly scalable** and capable of managing hundreds of thousands of recruitment processes around the world.

Our Anywr Core platforms comply with GDPR recommendations by design. Data on our clients and our Talent are stored securely on the **cloud in Europe**.

Anywr is **highly secure** from its databases to its interfaces to ensure the confidentiality of your recruitment processes, giving both companies and Talent peace of mind.

Anywr Core is designed to be open and facilitate connectivity thanks to its API standards and **ability to integrate** with our clients' and partners' IT systems (the main HRIS and ERP on the market).

Anywr supports and is partnering with key European and French initiatives in the digital sphere. Its French Tech 120 accreditation places the company among the most technologically **innovative companies in France**.





# Our values & commitments



# A responsible and committed leader

10,000+ lives changed in 10 years

## A Mission for the World

We enable Talents from all over the world to live their projects and realize their dreams of mobility and flexibility anywhere in the world. We simplify their evolution by reducing all the obstacles and the complexity of their procedures.

## A Company with a Mission

Since 2021 Anywr has become one of the first companies with a mission of the French Tech 120 by inscribing in its company manifesto its commitments to a more inclusive world, inclusive and promoting global balances.

## A leader in social inclusion

Anywr uses its expertise to benefit Talents from all over the world including those in delicate situations. Whether it is a question of returning to employment or integration of political refugees (mercury initiative), Anywr is involved in projects that help companies find Talents but also in international issues.

## A Sustainable DNA

Anywr is actively working to reduce its ecological impact, to achieve a circular balance in the movement of Talents around the world, to develop Talents' skills and to contribute by the nature of its services to 8 of the 17 SDGs.

# SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS





# Anywr : A company with a mission

«Building together a more responsible, open and flexible professional world».



**Contribute to making professional migrations more ethical, eco-responsible and at the service of the development issues of organizations and States**

by accompanying the Talents throughout their mobility project,  
by establishing partnerships with institutions

**Promote support and assistance for the professional integration of people undergoing migration due to any type of crisis**

(climatic, political, economic)

**Acting for equal opportunities and personal development**

in each of our countries of presence,  
by accompanying and giving back and giving  
new perspectives to vulnerable people.



# Our DNA & Values



## International

From Montreal to Hô-Chi-Minh and Paris, with 23 offices worldwide, we are a global player involved in multiple Talent communities and sectors.



## Committed

Anywr is human-centric, focused on the experience of Talent: from inclusion projects to diversity to economic equity, we change lives and remove all boundaries.



## Innovative

We are constantly reinventing existing HR processes, combining new methods and technologies to find solutions and Talent where others do not.



## Digital

Recognised as a leading provider of innovative digital platforms (FT120, WORKTECH), the success of our customers and Talent is driven by our platform, data analysis and intelligent automation.



## Audacity

Challenge, innovation, courage, expression, change, thought-provoking, difference, risk-taking.



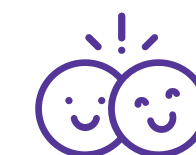
## Commitment

Collective play, energy, work, dynamism, rhythm, taking a stand, communication, exemplarity, social responsibility.



## Diversity

Interculturality, points of view, openness, questioning, listening, enrichment, learning, discovery, sharing.



## Pleasure

Satisfaction, achievement, success, exchanges, collective, conviviality, fun, surpassing oneself.





[anywr-group.com](https://anywr-group.com)