



THE INDUSTRY IS GROWING

Do you have the employees you
need to grow with it?



BIC RECRUITING

BICRecruiting.com | (281) 538-9996



OUR EXTENSIVE RECRUITING NETWORK of more than 32,000 contacts in the energy markets allows us to find the best candidate for your position fast

BIC Recruiting, a division of BIC Alliance, is a full-service placement firm with over 18 years' experience providing employment solutions to our clients and candidates in the energy industry. Our mission is to help build companies and improve their bottom line and to help candidates reach their goals and improve their lives.

BIC Recruiting understands the uniqueness of each client's needs, and its goal is to place candidates who not only meet those needs but will also grow with the company. Through in-depth discussions with both the client and the candidate, BIC Recruiters ensure a strong fit with company culture.

BIC Recruiting focuses on placing candidates in the following roles:

- Industrial Sales
- Sales Management
- Operations Management
- C-Level Executives
- Engineering Management
- Marketing Management
- HR Management
- Safety Management
- Accounting Management

Meet Our Team



Thomas Brinsko

A former contracts attorney for Exxon and Key Petroleum, Brinsko joined BIC Alliance in 1999 and became president in 2002. Brinsko was involved in the founding of BIC Recruiting as well as its first placement. Brinsko received an undergraduate degree in business from the University of Southwestern Louisiana (now the University of Louisiana at Lafayette) and a juris doctorate from Louisiana State University's Paul M. Hebert Law Center. Brinsko serves on the boards of directors of both the Association of Chemical Industry of Texas and the Economic Alliance Houston Port Region.



Hazel Kassu, CPC

Kassu joined BIC Alliance in 2010 to help develop BIC Recruiting and was promoted to president of recruiting in 2016. She brings 18 years of executive search and recruiting experience placing candidates in sales management, operations management, information technology, engineering and administrative fields. She also has experience in human resources management and marketing management. Kassu received a bachelor's degree in business administration from Emory University and is a certified personnel consultant.



DIRECT REFERRALS LEAD TO permanent placements within the oil and gas industries

“BIC Recruiting has a very strong candidate database exclusive to the industrial services industry. BIC Recruiting’s skilled candidates and industry knowledge are why we use their services.”

— **Danny Donaldson, Senior Vice President — Operations Support, The Brock Group**

“The selection of candidates BIC provided was very good — better than our internal recruiting group could provide. BIC Recruiting’s quality and persistence paid off.”

— **Steve Cange, District Sales Manager, Clean Harbors**

“BIC Recruiting knows the industry better than anyone and has a broad network we could tap into. The BIC Recruiting team did an outstanding job for us and I would definitely recommend them to my peers.”

— **Sandy Scott, CEO, Sprint Safety**



Deborah Anderson

Anderson joined BIC Recruiting in 2012 as a senior executive recruiter. An industry expert with more than 20 years of successful experience in full lifecycle recruiting, Anderson’s vision and ability to nurture relationships lead to long-term solutions and success. Her dedication and “take ownership” approach satisfies clients, while her incomparable recruiting skills have led to an impressive hiring rate. Anderson has lived on both coasts and overseas, which has given her insight, appreciation and experience working in diverse markets.



Samuel Puente

Puente joined BIC Recruiting in 2017 as an executive recruiter. He brings five years of recruiting experience where he oversaw accounting, financial and administrative staffing, recruiting and business development operations. With his recruiting background, combined with his proven track record of business development, Puente looks forward to helping our clients find the key talent needed to grow their businesses.



BEST IN PROFESSIONAL RECRUITMENT for the energy markets

- ▲ Industrial Sales
- ▲ Sales Management
- ▲ Operations Management
- ▲ C-Level Executives
- ▲ Engineering Management
- ▲ Marketing Management
- ▲ HR Management
- ▲ Safety Management
- ▲ Accounting Management

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