

DELIGHTFUL RECRUITING

Sometimes recruiting can be delightful.

We filled 12 engineering positions at a Fullerton, CA manufacturing company in 22 weeks and for 10.3% of salary. A reasonable reader would ask, “But how good were the hires?”

That question was answered when the Vice President of Product Engineering from this company called us again. He said that because of the team we had helped recruit, the company had new customers whom they had not been able to attract before. The new applications engineers had made the difference.

One had made such a difference that he was being promoted. The VP was calling to ask our help in filling the position that was vacated by the promotion.

We did it again! We set goals for our searches: cost, interim milestones and fill dates. We beat the fill date by a week and met or exceeded all but one of the other goals. Not bad for a manufacturing applications design engineer in a tight market.

Our minimum standard for client satisfaction is delight. We hit the bull’s eye.