



Case Study:

MEP Engineer.

**Transforming A 6 Month
Search Into A 30 Day Hire**

Overview.

Experiencing rapid growth over the course of a few years, a specialty engineering firm engaged Raymond Search Group for a MEP Engineer. The nationwide firm is known for their expertise in Mechanical, Electrical, and Plumbing (collectively known as "MEP") across healthcare and critical infrastructure. After working with multiple search firms without success, our new client turned to Raymond Search Group for our expertise in recruiting MEP Engineering Professionals.

As the search progressed, Raymond Search Group presented 5 qualified candidates whom exceeded our client's original expectations.

It was decided to hire the best and brightest and bring on the candidate nearly immediately.

The primary challenge was securing a mid-level (5-10 year) MEP Engineer to work out of the HQ. Without this critical hire, key projects would have to be put on hold.

The Challenge.

When MEP consulting firms experience rapid growth over the course of a few years, they inevitably begin to experience challenges hiring the right professionals.

These challenges extend across multiple divisions and practice areas. To effectively address these issues, they engaged Raymond Search Group for their next key hire.

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When traditional recruitment methods and other agencies failed, our new client engaged Raymond Search Group.



With this being our first engagement with the company, preliminary discussions focused on:

- ✓ **Understanding the organization**
- ✓ **Their unique hiring challenges**
- ✓ **Its vision for the future**

The Strategy.

With this being our first engagement with the company, preliminary discussions focused on understanding the organization, their unique hiring challenges, and its vision for the future.

Due to the nature of our client's work, specific experience in the MEP industry was a must-have. We presented the hiring team with a cross section of talent from which they could consider diverse background and skillsets, and consult with Raymond Search Group to make an informed decision on the best candidate to hire.

The Results.

Prior to engaging Raymond Search Group, this particular position had been open for nearly 6 months. Raymond Search Group was able to identify, engage, screen, submit, and on-board the new employee within 30 days of beginning the search.

We continue to work with this client for their key Engineering and other key hiring needs.

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