



HUNTER
RECRUITING

How Hunter Recruiting Met One Company's Toughest Hiring Needs

Case Study: Engineering

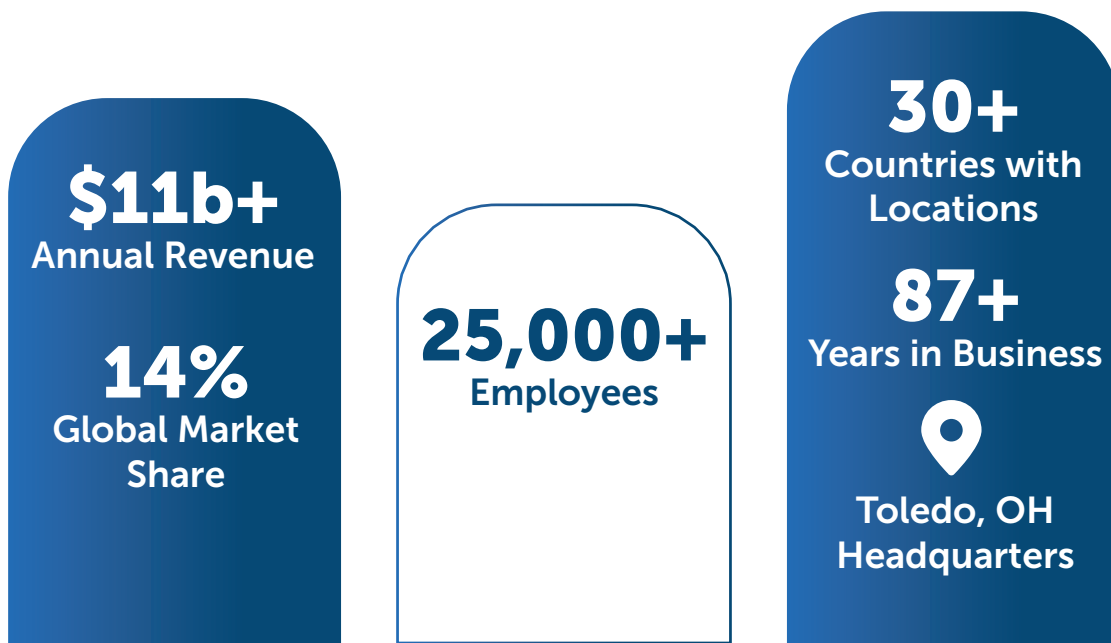
About Our Client

Our client, a leader in construction and building materials, was seeking a single-source supplier for their contingent labor needs. They also wanted to consolidate their current contractors from various firms into one firm. After a rigorous interviewing and vetting process, Hunter was selected as the supplier of choice by the client in 2020 and has continued to support the client since.

Project Overview

The company partnered with Hunter to address its ongoing need for highly specialized engineering talent. Due to the company's rapid growth and complex environment, they required a staffing partner capable of consistently sourcing candidates with advanced technical skills and industry-specific experience, while also meeting high standards for communication and professionalism.

Our Client, in Numbers:



Challenge

- ✗ **Difficulty sourcing candidates with highly specialized skillsets** specific to the construction and building materials sector.
- ✗ **Time-to-fill delays** and **communication gaps** with previous staffing partners
- ✗ A need for **strategic alignment** with a staffing partner that understood the industry's dynamics and technical requirements

Here is where we come in.



Solution

Hunter addressed the company's staffing challenges by leveraging a local, recruiting team and a strong database of qualified technical candidates. With a focus on personalized service, thorough vetting, and no offshore outsourcing, Hunter ensured only fully qualified professionals were submitted - aligning with the company's high standards for both skill and professionalism.

Approach

- Conducted **deep discovery** to understand the client's business, culture, and pain points
- Leveraged **Boolean search, passive sourcing**, and **industry referrals**
- Maintained **dedicated, tier-one communication** throughout the process
- Used a **streamlined feedback loop** to quickly adapt recruitment strategies based on client input
- Focused on **collaborative hiring** with transparency and mutual feedback

Results

48
Hours
*Avg. Time to First
Submittal*

2 : 1
Submit : Interview
Ratio

Exceeded
Expectations
*Client Satisfaction
Rating*

Positions Hired

Science & Technology

Advanced Foamular Scientist

Innovation Project Engineer

Glass Scientist

Product Development Engineer

Simulation & Modeling Engineer

Process Engineer

Manufacturing/Plant Engineering

Operations Leader

Plant Controller

EHS Leader

Binder Engineer

Production Supervisor

Engineering Project Manager

Corporate Engineering

Electrical Eng. Project Leader

Mechanical Eng. Project Leader

Civil Eng. Project Leader

Automations Eng. Project Leader

Corporate Sustainability

Life Cycle Assessment Analyst

End of Life Cycle Eco. Leader

Circular Economy Leader

Air Testing & Compliance Lead

Circular Economy Specialist

Water Testing & Compliance Lead

Client Testimonials

"The quality of candidates and the high level of partnership Hunter provides is frequently called out in organizational meetings at the highest levels. We appreciate them!"

"Thank you, Hunter, for the consistent quick turnaround!"

"I need to callout the consistent, FAST,, turnaround with communication that Hunter provides."

Need Help Hiring?
Let's Talk!

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