

CONSTRUCTION SEARCH EXPERTS

## SERVICES

RETAINED SEARCH



CONTINGENT SEARCH





INTERIM STAFFING



## OUR EXPERTISE

We're experts in the field and well-connected to a diverse talent pool. We provide companies with progressive talent strategies that set them up for long-term success.

#### **COMPANY TYPE**

- General Contractors
- Real Estate Developers
- 3rd Party Construction
   Management
- Subcontractors

#### LEVEL

- Field Management
- Operations
- Management
- Executive
- C-Suite

#### **FUNCTIONS**

- Executive Leadership
- Project Management
- Estimating & Preconstruction
- Superintendent
- B/D & Marketing
- Safety & QCM
- Project Support Roles
- Construction Accounting
- Human Resources



## WHERE WE WORK

#### **West Coast**

Los Angeles, CA
San Diego, CA
San Francisco, CA
Phoenix, AZ
Denver, CO
Portland, OR
Seattle, WA

#### Central

Chicago, IL
Minneapolis, MN
Milwaukee, WI
Des Moines, IA
Cedar Rapids, IA
Omaha, NE
Indianapolis, IN
St. Louis, MO
Kansas City, KS/MO
Dallas, TX
Houston, TX

Our recruiters have worked with general contractors and developers nationwide to establish relationships in many of the largest construction markets in the country.

### **East Coast**

DMV Market (Washington DC, Maryland, Virginia) Boston, MA Wilmington, DE New York City, NY Atlanta, GA Tampa, FL Miami, FL Philadelphia, PA Pittsburgh, PA Nashville, TN Raleigh/Durham, NC Charlotte, NC South Carolina

#### **EXPERIENCE**

25 years dedicated specifically to the Construction space



# UNMATCHED

Understanding the nuances of the industry has led to over 2500 placements in the last 2 decades

## COMPETITIVE

Our team has real-time industry insights on trends happening in the market

#### SEARCH PROS

45 years of successful search experience

## DEEPLY ROOTED RELATIONSHIPS

Our team has vast networks across the Construction industry resulting in an 80% repeat client rate

### OUR SEARCH PROCESS

The Harrison Group's full-service recruitment process is a comprehensive series of events from establishing the client partnership, through the spectrum of talent acquisition, logistics, and final on-boarding of successful hires.

Throughout the Harrison Group talent acquisition process, clients can expect the following:

Recruiting

Outreach

Harrison Group initiates client discussions around the existing

developmental/business. From

there, we collaborate on defining

the talent and position required to

solve this problem.

Harrison Group leads the client through an in-depth collaborative process to gain a comprehensive download of the company story, opportunity, and candidate expectations. HGI then assembles messaging and branding to take the client's opportunity to the candidate market.

Messaging &

Deployment

Harrison Group presents qualified candidates and calibrates talent acquisition process with the client.

Candidate Interview

Needs

**Analysis** 

Identification of Final Candidates

Target Market

Identification

Candidate References Offer Process

Candidate
Start Date

Candidate

Qualification

Follow-Up

Candidate

Presentation

Harrison Group manages candidate and client interview logistics, including document exchange, audio/video calls, and in-person meetings for candidates that will be both excluded from and progressed through additional stages.

Harrison Group consults on and manages candidate and client negotiations leading to an accepted offer and successful hire.

Harrison Group maintains contact with both the client and hire(s) for a minimum of one year to ensure the onboarding process is successful.

Feedback &

Collaboration



## **OUR TEAM**





### **SUPPORT TEAM**

Our Support team is an integral part of our Construction team. They are responsible for building our database, ensuring our recruiters have access to top talent, and the most exciting opportunities available in the market. They also handle the behind-the-scenes operations that allow our recruiters to focus on building strong relationships with clients and candidates.



Director of Business Strategy



Director of Operations



**ZACH KABBAGE**Data Specialist



ALEX MILNE
Research and Marketing
Specialist



## LEADERSHIP



Chris Meyer
SVP of Recruiting Construction

With over 25 years of recruiting experience, Mike and Chris are industry experts with a long history of success. Through their dedication to building relationships, and mentoring young recruiters, Mike and Chris have built an incredibly strong team to continue their tradition of recruiting excellence.



Mike Brown

Managing Director