

CASE STUDY

BUILDING THE RIGHT PLAN OF ATTACK FOR AN ARCHITECTURAL MILLWORK ESTIMATOR

THE CLIENT

A premier Midwest woodworking firm with work spanning from private residences to retail to hospitality.

THE ROLE

With a strong, established growing business our client was in search of a highly skilled architectural millwork estimator that already lived within a specific radius of their headquarters. They were open to either a strong individual contributor or a management level candidate.

THE CHALLENGE

The client came to us after having exhausted what they felt were the candidates in the existing, local pool of talent. With a need to hit the ground running, there was not an opportunity to train up an estimator from a similar industry.

HOW RHODES WOLFE PARTNERED

As the search progressed over the first 30 days, we helped expand the radius the client felt was acceptable to consider talent from – resulting in the search going from 0 qualified candidates interviewed in the first month to us uncovering 7 finalist-worthy submittals. We were able to leverage aggressive advertising and cold outreach as the radius expanded.

RHODES WOLFE RESULTS

The client made a hire from a candidate we shared within a few weeks of opening up the search radius. Rhodes Wolfe reviewed over 200 applicants and conducted over a dozen qualifying interviews to narrow down the field to the 7 finalists. The ultimate hire was introduced to the client on Day 56 of the search.

WE'D LIKE TO PARTNER WITH YOU

We help our clients get talent with our focus on alignment through custom-built searches, pay-you-if-the-search-fails guarantee, and 15-month placement backing. If you need a true partner to work on your searches, [contact us](#).

From the Search Consultant

The candidate had fantastic architectural millwork experience, he knew the industry inside and out, and blew the client out of the water on his first interview. He ended up being *just* outside the original search radius.



Region
Midwest



Industry
Manufacturing/Construction



Role
Estimator



We Pay You!
If we don't fill the role



Placement Guarantee
15 months