

## CASE STUDY

# BUILDING TRUST FROM THE GROUND UP: CONSTRUCTION FIRM FINDS SUCCESS WITH CONSTRUCTION PROJECT MANAGER HIRE

## THE CLIENT

A construction firm with an urgent need for a Construction Project Manager came to us after being burned by recruiters in the past. They were skeptical—especially since prior experiences left them with overpriced fees, underwhelming results, and a sense that recruiting firms were more interested in the sale than the solution.

## THE ROLE

The company needed a Construction Project Manager who could not only manage complex projects but also mesh with a well-established internal team. The role required strong organizational skills, leadership, and a sense of ownership—not easy to find in today's talent market.

## THE CHALLENGE

Burned by previous recruiting partnerships, the client came to us cautiously. They needed to see immediate traction on the search and the team also had limited bandwidth to hold the recruiter's hand during the process. It was clear: this hire had to be right and the process had to be efficient.

## HOW RHODES WOLFE PARTNERED

We started by doing what we always do—listening. Then we launched a custom search, combining cold outreach to passive candidates with aggressive advertising. We targeted professionals who already held Construction PM roles, understood field-to-office communication, and would be excited about the firm's growth trajectory. The client appreciated our weekly check-ins, transparency, and the fact that each candidate was qualified and pre-vetted. No fluff. No recycled resumes. Just real options.

## RHODES WOLFE RESULTS

Once the client agreed with Rhodes Wolfe's suggestions, based on market realities, the search took 15 days to get a signed offer. Over the course of the 45 day search, Rhodes Wolfe presented 4 finalists.

### From the Search Consultant

"This was one of those times where the biggest win wasn't just the hire—it was rebuilding trust in the recruiting industry. The client didn't just get their Project Manager. They got proof that recruiting can work when it's done right."



**Region**  
Southeast



**Industry**  
Construction



**Role**  
Project Manager



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



**Placement Guarantee**  
15 months