

CASE STUDY

ENGINEERING THE PERFECT FIT: MACHINE DESIGN ENGINEER FILLED FASTER THAN EXPECTED

THE CLIENT

An engineering-driven manufacturing firm with a lean internal team was looking to bring on a Machine Design Engineer. They had tried to fill the role themselves but couldn't find the right mix of experience, cultural fit, and design expertise. With tight project deadlines and a thin bench, they needed help—fast.

THE ROLE

A Machine Design Engineer who could contribute right away. This wasn't just a CAD jockey. They needed someone who could conceptualize new solutions, collaborate across departments, and handle project ownership from concept to production.

THE CHALLENGE

The company didn't want a "recruiting firm" as much as they wanted results. Having wasted time with other partners in the past who didn't really get what an "ideal" engineer looked like for them, the bar was high. Speed was important, but not at the cost of quality. They needed someone who wasn't just available—but ideal.

HOW RHODES WOLFE PARTNERED

Through a detailed intake conversation, we unpacked not just the job requirements but the DNA of what success looked like in the role. Then we got to work—building a custom search that targeted passive engineering talent with machine design experience. We leveraged both cold outreach and niche-targeted advertising, drawing in engineers who weren't actively looking but were open to the right fit. Within days, the client was reviewing qualified, interested candidates. We didn't just move quickly—we moved smart.

RHODES WOLFE RESULTS

After just three submittals, the client had exactly what they were looking for. They made the hire quickly and shared that they were really happy with both the candidate and how smooth the process felt.

From the Search Consultant

"They were initially skeptical that we could move quickly on an engineering role with such specific needs—but that skepticism disappeared after week one. This was one of those satisfying searches where process and outcome aligned perfectly."



Region

Midwest



Industry

Manufacturing/Engineering



Role

Machine Design Engineer



We Pay You!

If we don't fill the role



Placement Guarantee

15 months