
Executive Search and Staffing Firms

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Professionals Using Executive Search Firms to Open New Doors

Many of the world's top companies have turned to search firms (executive search or recruiting agencies) over the last decade to meet their hiring demands. Most jobs being handled by a search firm are never posted publicly. That means that the only way to be considered for such jobs is to have your resume in the hands of the search firm that is filling the position. So is a search firm right for you? Here are some thoughts to keep in mind:

1. **You do not pay an executive search firm.** The company hiring the search firm pays the fee; this is typically a percentage of your first year's compensation. Plus expenses and other associated costs.
2. **The difference between retainer and contingency search firms is important.**
 - o Retainer firms tend to fill higher-level positions (typically \$75K and up). A single recruiter manages your resume and you are considered for only 1-2 positions. The recruiter rarely permits your resume to be "passed around" for other potential jobs the agency may have. The Pailin Group is a retained firm.
 - o Contingency firms tend to fill junior and mid-level executive positions (\$70K and below). Recruiters submit your resume for many positions but all jobs may not fit your ideal profile. Recruiters tend to send many resumes to their client companies and competition for each position is tougher. The Pailin Group is not a contingency firm.
 - o Many search firms do both retainer and contingency work. Understand the scenario for which you are being considered and ensure this is the best fit for your career search.
3. **Some agencies specialize, others don't.** There are benefits to both. However, if you have a specific industry or skill interest, a specialized agency may have a relationship with an employer that would otherwise be closed to you. Ask about their clients and the types of backgrounds they seek.
4. **Resumes are still the best contact method.** To establish relationships with executive recruiters, send a resume and cover letter. A search firm typically will contact you only if your resume fits an open position. It is wise to send resumes to multiple firms as each agency has different opportunities available.
5. **Help your colleagues by referring the firm you trust.** Recruiters value referrals. They probably put more stock in them over unsolicited inquiries. Getting referrals from talented professionals, current and former candidates and customers are most welcomed by firms with market longevity.

Keep in mind that working with an executive search firm should be part of a multifaceted job search. This is just another addition to your ongoing processes of company research, resume submittal, networking, etc.

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The Marquette University Career Services Center does not endorse any particular executive or staffing firm. This list is provided as a resource to complement a job search.

Executive Search Firms

Management Recruiters of Milwaukee-North

1333 W. Towne Square Rd
Mequon, 53092

Industries served: Manufacturing, health care, biotechnology, contract furniture, energy, legal, advertising, HVAC, specialty chemicals

262-241-1600 (phone)

262-241-1640 (fax)

www.recruiters-jobs.com

The Lane Group

735 N. Water St
Milwaukee, 53202

Consumer products, banking/financial services, advertising/POP, retail/grocery, manufacturing/engineering, pharmaceutical/medical, e-commerce/information technology, investment management, construction, professional services, direct marketing

414-226-2400 (phone)

414-226-2421 (fax)

www.thelanegroup.net

WFA Staffing

8200 W. Brown Deer Rd
Milwaukee, 53233

Construction, manufacturing, distribution, legal, transportation

414-365-3651 (phone)

414-476-1012 (fax)

www.wfastaffing.com

Division 10 Personnel

1200 N. Mayfair Rd
Wauwatosa, 53226

Financial services, legal, insurance, medical, real estate, banking, accounting, architecture, engineering, advertising, marketing, manufacturing and construction

414-476-8700 (phone)

414-476-1012 (fax)

www.division10personnel.com

DHR International

300 N Corporate DR
Brookfield, 53045

All industries including health care and nonprofit

262-879-0850 (phone)

262-879-0855 (fax)

www.dhrintl.net

Gundrum & Associates Inc.

W62 N244 Washington Ave
Cedarburg, 53012

Manufacturing, medical, electronics, financial, industrial, telecommunications, construction

262-377-8186 (phone)

262-377-8907 (fax)

www.gundrum.com

Kelly Financial Resources

1033 N. Mayfair Rd
Milwaukee, 53226

All industries

414-908-3037 (phone)

Fax: NA

www.kellyfinance.com

Pappas Delaney L.L.C.

710 N. Plankinton Ave
Milwaukee, 53233

Package consumer goods, contract manufacturing, sealants and coatings, publishing

414-271-1967 (phone)

414-271-1981 (fax)

www.pappasdelaney.com

Barnes Development Group

1017 W. Glen Oaks Ln

Mequon, 53092

Manufacturing, service, health care and nonprofit

262-241-8468 (phone)

262-241-8438 (fax)

www.barnesdevelopment.com**Sales Associates of America Inc.**

2457 N. Mayfair Rd

Milwaukee, 53226

Telecommunications, IT, consumer hardware, legal, chemical, industrial, financial

414-774-9800 (phone)

414-774-9840 (fax)

www.saainc.com**Jude Werra & Associates**

205 Bishop's Way Suite 226

Brookfield, 53005

Generalist practice

262-797-9166 (phone)

262-797-9540 (fax)

Spano Pratt

625 N. Broadway

Milwaukee, 53202

Financial, manufacturing, government, nonprofit, service

414-283-9533 (phone)

414-332-3665 (fax)

www.spanopratt.com**Egan & Associates Inc.**

128 S. 6th Ave

West Bend, 53095

Wisconsin and nationally-based manufacturers in a wide range of industries including electronics, metalworking, equipment, consumer and industrial products

262-335-0707 (phone)

262-335-0625 (fax)

www.eganassociates.com**Koehler & Co.**

700 Pilgrim Parkway

Elm Grove, 53122

Industrial firms of all sizes

262-796-8010 (phone)

262-796-8788 (fax)

Remedy Intelligent Staffing

6737 W. Washington St. Suite 1121

West Allis, WI 53214

Specialize in temp-to-hire and direct hire placement of business administration, engineering and management positions

(414) 771-1222 (phone)

(414) 771-1238 (fax)

www.remedywis.com**Employment Resource Group Inc.**

3500 E. Destination Drive

Appleton, 54915

Generalist practice based in the Fox Valley

920-996-9700 (phone)

920-996-9701 (fax)

www.ergsearch.com

Staffing Services

Manpower Inc.

111 E. Kilbourn Ave
Milwaukee, 53202

Services and specialties: managed on-site services, project management, human resources consulting, payroll service/skill assessment for contract, direct placement/contract-to-hire positions in administrative, industrial, contact center, IT, engineering

414-272-8500 (phone)
414-272-8506 (fax)
www.us.manpower.com

Adecco Employment Services

411 E. Wisconsin Ave
Milwaukee, 53202

Managed on-site services provider, accounting, clerical, legal, light industrial, sales/marketing, word processing, medical, full-time placement, IT, financial, engineering, design, administrative, employee payroll

414-278-7900 (phone)
414-278-0501 (fax)
www.adecco.com

Randstad

789 N. Water St
Milwaukee, 53202

Industrial, clerical, direct hire, IT, professional

414-273-4552 (phone)
414-273-4790 (fax)
www.us.randstad.com

Argus Technical Services

2835 N. Mayfair Rd
Wauwatosa, 53222

Technical, industrial, information systems, clerical, word processing, permanent placement, health care, and ERP nationally

414-774-5996 (phone)
414-774-0613 (fax)
www.Argus-tech.com

P.A. Staffing Service Inc.

2421 N. Mayfair Rd
Wauwatosa, 53226

Production, accounting, clerical sales/marketing, technical, word processing, permanent placement, medical, IT, finance, engineering, administrative, skilled/industrial, Unison Consulting division specializes in inter/intra departmental communication/leadership training

414-443-7972 (phone)
414-456-9407 (fax)
www.pastaffing.com

The Site Group

16550 W. Lisbon Rd
Menomonee Falls, 53051

Staffing-engineering, technical, IT, light industrial, skilled/semi-skilled, clerical/administrative; managed contingent staffing programs for all disciplines; employee payrolling

262-783-5181 (phone)
262-783-7905 (fax)
www.sitepersonnel.com

StaffWorks

1405 S. 108th St
Milwaukee, 53214

Industrial, skilled trades, health care, hospitality, clerical, managed on-site staffing programs, transportation, and state certified CAN training program

414-257-0726 (phone)
414-607-5696 (fax)
www.staffworks.employs.com

Spherion

790 N. Milwaukee St
Milwaukee, 53202

Human resources solutions company; managed staffing programs, call center management, free training

414-276-2345 (phone)

414-276-2713 (fax)

www.spherion.com

Kelly Services

1033 N. Mayfair Rd
Wauwatosa, 53226

Accounting, clerical, industrial, technical, word processing, IT, human resources, managed staffing programs, human resources consulting, employment administration, training, e-staffing, substitute teachers, temp-to-full-time placement

414-259-9959 (phone)

414-259-9422 (fax)

www.kellyservices.com

Westaff

2675 N. Mayfair rd
Wauwatosa, 53226

Placement services and project management of client staffing needs which includes on-location management, temp to hire, permanent and temporary placement

414-258-7225 (phone)

414-258-8457 (fax)

www.westaff.com

SEEK Inc.

1160 Opportunity Dr
Grafton, 53024-0148

IT, skilled trades, office administration and accounting; managed staffing and direct hire; human resources consulting and training

262-377-8888 (phone)

262-377-2760 (fax)

www.seekcareers.com

Trinity Staffing Group

5050 W. Brown Deer Rd
Milwaukee, 53233

Semi-skilled/skilled labor, industrial, clerical/administrative, IT/engineering placements, payroll plus preparation, organization services

414-355-8866 (phone)

414-355-0588 (fax)

www.trinity-jobs.com

Crown Services

10625 W. North Ave
Wauwatosa, 53226
All areas

414-475-7409 (phone)

414-475-7408 (fax)

www.crownservices.com

Halpin Personnel

900 State St
Racine, 53404
Industrial and warehouse

262-634-2297 (phone)

262-634-8927 (fax)

www.halpinpersonnel.com

Hatch Staffing Services

324 E. Wisconsin Ave
Milwaukee, 53202

Temporary, temporary to hire, direct hire, administrative/clerical, customer service, professional placement, inside/outside sales, entry-level finance

414-272-4544 (phone)

414-272-8268 (fax)

www.hatch.com

WFA Staffing

8200 W. Brown Deer Rd
Milwaukee, 53233

All areas, temporary and permanent placements, clerical, technical, professional, sales and light industrial

414-365-3651 (phone)

414-365-1005 (fax)

www.wfastaffing.com

Express Personnel

4901 W. Washington Ave
Racine, 53406

Racine office-Labor on demand, large project management; Brookfield Office-Professional staffing, direct hire, call center staffing, office services

262-635-8580 (phone)

262-635-8579 (fax)

www.expresspersonnel.com

Nissen & Associates Staffing Continuum Inc.

363 W. Main St
Waukesha, 53186

Project management, seasonal, temp to hire, permanent placement, on-location management, payroll, testing, training, other human resources solutions

262-544-4787 (phone)

262-544-4793 (fax)

www.nissenstaffing.com

Celebrity Staffing (Affiliate of Aureus Group)

445 S. Moorland Rd
Brookfield, 53005

Full Service temporary, temp-hire and full-time placement specializing in administrative, accounting and financial placement

262-780-1620 (phone)

262-780-1625 (fax)

www.celebritystaffing.com

Dunhill Staffing Systems, Inc.

735 N. Water St
Milwaukee, 53202

Clerical and administrative staffing/temporary and permanent, accounting, word processing, clerical, legal

414-298-2000 (phone)

414-298-2010 (fax)

www.dunhillstaff.com

Staff One, Ltd.

1429 S. 70th St
West Allis, 53214

Skilled trades, health care, clerical, industrial, engineering, human resources, outplacement, career transition assistance, payroll, employee leasing, resume preparation

414-302-9170 (phone)

414-302-9175 (fax)

www.staffoneLtd.com

Staffing Support Specialists

108 E. Sumner St
Hartford, 53027

Permanent and temporary job placements; for client companies, the firm interviews, reference checks and test applicants skills

262-673-0698 (phone)

262-673-0938 (fax)

www.staffing-support.com

When selecting an executive search or staffing firm, consider asking the following questions in order to select the best service for you:

- What are the professional qualifications of the staff?
- Can the qualifications be independently verified?
- What professional association(s) regulates this company or the company's stated industry?
- What professional association(s) does the company belong to?
- Are these generic associations or academically-based associations that have ethical practice guidelines (i.e. their industry is based on an actual academic body of knowledge and training)?
- What services do they offer?
- What do they offer that the clients cannot do or find for themselves?
- What is their purpose and policies, procedures, parameters of service, techniques used?
- What are the charges (if any) for each service?
- What results are they guaranteeing?
- Are the results tangible?
- Can you speak with one of their previous clients?
- What companies or industries do they specialize in?
- What documentation is available that lists their claimed offices across the country?
- Can one look at the job bank to verify its existence?
- How does the company approach the possibility that they have no control over the job market and that there might not be jobs that the client wants in their state? What would the company do then for the client?

Sharon McCormick, NCDCA Career Convergence Magazine, June 2005