

# Executive Search and Staffing Firms

## Internship & Job Search Series

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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.
  - **The difference between retainer and contingency search firms is important.**
  - 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.
2. 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.
3. 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.
4. **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.
5. **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.
6. **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

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#### Management Recruiters of Milwaukee-North

##### **MRINetwork—The Lawler Group**

1333 W. Towne Square Rd  
 Mequon, 53092

262-241-1600(phone)  
 262-241-1640 (fax)  
[www.lawlergroup.com](http://www.lawlergroup.com)

Presidents, Executives, Managers and Professionals in: Manufacturing & Engineering, Industrial Sales & Marketing, General & Operations Management, Banking & Finance

##### **The Lane Group**

735 N. Water St, Suite 1228  
 Milwaukee, 53202

414-226-2400 (phone)  
 414-226-2421 (fax)  
[www.thelanegroup.net](http://www.thelanegroup.net)

Banking/financial services, advertising/POP, retail/grocery, manufacturing/engineering, information technology, professional services, marketing/sales, executive management, gaming, sports and entertainment, supply chain management, legal, regulatory affairs

##### **WFA Staffing**

9001 N. 76th Street (inside M&I Bank building)  
 Milwaukee, 53233

414-365-3651 (phone)  
 414-476-1012 (fax)  
[www.wfastaffing.com](http://www.wfastaffing.com)

Construction, financial services, human resources, professional & executive placement, skilled trades, industrial, information systems, office & clerical, sales

##### **Division 10 Personnel**

4425 N. Port Washington Rd, Suite 401  
 Milwaukee, 53212

414-963-8700 (phone)  
 414-963-8787 (fax)  
[www.division10personnel.com](http://www.division10personnel.com)

Accounting/financial services, legal/paralegal, insurance, architecture, engineering, advertising, sales/marketing, manufacturing, construction, information technology, communications, mortgage, e-business, healthcare

##### **DHR International**

300 N Corporate Dr, Suite 290  
 Brookfield, 53045

262-879-0850 (phone)  
 262-879-0855 (fax)  
[www.dhrintl.net](http://www.dhrintl.net)

All industries including health care and nonprofit

##### **Gundrum & Associates Inc.**

W67 N222 Evergreen Blvd, Suite 209  
 Cedarburg, 53012

262-377-8186 (phone)  
 262-377-8907 (fax)  
[www.gundrum.com](http://www.gundrum.com)

Manufacturing & operations, accounting & finance, information technology, engineering, sales & marketing

##### **Kelly Financial Resources**

3333 N. Mayfair Rd, Suite 207  
 Milwaukee, 53226

414-290-9500 (phone)  
 414-290-9531 (fax)  
[www.kellyfinance.com](http://www.kellyfinance.com)

All industries

##### **Pappas Delaney L.L.C.**

4811 S. 76th St., Suite 110  
 Greenfield, 53220

414-271-1975 (phone)  
 414-271-1981 (fax)  
[www.pappasdelaney.com](http://www.pappasdelaney.com)

Executive search, executive development, Paraclete executive transition

**Sales Associates of America Inc.**

2457 N. Mayfair Rd  
 Milwaukee, 53226

Sales, sales management, marketing, marketing management, accounting, manufacturing management, technical non-sales, category management

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  
 Generalist practice

414-283-9533 (phone)

414-332-3665 (fax)

www.spanopratt.com

**Egan & Associates Inc.**

1784 Barton Ave., Suite 10  
 West Bend, 53090

Manager, director & vice presidential assignments in: manufacturing, sales & marketing, general management, engineering, accounting, human resources and information technology

262-335-0707 (phone)

262-335-0625 (fax)

www.eganassociates.com

**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

Construction, legal, purchasing/supply chain, manufacturing, healthcare, pharma/nutriceutical, financial services, banking, insurance and service industries

920-996-9700 (phone)

920-996-9701 (fax)

www.ergsearch.com

**Food Executives Network**

5215 North Ironwood Road, Suite 107  
 Milwaukee, 53217

Recruitment and placement of both managerial and technical professionals for premier international and domestic food companies.

414-962-6261 (phone)

414-962-6261 (fax)

www.rothyoungmilwaukee.com

**Staffing Services****Manpower Inc.**

111 E. Kilbourn Ave, Suite 100  
 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, finance, scientific, and executive.

414-272-8500 (phone)

414-272-2566 (fax)

www.us.manpower.com

**Adecco Staffing**

330 E. Kilbourn Ave.  
 Milwaukee, 53202

414-278-7900 (phone)

414-278-0501 (fax)

www.adecco.com

Managed on-site services provider, accounting/finance, administrative/clerical, industrial/manufacturing, medical/science, IT, engineering, call center & customer service, creative, hospitality, transportation & warehousing

**Randstad**

250 E. Wisconsin Ave.  
 Milwaukee, 53202

Industrial, clerical, direct hire, IT, professional

414-273-4563 (phone)

414-273-4574(fax)

[www.us.randstad.com](http://www.us.randstad.com)

**P.A. Staffing Service Inc.**

1126 S. 70th St. Suite 112-1A  
 Milwaukee, 53214

Clerical, light industrial, professional, consulting, human resources services

414-443-0500 (phone)

414-443-0600 (fax)

[www.pastaffing.com](http://www.pastaffing.com)

**The Site Group**

N92W17420 Appleton Ave., Suite 200  
 Menomonee Falls, 53051

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

262-345-9933 (phone)

262-345-9934 (fax)

[www.sitepersonnel.com](http://www.sitepersonnel.com)

**StaffWorks**

1405 S. 108th St  
 Milwaukee, 53214

Automated labor management system, transportation, pre-employment training/testing, translation, healthcare staffing component, skilled & professional staffing division

414-257-5695 (phone)

414-607-5696 (fax)

[www.staffworks.employs.com](http://www.staffworks.employs.com)

**Lakeside Staffing**

4406 S. 68th St.  
 Milwaukee, 53220

Direct hire, permanent placement and temporary employment—all industries

414-321-1200 (phone)

[www.lakesidestaffing.net](http://www.lakesidestaffing.net)

**Spherion**

790 N. Milwaukee St  
 Milwaukee, 53202

Recruiting & staffing services, managed services, managed staffing, project hiring, screening & assessment, workforce acquisition, administrative services, contingent workforce compliance solutions, Spherion RPO, technology solutions

414-276-2345 (phone)

414-276-2713 (fax)

[www.spherion.com](http://www.spherion.com)

**Kelly Services**

3333 N. Mayfair Rd, Suite 207  
 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](http://www.kellyservices.com)

**Westaff**

2645 N. Mayfair Rd, Suite 210  
 Wauwatosa, 53226

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

414-649-0555 (phone)

414-649-0554 (fax)

[www.westaff.com](http://www.westaff.com)

**SEEK Inc.**

1160 Opportunity Dr  
 Grafton, 53024-0148

262-377-8888 (phone)

262-377-2760 (fax)

[www.seekcareers.com](http://www.seekcareers.com)

Skilled trades, office administration, accounting, executive, professional, light industrial, engineering/design

**Source Point Staffing**

3900 Brown Deer Rd, Suite 120  
 Milwaukee, 53209

Semi-skilled/skilled labor, administrative in light industrial, manufacturing, logistics and distribution

414-355-8866 (phone)

414-355-0588 (fax)

www.trinity-jobs.com

**Crown Services**

10625 W. North Ave, Suite 102  
 Milwaukee, 53226

414-475-7409 (phone)

414-475-7408 (fax)

www.crownservices.com

**All areas****Halpin Personnel**

900 State St  
 Racine, 53404

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, accounting, light industrial, hospitality, medical office support, human resources & marketing

414-272-4544 (phone)

414-272-8268 (fax)

www.hatch.com

**WFA Staffing**

9001 N. 76th St.  
 Milwaukee, 53233

All areas, temporary and permanent placements, clerical, construction, financial, human resources, professional & executive, skilled trades, information systems, sales

414-365-3651 (phone)

414-365-1005 (fax)

www.wfastaffing.com

**Express Personnel**

5605 Washington Ave, Suite 8  
 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.**

732 Clinton 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

414-298-2000 (phone)

414-298-2010 (fax)

www.dunhillstaff.com

Clerical and administrative staffing/temporary and permanent, accounting/financial, clerica/office admin, legal, distribution/logistics, light industrial, manufacturing/engineering

**Staff One, Ltd.**

6737 W. Washington St. Suite 2120  
Milwaukee, 53214

414-302-9170 (phone)  
414-302-9175 (fax)  
www.staffoneLtd.com

Skilled trades, health care, clerical, industrial, engineering, manufacturing, administration, professional and technical personnel, career transition assistance, resume preparation

**Staffing Support Specialists**

108 E. Sumner St  
Hartford, 53027

262-673-0698 (phone)  
262-673-0938 (fax)  
www.staffing-support.com

Permanent and temporary job placements; for client companies, the firm interviews, reference checks and test applicants skills, placement in industrial, trades, clerical, professional, payroll services, staffing support medical

**Use internet social networks to make connections with people:**

**We're tweeting!** 

- Follow the Career Services Center on **Twitter** ([twitter.com/MU\\_CSC](https://twitter.com/MU_CSC)) to stay up to date on the latest job search articles, highlights and Career Services Center happenings.

**We're blogging!** 

- Be sure to visit the Career Services Center's new blog, **Career Chatter** ([marquettecsc.blogspot.com](http://marquettecsc.blogspot.com)), regularly to get all the latest information and advice from our office. It's the Career Services Center... UNPLUGGED

**We're on Facebook!** 

- Become a fan of the MU Career Services Center on **Facebook** ([www.facebook.com/mucsc](https://www.facebook.com/mucsc)). It can't hurt...right?

**We're LinkedIn!** 

- Network with professionals in our MUCSC Group on **LinkedIn**. If you don't already have an account - here is one good excuse to get one! To find us just search in groups for MUCSC and join.