

Executive Search and Staffing Firms

Internship & Job Search Series

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

Management Recruiters of Milwaukee-North

MRINetwork—The Lawler Group

1333 W. Towne Square Rd
 Mequon, WI 53092

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

262-241-1600(phone)

262-241-1640 (fax)

<http://www.lawlergroup.com>

The Lane Group

735 N. Water St, Suite 1228
 Milwaukee, WI 53202

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

414-226-2400 (phone)

414-226-2421 (fax)

<http://www.thelanegroup.net>

WFA Staffing

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

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

414-365-3651 (phone)

414-476-1012 (fax)

<http://www.wfastaffing.com>

Division 10 Personnel

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

Banking, construction, education, environmental, financial services, healthcare, information technology, insurance, legal, manufacturing, sales and marketing, utilities/energy

414-963-8700 (phone)

414-963-8787 (fax)

<http://www.division10personnel.com>

DHR International

1200 N. Mayfair Road, Suite 307
 Milwaukee, WI 53226

Advanced technology, Board and CEO, education, financial services, healthcare, industrial, life sciences technology, media and entertainment, nonprofit, professional services, retail, sports

414-456-0850 (phone)

414-456-0841 (fax)

<http://www.dhrinternational.com/>

Gundrum & Associates Inc.

W67 N222 Evergreen Blvd, Suite 209
 Cedarburg, WI 53012

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

262-377-8186 (phone)

262-377-8907 (fax)

<http://www.gundrum.com>

Kelly Financial Resources

3333 N. Mayfair Rd, Suite 207
 Milwaukee, WI 53222

Financial professional industries: Accounting, audit, banking, billing, bookkeeping, budget, credit, finance, insurance, mortgage, payroll, tax, treasury, trust operations

414-290-9500 (phone)

414-290-9531 (fax)

<http://www.kellyfinance.com>

Pappas Delaney L.L.C.

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

Executive search, executive development, Paraclete executive transition

414-271-1975 (phone)

414-271-1981 (fax)

<http://www.pappasdelaney.com>

Sales Associates of America Inc.

2457 N. Mayfair Rd
 Milwaukee, WI 53226

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

414-774-9800 (phone)

414-774-9840 (fax)

<http://www.saainc.com>**Jude Werra & Associates**

205 Bishop's Way, Suite 226
 Brookfield, WI 53005
 Generalist practice

262-797-9166 (phone)

262-797-9540 (fax)

Spano Pratt

625 N. Broadway, Suite 200
 Milwaukee, WI 53202
 Generalist practice

414-283-9533 (phone)

414-291-8957 (fax)

<http://www.spanopratt.com>**Egan & Associates Inc.**

1784 Barton Ave., Suite 10
 West Bend, WI 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)

<http://www.eganassociates.com>**Staffing Services****Manpower Inc.**

111 E. Kilbourn Ave, Suite 100
 Milwaukee, WI 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)

<http://www.us.manpower.com>**Adecco Staffing**

330 E. Kilbourn Ave.
 Milwaukee, WI 53202

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

414-278-7900 (phone)

414-278-0501 (fax)

<http://www.adecco.com>**Aerotek**

2675 North Mayfair Road, Suite 650
 Wauwatosa, WI 53226

Science & Laboratory, Healthcare, Food & Beverage

414-607-2016 (phone)

414-257-2177 (fax)

<http://www.aerotek.com>**Service First Staffing**

9115 W. Oklahoma Ave.
 West Allis, WI 53227

Temp-to-hire and project staffing, large on-site management, transportation, payroll, training programs and bilingual services

414-727-1980 (phone)

<http://www.service1ststaffing.com>**P.A. Staffing Service Inc.**

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

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

414-443-0500 (phone)

414-443-0600 (fax)

<http://www.pastaffing.com>

The Site Group

N92W17420 Appleton Ave., Suite 200
 Menomonee Falls, WI 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)

<http://www.sitepersonnel.com>**StaffWorks**

808 W. Mitchell Street
 Milwaukee, WI 53204

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

414-645-6878 (phone)

414-645-7145 (fax)

<http://www.staffworksemploys.com>**Lakeside Staffing**

7406 W. Layton Ave.
 Greenfield, WI 53220

Direct hire, permanent placement and temporary employment—all industries

414-282-2100 (phone)

414-282-0300 (fax)

<http://www.lakesidestaffing.net>**Spherion**

790 N. Milwaukee St
 Milwaukee, WI 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)

<http://www.spherion.com>**Kelly Services**

3333 N. Mayfair Rd, Suite 207
 Wauwatosa, WI 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)

<http://www.kellyservices.com>**Westaff**

2645 N. Mayfair Rd, Suite 210
 Wauwatosa, WI 53226

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

414-649-0555 (phone)

414-649-0554 (fax)

<http://www.westaff.com>**Staffing Partners**

1405 South 108th Street
 West Allis, WI 53214

E-verification of employees, skilled/trade professional direct placement and high volume light industrial staffing

414-257-0750 (phone)

414-607-5696 (fax)

<http://www.spemploys.com>**SEEK Inc.**

1160 Opportunity Dr
 Grafton, WI 53024-0148

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

262-377-8888 (phone)

262-377-2760 (fax)

<http://www.seekcareers.com>**Source Point Staffing**

1520 S. 108th Street
 Milwaukee, WI 53214

Financial services, healthcare services, professional services, sales and marketing

414-755-8600 (phone)

414-755-8607 (fax)

<http://www.sourcepointstaffing.com>

Victory Personnel Services Inc
735 N. Water Street, Suite 1411
Milwaukee, WI 53202
Full-Service Employment Staffing Service

414-271-0749 (phone)
<http://www.victorypersonnel.com>

Crown Services
10625 W. North Ave, Suite 102
Milwaukee, WI 53226
Industrial, office assistance, skilled trades, customized service, payrolling

414-475-7409 (phone)
414-475-7408 (fax)
<http://www.crownservices.com>

All areas

Halpin Personnel
900 State St
Racine, WI 53404
Clerical, industrial, payrolling projects

262-634-2297 (phone)
262-634-8927 (fax)
<http://www.halpinpersonnel.com>

JNA Staffing
530 S. 11th Street
Milwaukee, WI 53204
Manufacturing sector/ advanced staffing methodology skills

414-588-8894 (phone)
414-643-6996 (fax)
<http://www.jnastaffing.com>

QPS Employment Group
822 W. Mitchell Street
Milwaukee, WI 53204
Professional, industrial, technical and office placement

414-384-7300 (phone)
414-384-7400 (fax)
<http://www.qpsemployment.com>

QTI of Southeastern Wisconsin Inc
8415 W. Greenfield Ave.
West Allis, WI 53214
Administrative, professional, clinical healthcare, industrial, skilled, direct hire, contract, RPO, payroll and human resources services

414-744-5062 (phone)
414-744-2023 (fax)
<http://www.qtigroup.com>

SITE Staffing Inc.
809 W. National Ave
Milwaukee, WI 53204
Industrial, clerical, skilled/technical, professional services

414-383-8084 (phone)
414-383-8143 (fax)
<http://www.sitestaffinginc.com>

Hatch Staffing Services
324 E. Wisconsin Ave
Milwaukee, WI 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)
<http://www.hatch.com>

WFA Staffing Group
9001 N. 76th St.
Milwaukee, WI 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)
<http://www.wfastaffing.com>



Express Employment Professionals

1300 S. Green Bay Road, Suite 200
Racine, WI 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)

<http://www.racinewi.expresspros.com>

Nissen & Associates Staffing Continuum Inc.

732 Clinton St.
Waukesha, WI 53186

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

262-544-4787 (phone)

262-544-4793 (fax)

<http://www.nissenstaffing.com>

Argus Technical Services

2835 Mayfair Road
Wauwatosa, WI 53222

Manufacturing, engineering, design and drafting

414-774-5996 (phone)

<http://www.argus-tech.com>

Staff One, Ltd.

6737 W. Washington St. Suite 111
Milwaukee, WI 53214

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

414-302-9170 (phone)

414-302-9175 (fax)

<http://www.staffoneLtd.com>

Use internet social networks to make connections with people:

We're tweeting! 

- Follow the Career Services Center on **Twitter** (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!  **Blogger**

- Be sure to visit the Career Services Center's new blog, **Career Chatter** (<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** (<http://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.