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  
262-241-1600 (phone)  
262-241-1640 (fax)  
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, WI 53202  
414-226-2400 (phone)  
414-226-2421 (fax)  
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, WI 53233  
414-365-3651 (phone)  
414-476-1012 (fax)  
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, WI 53212  
414-963-8700 (phone)  
414-963-8787 (fax)  
http://www.division10personnel.com  
Banking, construction, education, environmental, financial services, healthcare, information technology, insurance, legal, manufacturing, sales and marketing, utilities/energy

**DHR International**  
1200 N. Mayfair Road, Suite 307  
Milwaukee, WI 53226  
414-456-0850 (phone)  
414-456-0841 (fax)  
http://www.dhrinternational.com/  
Advanced technology, Board and CEO, education, financial services, healthcare, industrial, life sciences technology, media and entertainment, nonprofit, professional services, retail, sports

**Gundrum & Associates Inc.**  
W67 N222 Evergreen Blvd, Suite 209  
Cedarburg, WI 53012  
262-377-8186 (phone)  
262-377-8907 (fax)  
http://www.gundrum.com  
Manufacturing & operations, accounting & finance, information technology, engineering, sales & marketing

**Kelly Financial Resources**  
3333 N. Mayfair Rd, Suite 207  
Milwaukee, WI 53222  
414-290-9500 (phone)  
414-290-9531 (fax)  
http://www.kellyfinance.com  
Financial professional industries: Accounting, audit, banking, billing, bookkeeping, budget, credit, finance, insurance, mortgage, payroll, tax, treasury, trust operations

**Pappas Delaney L.L.C.**  
4811 S. 76th St., Suite 110  
Greenfield, WI 53220  
414-271-1975 (phone)  
414-271-1981 (fax)  
http://www.pappasdelaney.com  
Executive search, executive development, Paraclete executive transition
Sales Associates of America Inc. 414-774-9800 (phone) 414-774-9840 (fax) http://www.saainc.com
Sales, sales management, marketing, marketing management, accounting, manufacturing management, technical non-sales, category management

Jude Werra & Associates 262-797-9166 (phone) 262-797-9540 (fax)
205 Bishop’s Way, Suite 226 Brookfield, WI 53005 Generalist practice

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

Egan & Associates Inc. 262-335-0707 (phone) 262-335-0625 (fax)
1784 Barton Ave., Suite 10 West Bend, WI 53090 http://www.eganassociates.com
Manager, director & vice presidential assignments in: manufacturing, sales & marketing, general management, engineering, accounting, human resources and information technology

Staffing Services

Manpower Inc. 414-272-8500 (phone) 414-272-2566 (fax) http://www.us.manpower.com
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.

Adecco Staffing 414-278-7900 (phone) 414-278-0501 (fax) http://www.addecco.com
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

Aerotek 414-607-2016 (phone) 414-257-2177 (fax) http://www.aerotek.com
2675 North Mayfair Road, Suite 650 Wauwatosa, WI 53226 Science & Laboratory, Healthcare, Food & Beverage

Service First Staffing 414-727-1980 (phone) http://www.service1ststaffing.com
9115 W. Oklahoma Ave. West Allis, WI 53227 Temp-to-hire and project staffing, large on-site management, transportation, payrolling, training programs and bilingual services

P.A. Staffing Service Inc. 414-443-0500 (phone) 414-443-0600 (fax) http://www.pastaffing.com
1126 S. 70th St. Suite 112-1A Milwaukee, WI 53214 Clerical, light industrial, professional, consulting, human resources services
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

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

Lakeside Staffing
7406 W. Layton Ave.
Greenfield, WI 53220
Direct hire, permanent placement and temporary employment—all industries

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

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

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

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

SEEK Inc.
1160 Opportunity Dr
Grafton, WI 53024-0148
Skilled trades, office administration, accounting, executive, professional, light industrial, engineering/design

Source Point Staffing
1520 S. 108th Street
Milwaukee, WI 53214
Financial services, healthcare services, professional services, sales and marketing
<table>
<thead>
<tr>
<th>Company</th>
<th>Phone Numbers</th>
<th>Website</th>
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<tbody>
<tr>
<td>Victory Personnel Services Inc</td>
<td>414-271-0749 (phone)</td>
<td><a href="http://www.victorypersonnel.com">http://www.victorypersonnel.com</a></td>
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<td>735 N. Water Street, Suite 1411</td>
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<td>Milwaukee, WI 53202</td>
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<td></td>
<td>Full-Service Employment Staffing Service</td>
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<td>Crown Services</td>
<td>414-475-7409 (phone)</td>
<td><a href="http://www.crownservices.com">http://www.crownservices.com</a></td>
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<td></td>
<td>10625 W. North Ave, Suite 102</td>
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<td></td>
<td>Milwaukee, WI 53226</td>
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<td></td>
<td>Industrial, office assistance, skilled trades, customized service, payrolling</td>
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<td>Halpin Personnel</td>
<td>262-634-2297 (phone)</td>
<td><a href="http://www.halpinpersonnel.com">http://www.halpinpersonnel.com</a></td>
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<td></td>
<td>900 State St</td>
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<td></td>
<td>Racine, WI 53404</td>
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<tr>
<td></td>
<td>Clerical, industrial, payrolling projects</td>
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<td>JNA Staffing</td>
<td>414-588-8894 (phone)</td>
<td><a href="http://www.jnastaffing.com">http://www.jnastaffing.com</a></td>
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<td>530 S. 11th Street</td>
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<td>Milwaukee, WI 53204</td>
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<td></td>
<td>Manufacturing sector/ advanced staffing methodology skills</td>
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<td>QPS Employment Group</td>
<td>414-384-7300 (phone)</td>
<td><a href="http://www.qpsemployment.com">http://www.qpsemployment.com</a></td>
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<td></td>
<td>822 W. Mitchell Street</td>
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<td></td>
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<td></td>
<td>Professional, industrial, technical and office placement</td>
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<td>QTI of Southeastern Wisconsin Inc</td>
<td>414-744-5062 (phone)</td>
<td><a href="http://www.qtigroup.com">http://www.qtigroup.com</a></td>
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<td>8415 W. Greenfield Ave.</td>
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<td>West Allis, 53214</td>
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<td></td>
<td>Administrative, professional, clinical healthcare, industrial, skilled, direct hire, contract, RPO, payroll and human resources services</td>
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<td>SITE Staffing Inc.</td>
<td>414-383-8084 (phone)</td>
<td><a href="http://www.sitestaffinginc.com">http://www.sitestaffinginc.com</a></td>
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<td>809 W. National Ave</td>
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<td>Milwaukee, WI 53204</td>
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<td></td>
<td>Industrial, clerical, skilled/technical, professional services</td>
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<tr>
<td>Hatch Staffing Services</td>
<td>414-272-4544 (phone)</td>
<td><a href="http://www.hatch.com">http://www.hatch.com</a></td>
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<td>324 E. Wisconsin Ave</td>
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<td>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 &amp; marketing</td>
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<tr>
<td>WFA Staffing Group</td>
<td>414-365-3651 (phone)</td>
<td><a href="http://www.wfastaffing.com">http://www.wfastaffing.com</a></td>
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<td>9001 N. 76th St.</td>
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<td>Milwaukee, WI 53233</td>
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<td>All areas, temporary and permanent placements, clerical, construction, financial, human resources, professional &amp; executive, skilled trades, information systems, sales</td>
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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

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

Argus Technical Services
2835 Mayfair Road
Wauwatosa, WI 53222
Manufacturing, engineering, design and drafting

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

Use internet social networks to make connections with people:
We’re tweeting! 
• Follow the Career Services Center on Twitter ([https://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 ([http://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 ([http://www.facebook.com/mucsc](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.