



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

414-226-2421

www.thelanegroup.net

WFA Staffing

8200 W. Brown Deer Rd
Milwaukee, 53233

Construction, manufacturing, distribution, legal, transportation

414-365-3651

414-476-1012

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

414-476-1012

www.division10personnel.com

DHR International

300 N Corporate DR
Brookfield, 53045

All industries including health care and nonprofit

262-879-0850

262-879-0855

www.dhrintl.net

Gundrum & Associates Inc.

W62 N244 Washington Ave
Cedarburg, 53012

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

262-377-8186

262-377-8907

www.gundrum.com

Kelly Financial Resources

1033 N. Mayfair Rd
Milwaukee, 53226

All industries

414-908-3037

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

414-271-1981

Barnes Development Group

1017 W. Glen Oaks Ln
Mequon, 53092

Manufacturing, service, health care and nonprofit

262-241-8468

262-241-8438

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

414-774-9840

www.saainc.com

Jude Werra & Associates

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

262-797-9166

262-797-9540

Spano Pratt

625 N. Broadway
Milwaukee, 53202

Financial, manufacturing, government, nonprofit, service

414-283-9533

414-332-3665

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

262-335-0625

www.eganassociates.com

The Jordan Chase Group

2360 N. 124th St
Wauwatosa, 53226

Technology, telecommunications, construction

414-771-9114

414-771-7454

www.jordanchase.com

Koehler & Co.

700 Pilgrim Parkway
Elm Grove, 53122

Industrial firms of all sizes

262-796-8010

262-796-8788

Staffing Services

Manpower Inc.

111 E. Kilbourn Ave
Milwaukee, 53202

414-272-8500
414-272-8506
www.us.manpower.com

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

Adecco Employment Services

411 E. Wisconsin Ave
Milwaukee, 53202

414-278-7900
414-278-0501
www.adecco.com

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

Randstad

789 N. Water St
Milwaukee, 53202

414-273-4552
414-273-4790
www.us.randstad.com

Industrial, clerical, direct hire, IT, professional

Argus Technical Services

2835 N. Mayfair Rd
Wauwatosa, 53222

414-774-5996
414-774-0613
www.Argus-tech.com

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

P.A. Staffing Service Inc.

2421 N. Mayfair Rd
Wauwatosa, 53226

414-443-7972
414-456-9407

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

The Site Group

16550 W. Lisbon Rd
Menomonee Falls, 53051

262-783-5181
262-783-7905

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

StaffWorks

1405 S. 108th St
Milwaukee, 53214

414-257-0726
414-607-5696
www.staffworks.employs.com

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

Spherion

790 N. Milwaukee St
Milwaukee, 53202

414-276-2345
414-276-2713
www.spherion.com

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

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
414-259-9422
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
414-258-8457
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
262-377-2760
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
414-355-0588
www.trinity-jobs.com

Crown Services

10625 W. North Ave
Wauwatosa, 53226
All areas

414-475-7409
414-475-7408

Halpin Personnel

900 State St
Racine, 53404
Industrial and warehouse

262-634-2297
262-634-8927
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
414-272-8268
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
414-365-1005
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 262-635-8579 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 262-544-4793 www.nissanandassociates.com
Celebrity Services/Aureus Financial 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 262-780-1625
Dunhill Staffing Systems 735 N. Water St Milwaukee, 53202 Clerical and administrative staffing/temporary and permanent, accounting, word processing, clerical, legal	414-298-2000 414-298-2010 www.dunhillstaffing.com
Protocol 7300 S. 13th St Oak Creek, 53154 Accounting/finance, MIS/IT, office services	414-570-1600 414-570-7350
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 414-302-9175 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 262-673-0938 www.staffing-support.com