



DIRECT HIRE

The technical and field people you can't find on your own

Delectus finds, screens and presents qualified candidates for hard-to-fill roles in environmental, energy and utilities, construction and infrastructure, engineering, manufacturing and industrial companies.

2 options

Container search (recommended) or contingency

7–10 days

to your first screened candidates for most roles

90 days

replacement guarantee on every placement

1 business day

to hear back from us after you reach out

When to use direct hire

- A technical or specialized role has been open too long
- Applicants lack the right experience, licenses or certifications
- Your team doesn't have time to source and screen
- You need someone in a hard-to-reach or remote location

Roles we fill

- Engineers: civil, electrical, process, mechanical, quality
- Project managers, superintendents and estimators
- Environmental scientists, geologists and field technicians
- EHS, maintenance and production leaders
- Skilled trades: electricians, welders, pipefitters, millwrights, maintenance technicians, lineworkers

How it works

01

Intake call to learn the work, site, team and must-haves

02

Direct outreach to people already doing the job

03

Phone screens, skills review and license checks

04

A few strong candidates with our written notes

05

Interview scheduling, feedback and offer support

06

Follow-up with you and your new hire after the start

A recent direct hire

MANUFACTURING & INDUSTRIAL

Manufacturing Engineering Manager

Power cable manufacturer · South Carolina

Result: Placed. Found in Oklahoma and relocated with his family to South Carolina.

THE CHALLENGE

Lead an 8-person engineering team for medium voltage and nuclear-grade power cable production. Required 10+ years in manufacturing engineering, management experience, hands-on extrusion, wire drawing, cabling and stranding, and IEEE, UL, AEIC, ASTM and 10CFR50 standards. No one local fit.

OUR APPROACH

A national search across wire and cable manufacturers, screening for standards experience, leadership and customer-facing communication, with offer and relocation support.

Founded 2015 · Burlington, NC · 11+ years · Candidates placed in all 50 states

WOSB

WBE

MBE

SBE

SWUC / NC HUB

Have a role that's been open too long?

Tell us about it. We'll get back to you within one business day.

delectusrpo.com/start-a-search