



EXECUTIVE SEARCH

Leaders who will shape your business, found in confidence

Delectus runs focused, confidential searches for senior leaders in energy, environmental, construction, engineering and industrial companies. You meet a short list of vetted leaders who fit the role and your culture.

When to use executive search

- A senior or C-level role is open or about to be
- You need to replace someone quietly
- The right person is employed and not looking

Leaders we recruit

- Presidents and general managers
- VPs and directors of operations, sales and strategy
- Plant, site and project executives
- Directors of engineering, EHS and quality
- HR and finance leaders

How a search works

01

Discovery meeting with you and key stakeholders

02

Role profile, market map and outreach plan

03

Direct, confidential outreach to leaders who aren't looking

04

In-depth interviews and reference checks

05

Short list with written candidate summaries

06

Offer support and follow-up after the start date

Our terms, up front

3–4 wks

to a first short list; most searches close in 8–12 weeks

Milestones

fee paid in thirds: kickoff, short list, accepted offer

12 months

replacement guarantee on every executive placement

Off-limits

we never recruit your team during and 12 months after a search

Why Delectus

- **Confidential from the first call.** Your company isn't named until a candidate is interested and you're comfortable.
- **We go to them.** The leaders you want are running teams today; we reach them directly.
- **Senior attention, start to finish.** Every search is led by a senior recruiter with 15+ years in recruiting and talent acquisition. No hand-offs.
- **A short list, not a stack.** A few vetted leaders, with our honest take on each.

CASE STUDY

A recent executive search

ENERGY & RENEWABLES

VP, Strategic Accounts, Residential Energy Solutions

National solar and energy storage manufacturer · U.S.

Result: Placed. Short list in [X] weeks; offer accepted in [X] weeks.

THE ROLE

Build and scale a new Strategic Accounts function across solar finance (TPO and loan), solar-plus-storage and energy services through national dealer partnerships, and lead two teams in a pod structure as the executive counterpart to partners' VP and C-suite leaders.

WHAT MADE IT HARD

A small pool of leaders with 12+ years in partner-led residential solar and energy finance, who had built a partner program from scratch, carried a senior network across national dealers and finance partners, and could travel up to 50%.

OUR APPROACH

We mapped residential solar, storage and energy-finance companies, approached proven partner-program builders directly and confidentially, and assessed every finalist against the two must-haves.

What clients say

"[Delectus] has already worked with my company's executive staff, front line leaders, and HR staff, and trust me, the services they provided were commendable."

Jennifer B. · Senior Director, Human Resources, Payspan, Inc.

"[Delectus] has been excellent in delivering outstanding candidates we were able to leverage immediately in our organization... a genuine commitment to getting the job done right the first time."

Julian D. · President, Raw Data, Inc.

Industries we serve



Environmental & Remediation



Energy & Renewables



Utilities



Construction



Rail



Engineering



Manufacturing & Industrial



Skilled Trades



Professional Services

About Delectus

Founded in 2015 and headquartered in Burlington, North Carolina, Delectus is a certified woman- and minority-owned recruiting firm with 11+ years of experience and candidates placed in all 50 states. Many of our clients come back to us search after search.

WOSB

WBE

MBE

SBE

SWUC / NC HUB

Have a leadership role to fill?

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

delectusrpo.com/start-a-search