

Case study

Sourcing a purple unicorn senior estimator – from intro to job offer in under a week

The Challenge

When we first spoke with the client, they were struggling with a **lack of capacity** in their estimating team. An estimator requires substantial experience and a deep understanding of the interrelated factors affecting the industry. As such, their skills are incredibly hard to come by, particularly if you are limited by location.

As well as necessary experience in the right locations and types of projects, the candidate would need to live within commutable distance to attend their Sacramento offices full-time.

Longevity was also important to the client; an individual who was committed to the firm and its success in the long term.

Our Solution

Further to the overall construction talent shortage, operating within a limited location could have been **near-impossible**.

However, at the time we had been working for several months with one of our estimator contacts to find a new opportunity for him in the California region. He had been in his position for over 15 years and internal changes were prompting him to look for a new, more senior but still stable position.

We were sure he'd be a great fit, with experience in multifamily construction, as well as management. He'd certainly demonstrated company loyalty and felt a good cultural fit with our client.

The team were **blown away** by his resume and promptly set up an interview conversation involving all the relevant stakeholders. The client **offered him the job the very next day**.

Results

This project was a dream as a talent partner; to match a **great candidate** with the **perfect opportunity**. After working with this individual for a while to find the right role and company, it was a pleasure to support him in the next step of his career.

Providing our client with such a capable and passionate candidate will be transformative in empowering their estimating team. His expertise will ensure effective project planning and risk management, and his leadership will be influential in the development of the firm's capabilities and project successes.

The client is delighted with the outcome, as well as the speed and ease of the process. We are now working with them on another estimating vacancy.

Looking for talent and executive search support?

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