

executive search & recruiting for construction & real estate

Finding the right talent is critical to your success. The challenge? Being connected to the right person at the right time for your company's needs.

That's why DHG Search maintains a dedicated construction and real estate practice, with hundreds of relationships coast to coast, a strong commitment to the industry and active participation in industry associations. We combine these relationships with our well-tested process to help you find the right candidate for the position.



Relationships Built on Trust



Strategic Advisors



How Engagements
Become Relationships



Thorough and Efficient
Candidate Searches

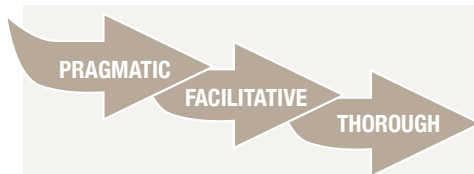


RELATIONSHIPS BUILT ON TRUST

We know the space and have the key players on speed dial, to fill the search pipeline with requests for qualified personnel. DHG Search connects you with experienced professionals succeeding in their current positions — people who trust us and will listen when we call them to talk about a job opportunity.

We've created a confidential space for conversations between companies that are hiring and high-quality candidates, each selected by a strategic recruiting process shaped by experience, analytics and intuition.

This process, like the relationships it is built upon, is well-established and effective. Clients who work with us and have the discipline to use our process see that it pays off with quality hires — professionals who are smart and engaged, who can execute and become an integral part of the business.



We know the space and have access to the key players.

We've created a confidential space for conversations.

We have a process that is mature and well-tested.



STRATEGIC ADVISORS

Our relationships start with an executive recruiting engagement, which leads to clients trusting us as strategic advisors. We know their organizational charts, identify duplication and redundancy and help define position requirements and ideal candidates.



We have experience in providing candidate search assistance related to:

- Expansion
- Downsizing
- Under-performance
- Open positions
- Succession planning
- Unmet internal needs



HOW ENGAGEMENTS BECOME RELATIONSHIPS

We value relationships over individual placements. Our diligence drives our understanding of your needs and those of the best candidates for your available positions. DHG Search represents the business, but we know this has to be a win for both sides.

Over time, our clients see that we add value, with a 360-degree view of the marketplace, a selection process that moves forward without wasted movement and recommendations to support the right hiring decision.



THOROUGH & EFFICIENT CANDIDATE SEARCHES FOR CONSTRUCTION & REAL ESTATE

DHG Search serves a wide range of clients in construction and real estate:

- Real estate developers/owners
- Specialty contractors
- Engineering firms
- General contractors
- Architectural firms
- Material & equipment providers

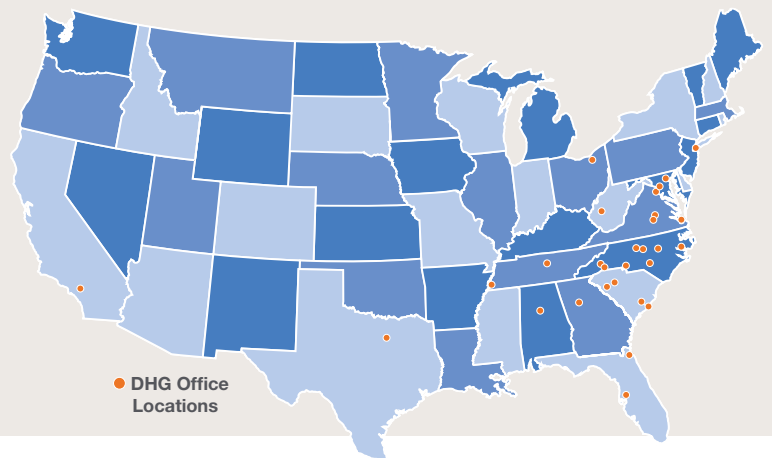
Our ongoing industry engagement helps us fill positions across the organizational chart. We are connected with experienced leaders in executive, management, finance, accounting, and IT roles.

Select positions we have successfully filled include:

- Chief Executive Officer
- Chief Operations Officer
- Chief Financial Officer
- Chief Accounting Officer
- Chief Information Officer
- Vice President
- General Manager
- Controller
- FP&A Manager
- Senior Tax Manager
- Construction Manager
- Estimator / Preconstruction
- Human Resources
- Engineering Manager
- Project Manager
- Project Superintendent
- Real Estate Analyst
- Health & Safety Leader
- Equipment Planner
- IT Director & Manager
- Network Administrator



“we are not about selling a project, we are about finding solutions.”



HOW WE HELP YOU ACHIEVE YOUR GOALS

As part of a Top 20 CPA firm, DHG Search offers a broad range of resources and advisory services. Our professionals work closely with colleagues at DHG in assurance, tax and advisory services to help our clients succeed.

Our regular engagement with senior executives and others in the industry adds to our understanding of your opportunities and challenges. It also helps maintain a talent pool stocked with high-quality candidates at the C-Suite and senior management levels.

