



Recruitment Solutions Guide

A comprehensive overview of the recruitment resources offered by Search Solution Group.



“The **way** you hire, the **people** you hire, and the **culture** you create is the single most important decision a company makes.”

- Reid Hoffman
Co-Founder of LinkedIn

A Superior Hiring Experience

Achieve seamless recruitment from strategy to placement with Search Solution Group.

1

Schedule Meeting

Set up a time to speak with our team and take the first step toward finding the right talent for your organization.

2

Personalize Your Hiring Plan

Meet your recruitment team for an in-depth consultation to outline goals, define expectations, and answer any questions you may have.

3

Receive Pre-Vetted Resumes

Our team takes it from here, leveraging 20+ years of headhunting and recruiting experience to find the best talent for your business.

4

Hire With Confidence

Hire a qualified candidate that you can be completely confident in.



Scan to Schedule a Meeting

Whether you're seeking top talent, exploring new opportunities, or staying informed on recruitment trends, scan the QR code to get started.

Our Clients

SAMSUNG

 Chevron

DISCOVER

Honeywell

AMERICAN EXPRESS

octapharma

ThermoFisher SCIENTIFIC

NORTHROP GRUMMAN

Coca-Cola

EQUIFAX

SC Johnson
A family company
at work for a better world

Kraft Heinz

IMAX THEATRE

 PennState

DICK'S SPORTING GOODS

MANN + HUMMEL

Bojangles

Hilton GRAND VACATIONS

NOKIAN TYRES

INSPIRE Brands

 CUSTOM INK

SHAKE SHACK 

 RITE AID

Six Flags Entertainment Corporation

LI-COR

chewy

Pilot. FLYING 


FOUR SEASONS

Michaels

Heard & Blunt's
SEJ SPORTS BUSINESS JOURNAL

 Scanmarket

TOSHIBA

 Dentsply Sirona

 US Radiology Specialists
Imaging and Interventional Partners

Avante Health Solutions

HERSHEY ENTERTAINMENT

View a comprehensive list of our clients at searchsolutiongroup.com/our-clients

About Us



Overview

Search Solution Group is an award-winning recruitment, consulting, and career services firm helping organizations and professionals navigate hiring, growth, and career transitions. For more than 20 years, we've partnered with businesses across industries to solve complex people challenges with clarity and confidence. From executive search and direct hire to staffing and consulting, we deliver tailored solutions aligned with business goals and built to drive results. When hiring decisions matter most, leaders rely on our expertise and follow-through to move their business forward.

Our Mission

Our mission is to set the national standard for relationship-driven talent partnerships by creating meaningful, lasting connections that help candidates, clients, and employees thrive. We are committed to empowering every person and business we work with, to achieve their fullest potential, through trust, collaboration and excellence.

Scan the QR code to
learn more about our firm



Hiring Areas of Expertise

Search Solution Group has the expertise, experience, and network necessary to locate the most qualified candidates for job openings across your entire organization.



Human
Resources



Total Rewards,
Compensation,
& Benefits



Accounting &
Finance



Sales & Business
Development



Operations,
Supply Chain, &
Logistics



Information
Technology (IT)



Engineering



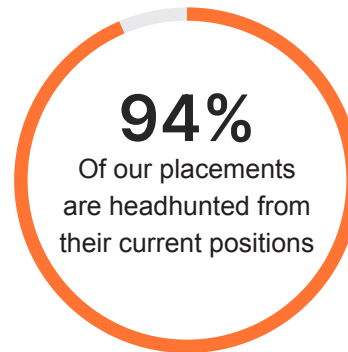
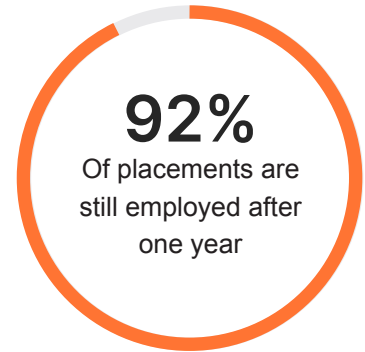
Customer
Service &
Administration



Marketing

View all of our hiring areas of expertise at
searchsolutiongroup.com/recruiting-areas

Client Success is our #1 Priority



Awards and Recognitions

Recognized on Leading Industry Lists & Awards

- Charlotte Business Journal: #1 Contingent Search Firm
- Charlotte Business Journal: #1 Retained Search Firm
- Charlotte Business Journal: Book of Lists – Largest Temporary Staffing Companies
- Charlotte Observer: Best Staffing Agency
- Best & Brightest Companies to Work For
- Charlotte Magazine: Top Places to Work
- Forbes: America's Best Professional Recruiting Firms
- Hunt Scanlon: Power 65 List for HR/Diversity Recruiting
- LinkedIn: Top 20 Most Engaging Staffing Brands



Our Search Methodology

Over the years, Search Solution Group has created a four-step search methodology to ensure that all of our client's needs are delivered in a timely fashion and that their expectations are met.

01

Source

We begin each search with a tailored sourcing strategy. Our recruiters employ a blend of traditional recruitment methods, targeted **headhunting**, and the use of our extensive talent network of 1.6 million professionals to find top candidates nationwide.

02

Screen

We thoroughly evaluate candidates through pre-screening, interviews, and assessments. After careful review and team interviews, only the top 7% are presented to our clients.

03

Evaluate

We collaborate with your team to review and discuss detailed profiles of our selected candidates. These profiles can include assessments of the candidate's skills, background, behavior, and compatibility with your team and company.

04

Deliver

Once a candidate is selected, we arrange all closing details, such as the start date, onboarding, and the facilitation of any last-minute questions or concerns.

The SSG Advantage

Better Talent

Access an exclusive network of top-tier passive and active candidates carefully selected to meet your specific requirements. Our expert headhunting techniques and a dynamic talent pipeline ensure you find the ideal match for urgent and specialized positions.

- 92% of our placements are still employed after one year

Superior Vetting

Experience the advantage of our rigorous pre-screening by expert recruiters. We guarantee you engage only with candidates who align with the role's demands, enhancing your time management and focusing on the most suitable candidates.

- On average, 1 in 14 candidates pass our screening process

Faster Hiring

Streamline your hiring with our refined recruitment process, allowing your internal team to concentrate on core business objectives. This method expedites the placement of candidates in urgent, niche, and senior-level roles, optimizing both time and resources.

- Cut down your time-to-hire to an average of 36 days

Trained Experts

Capitalize on our 22+ years of recruitment expertise, gaining access to critical market insights, competitive salary guidelines, and skill trends. Our recruitment services are designed to effectively cater to the varied needs of our clients in multiple sectors.

- Our average recruiter tenure is over 5 years, more than twice the national average



Recruitment Solutions



Executive Search

Overview: Executive search focuses on identifying and recruiting senior-level leaders who can guide strategy, strengthen leadership teams, and support long-term business objectives. These searches typically target highly experienced professionals who are often not actively seeking new opportunities and require a more strategic, research-driven recruiting approach. Executive search firms conduct targeted outreach, evaluate leadership experience, and carefully manage the hiring process to secure the right fit for critical roles. The goal is to connect organizations with leaders capable of influencing company performance, culture, and long-term growth.

Typical Use Cases:

- Hiring C-suite leaders such as CEOs, CFOs, CHROs, or CMOs
- Replacing or upgrading senior leadership roles
- Supporting growth or strategic transformation initiatives

Board Member Recruitment

Overview: Board Member Recruitment focuses on identifying and securing experienced leaders who provide governance, strategic guidance, and industry expertise at the board level. These searches target accomplished executives and subject matter experts who bring valuable perspective and oversight to organizations navigating growth, transformation, or complex business decisions. Through a targeted headhunting approach, Search Solution Group identifies qualified candidates, evaluates their experience and alignment with organizational goals, and presents a carefully vetted slate capable of strengthening board leadership and decision-making.

Typical Use Cases:

- Adding independent board members to strengthen governance
- Bringing specialized expertise to support growth or strategy
- Replacing retiring or transitioning board members



Recruitment Solutions

Direct Hire Recruitment

Overview: Direct hire recruitment focuses on identifying and placing full-time professionals who align with an organization's long-term goals and team structure. These searches target qualified candidates across a range of levels, from individual contributors to leadership roles, using a combination of targeted outreach and active candidate engagement. Through a strategic recruiting approach, Search Solution Group identifies, evaluates, and presents candidates who meet both technical requirements and cultural fit. The goal is to deliver hires who can contribute quickly while supporting long-term team stability and performance.

Typical Use Cases:

- Filling full-time roles across departments and functions
- Replacing or upgrading existing team members
- Supporting ongoing growth and expansion initiatives



Confidential Search

Overview: Confidential search is designed for hiring situations that require a high level of discretion, protecting both the organization and the candidates involved throughout the process. These searches are often used when making sensitive leadership changes, replacing existing employees, or exploring strategic hires without signaling internal or market shifts. A controlled, targeted approach is used to manage candidate outreach, evaluation, and communication while limiting visibility and protecting brand reputation. We work closely with stakeholders to maintain confidentiality at every stage while delivering qualified, well-aligned candidates for critical roles.

Typical Use Cases:

- Replacing an existing employee without internal disruption
- Conducting sensitive or strategic leadership hires
- Maintaining privacy during organizational changes

Recruitment Solutions



Recruitment Process Outsourcing

Overview: Recruitment Process Outsourcing (RPO) provides organizations with a scalable recruiting solution by embedding dedicated recruiting support into their hiring process. Rather than managing hiring internally, companies leverage an external team to handle sourcing, screening, and pipeline management while aligning closely with internal goals and workflows. This model is especially effective for organizations with ongoing or high-volume hiring needs, as it brings consistency, and additional bandwidth to the recruiting function. Search Solution Group works as an extension of your team to deliver efficient, organized, and results-driven hiring support.

Typical Use Cases:

- Supporting high-volume or ongoing hiring needs
- Enhancing internal recruiting teams with additional bandwidth
- Improving consistency and structure in the hiring process

Staffing

Overview: Staffing services provide organizations with flexible talent solutions to support short-term needs, project-based work, and evolving workforce demands. This approach allows companies to quickly access qualified professionals without long-term hiring commitments, helping maintain productivity during periods of change or increased workload. Search Solution Group connects businesses with vetted talent who can step in and contribute immediately while aligning with team and project needs. From temporary support to contract and contract-to-hire solutions, staffing offers a scalable way to manage workforce demands.

Typical Use Cases:

- Supporting short-term or project-based needs
- Managing workload spikes or seasonal demand
- Filling roles on a temporary or contract basis



Our Search Plans



Retained Search

Our retained search service offers a personalized and attentive recruitment solution, ideal for sourcing and recruiting candidates for executive-level and specialized roles. Payment is divided into three parts: an initial deposit is due at contract signing, an installment after 30 days, and the final installment upon search completion.

Priority Search

Unique to Search Solution Group, our priority search is a blend of contingent and retained search. A small engagement fee is charged upfront, followed by the net fee due when a position is filled. This search is recommended for industry-specific and high-priority positions.

Contingent Search

Contingent search offers a flexible solution for general hires across an organization. This search is also accompanied by a simplified payment structure, requiring a one-time payment upon placement.

	Retained	Priority	Contingent
Search Difficulty	High	High/Medium	Medium
Recruitment Team	Large	Large/Medium	Medium
Payment Structure	3 Installments	2 Installments	1 Installment
Upfront Fee	✓	✓	✗
Replacement Guarantee	✓	✓	✓

Hear From Our Clients



“Working with the team at Search Solution Group was better than I could have ever hoped for. The team is responsive, accommodating, and highly efficient. Every candidate presented to us was of high quality, and we were able to quickly find the best fit for our needs. The candidates we selected are doing awesome, and I will always reach out if we need anything.”

- Sr. Director of HR, Training & Development 



“The team at Search Solution Group understood our needs and worked diligently to deliver candidates that fit our criteria. They were extremely collaborative, excellent listeners, and really thought outside the box. For us, what set the Search Solution team apart from other search agencies was the level of dedication and responsiveness we experienced. They were able to find the needle in the haystack with the speed that we needed. I recommend them highly and will absolutely work with them in the future.”

- Chief People Officer 



“Over the last year I have partnered with SSG to fill several critical leadership talent gaps within the Memorial Health HR division. My partnership with the SSG team has been incredible, as their recruiters work extensively to truly understand my organization’s needs along with the attributes, experiences and capabilities a candidate needs to lead to future success. I have been impressed with all the candidates SSG has sourced and screened, who have been of utmost quality and have a clear understanding of the role and organization. It is without hesitation that I would suggest SSG as a valued partner to any organization – the entire team will work tirelessly to ensure the needs of their clients are met.”

- SVP & Chief Human Resources Officer 



“I’ve worked in HR for over a decade, and Search Solution Group is hands down the best firm I have ever worked with. The candidates were of excellent quality, and the communication and responsiveness of the team enabled us to fill the positions quickly. They continued to reach out to us to offer assistance with other roles and have truly made our lives easier.”

- Sr. Manager of Talent and Operations 



Recruitment With Purpose

We believe success is not just filling positions; it's delivering exceptional results through unmatched customer experiences, driven by an unwavering commitment to our core values in every aspect of our work.

Grit

Our perseverance and determination define us. Grit keeps us moving forward, tackling tough searches, and always meeting client needs.

Responsiveness

We move fast and communicate clearly. Whether it's a candidate's question or a client's request, we ensure everyone feels heard and supported.

Integrity

Trust is built on honesty. We uphold the highest ethical standards, acting with transparency and putting our clients' and candidates' best interests first.

Teamwork

Success is a team effort. We collaborate, support one another, and grow together, knowing that our success is stronger when we work as one.

At Search Solution Group, we combine a diverse range of skills, expertise, and perspectives, all aligned with one clear mission: to assist our clients in building world-class organizations by providing top talent, continual support, consultation, and innovation. Our success is built on a foundation of collaboration, mutual respect, and a shared commitment to helping our clients and candidates achieve lasting success. We take pride in our ability to drive results and create opportunities that enable both businesses and professionals to excel, understanding that our collective achievements are a direct reflection of the value we bring to those we serve.



Learn More About Search Solution Group



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