

2025 Recruitment Solutions Guide

An in-depth overview of the recruitment resources
offered by Search Solution Group in 2025.



Our Clients

SAMSUNG



DISCOVER

Honeywell

**AMERICAN
EXPRESS**

Crate&Barrel

**ThermoFisher
SCIENTIFIC**



KraftHeinz



EQUIFAX

**IMAX
THEATRE**



**MANN +
HUMMEL**

Bojangles

**Hilton
GRAND VACATIONS**

**NOKIAN
TYRES**

**INSPIRE
Brands**



chewy



Michael's



**Six Flags
Entertainment Corporation**

TOSHIBA



Avante | Health
Solutions



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

About Us



Overview

Search Solution Group is a full-service recruiting, staffing, and executive search firm with over 20 years of experience forging connections between organizations and uniquely qualified candidates. Having specialized divisions and exposure to nearly every industry, our firm has the expertise and extensive talent network to tackle any hiring challenge. Our award-winning process, professional headhunting team, and commitment to helping our clients secure top talent sets us apart as one of the leading recruitment firms in the nation.

Our Mission

We are committed to assisting our clients in building world-class organizations by providing top talent, continual support, consultation, and innovation.

Scan the QR code to
visit our LinkedIn



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



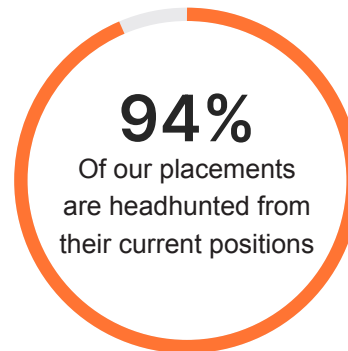
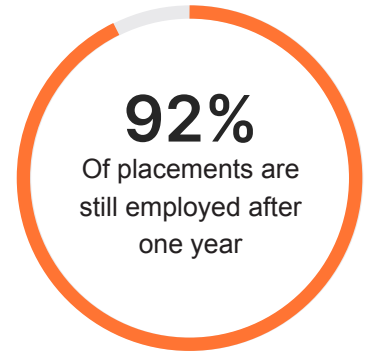
Customer
Service &
Administration



Marketing

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

Client Success is our #1 Priority



Awards and Recognitions



CBJ's #1 Executive Search Firm
2023, 2024



Forbes List of America's Best
Professional Recruiting Firms
2022, 2023



CBJ's List of Largest Temporary
Staffing Companies
2020, 2021, 2022, 2023, 2024



Best & Brightest Award
2019, 2021, 2022, 2023, 2024



Inc. 5000 List of Fastest Growing
Private Companies
5 Consecutive Years



The Charlotte Observer's Best
Staffing Agency
2024

Professional Search Services

Executive Search

Finding exceptional leadership can feel like a monumental task, especially when the stakes are high. That's where we come in. Our Executive Search division specializes in connecting businesses with top-tier C-suite and VP-level talent. With over 20 years of experience and a proven track record working with some of the nation's most successful and influential organizations, we've become a trusted partner for companies seeking transformative leadership. We understand that the right leader doesn't just fill a role—they drive growth, inspire teams, and deliver results. Trust us to deliver leaders who align with your vision and elevate your organization.

Direct Hire

Every business needs mid-management professionals who can execute strategy and lead teams effectively. But finding those candidates can be time-consuming and difficult. Our Direct Hire division simplifies the process by connecting you with pre-qualified and high-performing talent. Drawing from an extensive network of active and passive candidates, we work quickly to provide the right fit for your unique needs. With industry-specific expertise and a consultative approach, we ensure you can focus on your goals while we handle the heavy lifting of recruitment.

Staffing

Scaling your workforce doesn't have to be complicated. Our Staffing division provides flexible hiring solutions tailored to your needs, including project-based work, temporary assignments, and contract-to-hire roles. Recognizing the importance of time, our team works quickly to deliver top-tier candidates who are thoroughly vetted and ready to make an impact. Partnering with us means accessing an efficient process designed to help your business maintain flexibility and achieve the results you need without compromising on quality.

	Executive Search	Direct Hire	Staffing
Employment Type	Full-Time	Full-Time	Temporary/Project-Based
Seniority Level	VP, SVP, EVP, C-Suite	Entry-Level, Middle Management, Director	Entry-Level, Intermediate, Mid-Level, Fractional Leadership

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.

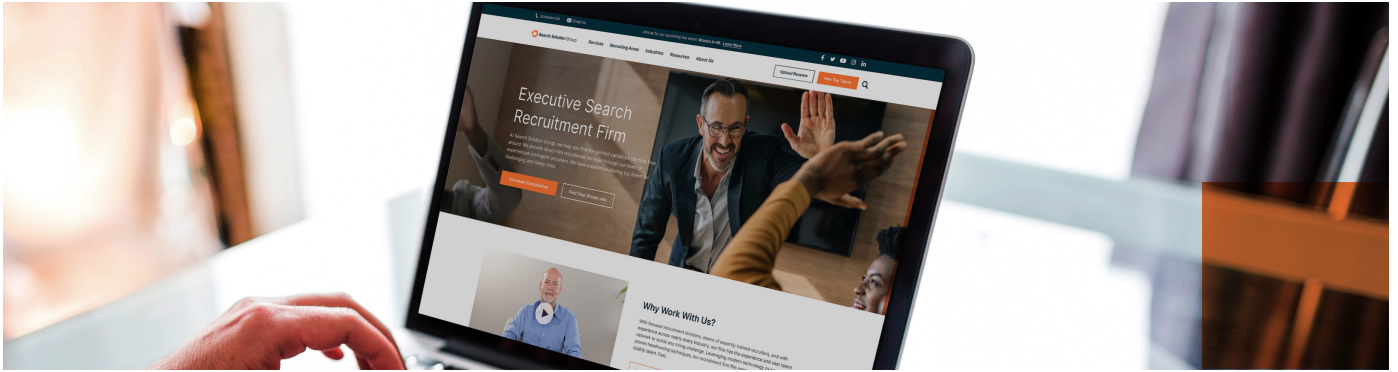
Priority Search

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	✓	✓	✓



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



Fractional Leadership Services

Leadership That Adapts to Your Business

Hiring fractional leaders provides businesses with strategic, high-level expertise on a part-time, interim, or project basis, offering significant cost savings compared to hiring a full-time executive. This service has become increasingly popular, providing companies with the flexibility they need without the long-term commitment.

Benefits of Hiring Fractional Leadership:

- **Flexibility:** Customizable services based on business needs.
- **Immediate Impact:** Fractional leaders adapt quickly and deliver results from day one.
- **Scalable Support:** Adjust services as business needs change.
- **Fresh Perspective:** Outsider insights bring new ideas and improvements.
- **Reduced Risk:** Benefit from expertise without long-term commitments.

What are Fractional Leaders Used for?

- Strategic business planning
- Operational efficiency and process improvement
- Change and transformation management
- Financial oversight and planning
- Marketing and brand strategy
- Technology and digital transformation
- Business development and sales optimization
- Compliance and regulatory strategy
- Innovation and product development
- Crisis and risk management



Leadership Without Limits

At Search Solution Group, we connect businesses with experienced fractional executives who provide strategic leadership on a flexible schedule. Whether you need expertise to navigate growth, tackle challenges, or drive specific initiatives, our fractional leaders deliver impactful results without the commitment of a full-time hire.

Recruiter On-Demand

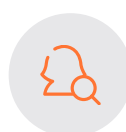
Only Pay For What You Need

Recruiter On-Demand offers a diverse range of hourly recruitment services that are adaptable to your changing needs. Gain the freedom of no long-term commitments and receive support for your recruitment needs anytime, anywhere.



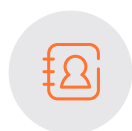
Job Description Writing

Acquire professional job descriptions designed to attract top talent for your open positions.



Application Review

Streamline your hiring process by having our team evaluate job applicants on your behalf.



Application Sourcing

We post your job across industry-leading job boards and promptly deliver submitted resumes for your review.



Background Checks

Seamlessly request background checks on your current or prospective employees.



Behavioral Assessments

Utilize top pre-employment tests used by our recruiters to gain insight into candidates' behavior, characteristics, and professional conduct.



High-Volume Applicant Review

When faced with an overwhelming number of resumes, let us handle the review process for you.

Hourly rates are available upon request. Rates vary based on needs.

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  SHAKE SHACK



“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.

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.



“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



Learn More About Search Solution Group



Email: info@ssgresume.com
Web: searchsolutiongroup.com



Phone: 704.332.8702



Address:
501 Minuet Ln.
Charlotte, NC 28217