



Human Resources Recruitment Guide

Streamline your hiring process and secure the HR professionals your team needs.

Our Clients

SAMSUNG



DISCOVER

Honeywell

AMERICAN EXPRESS

octapharma

ThermoFisher SCIENTIFIC

NORTHROP GRUMMAN

Coca-Cola

EQUIFAX

3M Johnson
A family company
at work for a better world

KraftHeinz

IMAX THEATRE



DICK'S SPORTING GOODS

MANN + HUMMEL

Bojangles

Hilton GRAND VACATIONS

nokian TYRES

INSPIRE Brands



LI-COR

chewy

Pilot FLYING



Michaels

SEJ SPORTS BUSINESS JOURNAL

Röchling

TOSHIBA



Avante Health Solutions



Click here to view a comprehensive list of our clients

About Our HR Division



Overview

Search Solution Group's Human Resources recruitment division focuses on connecting businesses with outstanding HR professionals. With over 20 years of expertise in recruiting for all HR functions—from talent acquisition and total rewards to compensation and benefits—our team delivers tailored solutions to meet even the most complex hiring needs. Our award-winning process and commitment to excellence make us a trusted partner for organizations looking to build high-performing teams with exceptional talent.

Our Mission

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

Click the icon to
schedule a meeting



HR Areas of Expertise

Our expertise spans all HR functions, ensuring we can address every hiring need within the department.



Total Rewards



Talent
Management



Talent
Acquisition



Organizational
Development



Compensation
& Benefits



Learning &
Development



HR Leadership



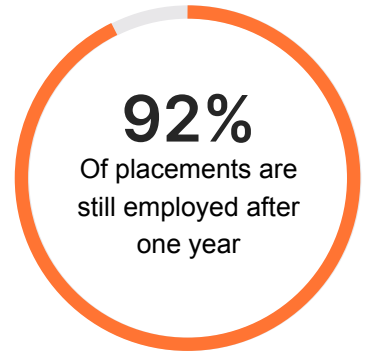
HRIS



Change
Management

Click here to view all of our **areas of expertise**

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

HR Recruitment Services

Executive Search

Finding exceptional HR leadership can feel like a monumental task, especially when building a strong organizational foundation. That's where our HR Recruitment Division steps in. We specialize in connecting businesses with top-tier HR executives, including C-suite and VP-level talent. With over 20 years of experience and a proven track record partnering with some of the nation's most successful organizations, we've become a trusted resource for companies seeking transformative HR leadership. The right HR leader doesn't just manage processes—they shape workplace culture, inspire teams, and drive strategic growth. Trust us to deliver HR leaders who align with your vision and elevate your organization.

Direct Hire

Every organization needs HR professionals who can develop strategy and lead teams effectively, but finding the right candidates can be time-consuming and challenging. Our HR Recruitment Division streamlines the process by connecting you with high-performing HR talent tailored to your needs. Whether it's HR managers, compensation specialists, or benefits administrators, we tap into an extensive pool of active and passive candidates to find the perfect fit. With deep expertise in the HR field and a consultative approach, we help you focus on organizational goals while we handle the heavy lifting of recruitment.

Staffing

Scaling your human resources team doesn't have to be a challenge. Our HR Recruitment Division specializes in flexible hiring solutions, from temporary staffing and contract roles to long-term project-based needs. Whether you're seeking interim HR leaders, contract-to-hire professionals, or experts for specific projects, we deliver top candidates who are thoroughly vetted and ready to contribute. Time is critical in HR operations, so we move quickly to provide seamless staffing solutions that help you maintain your team's effectiveness and agility. Let us help you meet your HR needs while keeping your team running smoothly.

	Executive Search	Direct Hire	Staffing
Employment Duration	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 is designed for organizations seeking high-level HR professionals and specialized HR talent. This personalized and attentive recruitment solution is ideal for sourcing HR leaders, such as CHROs, VPs of HR, and other strategic roles. Payment is divided into three stages: an initial deposit is due upon signing the contract, a second installment after 30 days, and the final installment upon successful completion of the search.

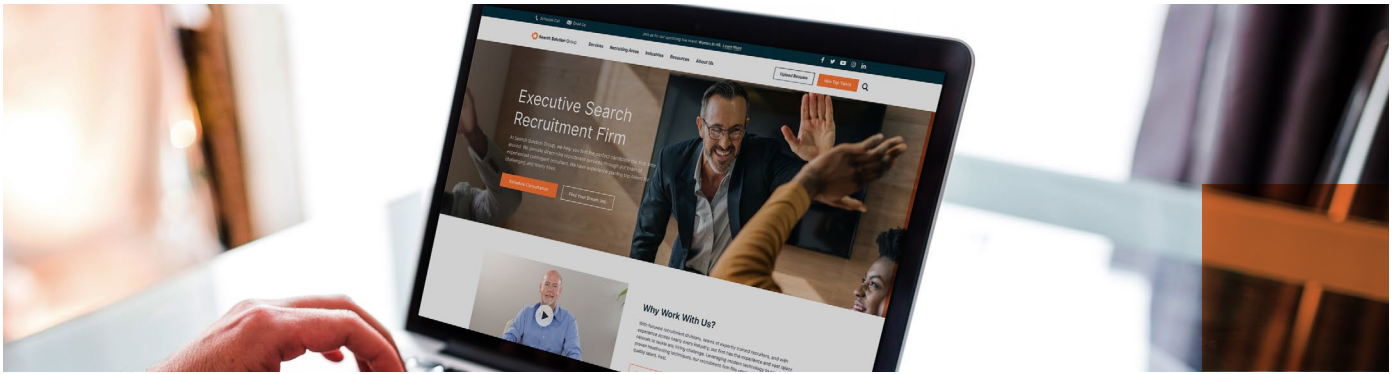
Priority Search

Exclusive to Search Solution Group, our priority search combines the best elements of contingent and retained searches. This service is tailored for filling critical HR positions, such as HR directors, talent acquisition managers, and compensation specialists. A small engagement fee is charged upfront, with the remaining balance due upon a successful placement.

Contingent Search

Contingent search provides a flexible solution for hiring HR professionals across various levels, from generalists to specialists. This option simplifies the process with a one-time payment required only upon a successful hire.

	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



Recruiter On-Demand

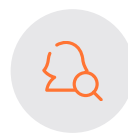
Only Pay For What You Need

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.



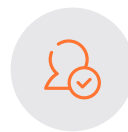
Application Review

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.

Fractional Leadership Services

Leadership That Adapts to Your Business

Hiring fractional HR leaders allows organizations to access specialized expertise. Whether you need an interim CHRO, a part-time HR consultant, or an expert to lead a critical project, fractional HR leadership provides a cost-effective solution without the long-term investment of a full-time hire. This service is ideal for businesses facing transitional periods, scaling operations, or tackling complex workforce challenges, delivering the precise HR leadership needed to drive results.

Benefits of Hiring Fractional Leadership:

- **Flexibility:** Customizable services based on business needs.
- **Immediate Impact:** Leaders quickly adapt and produce results.
- **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 HR Leadership
- Executive Talent Acquisition & Retention
- Organizational Development
- Leadership Coaching & Development
- HR Policy & Compliance
- Compensation & Benefits Strategy
- Cultural Transformation
- Succession Planning & Crisis Management
- Change Management
- Workforce Analytics & Reporting



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.

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 

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.



Learn More About Search Solution Group



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