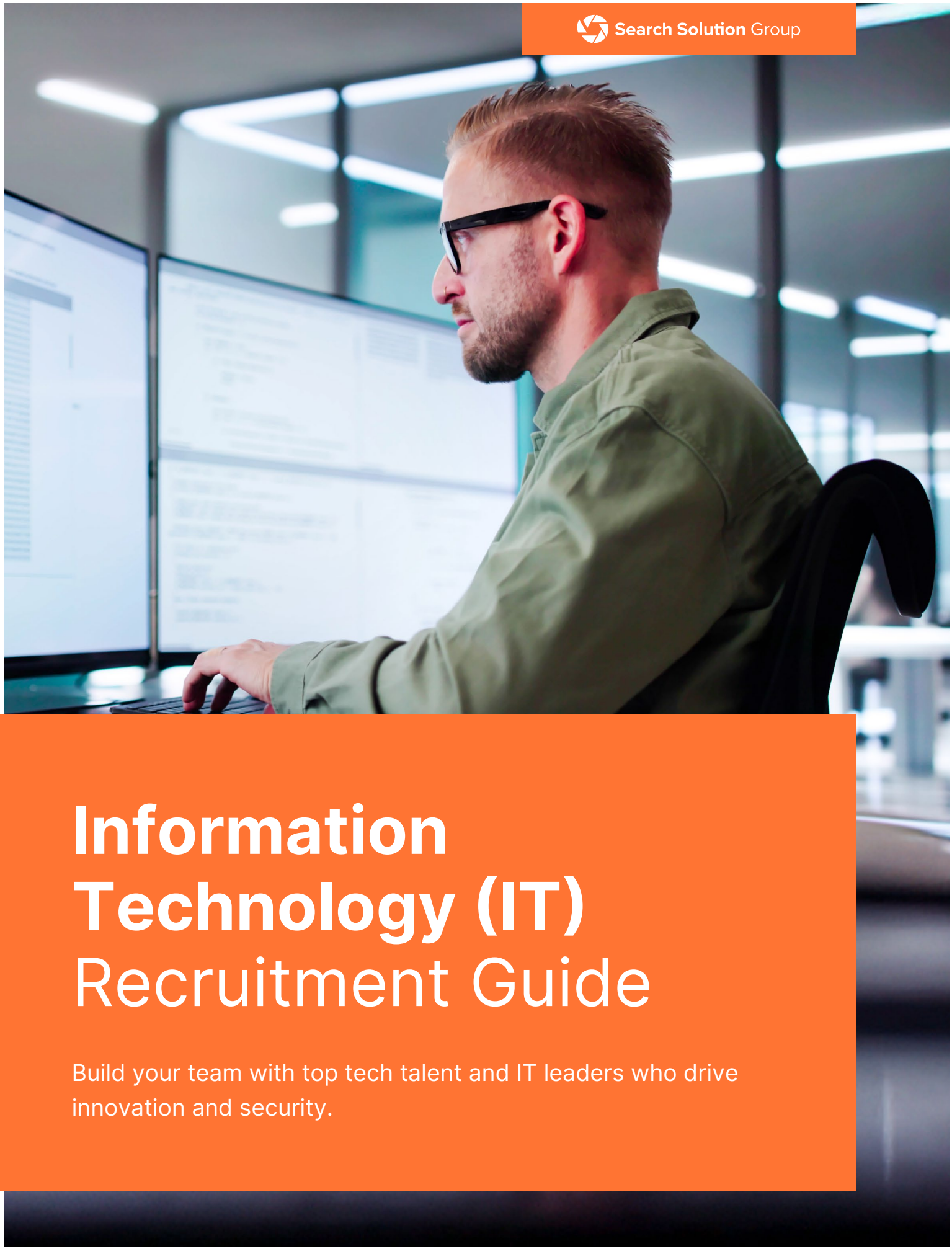
Search Solution Group



Information Technology (IT) Recruitment Guide

Build your team with top tech talent and IT leaders who drive innovation and security.

Our Clients

Click here to view a comprehensive list of
our clients

About Our IT Division

Overview

Search Solution Group is a premier IT recruitment, staffing, and executive search firm with over 20 years of experience connecting organizations with top-tier tech talent. Our specialized IT division understands the complexities of the technology industry and has built an extensive network of highly skilled professionals across software development, cybersecurity, cloud computing, data analytics, and beyond. With an award-winning recruitment process and a dedicated team of expert IT headhunters, we help companies secure the right technical talent to drive innovation and business success.

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

IT Areas of Expertise

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

- IT Executives
- Andriod & IOS Development
- Cybersecurity
- Data Architecture
- Help Desk
- CTO/VP
- Artificial Intelligence
- Network Administration
- Software Engineering

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

Client Success is our #1 Priority

36
Days is our average time-to-hire

20+
Years of recruiting and headhunting experience

92%
Of placements are still employed after one year

88%
Of our business is repeat business

94%
Of our candidates are headhunted from their current positions

Awards and Recognitions

Charlotte Business Journal's
#1 Executive Search Firm
2023, 2024

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

Charlotte Business Journal's Largest
Temporary Staffing Companies
2020, 2021, 2022, 2023, 2024

Charlotte's
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

IT Recruitment Services

Executive Search

The right IT leader can be the difference between staying ahead of the curve or falling behind in a rapidly evolving tech-driven world. At Search Solution Group, we identify and secure top-tier CIOs, CTOs, CISOs, and other senior technology executives who drive innovation, enhance security, and optimize business operations. With over 20 years of experience, we've built a reputation as a trusted partner for companies seeking forward-thinking IT leadership. Our proven search process ensures we connect you with leaders who align with your vision, inspire teams, and deliver measurable results.

Direct Hire

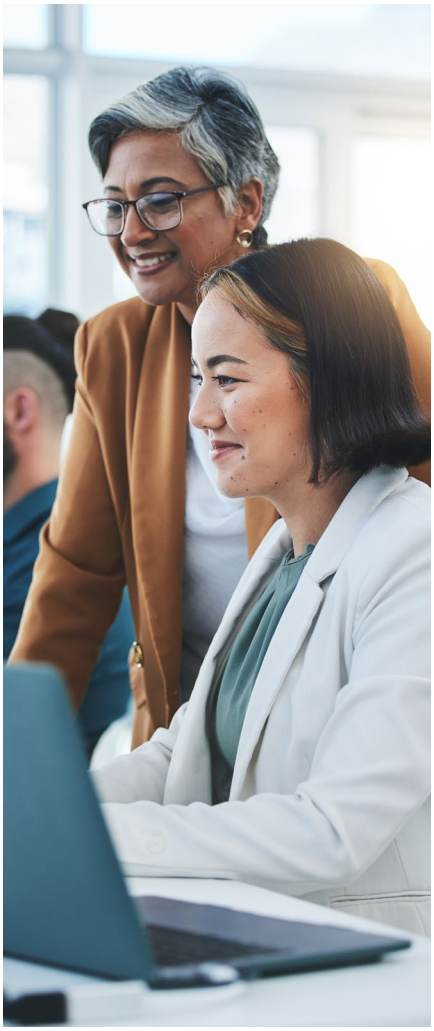
Hiring skilled IT professionals who can manage teams, drive innovation, and execute technical strategies takes time and precision. Our IT Direct Hire division streamlines the process by connecting companies with top-tier talent, from engineering managers to IT directors. With access to a deep network of active and passive candidates, we deliver professionals who align with your technical and cultural needs. Backed by industry expertise and a consultative approach, we handle the complexities of IT recruitment so you can stay focused on business growth and technology advancements.

Staffing

Expanding your IT team shouldn't slow down your operations. Our IT Staffing division provides flexible hiring solutions, including project-based roles, temporary placements, and contract-to-hire options. With a deep understanding of the industry's demands, we deliver highly skilled candidates who have been thoroughly vetted and are ready to make an impact. Speed and precision are at the core of our process, ensuring you get the right talent when you need it. Whether scaling for a critical project or filling a short-term gap, we provide the expertise and efficiency to keep your business moving forward.

	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 IT executives and specialized technical roles, such as CIOs, CTOs, CISOs, IT Directors, and Software Engineering VPs. Payments are structured in three phases: an initial deposit at contract signing, a second installment after 30 days, and the final payment upon search completion.

Priority Search

Unique to Search Solution Group, our priority search combines the benefits of contingent and retained search for high-priority IT roles, like Software Architects, DevOps Engineers, and Cloud Solutions Directors, for example. A small engagement fee is charged upfront, with the remaining fee due upon placement. This approach ensures a focused search for specialized IT talent.

Contingent Search

Contingent search provides a flexible hiring solution for IT roles like Software Developers, Network Administrators, Systems Analysts, and IT Support Specialists. With a simple payment structure, a one-time fee is due upon placement, making it an efficient option for filling essential technical positions.

	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.

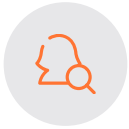
Recruiter On-Demand

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

Fractional IT leaders bring high-level expertise to organizations on a part-time, interim, or project basis, offering a cost-effective alternative to hiring a full-time executive. This flexible solution allows companies to access experienced CIOs, CTOs, CISOs, and other IT leaders when needed, ensuring strategic guidance without long-term commitments.

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 IT Leaders Used for?

- IT Strategy and Roadmap Development
- Cybersecurity and Risk Management
- Cloud Migration and Digital Transformation
- IT Infrastructure Optimization
- Data Analytics and Business Intelligence
- Software Development and System Integration
- Compliance and Regulatory Oversight
- IT Project and Change Management
- Emerging Technology Implementation
- IT Budgeting and Cost Optimization

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.

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

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

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

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

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 octapharma

"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 Memorial Health

"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 LI-COR

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.

Search Solution Group

Learn More About Search Solution Group

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