

QTI Executive & Professional Search

# Using a Creative Recruitment Strategy to Hire a Mechanical Designer

Case Study



## CHALLENGE

Due to an internal promotion, a growing Wisconsin metal fabrication and laser cutting manufacturer had an immediate need for a Mechanical Designer. These were big shoes to fill as the previous employee had over ten years of experience and played a vital role in the manufacturer's ability to accommodate walk-in business. Time was of the essence. However, finding experienced candidates within the desired salary range would not be easy.

-  Internal promotion led to an opening for a Mechanical Designer
-  Previous employee had a lot of experience and played a vital role in accommodating walk-in business.
-  Salary budget for the position was below market for a highly skilled Mechanical Designer.



**Employer Size**

15 employees



**Industry**

Manufacturing



**Location**

Wisconsin



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## SOLUTION

Through a collaborative discussion with the hiring manager, QTI's Engineering Recruiter developed an in-depth profile of a successful candidate, including the required skills, experience, and organizational culture fit. It was also discovered that the manufacturing organization had the benefit of the previous employee still being employed with the organization, making on-the-job training possible.

The biggest obstacle for this search was the mismatch between the required years of experience and the salary range. Candidates with the desired 1-2 years of experience would be expecting a higher salary than was possible for this manufacturer. Thinking outside the box,

the Recruiter presented an option to expand the talent pool to include those with non-traditional experience that could easily be transferable to the Mechanical Designer role. By doing so, the manufacturer could stay within their salary budget while still finding a great candidate. The Hiring Manager quickly agreed.

The QTI Recruiter began networking with relevant groups, sourcing resume databases, and reviewing QTI's diverse talent pool. He quickly discovered that students with classroom or internship experience in the mechanical design area would be a fit for the role. Candidates were interviewed, and the finalists presented to the manufacturer for their assessment and feedback.



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## RESULTS

The manufacturer hired a candidate with an associate degree and internship experience, allowing them to stay within their salary budget. The promoted employee trained the new employee, making for a smooth transition and the continued ability to accommodate their walk-in business. The employee was thrilled by the opportunity and looked forward to expanding their skillset. It was a perfect match between employer and employee.



Candidate hired with an associate degree and related internship experience.



Candidate's salary requirements were within the manufacturer's budget.



There was no loss in productivity or walk-in business due to cross-training opportunities as well as the quick, yet thorough, search process.