



## SIGNATURE HIRE CASE STUDY:

DEWALT CORPORATION, BAKERSFIELD, CA



## DISCOVERING THE PERFECT HIRE FOR AN ENGINEERING INDUSTRY LEADER

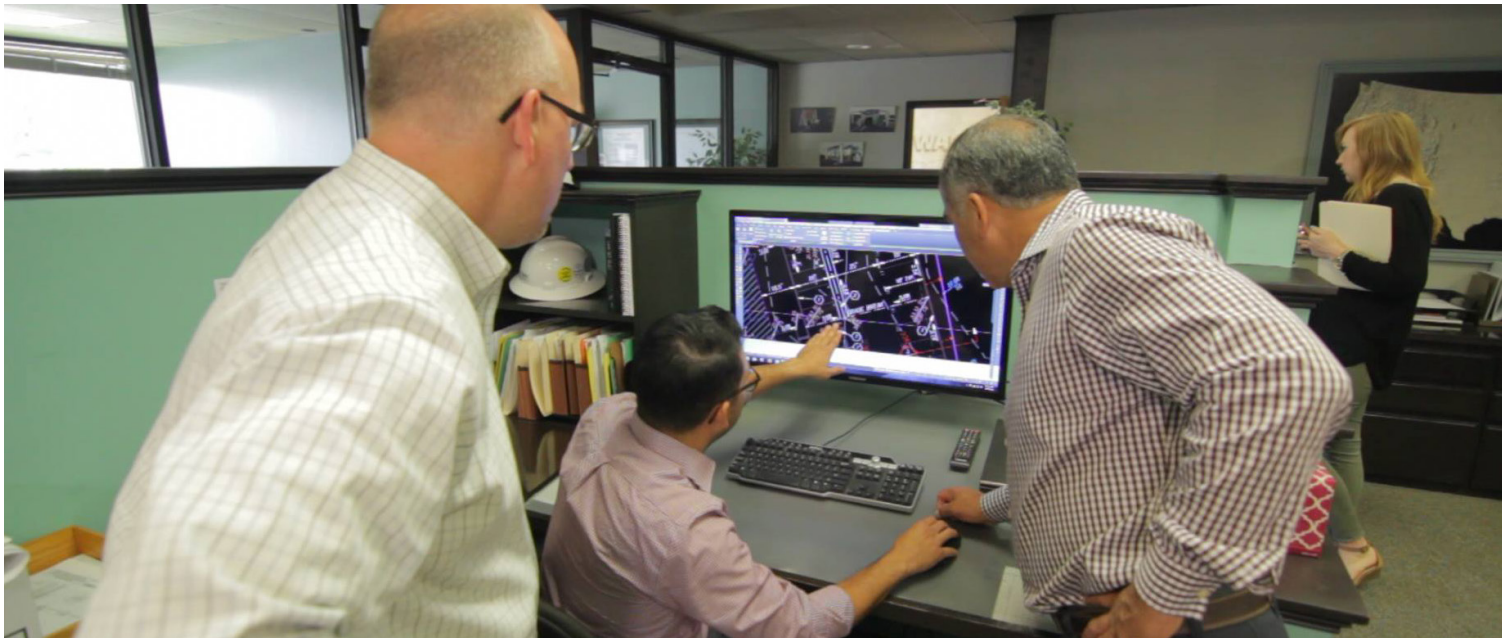
### CLIENT OVERVIEW

For over 50 years, Dewalt Corporation has provided engineering and surveying services to the greater Bakersfield area. With a mixture of experience, proven principles, attention to detail and quality production, Dewalt has become a leader and highly sought-after engineering resource in their industry.



We gave Signature Hire very specific requirements for our industry, and they were able to find candidates that really fit our needs. ”

Todd Wood —Director of Engineering at Dewalt



In central California, the engineering industry is relatively small and tight knit. Because of this, it can be extremely challenging to find new talent and build teams that can keep up with demand. Dewalt worked with several recruiters to find top talent but never felt that they understood the industry or their candidate requirements. This left them feeling skeptical of recruiters and limited the number of candidate options to hire.

### The Signature Hire Solution

After demonstrating its knowledge of the industry during a discovery call, Signature Hire was tasked with finding another skilled civil engineer to add to Dewalt's 25-person crew. Using their Signature Process™, Signature Hire went well beyond entering a keyword search into a database and hoping that someone would stick. They took the time to understand Dewalt's specific requirements for the position and conducted dozens of interviews to vet candidates and ensure that they fit both professionally and culturally. They proactively communicated with Dewalt throughout the process and after weeding out candidates that did not meet the qualifications, Signature Hire presented candidates that were a true fit for the organization along with extensive notes to make the hiring decision easier.

Dewalt hired one of the candidates that Signature Hire presented to them and now they play a significant role in the firm's engineering and surveying crews. Dewalt plans to enlist Signature Hire for future hires as well.

“Signature Hire knows our industry and speaks our language. They know what type of people we need, worked their tails off for us and provided candidates that are now great employees that we rely on day in and day out.”

TODD WOOD —Director of Engineering at Dewalt



**READY TO EXPAND YOUR TEAM WITH THE RIGHT TALENT?  
SIGNATURE HIRE CAN HELP!**

**Contact us today for a FREE discovery call!**