



DIRECT HIRE

The technical and field people you can't find on your own

Delectus finds, screens and presents qualified candidates for hard-to-fill roles in environmental, energy and utilities, construction, rail, engineering, manufacturing and life sciences companies.

2 options

Container search or contingency, your choice

7–10 days

to your first screened candidates for most roles

90 days

replacement guarantee on every placement

1 business day

to hear back from us after you reach out

When to use direct hire

- A technical or specialized role has been open too long
- Applicants lack the right experience, licenses or certifications
- Your team doesn't have time to source and screen
- You need someone in a remote or hard-to-reach location

Roles we fill

- Engineers, project managers, superintendents and estimators
- Environmental scientists, geologists and field technicians
- EHS, maintenance and production leaders
- Skilled trades: electricians, welders, pipefitters, millwrights, lineworkers

Two ways to work with us

Container search

RECOMMENDED

Best for hard-to-fill and specialized roles

- A modest engagement fee to start, credited in full toward your placement fee
- Lower total fee than contingency
- Top priority: a dedicated search with regular updates
- Delectus is your only recruiting partner on the role

Contingency

Best for roles that are easier to fill

- No upfront fee; paid when you hire
- Standard placement fee
- Your role is worked alongside other active searches
- You can use other recruiters on the same role

Both include the same screening, process and 90-day replacement guarantee. We'll recommend one on our first call and confirm all terms in writing.

How it works

01

Intake call on the work, site, team and must-haves

02

Direct outreach to people already doing the job

03

Phone screens, skills review and license checks

04

A few strong candidates, each with a detailed candidate profile

05

Interview scheduling, feedback and offer support

06

Follow-up with you and your new hire after the start

A recent direct hire

MANUFACTURING & INDUSTRIAL

Manufacturing Engineering Manager

Power cable manufacturer · South Carolina

Result: Placed. Found in Oklahoma and relocated to South Carolina.

THE CHALLENGE

Lead an 8-person engineering team for medium voltage and nuclear-grade power cable production, with deep cable process and industry standards experience. No one local fit.

OUR APPROACH

A national search across wire and cable manufacturers, with offer and relocation support.

Founded 2015 · North Carolina · 11+ years · Candidates placed in all 50 states

WOSB

WBE

MBE

SBE

SWUC / NC HUB

Have a role that's been open too long?

Tell us about it. We'll get back to you within one business day.

Start a Search →