



EXECUTIVE SEARCH

Executive search for leaders who will shape your business

When a hire will affect your team for years, you need more than a job posting. We run a confidential, focused search and bring you a short list of leaders who fit the role and your culture.

3–4 weeks

to a first short list; most searches close in 8–12 weeks

Milestones

fee paid in thirds: kickoff, short list, accepted offer

12 months

replacement guarantee on every executive placement

Off-limits

we never recruit your team during and 12 months after a search

Is executive search right for this role?

- A senior or C-level role is open or about to be
- You need to replace someone quietly
- The right person is likely employed and not looking

Roles we're asked to fill

Presidents & general managers

VPs & directors of operations

Plant & site managers

Directors of engineering

Project executives

EHS & quality leaders

HR & finance leaders

How an executive search works

01

Discovery meeting with you and key stakeholders

02

Role profile and outreach plan

03

Direct outreach to people who aren't actively looking

04

In-depth interviews and reference checks

05

Short list with written candidate summaries

06

Offer support and follow-up after the start date

A search handled with care

Confidential from the first call

We don't name your company until a candidate is interested and you're comfortable.

We go to them

The leaders you want are running teams today. We reach them directly, quietly and with a clear reason to listen.

A short list, not a stack

You'll meet a few vetted leaders, with written summaries and our honest take on each.

Senior attention, start to finish. Every search is led by an experienced recruiting and talent acquisition professional. You'll work with the same person from the first call to the start date, with no hand-offs.

Industries we serve



Environmental & Remediation



Energy & Utilities



Construction



Rail



Engineering



Manufacturing, Industrial & Skilled Trades



Life Sciences

A recent executive search

ENERGY & UTILITIES

VP of Strategic Energy Solutions

Global energy manufacturer

Result: Placed. Short list in 9 days; offer accepted in 41 days.

THE ROLE

Build and lead a new strategic growth function across energy and utility markets, working through national partnerships and serving as the executive counterpart to partners' senior leaders.

WHAT MADE IT HARD

A small pool of senior energy and utilities leaders who had built a partner or growth program from scratch, carried a strong executive network and could travel up to 50%.

OUR APPROACH

We mapped energy and utility companies, approached proven growth leaders directly and confidentially, and assessed every finalist against the client's must-haves.

What clients say

"Delectus has already worked with my company's executive staff, front line leaders, and HR staff, and trust me, the services they provided were commendable."

Jennifer B. – Senior Director, Human Resources,
Healthcare payments technology company

"Delectus has been excellent in delivering outstanding candidates we were able to leverage immediately in our organization... a genuine commitment to getting the job done right the first time."

Julian D. – President,
Document management company

Common questions

Is the search confidential?

Yes. We don't name your company until a candidate has shown real interest and you're comfortable. Candidate information is shared only with your approval.

How do you find candidates who aren't looking?

We map the companies and roles where the right leader is working today, then reach out directly with a clear, relevant opportunity.

Who will we work with?

You'll work directly with the experienced recruiting and talent acquisition professional leading your search, from the first call to the start date, with regular updates.

Do you recruit nationwide?

Yes. We've placed candidates in all 50 states and regularly recruit for remote and hard-to-reach locations.

About Delectus

Founded in 2015 and based in North Carolina, Delectus is a certified woman- and minority-owned recruiting firm with 11+ years of recruiting, talent acquisition and workforce management experience, and candidates placed in all 50 states. Many clients come back to us search after search.

WOSB

WBE

MBE

SBE

SWUC / NC HUB

Have a leadership role to fill?

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

[Start a Search →](#)