

CONSTRUCTION RECRUITING IS OUR SPECIALTY

We recruit in both Commercial and Civil Construction, understanding the distinct and different needs in both sectors.

Commercial Construction - Focus on General Contractors and Design Build Firms for ground up, building construction

Civil Construction – Focus on General Contractors for heavy highway, bridges, roads, structures, transportation, site work and other public and private works projects



Construction Jobs Expertise Includes:

- Presidents, VPs, General and Operational Managers
- Project Executives, Project Directors, Project Managers
- Preconstruction Managers/Directors, BIM Managers
- Chief Estimators, Senior Estimators, Estimators, Project Manager/Estimator
- Specialty Estimators – MEP, Electrical, Asphalt, Concrete, Piping, WWTP, Industrial
- General/Area Superintendents, Traveling Superintendents, Superintendents, MEP Superintendents
- Quality Assurance, Quality Control Directors/Managers, Safety Managers, CQM
- Project Controls, Schedulers, Surveyors
- Contract Admin., Marketing, Business Development

Experience tells us that the best candidates may not be looking at internet job boards or social media sites for employment. They will, however, respond to the right opportunity when it is presented to them.

We Can Find The Right People

When the right people are doing the right jobs, a business thrives. But finding these people takes time, and the demands of running a company may interfere with effective recruitment. If this situation sounds familiar, Dick Williams & Associates (DWA) is the solution.

We can help you find highly-qualified people who are compatible with the style and structure of your organization; and we can find them quickly.

Search Makes Sense When:

- timing is critical
- internal promotion is not possible
- the position is specialized
- the situation is sensitive
- confidentiality is essential

We Know the Territory

DWA Search has more than 30 years of experience in the semiconductor equipment, commercial and civil construction, engineering, energy, electronics materials and chemical industries. We have been in your shoes, and we know the kinds of problems you face every day. Our search process begins with a careful evaluation of your priorities and objectives.

We know you're looking for good people, not just good statistics. Our recruiting goes beyond traditional computer searches, advertisements and résumé files. It includes personal, confidential contact with business leaders and expert referrals in key industries throughout the world.

DWA Search Delivers

- We complete most searches in a matter of weeks—considerably less than the industry average.
- From start to finish, your search is in the hands of a recruiter who understands your business in-depth.
- Unlike some larger firms, we do not delegate aspects of your search to subordinates.
- We project a professional image of your company to the candidates you want to attract.
- We maintain close contact with you throughout the search.
- We help negotiate salary, benefits and relocation arrangements.

“I won't send you anyone I wouldn't hire myself.”

Dick Williams - Founded in 1988 by Dick Williams - semiconductor executive bringing firsthand experience to the search process - is well versed in the areas of capital equipment, instrumentation, materials and chemicals. As a president, sales and marketing vice-president and an operations director and one-time job seeker, Dick understands recruitment from the candidate's point of view.



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Patricia Blakey - Associate and Executive Search Consultant, Blakey Group, Pat has more than 15 years of international experience in talent acquisition, marketing, consulting, business development and management for the construction, engineering, energy and technology sectors. She is co-author of the book, *The Survival Warrior, A Concise Guide to Finding a Job*, author of the upcoming book, *Under the Bus* and a motivating Life and Business Coach.



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John DeLine - Associate and Executive Search Consultant, MBR Group, has over twenty years of experience in recruiting, business development and demand generation across a wide cross section of industries including IT, banking, semiconductor, and engineering.



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