



SPECIALIZING IN ENGINEERING ROLES

A comprehensive guide about recruiting for engineering roles with insights from our experienced recruiting researchers.



2025

www.corporatenavigators.com

OUR WELCOME MESSAGE TO YOU



Mitch Golob
Founder/President

Engineers are the architects of progress in every sector, and attracting the right talent is more critical than ever. This guide distills our decades of experience into actionable insights and proven strategies tailored for engineering recruitment.

Whether you are building a new team or seeking that one game-changing hire, we hope these pages serve as a trusted resource on your journey.

Thank you for placing your confidence in Corporate Navigators. Together, we look forward to navigating the ever-evolving landscape of talent acquisition—delivering results that empower your organization to thrive.

Warm regards,
Mitch Golob
President & Founder
Corporate Navigators, LLC



ACHIEVEMENTS IN ENGINEERING RECRUITMENT



Identified Qualified Engineering Candidates

Our firm has successfully identified qualified candidates in various engineering positions based on location, roles, specific skills, and other client specifications.



Reporting Structures

We have also made many org charts of companies that included engineering professionals within the company's organizational structure. We also successfully mapped out organizations based on desired roles and levels such as VP, director, and beyond.



Identified Top 100 VPs in Solar Industry

A client in the solar sector wanted a list of the top 100 in their field. Using the best of our competitive intelligence research skills, we identified these professionals and created a Forbes-style list for our client to consult. Case study of our process on the next page. The completed project included all VP level executives in the top 10 solar companies in the United States.



CASE STUDY: IDENTIFYING TOP 100 IN SOLAR SECTOR

Summary: *A client Requested a list of Top 100 Names in the Solar Sector. They wanted to understand who the technological experts were in this space and asked us to list of the top 100 in Solar tech.*

Objective: Compile a Forbes style list of the top 100 individuals in Solar technology today

Methodology: We looked at traditional private sector companies, public sector leaders at federal and global levels, academia, not-for-profit organizations, and institutions worldwide.

Solar Industry associations and conferences proved to be good resources, and we also found contacts who have published articles, received patents, and were keynote speakers at high profile events.

From these efforts, we were able to compile a “long list” of potential experts, but we didn’t stop there. The key with an initiative such as this was to engage with leaders within the Solar sector to get their thoughts and opinions on who would be considered the most influential and relevant experts worthy of inclusion on our Top 100 list.

Our team of recruiters engaged with these individuals, allowing us to refine the list so that it contained those members that were well-respected and endorsed by those within the Solar community globally.

Results: From this data, we created a detailed presentation with biographical information for all 100 experts, including confirmed contact information so that our client could engage with them directly. Another successful project completed!

OUR CAPABILITIES



Identify Qualified Candidates

Through recruiting research, we provide customized identification of potential candidates for your open position. Research installments are delivered in your preferred spreadsheet format and sent to you within two business days.



Call & Verify Interest and Qualification

In our candidate sourcing service, we call a list of sourced candidates and verify their qualification and interest.



Org Charts/Talent Mapping

We can build the reporting structure of individuals within an organization to help identify engineering professionals.



Build Candidate Pipelines

If a long-term hiring plan is in your sights, we can maintain a list of candidates sourced and call them periodically to ensure they are interested in working with you, updating the list as necessary. Great for satisfying an influx of roles, for future planning, and expanding to new markets.



Conduct Competitive Intelligence

Want to know what your competition is up to? We can discover important details like competitor salaries, benefits, and other valuable market intelligence.



Prepaid Hourly + Premium Packages

Do you need a dedicated team on a contract-basis for a project that needs more attention? Our hourly prepaid packages and full service contract plans offer a variety of options that can suit your research needs.

METHODOLOGY

Research

Our researchers use a variety of reliable sources to identify qualified candidates and uncover up-to-date information. Going beyond standard data scraping, public forums, databases, and social media sites, we take research to the next level. We call into companies and engage with live sources to ensure our information is accurate on the date of delivery. Whether you have a specific or broad search, we can tailor the project to your needs and budget.

The image displays multiple overlapping spreadsheets from a database titled "CORPORATE". The visible columns include "Name", "Company", "City", "State", and "Notes". The data is organized into rows, with some rows highlighted in yellow. The "Notes" column contains various entries, including job titles, contact information, and specific instructions related to employee records. For example, one note states: "We are still confirming a direct dial or mobile number for John Doe as she is with Company 1." Another note mentions: "A potential mobile number has been provided." The spreadsheets are tilted and layered, creating a sense of depth and data volume. The overall theme is data management and employee information.

Name	Company	City	State	Notes
John Doe	Company 1	Tennessee	CA	We are still confirming the proper email for Jane Doe as she is with Company 1.
John Doe	Company 2	Santa Clara	CA	We have provided a potential mobile number for John Doe.
John Doe	Company 3	San Jose	CA	A potential mobile number has been provided.
John Doe	Company 4	San Diego	CA	
John Doe	Company 5	St. Paul	MN	
John Doe	Company 6	Monterey	CA	
John Doe	Company 7	San Francisco	CA	
John Doe	Company 8	San Jose	CA	
John Doe	Company 9	San Diego	CA	
John Doe	Company 10	San Jose	CA	
John Doe	Company 11	San Jose	CA	
John Doe	Company 12	San Jose	CA	
John Doe	Company 13	San Jose	CA	
John Doe	Company 14	San Jose	CA	
John Doe	Company 15	San Jose	CA	
John Doe	Company 16	San Jose	CA	
John Doe	Company 17	San Jose	CA	
John Doe	Company 18	San Jose	CA	
John Doe	Company 19	San Jose	CA	
John Doe	Company 20	San Jose	CA	
John Doe	Company 21	San Jose	CA	
John Doe	Company 22	San Jose	CA	
John Doe	Company 23	San Jose	CA	
John Doe	Company 24	San Jose	CA	
John Doe	Company 25	San Jose	CA	
John Doe	Company 26	San Jose	CA	
John Doe	Company 27	San Jose	CA	
John Doe	Company 28	San Jose	CA	
John Doe	Company 29	San Jose	CA	
John Doe	Company 30	San Jose	CA	
John Doe	Company 31	San Jose	CA	
John Doe	Company 32	San Jose	CA	
John Doe	Company 33	San Jose	CA	
John Doe	Company 34	San Jose	CA	
John Doe	Company 35	San Jose	CA	
John Doe	Company 36	San Jose	CA	
John Doe	Company 37	San Jose	CA	
John Doe	Company 38	San Jose	CA	
John Doe	Company 39	San Jose	CA	
John Doe	Company 40	San Jose	CA	
John Doe	Company 41	San Jose	CA	
John Doe	Company 42	San Jose	CA	
John Doe	Company 43	San Jose	CA	
John Doe	Company 44	San Jose	CA	
John Doe	Company 45	San Jose	CA	
John Doe	Company 46	San Jose	CA	
John Doe	Company 47	San Jose	CA	
John Doe	Company 48	San Jose	CA	
John Doe	Company 49	San Jose	CA	
John Doe	Company 50	San Jose	CA	
John Doe	Company 51	San Jose	CA	
John Doe	Company 52	San Jose	CA	
John Doe	Company 53	San Jose	CA	
John Doe	Company 54	San Jose	CA	
John Doe	Company 55	San Jose	CA	
John Doe	Company 56	San Jose	CA	
John Doe	Company 57	San Jose	CA	
John Doe	Company 58	San Jose	CA	
John Doe	Company 59	San Jose	CA	
John Doe	Company 60	San Jose	CA	
John Doe	Company 61	San Jose	CA	
John Doe	Company 62	San Jose	CA	
John Doe	Company 63	San Jose	CA	
John Doe	Company 64	San Jose	CA	
John Doe	Company 65	San Jose	CA	
John Doe	Company 66	San Jose	CA	
John Doe	Company 67	San Jose	CA	
John Doe	Company 68	San Jose	CA	
John Doe	Company 69	San Jose	CA	
John Doe	Company 70	San Jose	CA	
John Doe	Company 71	San Jose	CA	
John Doe	Company 72	San Jose	CA	
John Doe	Company 73	San Jose	CA	
John Doe	Company 74	San Jose	CA	
John Doe	Company 75	San Jose	CA	
John Doe	Company 76	San Jose	CA	
John Doe	Company 77	San Jose	CA	
John Doe	Company 78	San Jose	CA	
John Doe	Company 79	San Jose	CA	
John Doe	Company 80	San Jose	CA	
John Doe	Company 81	San Jose	CA	
John Doe	Company 82	San Jose	CA	
John Doe	Company 83	San Jose	CA	
John Doe	Company 84	San Jose	CA	

Live Sources

We don't just do a Google search and call it a day. We dig deep to discover all the details you'd expect from a boutique recruitment research firm. Our experienced researchers call into companies and speak with individuals within the organization to obtain up-to-date information that you can use to make important decisions. Engaging in these detailed conversations allows us to get specific information that isn't available online.



METHODOLOGY



Collaborate

After gathering enough data according to our client's specifications, we present the findings. At this point, our client can tell us that they are satisfied with the results, or they may want to take the research in another direction. We are experienced in tailoring searches to specific cities, regions, and even abroad, with the capacity to be broad or granular regarding roles and skill sets. This collaborative approach ensures we are on the same page with our client and that we deliver on-target information according to their specifications.

Consult

If another round of research is needed after collaboration, we will offer further touchpoints to consult with our client, deliver relevant updates, and ensure that we are on track with our client's goals. Some large or extended projects (50+ hours) require regular touchpoints in which we update our clients throughout the timeline. But whether it's 8 hours or 40 hours, we consult our clients regularly to ensure quality for the duration of the project.





THANK YOU

Corporate Navigators is a Chicago-based name generation research and candidate sourcing firm serving recruitment professionals in the USA and around the globe. With 25 years of experience, we provide recruiting research for corporate talent acquisition teams and executive search firms who demand timely and targeted business information.



312-751-2100



www.corporatenavigators.com



mitch@corpnav.com



1929 W. Belmont Avenue,
Suite 1, Chicago, IL, 60657