

Finding  
and Hiring  
the **Perfect**  
**Engineer for**  
**Your Team**

# INTRODUCTION



The engineering industry is the cornerstone of innovation, driving progress and development across various sectors. With the demand for skilled engineers projected to escalate steadily over the next decade, companies face the challenge of filling numerous positions annually.

Identifying the ideal candidate for your engineering team demands a meticulous, data-driven, and human-centered approach.

*In the face of intensifying competition for top talent, engineering firms must seek innovative approaches and collaborate with a partner who grasps their distinct requirements.*

At Titus Talent Strategies, we go beyond aesthetics with our “Whole Person Hiring Method,” focusing on the Head, Heart, and Briefcase of each. It’s a foundational approach that is designed to dig deep and ensure alignment for future growth and scalability.



## Head

*Behavioral Traits, Cognitive Reasoning*



## Heart

*Core Values, Internal Makeup*



## Briefcase

*Professional Choices, Resume*

# THE HEAD: ANALYZING ANALYTICAL ABILITIES



## Cognitive Abilities:

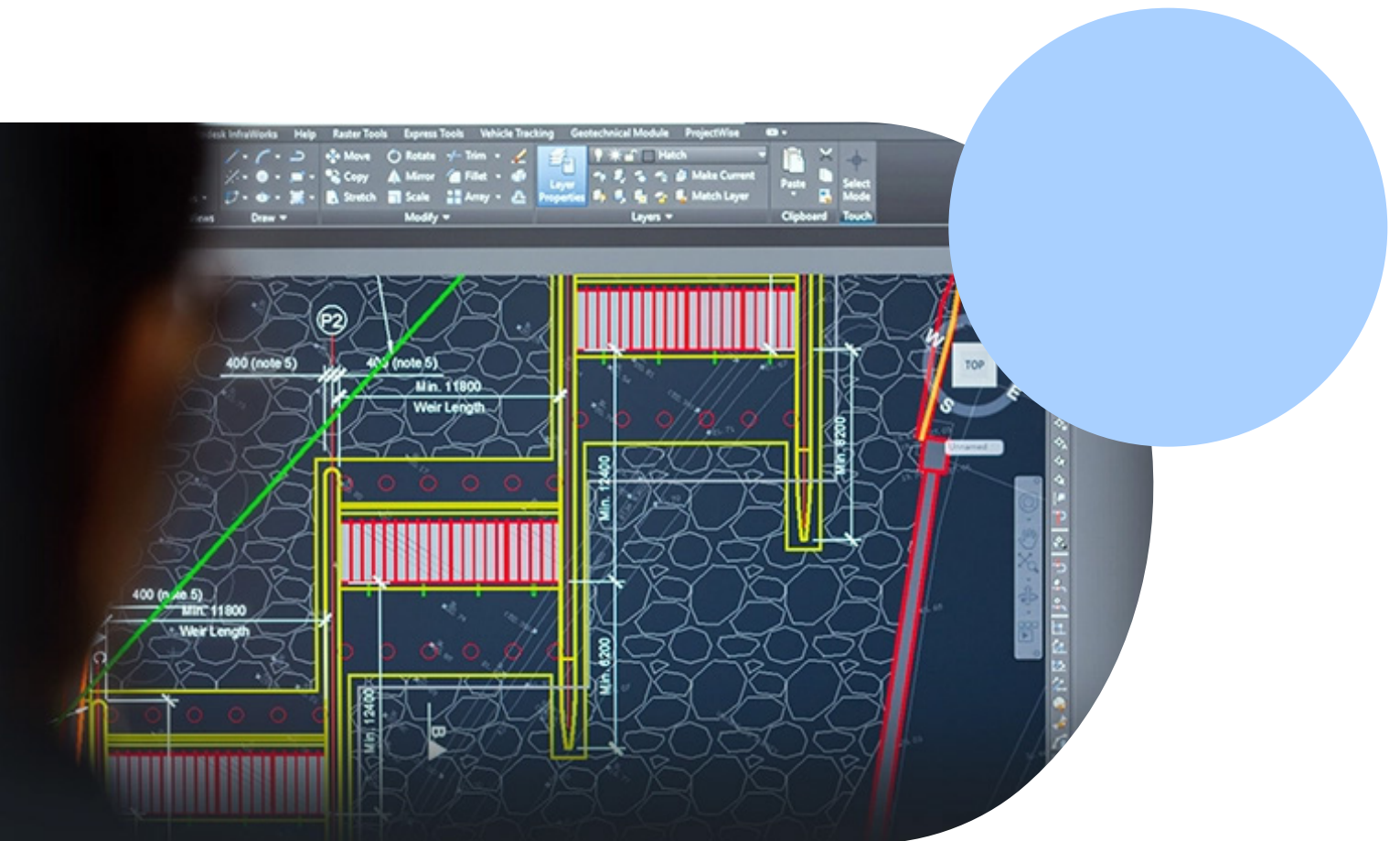
Evaluating a candidate's cognitive abilities such as adaptability, critical thinking, and problem-solving skills is crucial for predicting their performance in a dynamic engineering environment.

## Behavioral Traits:

Identifying behavioral traits that align with success in engineering settings fosters effective teamwork and collaboration.

## Work Styles:

Understanding a candidate's preferred work style ensures they can thrive in the demanding and fast-paced nature of engineering.



# THE HEART: PASSION MEETS TEAMWORK



## Motivations:

Discovering what drives a candidate enables you to gauge their long-term commitment to and enthusiasm for the engineering field.

## Values:

Does the candidate's value system align with your company's? Finding that fit on a heart level will increase connection on multiple levels and lead to deepening engagement.

### VALUES BY GENERATION

- Baby Boomers (59+ years): SECURITY
- Gen X (43-58 years): SIGNIFICANCE
- Millennials (27-42 years): FREEDOM
- Gen Z (12-26 years): PURPOSE

## Cultural Fit:

Assessing a candidate's cultural fit guarantees seamless integration into your engineering team and organization.

### TITUS' PROVEN STRATEGY

Our technical team of manufacturing recruitment consultants has worked on and filled over 60 different engineering and manufacturing job functions in the US, Europe, and Asia.





# THE BRIEFCASE: ESSENTIAL TOOLS FOR SUCCESS



## Relevant Skills:

Evaluating a candidate's technical skills and experience in engineering-specific roles is crucial for meeting project requirements and maintaining quality standards.

## Experience:

Prioritizing practical experience over tenure allows you to assess a candidate's ability to deliver results and adapt to diverse engineering challenges effectively.

## Portfolio Powerhouse:

A comprehensive portfolio showcases a candidate's expertise, achievements, and proficiency in handling various engineering projects, facilitating informed hiring decisions.



*By delving into these areas during the hiring process, you can identify experts in their field who not only possess the requisite technical skills but also embody the passion, collaborative spirit, and adaptability crucial for success in your organization.*

# WHY CHOOSE TITUS TALENT STRATEGIES?



Titus Talent Strategies is a high-performance and value-driven recruitment agency in the architecture space with a commitment to creating strong culture alignment.

We have expert recruiters, specialized within the architecture and design industry, who can put together a strategy to give you a competitive edge with today's top talent.

## TALENT ACQUISITION

- Executive Search
- Key Roles
- Fractional Recruitment

## TALENT OPTIMIZATION

- Consultation
- Training + Tools
- Fractional Optimization

*Titus "gets it". They are very responsive to our requests.*

*They select great candidates to match the position requirements. And, they are exceptionally friendly.*

**Debbie John-Shadle | D3 LED, LLC**



Partner with Titus Talent Strategies  
and turn your vision into a reality!

[CONTACT US](#)

