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consulting engineers

To whom this may concern,

My relationship with Craig Lindell began in 2000 when he contacted me regarding a position he was recruiting for. I was content at the firm I was at and was **very** resistant to making a change. Fortunately, Craig persisted with me and I finally decided to make the job change – I shudder to think what I would have missed had I not allowed Craig to speak into my life at that critical moment.

Nine years later, I am a managing partner at our firm and have had the fortunate experience in teaming with Craig in hiring 18 top notch engineers and designers over the past couple of years. The growth of our client's needs demanded that we bring people in that were of the highest quality to serve our clients with the competency, integrity and personality that they were used to. We needed to look beyond the pool of people that were available 'on the street' to find folks who were excelling in their current positions.

This hiring process began when we were very much under the gun and up against a huge workload. Craig's expertise not only brought us quick relief but it led us to place Craig on a permanent retainer. The greatest benefit of this is that we will never be under the gun again. Through Craig's guidance we have met with many quality candidates that we now consider to be 'lined up and waiting to get on the bus', so to speak, when the need arises. In effect, we are now proactive in our recruiting/hiring rather than reactive. Craig's entire process starting with finding candidates through setting up interviews to hiring is very unique and extremely effective. He is unbelievably talented at finding quality people and then closing them.

I have always found him to be very honest and full of integrity. More than that, Craig has gone above and beyond the duty of a recruiter and offered insight into the current market trends and has offered wisdom in operating our business and handling staff. The bottom line is that our business is a people business and we will either thrive or die based on the quality of our people. We believe we are now in a position to really thrive.

Cordially,

Scott Vander Heiden, PE
Managing Partner

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