The NEWPORT GROUP

THE SMARTEST WAY TO INVEST IN **HUMAN CAPITAL**

CONSTRUCTION **HEAVY CIVIL & INFRASTRUCTURE**

BUILDING YOUR ORGANIZATION **WITH EXCEPTIONAL TALENT**

To keep your construction enterprise profitable, your team has to be comprised of professionals with the technical expertise and business acumen required to accomplish complex job tasks on-time and under-budget. With over 50 years of cumulative experience in civil construction recruitment, The Newport Group knows how to identify and secure the experienced professionals you need to stay competitive and grow your business. Our search process guarantees we only work with candidates who are **in the market**, not just "on it", so we know that every expert we present is qualified for the position and dedicated to their practice. What's more, we tailor our searches to meet your unique needs, ensuring your human capital investments provide a fast, long lasting and positive return.

OUR CIVIL AND INFRASTRUCTURE PLACEMENTS INCLUDE:

Senior Management & Operations

- President
- COO, CFO, CMO
- Senior Vice President
- VP, Operations
- VP, Construction
- VP/Dir., Contracts
- VP, Business Development
- Division President
- Division Manager
- Safety Director
- Practice Leader
- Controller
- Process Manager
- General Manager

Project & Construction Management

- Chief Estimator
- Estimator
- Senior Project Manager
- Project Manager
- Project Engineer
- Project Superintendent
- Contract Manager
- Scheduling Manager
- QC/QA Manager
- Safety Manager
- Survey Manager
- Preconstruction Director
- Fleet Manager
- Area Manager

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EXECUTIVE SEARCH FOR CONSTRUCTION ENTERPRISES

KNOWING IS **THE WHOLE BATTLE**

Qualified, job-ready talent is essential to growth in construction, so you deserve a search firm with a full understanding of both the happenings in your industry and your company's strategic priorities. At Newport, not only do we stay involved in the industry, keeping an eye on market trends, technological advancements and "who's who", we also utilize a **customized, cost-effective search process** that ensures our candidates don't just fill an open position, but continually contribute to your business' long-term success.

THE NEWPORT GROUP'S **SMART SEARCH PROCESS™**

S

SPECIFY - The first step we take is to define particulars—not just for a role, but your company, its mission, and your business goals. We **work with you** to establish the objectives and specifications of the position and to understand the character and culture of your organization. This way we have a thorough understanding of what you do and don't want, and how best to present your opportunity to candidates in the next step.

M

MARKET - We use a unique combination of research and recruiting tactics to find, attract and bring in professionals who not only meet the skills, experience and vision you require, but are ready and able to make their next career move. Industry and competitor analysis, an extensive referral network, and hyper-targeted social media engagement are just some of the tools we use to acquire **the right fit** for your organization.

A

ASSESS - Every candidate we choose for this step undergoes a comprehensive interview and career evaluation. We thoroughly examine their work history and a myriad of professional criteria, from awards and accolades to passions and ambitions. **We also become your champion**, highlighting the opportunities and benefits associated with your company, all to establish that the caliber and objectives of the professionals we present will meet, if not exceed your expectations.

R

REFER - Once the assess step is complete, we present a detailed summary of the **most qualified, well-suited candidates** in the market, and provide intelligent, realistic direction moving forward. We know these final steps can be difficult for both employees and companies, so we make it as easy and clear as possible, offering both parties practical negotiation guidance, coaching candidates through their transition, and maintaining communication throughout the hiring process.

T

TRACK - Our clients aren't just another fee, they're long-term partners, and our relationship doesn't end after an accepted offer. We assist in resignation and on-boarding processes, and provide consistent, hands-on follow up well after the start date to **ensure a smooth transition** for you and your newly hired talent. Bottom line, our goal is to help your organization achieve enduring prosperity with successful placements of qualified, experienced industry leaders.

Go to **www.newportsearch.com** and learn more!

CONTACT US

SEE OTHER PRACTICES

BECOME A CLIENT

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