

“Engineers on staff who recruit other engineers is the DIA difference. We know what you need because we have the industry and technical experience to do so”

Manufacturing Specialists

972-550-1111

- Engineering
- Manufacturing engineers
- Industrial engineers
- Process engineers
- Electrical engineers
- Mechanical engineers
- Software engineers
- Hardware engineers
- Controls engineers
- Logistics engineers
- Petroleum engineers
- Civil engineers
- Project engineers
- Chemical engineers
- Management engineers
- Quality engineers
- Nuclear engineers
- Sales and marketing
- Business development
- Sales management
- Sales engineers
- Marketing management
- Finance, Accounting, Information Technology/Systems, and Supply chain all positions
- Executive level
- CFO
- CEO
- CIO

Overview

History and Background

Founded in 2003, Dallas-Irving Associates, LLC (DIA) is the premier search and recruitment organization focusing solely on manufacturing needs. Our network consists of more than over 45 recruiting professionals based throughout the USA. On an annual basis, we place numerous candidates in quality permanent career positions.

DIA is dedicated to conducting comprehensive candidate searches, which are customized to meet your specific hiring needs. We specialize in placing mid-management and executive level qualified candidates within the operations, engineering, sales & marketing, human resources, and finance/accounting in the manufacturing industry. Placements are made on both a permanent and interim basis.

Our Service Philosophy

Clients choose DIA because of the professional and ethical service we offer. Our goal is to develop quality, lasting relationship with our clients by continually providing the best possible service. We want our clients to view us as a partner, rather than a vendor, in fulfilling their resource requirements.

Client Focus

Our search professionals are relationship driven. We believe that client interests come first, and we emphasize trust and confidentiality in our dealings with both clients and candidates. From the outset, we work closely with clients to develop a clear understanding of their company, their values, their business goals, their market and their staffing needs. Because we listen first, we don't waste time later. We are dedicated to helping our clients make the best possible hiring decisions-whether they need to hire one key manager or staff an entire department.

Proven Solutions

As staffing partners with our clients, we know there are no simple formulas. We rely on research, determination and the expertise that comes from our focused industry knowledge. Because the people best suited for our clients needs are not usually active job seekers- especially in today's candidate-short environment- we draw upon our network of contacts within the industries we serve to find the candidates that clients want to hire.

We know your industry

We focus on your specific hiring needs

We become your partner in meeting those needs

Managing the Process

Conducting the initial search is only the first step in helping your company find the talent it needs to compete and grow. DIA saves you time and money by managing almost every aspect of the hiring process including contacting, prescreening and presenting candidates.

Candidate Contact

Once potential candidates are identified, we make contact with them on a direct, personal basis. This phase-possibly the most critical time of the search - is twofold:

- DIA becomes your spokesperson, representing your company in the same professional manner in which you would represent it yourself. We present the objectives, opportunities, responsibilities and advancement potential associated with the positions you need to fill.
- We compare the qualifications of the candidates against the comprehensive profiles developed during the planning stage. Only when a strong mutual interest between you and the candidate is determined does the process continue.

DIA is guided by one overriding principle effectively responding to our clients' changing staffing needs. Today that means providing a comprehensive menu of staffing solutions.

Priority Search

- Your search consultant devotes the majority of his or her time to filling your position.
- A search coordinator allocates up to 50 percent of his or her time to your project.
- Screening of candidates either in person or by videoconference is available at your request.
- You are given exclusivity of candidates.
- The fee is 25 to 30 percent of the candidate's first-year earnings plus expenses.
- 15 percent of the fee is required upon commencement of the search.
- The balance is due upon hiring of the candidate.

Contingency Search

- No financial commitment is required to initiate the search. There is no strong commitment on the part of the consultant or the client. The fee is negotiated based upon a percent of first-year earnings and is payable at the time the candidate starts employment.
- DIA provides a candidates replacement guarantee of 30 to 90 days depending upon the fee structure. Fees range from 20 to 25 percent of the candidates first year earnings.
- The fee is paid within 10 days of when the candidate starts work.

Contract

- Fees are negotiated and depend upon the state involved.

Technology

The changing world of technology is driving changes in the way people work. It's also changing the way we search for elusive talent.

At DIA, we embrace technology as a means to facilitate our candidate searches. In fact, DIA has access to hundreds of website and professional associations to get you the most qualified candidates..

Our team of experienced recruiting professionals utilize the effective candidate screening tools available through our sites to find, pre-qualify and recommend the right candidate for your position.

Video Conferencing Service

DIA is part of the largest privately owned videoconferencing system in the United States with over 200 videoconferencing sites throughout North America. Incorporating this technology into the search process saves our clients time and money.

DIA can link your company up with many of the largest markets in the United States, allowing you to conduct a face-to-face interview with a candidate who may be thousands of miles away and looking to relocate. Our videoconferencing service allows you to maintain productivity by eliminating the hassle and expense of travel.

In addition to candidate interviews, our videoconferencing service can be used to conduct multi-site meetings, training, sales presentations or legal depositions.