



CLIENT SUCCESS STORY | GENERAL CONTRACTOR

Two senior hires in 60 days. Total cost: \$6,000.

How a flat-fee recruiting engagement landed a general contractor a Senior Superintendent and a Project Manager for a fraction of a headhunter's fee.

2 senior leadership hires in two months	\$56.5K saved vs. traditional headhunter fees*	\$3,000 cost per hire (vs. \$31,250 headhunter avg.)*	2 of 3 candidates presented were hired
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THE CHALLENGE

A general contractor needed two senior people at once: a Senior Superintendent to run the field and a Project Manager to run the job. These are the roles where a bad hire costs the most and where contingency headhunters charge the most, typically 25% of first-year pay. The leadership team did not have time to work a full pipeline for two searches while running active projects.

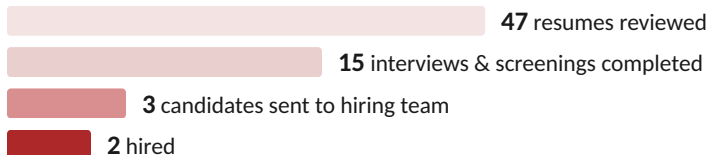
WHAT EDISTO DID

Edisto took both searches on a short, flat-fee engagement. We sourced and reviewed every applicant, ran the first-round screenings virtually, and forwarded only three candidates to the owner. Two were hired. The engagement wrapped in two months for \$6,000 total, no placement fees and no percentage of salary.

Meet the candidate in minutes, not an hour. Every first-round screening is done virtually and shared with the hiring team, so the owner could see how each candidate presented and decide who was worth a full sit-down, on his own schedule.

Roles filled: Senior Superintendent (\$110,000) · Project Manager (\$140,000)

THE HIRING FUNNEL



Three candidates. Two hires. No wasted interviews. Edisto screened 15 people so the owner only sat down with three, and two of those three were the right fit for six-figure roles.

WHY THE FLAT-FEE MODEL WORKS FOR CONTRACTORS

Predictable cost

One monthly fee whether you hire two people or twenty. Budget it like any other line item.

Flexes with the work

Two months for two senior hires, or year-round for a full pipeline. No contracts tied to placements.

Your managers stay on the job

Edisto does the daily screening grind so your people only see candidates worth their time.

WHAT THESE TWO HIRES WOULD HAVE COST

In-house recruiter (full year: salary + burden, ATS, job ads)	~\$105,000
Traditional headhunter (25% of \$250,000 combined pay)	\$62,500
Edisto (flat fee, two months)	\$6,000

\$56,500

estimated savings vs. headhunter fees on two placements. Edisto's total fee was less than a single headhunter fee on either role, and a fraction of one year of an in-house recruiter.

COST PER HIRE

\$3,000

per senior hire, all in. A headhunter would have charged \$27,500 for the Superintendent and \$35,000 for the Project Manager. Edisto filled both for less than 10% of that.

WHY IT WORKED

Senior construction roles do not fill from a job board alone. Edisto knows the trades, knows what a good superintendent and PM look like on paper and in a conversation, and does not forward a name unless we would hire that person ourselves. The owner's time went to three real conversations instead of 47 resumes and 15 phone calls.

Need a senior hire without the headhunter fee?

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*Headhunter estimate assumes a 25% contingency fee on first-year base pay: \$27,500 on a \$110,000 Senior Superintendent and \$35,000 on a \$140,000 Project Manager (\$62,500 total). Headhunter average = \$62,500 ÷ 2 hires. In-house recruiter estimate reflects a full year, since a recruiter is not typically hired for a two-month need: 2026 average Recruiting Manager base salary in Columbia, SC of ~\$74,000 (PayScale) plus 22% payroll burden (~\$90,300), a small-business ATS at ~\$3,000/year and sponsored job advertising at ~\$1,000/month; excludes recruiting cost and ramp-up time. Edisto fee reflects actual amount billed. Activity figures are actual engagement totals. Client identity withheld.