

# STAFFING AND SCALING A NEW BUSINESS FOR RAPID TAKE-OFF IN HOUSTON

PRIVATE EQUITY URGENCY MEETS  
Q-PRINT QUALITY



**STQ** PARTNERS

# 15 STRATEGIC HIRES LANDED IN 6 MONTHS ACROSS 9 FUNCTIONS

**STQ Partners are proud of these numbers but we know they are individuals, and recruitment is all about people – especially in Houston. We know logistics, location and even the infamous I-10 are vital factors to consider when building a team.**

Alongside local knowledge we employ a unique methodology – our Q-Print – giving us and our clients, a crucial edge. This was integral to our recruitment at scale (RAS) for a new player in the manufacturing of power distribution products, enabling rapid market entry. Private Equity finance comes with pressure to move quickly and we delivered a high-quality team in just 6 months, including senior leadership and critical technical roles.

This Case Study documents STQ Partners' dynamic, efficient and effective approach.

# NO PRESENCE IN HOUSTON? NO PROBLEM.



## STAGE 1 – DISCOVER

Our client was acquired by a Private Equity (PE) firm to grow and sell in 3-5 years. They had acquired a manufacturer in Canada but had no presence in Houston. This was a specific target – specifically the data center and utility projects – as Houston is a hub for these operations. The requirement was to buildout a complete offering from the ground up starting with the engineering team. This meant that when projects were won they should be deliverable.

STQ Partners were briefed to place management positions initially, with the view that we then secure their teams below them. This fitted with our experience of great people attracting great people.

As our client was backed by PE, speed was critical, with everything required yesterday. However, **we knew our hires were the foundation of the business and we could not sacrifice the quality.** Luckily the demands of speed versus quality are where our data-driven Q-Print excels.

# GREAT PEOPLE ATTRACT GREAT PEOPLE



## STAGE 2 – CONSULT

Using our trusted Q-Print we mapped out the relevant businesses that our client could acquire talent from – the likes of Powell, Electronic Power Design and Eaton.

And crucially, our experience in Houston informed our targeting of talent in the relevant areas and on the right side of the I-10.

We knew we could be attractive to candidates enduring a long commute or those closer to the site who could enjoy a step up in their career and/or salary

**STQ Partners location-specific knowledge combined with our data-driven Q-Print delivered 'A players' from within our targeted businesses.** And by placing management first we were able to leverage their networks and reputations to attract further talent. This created a virtuous circle and delivered further excellent individuals who wanted to be part of our client's journey.

# THE POWER OF THE Q-PRINT IS A WHOLE TEAM, HERE IN BLACK AND WHITE.

# SPEED. TRUST. QUALITY.



## STAGE 3 – EXECUTE

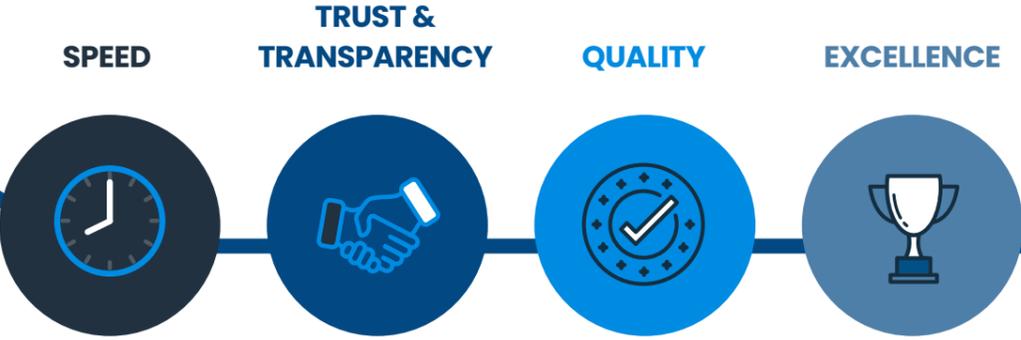
Our execution was further proof of concept for our unique approach. STQ Partners take great pride in our results-driven methodology which in this case delivered a whole new team extremely swiftly, competently and with scalability.

- + Senior Leadership
  - Director of Engineering
  - Director of Supply Chain & Procurement
- + Electrical
  - Engineering Manager – Electrical & Engineering Manager EEC
  - Electrical Engineer
- + Mechanical
  - Engineering Manager – Mechanical
  - X2 Senior Mechanical Engineer
- + Applications
  - X2 Senior Applications Engineer
- + Manufacturing
  - Manufacturing Engineer
- + Projects
  - Project Manager
  - Project Engineer
- + Research & Development
  - R&D Engineering Supervisor
- + Finance & Accounting
  - Project Accountant
- + HR & Leadership
  - Recruiting Manager

Partner with us for high-quality people at a pace even Private Equity approves of.

Our obsession with our customers means we not only think fast for your immediate needs, we think long-term too. This delivers intrinsic value as you get the best candidates, regardless of level, and the most scalable simultaneously.

## THE QUALITIES THAT SET US APART





Don't hesitate to let us know if myself or my fellow STQ Partners can help you with your next key hire.

**Samuel Emerton,**  
Co-Founder STQ Partners



## REDEFINING TALENT ACQUISITION

Contact us today to book your free consultation  
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