



Connecting Growing Companies with
Exceptional Talent

Strategic Approach
Proactive Partnerships
We are Higher Talent



Why Higher Talent Group

Since 2016, Higher Talent Group has been a trusted recruiting partner for organizations across the Aerospace, Aviation, Defense, Manufacturing, and Medical Device industries. We specialize in finding the right talent for critical roles, giving our clients more time to focus on growing their business. By leveraging our extensive network of carefully vetted professionals, we deliver qualified candidates with the technical expertise and industry experience needed to strengthen your workforce.



Services

Higher Talent Group provides "Direct Hire" recruiting and talent consulting services nationwide, from New York to California and everywhere in between. We believe exceptional talent and opportunity know no boundaries, which is why we are committed to supporting both clients and candidates across the United States. In today's competitive hiring market, organizations need a recruiting partner who understands industry demands and evolving workforce trends. Whether helping professionals find their next career opportunity or partnering with businesses to attract and retain exceptional talent, Higher Talent delivers strategic recruiting solutions designed for long-term success and growth.

Hiring Strategy Framework

Talent Acquisition Lifecycle

01 Market Survey Analysis

A comprehensive assessment of current hiring trends, salary benchmark, and industry depends on to help our customer see what the competition is doing. We also assist our customers prepare relevant data about their company and offerings prior to the search.

02 Company Consultation

Partnering with organizations to design compelling job opportunities, establish role expectations, and create competitive compensation strategies that attract and retain highly qualified candidates.

03 Pipeline Assessment

A comprehensive review of candidates qualifications, experience, and interview performance to assess alignment with the role and determine the best opportunity for success.

04 Selection Process

The series of interviews, evaluations, and discussions used to identify the candidate best suited for the position.

05 Final Candidate Selection

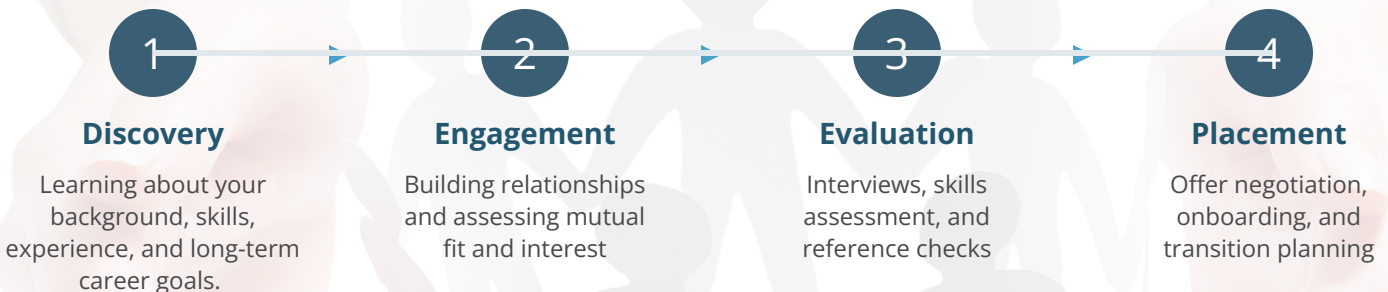
This stage of the hiring process is where employers and key decision-makers evaluate candidates. The number of interviews depends on the position, company size, and the people the candidate will work with.

06 Final Offer Stage

The last step of recruitment where the company presents a formal job offer, including compensation, benefits, and employment terms.

Candidate Journey

From Discovery to Placement



Recruitment Models

From Individual Hires to Complete Talent Solutions

Traditional Recruitment

Ideal for organizations seeking qualified candidates for direct-hire opportunities. We manage sourcing, screening, and selection, presenting only the most qualified candidates.

Best for:

- Individual or occasional hiring needs
- Specialized professional positions
- Growing organizations seeking support
- Companies reducing time-to-hire

Internal Recruiting Consultant (1099)

For organizations needing recruiting expertise without a full-time leader. We provide strategic guidance and hands-on support alongside your HR team.

Services include:

- Recruitment strategy development
- Hiring process evaluation
- Talent pipeline development
- Interview & selection support
- Workforce planning & forecasting
- Recruiting best practices & training

Contingency Executive Search

For critical leadership or specialized positions requiring targeted, confidential search. We directly approach top-tier talent, including passive candidates not actively seeking opportunities.

Best for:

- Executive & leadership positions
- Confidential searches
- Hard-to-fill specialized roles
- Strategic growth & succession planning

Workforce Transition & Outplacement

When workforce reductions become necessary. We partner with organizations to provide compassionate career transition services that help employees move confidently into their next opportunity while protecting your company's reputation.

Our services include

- Career coaching and guidance
- Resume and LinkedIn profile optimization
- Interview preparation
- Job search support and employer connections

Our Recruitment Solutions in Action



Traditional
Recruitment



Internal
Consulting



Executive
Search



Workforce Transition &
Outplacement Solutions

Talent Solutions for Every Level of Your Organization

Top Talent. Every Level. Every Industry



Type of Positions We Fill*

- Executive Leadership
- C-Suite Executives
- Engineering
- Software Engineering
- Manufacturing
- Aerospace & Aviation
- Supply Chain
- Production & Operations
- Production Planning & Control
- Quality Assurance & Quality Control
- Program & Project Management
- Human Resources
- Industrial & Manufacturing Management
- Finance & Accounting
- Sales & Business Development
- Customer Service
- Administrative & Office Support
- Purchasing & Procurement
- Logistics & Distribution
- Warehouse & Inventory Management
- Skilled Trades
- Maintenance & Facilities
- Technicians
- Machinists (CNC & Manual)
- Welders & Fabricators
- Assemblers

*The positions listed above are just a sample of the roles we recruit for. We tailor every search to meet your organization's unique hiring needs. If the position you're seeking isn't listed, contact us to discuss a customized recruiting solution.

highertalentgroup.com

Strategic Recruiting & Talent Consulting

Finding and retaining exceptional talent has never been more challenging. In today's competitive hiring market, businesses need a recruiting partner who understands both the industry and the ever-changing talent landscape.

1

Discovery & Workforce Assessment

Every partnership begins with a complimentary consultation. We take the time to understand your business, hiring challenges, growth objectives, and workforce needs.

We evaluate: Current hiring challenges • Open and future positions • Company culture and goals • Recruiting processes and HR infrastructure

From there, we develop a customized recruiting strategy tailored to your organization's unique needs.



2

Strategic Talent Search

Using a targeted and proactive approach, we identify and engage highly qualified candidates through specialized recruiting methods.

Our services include: Executive Search • Confidential Searches • Passive Candidate Recruitment • Industry Network Outreach • Talent Pipeline Development*

We actively seek out top performers—including currently employed professionals who may not be actively searching but are open to the right opportunity.



3

Growth & Long-Term Partnership

Higher Talent goes beyond filling positions. We partner with growing businesses to create sustainable recruiting and HR foundations that support future expansion.

Whether you're building your first recruiting process or scaling an established team, we provide guidance that helps your organization attract, hire, and retain exceptional talent.

Higher Talent specializes in: Aerospace & Aviation • Manufacturing • Operations & Supply Chain • Engineering & Technical Roles • Skilled Trades & Production Leadership

*The services listed above represent only a portion of our expertise. We understand that every organization has unique hiring challenges, and we offer customized solutions tailored to your specific needs. If you don't see the service you're looking for, contact us to discuss how we can help.

Is Your Organization Facing Hiring Challenges?

Finding and retaining top talent has become increasingly difficult in today's competitive marketplace. If your organization is experiencing any of the following challenges, it may be time to partner with Higher Talent Group.

You May Benefit From Our Expertise If:

✓ **Critical positions remain unfilled for extended periods**

Open roles are impacting productivity, customer commitments, or business growth.

✓ **You're struggling to attract qualified candidates**

Applications are limited, unqualified, or not aligned with your hiring requirements.

✓ **Your internal team lacks recruiting bandwidth**

Hiring managers and HR teams are stretched thin and unable to dedicate sufficient time to sourcing and interviewing talent.

✓ **You need specialized or hard-to-find talent**

Engineering, technical, leadership, manufacturing, aerospace, medical device, and other niche positions require targeted recruiting strategies.

✓ **Employee turnover is affecting business performance**

Frequent hiring cycles are increasing costs and disrupting team stability.

✓ **Your company is experiencing rapid growth**

You need a scalable recruiting solution to support expansion without sacrificing candidate quality.

✓ **You need confidential hiring support**

Executive-level, leadership, or replacement searches require discretion and a strategic approach.

✓ **Your hiring process is taking too long**

Delays in sourcing, interviewing, and decision-making are causing you to lose top candidates to competitors.

✓ **You're unsure if your compensation packages are competitive**

Market conditions continue to evolve, and attracting top talent often requires a strong understanding of salary trends and candidate expectations.

✓ **You need a strategic recruiting partner—not just resumes**

You're looking for expertise, market insight, workforce planning, and long-term talent acquisition solutions.

Why Partner With Higher Talent Group?

At Higher Talent Group, we do more than fill positions. We help organizations build stronger teams, improve hiring outcomes, and develop recruiting strategies that support long-term growth. With decades of experience across Aerospace, Aviation, Defense, Manufacturing, Medical Device, and Technical industries, we understand the challenges employers face and provide customized solutions designed to deliver results.

Ask Yourself:

- Are open positions slowing down business growth?
- Are your best candidates accepting offers elsewhere?
- Is your leadership spending too much time recruiting and not enough time running the business?
- Do you need access to talent that isn't actively applying to job postings?

If you answered "yes" to any of these questions, Higher Talent Group can help.

Schedule your complimentary consultation today and discover how we can help.

What Our Clients Say

Real feedback from organizations we've partnered with to solve their toughest hiring challenges.

"Our partnership has grown over the years, she provides us with technical direct labor, and personnel that supports areas of production control, engineering, purchasing, and quality control. Also, HTG has found us clerical and accounting personnel. They are a complete source for staffing and whatever your needs. I have three rules I follow in business which are honesty, integrity, and doing what is right and Marti fits all three."

- **Gary Bixler, Controller**

"Higher Talent Group has been a great resource to Kutta Technologies for finding the right resources for our system/software & hardware team. HTG takes the time to understand the core skills that we require as well as finding the right people to fit into our unique culture. They are always very responsive and attentive to our needs as a company. I would recommend HTG to anyone looking to fill key positions in their company. "

- **Matt Savoca, Executive Vice-President**

"Marti was my representative while working for a company in the Phoenix area. She kept in touch, ensuring that things were going without me having any difficulties or questions. Marti also visited the company regularly to show them of her interest in the company, her employees and to inquire as to any questions of support. A true pleasure to work with and for."

- **T.J. Lyman, Program Manager/Aviator**

"I have had the pleasure of working with Higher Talent for several years. They have a unique ability to establish a comprehensive understanding of their clients needs in a short amount of time. Whether you are a company looking for the perfect employee or if you are an individual looking for the right fit."

- **Ken Meyer, Director Aerospace Manufacturing**

"I fully endorse and highly recommend HTG Recruiting Services. From the very start, they demonstrated to me that they were committed to bringing the prospective employer a quality candidate, while at the same time assisting me in representing myself in an accurate and positive manner. HTG are true professionals and they understand and embrace the challenge of placing the right person into a role..."

- **Bryan Bierod, Aviation MX**

"If you want to get hired, work with Marti. Marti has coached me a few times on navigating job search and evaluating position options. Her advice helped me to focus my search and improved my ability to tell my career story. Recently, Marti also worked with me to improve my resume. It was pretty good before, but now, after seeing the Marti version I realize how much noise had built up in my resume over the years."

- **Mike Rafko, Aerospace Executive**

"I had the pleasure of working with Marti as an Executive Recruiter sourcing and recruiting for roles from junior and mid level to executive level placements. Marti is focused on finding the right candidate for the client and the right job for the candidate and will go to the ends of the earth to make that match. She is a great leader and motivator and I would work with her again anytime!"

- **Ruby Bhattacharya, Senior Talent Acquisition**

"We'll be flying to space in 4 days and I want to thank you for helping me be part of this. This is a dream I never thought I would be able to accomplish in my country when I was a kid, and now I am about to see unity go to space. Thanks for looking at my passion, my dedication and my hunger. Thanks for helping me start my career as an engineer this way, I will always appreciate you for that."

- **Rodrigo Centelles, Production Engineer II**

Ready to experience the Higher Talent Group difference?

Schedule your complimentary consultation today and discover how we can help your organization attract and retain exceptional talent.

[View More Client Testimonials Here](#)



Marti Davis

Founder & Executive Producer

Connecting companies with exceptional talent
[Learn more about me](#)

Marti brings nearly 30 years of recruiting management, talent acquisition, and executive search expertise to Higher Talent Group. Her recruiting career began after relocating to the United Kingdom, where she earned certification through the Recruiting & Employment Confederation (REC) as both a Master Recruiter and Confirmed Member. These prestigious credentials provided a strong foundation for her career and helped shape her approach to talent acquisition and workforce solutions. Marti is passionate about the way she recruits and is committed to ensuring her team follows her customized, ethical approach to identifying and securing the highest-caliber talent.

Contact Us

We'd love to hear from you



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Location

Serving Clients Nationwide

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[Schedule Your Complimentary Consultation Today](#)