



StructCrew

AEC TALENT PARTNER

CLIENT TOOLKIT

Engagement Workflow

The operating rhythm behind a focused StructCrew hiring search.

STRUCTCREW | AEC HIRING, HANDLED

Architecture | Interiors | Construction | BIM

THE WORKFLOW

A clear path from vacancy to shortlist.

The process is built to minimise back-and-forth while preserving the detail that makes AEC hiring precise.

01 DISCOVERY

Align on the vacancy, project context, software, location, salary band and hiring urgency.

02 CALIBRATION

Record the non-negotiables, trade-offs, portfolio signals and interview decision path.

03 SEARCH

Map the relevant talent market and run targeted outreach with the role context intact.

04 SCREEN

Assess technical fit, project relevance, availability, motivation and communication.

05 CLOSE

Coordinate interviews, keep candidates engaged, support offers and document next steps.

CLIENT INPUTS

The information that makes a search move faster.

- Role title, reporting line, location and work arrangement.
- Project typology, team structure and immediate delivery pressures.
- Must-have and trainable skills, including software and documentation expectations.
- Compensation context, interview availability and offer approval path.

DELIVERABLES

What is shared as the engagement moves.

Stage	Client receives	Decision needed
Discovery	Role-calibration notes	Confirm the brief
Search	Progress update and market signal	Adjust trade-offs if needed
Shortlist	Candidate dossiers and interview recommendation	Select interviewees
Closure	Offer-stage context and status	Confirm next action