

# CASE STUDY

## Immediate need for pre-close recruiter

**INDUSTRY:** Engineering  
**BUSINESS TYPE:** B2B

### CHALLENGE

An investment executive at a large cap PE firm came to us with a critical need to source trainers and university recruiters for a target company in the engineering industry. Prior to closing on the target company, the PE firm wanted to explore the available selection of talent they would have if the deal closed, and they chose to expand the UK-based company into the USA market. The investment executive urgently needed a PE-grade pre-close recruiter who could guide the selection of trainers with niche industry experience as well as college recruiters who would be able to manage relationships with universities for future hiring if the deal were to close & they decided to

### RESULT

Within less than 24 hours of the initial scoping call, the PE firm was introduced to a PE-grade recruiter that specialized in higher education recruiting for engineering technology roles. The client selected the presented provider and was able to confidently and quickly move forward in their diligence process equipped with the insight on talent resources that they needed to know what it would be like to drive value in the target company post-close.

### SOLUTION

Leveraging our founder's 20 years in private equity, we have extensive frameworks for assessing PE-grade pre-close recruiter needs. BluWave utilizes technology, data, and human ingenuity to pre-map, assess, monitor, and maintain deep pools of the recruiters that uniquely meet the private equity standard. We interviewed the PE firm to understand their specific key criteria, and then connected the client with the select pre-vetted recruiters from our invitation-only Intelligent Network that fit their exacting needs.

“ BluWave was able to quickly identify a specialized recruiter with a deep network of executives already in the exact space of our target

-Investment Executive @ PE Firm