

# Heron Wolf



*Recognized as one of Top 10 Construction Staffing Companies in 2024 for creating an impact in the construction space*

# Heron Wolf

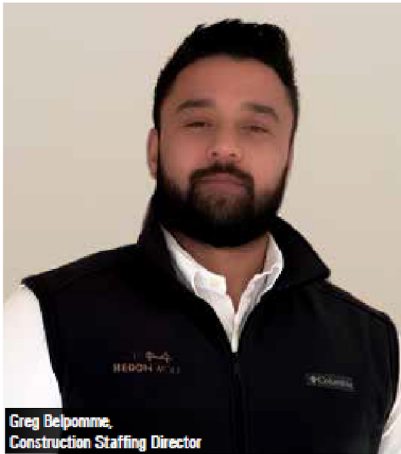
## The Construction and Real Estate Staffing Experts

**H**eron Wolf has earned a reputation as a specialist business partner and staffing consultancy in the U.S. construction and real estate space.

Its expertise encompasses strategic staffing, retention, succession planning, benefits package analysis, and career development assistance, along with supporting companies in developing and being seen as 'employers of choice.' With a specialized approach and industry expertise, Heron Wolf enables businesses to attract and retain top-tier talent and offers comprehensive support to individuals pursuing career advancement.

As veterans of large companies, civil construction staffing expert Greg Belpomme and commercial real estate staffing specialist Dan Wellings identified a persistent challenge, with some recruiting firms seemingly prioritizing share price and overall 'size' over supporting the industry and their people at the best possible level. They realized the necessity to bridge the gap between what matters to both clients and candidates and the constraints present in traditional staffing models.

"We are dedicated business partners. Our aim is to empower both those hiring and those seeking new careers. We do this



Greg Belpomme,  
Construction Staffing Director



Dan Wellings,  
Real Estate Staffing Director

by remaining committed to our mission to deliver on what matters most: service and integrity. We don't need to charge hefty fees to justify maintaining a massive workforce in order to claim 'to be the biggest.' That's not our goal. Instead, we put our money where our mouth is, charging fair fees and offering guarantees that we know aren't often seen in today's business. We want to give transparency and confidence to those we support," says Belpomme, construction staffing director at Heron Wolf.

Led by a team of seasoned professionals, each bringing a wealth of experience, Heron Wolf excels at addressing distinct client needs. At Heron Wolf, the focus is on specialization, crafting services specifically for construction and real estate staffing needs, in line with current trends and individual requirements.

Heron Wolf believes there are many factors that set them apart from the pack. A few key standouts include:

Its efficient placement time with an expedited construction placement process, boasting an average turnaround of just four weeks from initiation to completion.

Industry support through scholarship programs developed to reflect the company's belief and commitment to truly support the industries they service and nurture future talent.

Thought leadership through publications, going beyond their day-to-day operations to provide valuable insights, through the development of industry literature. Heron Wolf shares trends and real-time data in trade association magazines.

With seasoned expertise in the team, Heron Wolf takes pride in a workforce

boasting an average tenure of 13 years in the industry. The team comprises specialists with extensive experience, ensuring that clients receive guidance and solutions from professionals who speak from a deep well of understanding and knowledge.

Going beyond virtual connections, its local presence enables it to engage actively with clients, candidates, and project sites.

It also produces a yearly Hiring Trends Analysis, providing data and insights across compensation, benefits, and key ways to position a business as an 'employer of choice,' exploring the best ways to attract top construction and real estate talent.

"We want to provide more support, more offerings, really give back to the industries we serve and are so passionate about," says Wellings, real estate staffing director at Heron Wolf.

The organization has created a dedicated database focused on providing accurate support for its clientele, prioritizing precision over sheer size. This database includes current, tailored, and up-to-date free online content catering to the needs of construction

of its reputation for supporting hard-to-fill positions. They urgently required key personnel — superintendents, safety professionals, project managers, and project engineers — to fill critical roles. The company tackled this staffing challenge, successfully filling every position, which was key to ensuring uninterrupted project continuity. Positive feedback emphasized the significant impact of having the right individuals in the role.

Along with civil construction, Heron Wolf also demonstrates expertise in real estate, excelling in discreet searches for confidential roles across all asset classes, spanning property operations, asset management, and development. Operating in stealth mode, it has established invaluable connections with top firms, owners and third parties, enabling them to fill distinctive positions and contribute to the success of diverse development projects.

As a staffing partner, Heron Wolf goes beyond considering the tenure of candidates in different companies as the sole means



“  
We are dedicated business partners.  
Our aim is to empower both those  
hiring and those seeking new careers.  
We do this by remaining committed  
to our mission to deliver on what  
matters most: service and integrity  
”

and real estate firms. Whether a family-owned business seeking a new team member or a large corporation aiming to recruit multiple professionals, the company ensures its information is relevant. By being a member of the Associated General Contractors of America trade association and BOMA through multiple chapters, it remains connected to the broader industry network.

To deliver its customized services, the team engages in open discussions during client meetings. It prioritizes partners based on the value they bring to the career seekers, adapting strategies to meet specific client goals. The company ensures a flexible approach that mutually benefits all parties.

One of the most telling indicators of the company's proficiency lies in its numerous client success stories. In one instance, a civil construction client facing an increased workload due to winning a design-build project reached out to Heron Wolf for help, knowing

for selection. Heron Wolf thoroughly assesses the type and scope of projects each company it partners with has worked on, their unique intrinsic values and traits, their interactions with unions or trades, and other critical factors that play a vital role in their suitability for new positions. This comprehensive approach ensures that it provides clients with exceptional candidates who possess the necessary experience, skills, and qualities to drive their organizations forward whilst, in return, offering the candidates career-enhancing opportunities.

Recognized as a pioneer, the company thrives on innovative practices and industry insights. It is the go-to expert for personalized staffing and business consultancy solutions. In an era where securing top talent is paramount, businesses turn to Heron Wolf for its excellence in reshaping the dynamics of construction and real estate staffing. 