Technician Breakthrough
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NATIONWIDE TECHNICIAN SEARCH

Technician Breakthrough

Exhausted your local market? Every empty bay costs you.

A fresh approach to attracting A-Level and Master Technicians - and turning lost capacity into revenue.

EXCLUSIVE RETAINED HEAD-HUNTING

11 years of specialist market experience.

An established network. A search built around your workshop.

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When familiar recruitment routes stop delivering

You know the technicians in your area. You have advertised, used recruiters and asked for referrals, yet the vacancy remains open.

With more work than your team can complete, the impact reaches beyond an empty bay: longer customer waits, pressure on your strongest technicians and revenue your workshop cannot capture.

WHAT IS THE VACANCY COSTING YOU?

An unfilled capacity of 50 billed hours per week at a $200 effective labor rate represents $10,000 in potential weekly labor sales.*

Introducing Technician Breakthrough

An exclusive retained head-hunting service for dealerships that need to look beyond their local market to recruit A-Level and Master Technicians.

We identify and approach suitable technicians across the U.S., build interest in your opportunity and manage the recruitment process through to the move. The search is tailored to your workshop, brand requirements and location.

What a successful hire can unlock

- More billable capacity to complete work you are currently unable to accommodate.
- Stronger technical capability for complex diagnostic and repair work.
- A more balanced workload and greater appointment availability.

*Illustration assumes available customer work, facilities and additional productive capacity. Labor sales are not profit. See the financial illustration on page 5.

Build an opportunity worth moving for.

A strong search starts with a complete brief. We establish what your workshop needs and what would persuade a qualified technician to choose your dealership.



Reach beyond the active applicant market

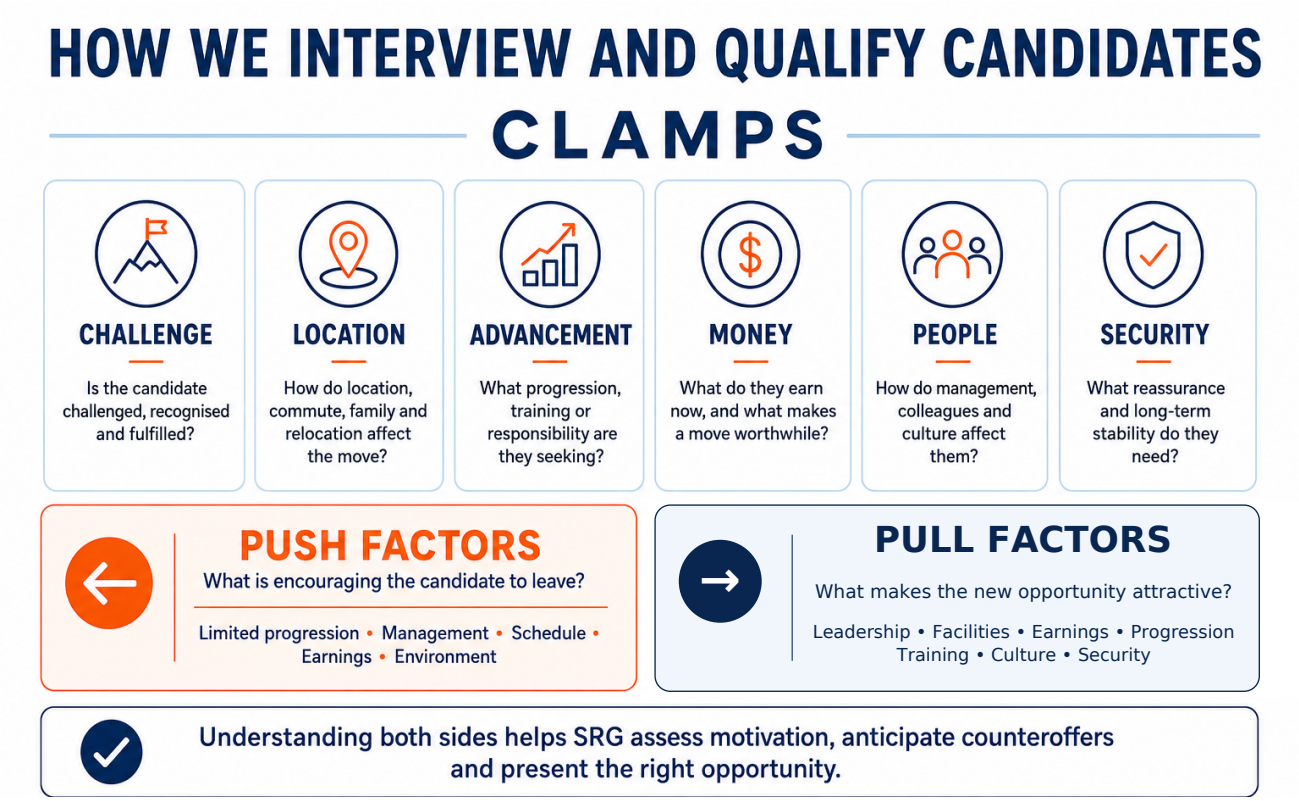
Many suitable technicians are already employed. We research the market by brand, technical level and location, then make confidential approaches with a clear career proposition.

Search channel	Purpose
Specialist database and industry referrals	Access existing relationships and trusted introductions.
Dealership mapping and professional research	Identify relevant employers and technicians nationwide.
Telephone, email, text and social outreach	Start individual conversations and establish interest.

We agree target markets and any exclusions before outreach begins. Candidate responses help us refine the proposition and address barriers to attraction.

Establish ability. Understand motivation.

We assess both technical suitability and the reasons behind a potential move. Our CLAMPS framework structures the conversation around the priorities that influence a lasting decision.



Technical assessment

We review brand experience, diagnostic strengths, certification status and production history against the agreed brief. Earnings expectations are discussed alongside the hours and working conditions needed to achieve them.

Relocation readiness

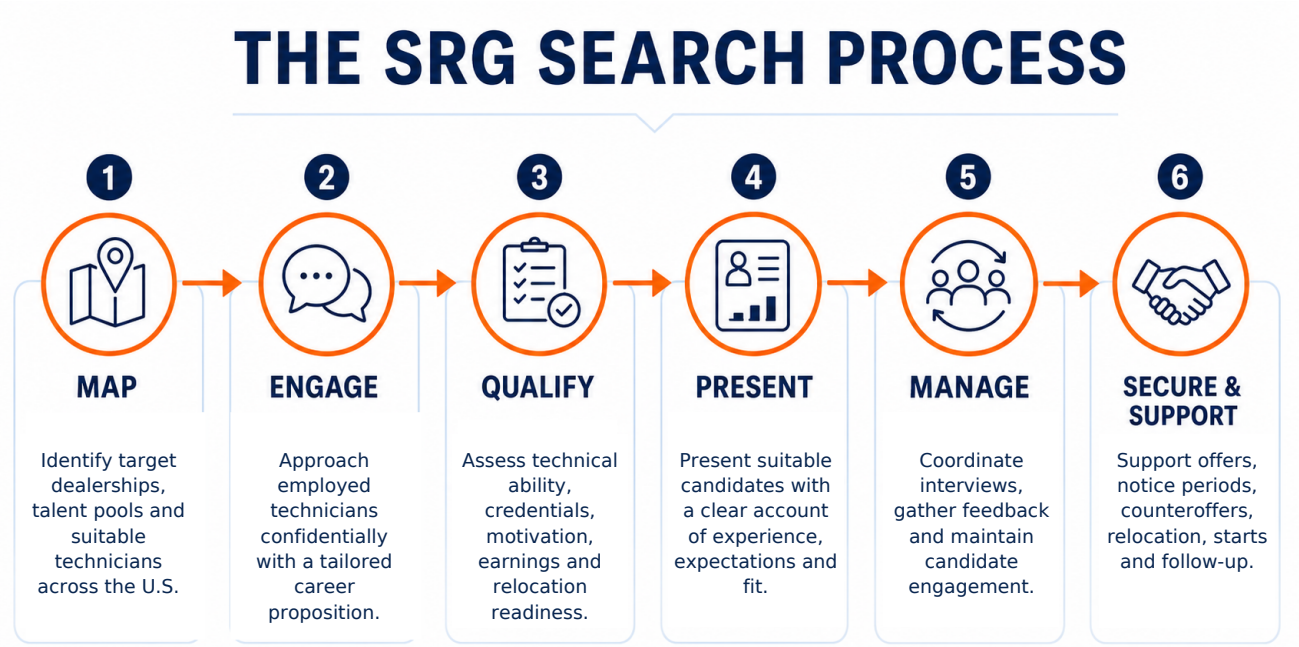
We explore location preferences, family considerations, moving support and timing early. This helps distinguish initial curiosity from a practical willingness to relocate.

A clear candidate presentation

You receive a profile explaining the candidate's relevant experience, motivation, compensation expectations, relocation position and availability, with any unresolved points highlighted before interview.

A managed process. Clear accountability.

Your named search lead coordinates the assignment, keeps decisions moving and provides a consistent point of contact for your hiring team.



Visibility throughout the assignment

Our central CRM tracks research, outreach and candidate progress. Regular updates cover market coverage, conversations, qualified introductions, interviews and obstacles, so you can see how the search is developing.

Protect momentum at the decision stage

We coordinate interview availability and site visits, gather feedback and clarify offer terms. Counteroffers, notice periods and employer-funded relocation arrangements are addressed with both parties before the planned start.

Support beyond acceptance

We maintain contact through the move and follow up during the first 90 days, helping identify concerns and support communication between the technician and dealership.

> **MARKET FEEDBACK YOU CAN ACT ON**
>
> Where pay, location or working conditions are limiting interest, we explain the evidence and discuss practical adjustments with you.

Measure the return on added capacity.

The commercial value comes from additional work your dealership can complete. The example below shows the potential contribution of one productive technician.

Illustrative operating assumptions

Billed hours / week	Effective labor rate	Technician pay / billed hour	Productive weeks / year
50	**$200**	**$55**	**48**

Annual labor contribution

Illustrative calculation	Amount
Additional labor revenue	$480,000
Direct technician wages	($132,000)
Labor contribution before other costs	$348,000
Recruitment fee	($20,000)
Contribution after fee, before other costs	**$328,000**

ILLUSTRATIVE FEE PAYBACK: 2.8 PRODUCTIVE WEEKS

Weekly labor contribution before other costs is $7,250. On these assumptions, approximately three productive weeks cover the $20,000 recruitment fee.

This is a contribution illustration, not net profit or a guaranteed return. It excludes payroll taxes, benefits and other operating costs, as well as any parts profit. The technician must enable additional billed work; work transferred from existing staff does not create the same incremental return.

Build the case using your figures

We use your effective labor rate, expected production, technician compensation and available workload to assess the opportunity. Relocation assistance and any other additional hiring costs should also be included in your investment decision.

Your investment. Our experience.

A fixed $20,000 placement fee

The initial retainer commissions the exclusive search and forms part of the total fee. The remaining payments fall due after the technician has started.

Payment stage	Amount
Before the search begins - initial retainer	$6,666.67
30 days after the technician starts	$6,666.67
90 days after the technician starts	$6,666.66
Total placement fee	**$20,000.00**

Eleven years in dealership fixed operations

Powered by SRG, Technician Breakthrough draws on 11 years in this specialist market, backed by a strong network of technicians and industry contacts.

That experience brings an understanding of workshop economics, brand qualifications and technician career decisions. Our relationships provide a strong starting point, supported by dedicated research for each assignment.

LET'S ASSESS YOUR HARDEST-TO-FILL VACANCY.

Tell us who you need, what you have already tried and the capacity you want to add. We will discuss whether Technician Breakthrough is the right fit.

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