

We find the leaders your competitors don't want you to have.

25+

YEARS RECRUITING

Est. 2007

FOUNDED HOUSTON

Canient places executive and field leadership in commercial construction firms across Houston, Dallas, Ft. Worth, Austin, San Antonio, and Corpus Christi — through direct headhunting, not job boards.

FOR FIRMS HIRING

You built this firm to grow it. Not to spend it fixing the wrong hire.

The best construction leaders in the Southwest aren't on job boards — they're running your competitors' best projects. The average cost of a single executive mis-hire reaches \$1.2 million, per the Society for Human Resource Management.

Passive Candidates Only

We target leaders who are currently employed and performing — not ones available because someone else passed on them.

Contingency and Retained

We adapt to what the search requires. Either structure gets the same standard of work.

Progress Reporting

Regular updates — who we've contacted, what the market is saying, where things stand. No black holes.

Market Intelligence Included

Every candidate arrives with a full read on their track record, market positioning, and fit for your firm.

No Counter-Offer Risk

Passive candidates reached through direct outreach don't use your offer to extract a raise.

Southwest Market Depth

Houston, Dallas, Ft. Worth, Austin, San Antonio, and Corpus Christi — worked like a neighborhood.

HOW WE WORK

01 Southwest Strategy Briefing

We map your regional needs, cultural requirements, and the qualifications that separate a strong candidate from a costly mistake.

02 The Passive Headhunt

We identify leaders currently succeeding for other firms and open a confidential conversation on your behalf.

03 The Exclusive Placement

You receive a vetted shortlist with full market intelligence on each. You make the call. We handle the rest.

WHAT WE PLACE

C-Suite & VP of Operations

VP of Pre-Construction

Project Executive

Division Manager

Sr. Project Manager

General Superintendent

Superintendent

Pre-Construction Manager

FOR CANDIDATES

You've built something worth protecting. The right move should feel that way.

The best opportunities in Texas construction are never posted. They're filled by one phone call from someone who knows the market and knows you. Canient works with a select number of high-performing leaders — handled with the discretion your career demands.

WHAT YOU GET

- ✓ **Discretion by Default.** We never present your information to a company without your explicit consent. Not as a soft inquiry, not as a market test. Never.
- ✓ **Market Intelligence.** An honest read of the Southwest — what firms are growing, which are contracting, and what your profile is worth right now.
- ✓ **Right Conversation, Right Time.** We identify the firms where fit is genuinely right and make the introduction when timing is correct.

OUR COMMITMENT

Your career is yours. We treat it that way from the first conversation to the last. One guarantee. No exceptions. No fine print.

WHO WE WORK WITH

We work with a select number of leaders at any time. The right fit matters more than volume.

- ✓ Years of verifiable field or executive leadership in commercial construction.
- ✓ Currently employed and performing at a high level.
- ✓ Open to the right opportunity — not desperate for any opportunity.
- ✓ Based in or willing to relocate within: Houston, Dallas, Ft. Worth, Austin, San Antonio, or Corpus Christi.

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