

esp *Placing People First*

Focusing exclusively on matching top IT professionals with the best corporate opportunities in contract, contract-to-hire and direct hire placements.

Hire the Best...

Java Developer

Project Manager

.Net Developer

IT Director

Data Architect

Systems Administrator

QA Manager

Database Administrator

Web Developer

Help Desk Support

IT Executive

ERP Developer

Network Engineer

Business Analyst

Business Intelligence Developer

and more!

"My Account Manager was great to work with—he really listened and also respected my time. ESP provided us a great candidate after months of looking ourselves."

—Steve, IT Manager

The First Choice for IT

Our Experience

ESP has advanced the careers of over 12,000 IT professionals while filling our clients' direct hire, consulting, and contract-to-hire needs. You can rely on ESP for our decades of experience with IT staffing. We've placed people first since 1968 and we're confident we'll find you the perfect fit.

Our existing clients work with us because of our proven commitment to quality, integrity, confidentiality and trust. We look forward to saving you time by only sending candidates who are especially qualified for the position you need to fill. We're committed to getting the right fit and have a record of great service, qualified candidates, quick turnaround and satisfied clients.

Local Knowledge

For 43 years, we've stayed ahead of technology, exclusively placing technical talent in IT roles in the Twin Cities market. As such, we know the local market better than anyone. Our leadership is consistent, stable, and experienced, which leads to mutual trust in the long term relationships we build. We're able to use these relationships, as well as our database and other resources, to connect with passive candidates and top-notch local IT pros no one else can find.

A Timely Find Success Story

A first-time client was looking for an **IT Manager**. They'd spent six months sorting through résumés and interviewing, but couldn't find the right fit. They needed someone in place as soon as possible and contacted ESP to assist with their search. We found three candidates for our client to interview. Within two weeks of contacting ESP, our client hired ESP's candidate as their new IT Manager.

Our Account Management Staff

Our experienced staff has advanced the careers of thousands of IT pros while filling our clients' needs. Please contact us to learn more about the ways ESP can be part of your future. Build your IT team through ESP.

Click on an email address to get in contact, or on a photo to learn more about a member of our staff.



Kurt Witschorik
612-337-9175
kurt@esp.com



Denise Morelock
612-337-9168
denise@esp.com



Ken Wheeler
612-337-9160
ken@esp.com



Tara Sauter
612-337-9180
tara@esp.com



Brad Waldman
612-337-9170
brad@esp.com



Chris Magee
612-337-9193
chris@esp.com

The Perfect Fit

Tailored Services to Fit your Needs

We personalize every experience to your specific needs, sending you only candidates who have the technical skills for the role you've asked us to fill, and who will suit your company culture. We appreciate the opportunity to meet with you and see your work environment. In this competitive market, our ability to represent and sell your company to hot candidates is our business. We strive for lasting satisfaction in all the jobs we fill, whether it is a 3 month contract, or a direct hire role. Our skilled recruiters will seek out passive candidates and connect with our active job seekers to find the best match for you and your needs.

Direct Hire/Permanent Placement

We recognize that your people are your most valuable asset and making the best permanent hiring decision is critical to your success. The most talented IT pros can be hard to find and difficult to get. We'll help sell your opportunity to ensure the right match. Our experienced recruiters will uncover candidates you likely couldn't find on your own, expedite your hiring process, and save you valuable time with fewer interviews of only the best candidates.

Contract Consulting

ESP identifies IT consultants and technical experts to recommend and implement solutions in a variety of technologies and industries. Our candidates range from seasoned IT pros to niche specialists who can augment your staff, lead a project team and/or bring a fresh perspective to business and IT solutions.

Contract-to-Hire

For high-growth or established companies that want to manage capacity, ESP offers contract-to-hire talent. You get the chance to try on an employee's work style and see his or her skills in action, while both parties consider a more permanent arrangement.

A Consulting Success Story

Our client had lost confidence in their Director of IT and turned to us for project-based consulting to assess their IT department. ESP sent a candidate to interview for the **Senior Technology Manager Consultant** role. Within a week they offered him a contract with the option for permanent employment. He stabilized our client's infrastructure and got their IT department up-to-date.

We've found the perfect fit for companies and candidates in the following specific IT fields:

- IT Executives, Directors and Managers
- Project Management
- Business Analysis
- Enterprise Resource Planning
- Application Architecture and Development
- IT Administrators
- Database Architecture, Analysis and Administration
- Software Development
- Business Intelligence
- Web Design and Development
- Network and Systems Support
- Infrastructure
- Quality Assurance
- Telecommunications

IT Placement for Top Companies

A Unique Approach to Recruitment

Our recruiting and account management model helps us serve you better. Our account managers all have past or present experience with recruiting so they are knowledgeable about real candidate qualifications and salary requirements. They can counsel you concerning reasonable expectations for candidates' experience and compensation for the role you seek to fill. Your account manager will effectively communicate your needs to the rest of the staff, so someone will begin recruiting on your role right away.

Client Tailored Pricing Solutions

We strive to offer the highest quality service, the most skilled IT pros, and solutions that fit your business and budget. Our business model is operationally efficient, which allows us to remain competitive and provide what you need at the best value. Everything we do is on a contingent basis, so you only pay if we find the right fit and you choose to hire. For exclusive relationships or high volume hiring, we are willing to offer creative solutions like incremental fee percentages or pre-negotiated salaries for contract-to-hire arrangements. We know you'll love the people we find for you and we trust you'll continue to use ESP for all your IT hiring needs.

A Niche Technology Success Story

Our client sought an extremely hard-to-find **Senior Database Technician** for a niche technology and gave ESP an exclusive opportunity to fill the role. ESP expanded our search and found a candidate on the east coast who was an expert in the technology, a perfect fit for the role, and a Minnesota native who was looking to relocate back to the Twin Cities. After a phone interview, the client flew him in for a formal interview and offered him the job on the spot.

Results You Can Count On

Our clients consistently tell us they see more of the most qualified candidates from us. That's because when you work with ESP, you get all of our recruiters, with different techniques and styles, seeking out the best candidate for your role. Our teams are collaborative in nature, so our account managers and recruiters all work together to deliver the best to you. At ESP, we Place People First.

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