



CAPSTONE  
SEARCH ADVISORS



**2025**

# Salary Guide

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**ENGINEERING**



# Elevate Your Success

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Capstone Search Advisors is a leading executive search firm specializing in engineering, manufacturing operations, and continuous improvement roles. With over 20 years of experience and a team of experts boasting 150+ years of combined industry knowledge, we excel at connecting top-tier manufacturers with professionals who drive operational excellence. Our deep industry expertise, rigorous search process, and commitment to long-term partnerships ensure we deliver transformative talent that aligns with our clients' culture and goals.





# Why Manufacturers Turn to Capstone for **Engineering Talent**

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Manufacturers turn to Capstone Search Advisors because we deliver the engineering talent that drives efficiency, innovation, and growth. With over 20 years of experience and a team with 150+ years of combined industry knowledge, we specialize in placing top professionals in engineering, manufacturing operations, and continuous improvement roles.

## What sets us apart?

- ✓ **Industry Expertise** – We don't just recruit; we understand manufacturing. Our deep knowledge of the sector allows us to identify candidates with the right technical skills and cultural fit.
- ✓ **Proven Process** – Our rigorous search methodology ensures clients see only the most qualified professionals, significantly reducing hiring time and improving retention rates.
- ✓ **Broad Reach, Targeted Results** – We have successfully placed professionals across 42 states and 7 countries, delivering top talent efficiently—wherever our clients need them.
- ✓ **Trusted by Industry Leaders** – Our firm is recognized as a **Best of Staffing award winner** and ranked on **Forbes' lists** for best professional and executive recruiting firms, underscoring our success.



At Capstone Search Advisors, we go beyond just filling roles—we help manufacturers build high-performing teams that sustain long-term success. Partner with us to secure the engineering talent that will take your operations to the next level.

## What you already know

The manufacturing industry in 2025 is undergoing a major transformation, driven by technology and a growing demand for skilled engineers. With a 13% projected growth rate through 2031, companies are racing to fill critical roles in engineering, manufacturing operations, and automation<sup>(2)</sup>. However, challenges like a widening skill gap, evolving job requirements, and an aging workforce are making top talent harder to secure<sup>(1)</sup>. At Capstone Search Advisors, we help manufacturers stay ahead of these challenges, leveraging our industry expertise and deep network to connect companies with engineers who can drive innovation and long-term success.

## Detailed Overview: Industry Trends & How Capstone Helps Manufacturers Secure Top Talent

The manufacturing industry in 2025 is evolving at an unprecedented pace—with AI, robotics, and data analytics reshaping operations<sup>(1)</sup>. While the industry has rebounded from early 2020s challenges and is projected to grow 13% through 2031, the demand for top engineering talent remains a pressing concern<sup>(2)</sup>.



# Key Hiring Challenges in Engineering



## Skill Gap Expansion

By 2029, over 30,000 new engineering jobs will need to be filled across industries like aerospace, healthcare, and automotive<sup>(1)</sup>. However, as Dave Chakmakjian points out, the skill gap is only getting worse. Many experienced engineers are retiring, and there aren't enough new grads specializing in industrial automation or manufacturing technology to replace them. On top of that, technology is advancing so quickly that even current engineers must continuously upskill to remain competitive. To bridge this gap, companies are investing in on-the-job training, internships, and hiring for potential rather than just experience.

Automation is also playing a bigger role than ever, according to David Marquez. Manufacturers are focusing on continuous improvement and process optimization, making automation expertise a critical skill. The challenge is ensuring the workforce keeps up with these advancements.

At the same time, Art Ivanov highlights that flexibility is becoming a major factor in attracting and retaining engineering tal-

ent. More engineers are pushing for hybrid work options or compressed workweeks, like 4x10s. Companies that find ways to accommodate these preferences will position themselves as top career destinations. Art also emphasizes the importance of training up interns and candidates with two-year degrees, ensuring they are equipped with modern manufacturing technology rather than relying solely on traditional four-year engineering grads.

As the industry evolves, companies that embrace training, automation, and flexibility will gain a competitive edge in securing top engineering talent.

## Talent Shortage

Although the ratio of job openings to engineers has narrowed to 3-to-1, companies still struggle to find top talent for key position<sup>(1)</sup>. David Marquez points out that electrical engineers are particularly scarce, often outnumbered 3-to-1 by mechanical engineers. This shortage is especially evident in heavy industry, plant engineering, and maintenance engineering, where demand remains high.



# Key Hiring Challenges in Engineering

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As industries like automotive, food & beverage, logistics automation, and semiconductors continue investing in automation and robotics, the need for specialized engineering talent will only grow. Companies that prioritize talent pipeline development and strategic hiring efforts will have a competitive edge in securing top engineering professionals.

## Evolving Job Requirements in Engineering

According to the World Economic Forum, 44% of workers' skills will shift within the next five years<sup>(1)</sup>. This is already reshaping the engineering talent market, with major implications for both compensation and hiring strategy.

## Demand for hybrid skill sets is rising.

"Companies are realizing they can't just hire the same types of engineers they used to," says Dave Chakmakjian "They need people who can work with robotics, AI, and automation software—not just electrical and mechanical systems." Engineers with knowledge in software, data, industrial networking, and smart manufacturing technologies are now in highest demand.

## Salary inflation is correcting.

"Engineering salaries increased significantly, upwards of 20% for all disciplines," notes David Marquez "But I see that companies are coming back down to re-calibrate that market." After several years of aggressive wage growth, many employers are adjusting compensation ranges to align with more sustainable hiring practices.

## Disparity between leadership and mid-level hiring.

"There are many roles for entry-level and mid-career engineers in 2025," says Art Ivanov. "But many engineering leaders are unemployed or underemployed. It seems like the management and executive level of roles is still not recovering."

## AI and automation are changing expectations.

While some companies are still quiet about the extent of their AI use, Art has observed a notable increase in machine learning-related roles. "AI is seen as a tool to boost efficiency and process large amounts of data," he says.

Bottom line: As job requirements evolve, employers will need to re-evaluate compensation, upskilling initiatives, and talent strategies to remain competitive in a rapidly changing engineering labor market.



# Salary Pressures in Engineering

Competitive wages remain essential for attracting and retaining top engineering talent. For example, Manufacturing Engineer Managers average \$116,420, while specialists in robotics, automation, and data analytics often command even higher compensation<sup>(1)</sup>.

## Salaries are trending upward—but with nuance.

“Salaries are still strong, and companies tend to be paying UP,” says David Marquez “Sign-on and retention bonuses are becoming more common.” Dave Chakmakjian agrees: “Salaries are going up across the board, especially for engineers with automation and robotics experience.”

However, growth is leveling off in some sectors.

“Salaries haven’t grown as much as they did in 2021 and 2022,” Art notes. “We’ve seen fewer large increases, and many candidates are wary of advertised bonuses—especially after reductions in underperforming industries like automotive.”

## Specialized expertise drives premium compensation.

“If an engineer knows robotics, AI, or data analytics, they can earn 10–20% more than their peers,” says Dave Chakmakjian Art adds that robotics is increasingly vital: “Robotics experience in high-volume parts manufacturing, assembly, and vision can significantly boost salary—more than cobots and AGVs, at least for now.” Even engineers in traditional manufacturing or process roles benefit from cross-training in automation and data.

## Compensation strategies must go beyond salary.

To stay competitive, companies are enhancing total rewards packages. “It’s not just about salary,” says Dave Chakmakjian “Good benefits, bonuses, and career growth opportunities make a huge difference.” Engineers now look for flexible work options, strong 401(k) matching, tuition reimbursement, and leadership development programs. David Marquez adds: “Vacation, work-from-home flexibility, and strong leadership for personal development all matter.”

Art sums it up: “An inspiring mission can also be a powerful attractor. Look at SpaceX—engineers took less pay and longer hours because they believed in the work.” Supporting development through certifications, conferences, and educational sponsorships is a strong signal of long-term investment in your team.



# How Capstone Search Advisors Helps Manufacturers **Win Top Talent**

At Capstone Search Advisors, we've seen firsthand how these industry shifts are impacting hiring. Our deep expertise in engineering recruitment helps manufacturers navigate these challenges by:

- **Identifying the Right Talent:** We connect manufacturers with engineers who not only meet today's skill requirements but are also adaptable to the future of automation and AI-driven manufacturing.
- **Reducing Time-to-Hire:** With a streamlined recruitment process and an extensive network, we deliver top candidates quickly, minimizing costly vacancies.
- **Understanding Market Dynamics:** We advise clients on competitive salary trends, ensuring they attract and retain high-performing professionals.
- **Fostering Long-Term Success:** Beyond hiring, we help companies future-proof their workforce through strategic talent planning.

Manufacturing is changing—so should your hiring strategy. Partner with Capstone Search Advisors to secure the engineering talent that will drive your organization's success in an evolving industry.





# 2025 Engineering Salaries

## ELECTRICAL

JOB TITLE	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Automation Engineer	\$85,000	\$100,000	\$115,000	\$93,500	\$110,000	\$126,500
Automation Hardware Engineer	\$76,500	\$90,000	\$103,500	\$84,150	\$99,000	\$113,850
Automation Leader	\$127,500	\$150,000	\$172,500	\$140,250	\$165,000	\$189,750
Automation Software Engineer	\$89,250	\$105,000	\$120,750	\$98,175	\$115,500	\$132,825
Chief Electrical Engineer	\$119,000	\$140,000	\$161,000	\$130,900	\$154,000	\$177,100
Principal Electrical Engineer	\$110,500	\$130,000	\$149,500	\$121,550	\$143,000	\$164,450
Controls Engineer	\$89,250	\$105,000	\$120,750	\$98,175	\$115,500	\$132,825
Electrical Engineer	\$80,750	\$95,000	\$109,250	\$88,825	\$104,500	\$120,175
Electrical Project Engineer	\$119,000	\$140,000	\$161,000	\$130,900	\$154,000	\$177,100
Electrical Controls Engineer	\$91,375	\$107,500	\$123,625	\$100,512	\$118,250	\$135,987
Electrical Design Engineer	\$72,250	\$85,000	\$97,750	\$79,475	\$93,500	\$107,525
Senior Electrical Engineer	\$110,500	\$130,000	\$149,500	\$121,550	\$143,000	\$164,450
Senior Controls Engineer	\$102,000	\$120,000	\$138,000	\$112,200	\$132,000	\$151,800
Power Engineer	\$102,000	\$120,000	\$138,000	\$112,200	\$132,000	\$151,800
Electrical Estimator	\$89,250	\$105,000	\$120,750	\$98,175	\$115,500	\$132,825
Sr. Automation Engineering Manager	\$121,550	\$143,000	\$164,450	\$133,705	\$157,300	\$180,895
Sr. Electrical Engineer	\$102,000	\$120,000	\$138,000	\$112,200	\$132,000	\$151,800

# 2025 Engineering Salaries

## MECHANICAL

JOB TITLE	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Mechanical Engineer	\$76,500	\$90,000	\$103,500	\$84,150	\$99,000	\$113,850
Senior Mechanical Engineer	\$93,500	\$110,000	\$126,500	\$102,850	\$121,000	\$139,150
Mechanical Design Engineer	\$70,550	\$83,000	\$95,450	\$77,605	\$91,300	\$104,995
Mechanical Designer AutoCAD	\$42,500	\$50,000	\$57,500	\$46,750	\$55,000	\$63,250
Mechanical Design Engineer Equipment	\$110,500	\$130,000	\$149,500	\$121,550	\$143,000	\$164,450
Mechanical Designer	\$53,040	\$62,400	\$71,760	\$58,344	\$68,640	\$78,936
Lead Mechanical Engineer	\$144,500	\$170,000	\$195,500	\$158,950	\$187,000	\$215,050
Chief Mechanical Engineer	\$85,000	\$100,000	\$115,000	\$93,500	\$110,000	\$126,500
M&P Engineer	\$85,000	\$100,000	\$115,000	\$93,500	\$110,000	\$126,500
Product Engineer	\$72,250	\$85,000	\$97,750	\$79,475	\$93,500	\$107,525
Design Engineer	\$68,000	\$80,000	\$92,000	\$74,800	\$88,000	\$101,200
Product Development Engineer	\$63,750	\$75,000	\$86,250	\$70,125	\$82,500	\$94,875
Product Engineering Manager	\$133,450	\$157,000	\$180,550	\$146,795	\$172,700	\$198,605
FEA Engineer	\$102,000	\$120,000	\$138,000	\$112,200	\$132,000	\$151,800
Manager of Mechanical Engineering	\$148,750	\$175,000	\$201,250	\$163,625	\$192,500	\$221,375
Manager of Engineering and Design	\$161,500	\$190,000	\$218,500	\$177,650	\$209,000	\$240,350
Manager of Mechanical Design Engineering	\$102,000	\$120,000	\$138,000	\$112,200	\$132,000	\$151,800
Hydraulic Engineer	\$72,250	\$85,000	\$97,750	\$79,475	\$93,500	\$107,525
Project Engineer	\$68,000	\$80,000	\$92,000	\$74,800	\$88,000	\$101,200

# 2025 Engineering Salaries

## MECHANICAL

JOB TITLE	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Mechanical Project Engineer	\$76,500	\$90,000	\$103,500	\$84,150	\$99,000	\$113,850
Applications Engineer	\$76,500	\$90,000	\$103,500	\$84,150	\$99,000	\$113,850
Sales engineer	\$59,500	\$70,000	\$80,500	\$65,450	\$77,000	\$88,550
Engineering Manager	\$102,000	\$120,000	\$138,000	\$112,200	\$132,000	\$151,800
Field Service Engineer	\$65,875	\$77,500	\$89,125	\$72,462	\$85,250	\$98,037
Field Service Tech	\$76,500	\$90,000	\$103,500	\$84,150	\$99,000	\$113,850
Associate Principal of Mechanical Engineering	\$148,750	\$175,000	\$201,250	\$163,625	\$192,500	\$221,375

## MAINTENANCE

JOB TITLE	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Maintenance Manager	\$110,500	\$130,000	\$149,500	\$121,550	\$143,000	\$164,450
Maintenance and Engineering Manager	\$144,500	\$170,000	\$195,500	\$158,950	\$187,000	\$215,050
Maintenance Engineer	\$93,500	\$110,000	\$126,500	\$102,850	\$121,000	\$139,150
Plant Engineer	\$85,000	\$100,000	\$115,000	\$93,500	\$110,000	\$126,500
Reliability Engineer	\$93,500	\$110,000	\$126,500	\$102,850	\$121,000	\$139,150
Electrical Maintenance Manager	\$102,000	\$120,000	\$138,000	\$112,200	\$132,000	\$151,800
RCM Manager	\$119,000	\$140,000	\$161,000	\$130,900	\$154,000	\$177,100



# 2025 Engineering Salaries

## QUALITY

JOB TITLE	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Quality Manager	\$76,500	\$90,000	\$103,500	\$84,150	\$99,000	\$113,850
Quality Engineer	\$72,250	\$85,000	\$97,750	\$79,475	\$93,500	\$107,525
Sr. Quality Engineer	\$102,000	\$120,000	\$138,000	\$112,200	\$132,000	\$151,800
Test Engineer	\$75,437	\$88,750	\$102,062	\$82,981	\$97,625	\$112,268
Manufacturing Test Engineer	\$63,750	\$75,000	\$86,250	\$70,125	\$82,500	\$94,875
Quality Supervisor	\$80,750	\$95,000	\$109,250	\$88,825	\$104,500	\$120,175
Quality Systems Engineer	\$85,000	\$100,000	\$115,000	\$93,500	\$110,000	\$126,500
Quality Assurance Engineer	\$84,150	\$99,000	\$113,850	\$92,565	\$108,900	\$125,235
Quality Coordinator	\$68,000	\$80,000	\$92,000	\$74,800	\$88,000	\$101,200
Product Compliance Engineer	\$85,000	\$100,000	\$115,000	\$93,500	\$110,000	\$126,500
Compliance Engineer	\$76,500	\$90,000	\$103,500	\$84,150	\$99,000	\$113,850

## PROCESS

JOB TITLE	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Manufacturing Engineer	\$76,500	\$90,000	\$103,500	\$84,150	\$99,000	\$113,850
Associate Manufacturing Engineer	\$47,005	\$55,300	\$63,595	\$51,705	\$60,830	\$69,954
Process Engineer	\$85,000	\$100,000	\$115,000	\$93,500	\$110,000	\$126,500
Industrial Engineer	\$80,750	\$95,000	\$109,250	\$88,825	\$104,500	\$120,175
Production Engineer	\$106,250	\$125,000	\$143,750	\$116,875	\$137,500	\$158,125
CI Manager	\$85,000	\$100,000	\$115,000	\$93,500	\$110,000	\$126,500

# 2025 Engineering Salaries

## PROCESS

JOB TITLE	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Continuous Improvement Engineer	\$80,750	\$95,000	\$109,250	\$88,825	\$104,500	\$120,175
Operational Excellence Leader	\$102,000	\$120,000	\$138,000	\$112,200	\$132,000	\$151,800
Process Improvement Engineer	\$119,000	\$140,000	\$161,000	\$130,900	\$154,000	\$177,100
Lean Process Engineer	\$114,750	\$135,000	\$155,250	\$126,225	\$148,500	\$170,775
Packaging Manufacturing Engineer	\$85,000	\$100,000	\$115,000	\$93,500	\$110,000	\$126,500
Chemical Process Engineer	\$80,750	\$95,000	\$109,250	\$88,825	\$104,500	\$120,175

## ENVIRONMENTAL, HEALTH & SAFETY

JOB TITLE	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
EHS Manager	\$87,125	\$102,500	\$117,875	\$95,837	\$112,750	\$129,662
Environmental Manager	\$68,000	\$80,000	\$92,000	\$74,800	\$88,000	\$101,200
EHS Specialist	\$68,000	\$80,000	\$92,000	\$74,800	\$88,000	\$101,200
Safety Engineer	\$68,000	\$80,000	\$92,000	\$74,800	\$88,000	\$101,200
Safety Manager	\$102,000	\$120,000	\$138,000	\$112,200	\$132,000	\$151,800
Chemical Process Engineer	\$80,750	\$95,000	\$109,250	\$88,825	\$104,500	\$120,175

## ENGINEERING LEADERSHIP

JOB TITLE	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Director of Engineering	\$119,000	\$140,000	\$161,000	\$130,900	\$154,000	\$177,100
Director of Product Management	\$191,250	\$225,000	\$258,750	\$210,375	\$247,500	\$284,625
VP of Engineering	\$233,750	\$275,000	\$316,250	\$257,125	\$302,500	\$347,875

# Recruiting Engineers for the Future

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## Rethink the Perfect Candidate

Too many companies hold out for the “perfect” engineer—someone who meets every qualification. In reality, the best engineers are problem solvers who thrive on learning.

*“Engineers have a passion for figuring things out—they will learn and apply themselves.”*

— DAVID MARQUEZ

## Speed Matters

In today’s competitive market, hesitation can cost you top talent. A slow hiring process means losing great candidates to faster-moving competitors.

*“Good engineers don’t wait around.”*

— DAVE CHAKMAKJIAN

## Engage Early-Career Engineers

Dismissing highly capable engineers as “entry-level” or enforcing outdated policies on promotions can drive them away. Instead, companies should focus on providing a roadmap for growth.

*“Telling highly productive engineers they’re ‘entry-level’ or limiting them with outdated policies pushes them away. Show them a path forward instead.”*

— ART IVANOV

## Understand Leadership Transitions

Not all great engineers make great leaders. Transitioning into leadership means shifting from hands-on work to strategy and team development.

*“Leaders still have influence but are more hands-off with technical functions.”*

— DAVID MARQUEZ

## Look for Growth Potential

Technical skills matter, but the best engineers bring curiosity, initiative, and a drive to improve beyond their job description

*“The best engineers aren’t just good at their job—they actively look for ways to improve processes and grow their skills.”*

— DAVE CHAKMAKJIAN

*“Candidates who think like an investor or entrepreneur in their responsibility tend to excel.”*

— ART IVANOV



# Recruiting Engineers for the Future

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## Adapt to Changing Career Paths

The past few years have reshaped career trajectories, especially for engineering leaders. Companies that recognize nontraditional career paths will have an edge.

*"Companies must consider leaders who took career detours since 2020—traditional career paths have changed." — ART IVANOV*

## Final Thought

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The future of engineering hiring belongs to companies that move quickly, recognize growth potential, and create environments where engineers can evolve and lead.



# Engineering Roles on the Rise

## High-Demand Engineering Roles & Industries

Certain sectors face the most severe shortages:

**Heavy Industry:** Plant engineering and maintenance engineers, particularly in electrical disciplines, are in short supply. “Electrical engineers are always in demand — outnumbered 3-to-1 by mechanicals,” says David Marquez

**Automation & Robotics:** Companies investing in reshoring and modernizing operations need engineers skilled in smart manufacturing technology, programming, and industrial networking. “Manufacturers can’t just hire the same types of engineers anymore,” explains Dave Chakmakjian “They need people who can integrate robotics, AI, and automation software.”

**Early to Mid-Career Engineers:** According to Art, “Companies are aggressively competing for 3-to-10-year engineers, even overpaying for them. Meanwhile, engineering leaders are underemployed as companies lean out their management payroll.”

Several engineering fields are expected to experience significant growth and demand in 2025 and beyond:

1. **Artificial Intelligence and Machine Learning Engineering:** AI and ML engineers will be crucial in developing systems that simulate human intelligence and improve over time, driving advancements in robotics and applied technology<sup>(12)</sup>.
2. **Data Engineering:** Data engineers will be essential for designing and maintaining robust data architectures, supporting

business decision-making, and managing vast amounts of information<sup>(12)</sup>.

3. **Cybersecurity Engineering:** With the increasing threat of cyberattacks, cybersecurity engineers will play a vital role in protecting IT systems and technological infrastructure<sup>(12)</sup>.
4. **Renewable Energy Engineering:** As sustainability becomes a global focus, engineers specializing in alternative energy solutions like solar, wind, and hydropower will be in high demand<sup>(12)</sup>.
5. **Robotics Engineering:** The development of robots and humanoids for various industries, including automation, healthcare, and manufacturing, will drive demand for robotics engineers<sup>(13)</sup>.
6. **Environmental Engineering:** Engineers working on sustainable development, waste management, and pollution control will be increasingly important<sup>(12)</sup>.
7. **Software Engineering:** The continuous need for developing and maintaining software systems across various industries will keep software engineers in high demand<sup>(23)</sup>.
8. **Chemical Engineering:** Advancements in biotechnology and sustainable processes will drive growth in this field, with chemical engineers optimizing processes for efficiency and safety<sup>(12)</sup>.

These engineering roles are expected to offer promising career opportunities and play pivotal roles in shaping the future of technology and society<sup>(12)</sup>.

# BONUS

## Engineering Talent Hiring Checklist (2025)

In a competitive engineering job market, companies must be intentional, fast-moving, and candidate-focused. Below is a checklist which applies the key strategies to help you attract and retain top talent in 2025. Use this checklist to assess and strengthen your hiring approach in a competitive landscape.

### Source Proactively

Relying on job boards is no longer effective. The best engineers are often already employed and not actively applying. Companies must lean on targeted outreach, referral networks, industry events, and recruiters to connect with this passive talent pool.

*"The best candidates are already employed. Companies need to reach out directly, use referrals, and build relationships."*

— Dave Chakmakjian

#### CHECKLIST

##### SOURCING STRATEGY

- ✓ Use direct outreach to passive candidates
- ✓ Leverage recruiters with deep engineering networks
- ✓ Tap into industry referrals and alumni groups
- ✓ Attend trade shows and technical networking events

### Streamline Hiring

Speed is critical. Top candidates won't wait through slow, multi-round processes. Involve decision-makers early, limit interview rounds, and act quickly when the right fit is found.

*"If you see someone you like, don't hesitate."*

— David Marquez

#### CHECKLIST

##### SPEED & PROCESS

- ✓ Involve hiring decision-makers early in the process
- ✓ Limit the number of interview rounds
- ✓ Pre-schedule interviews to reduce delays
- ✓ Be prepared to make an offer after strong interviews
- ✓ Hire top talent even if there's no immediate opening



# BONUS

## Engineering Talent Hiring Checklist (2025)

In a competitive engineering job market, companies must be intentional, fast-moving, and candidate-focused. Below is a checklist which applies the key strategies to help you attract and retain top talent in 2025. Use this checklist to assess and strengthen your hiring approach in a competitive landscape.

### Build a Recognizable Employer Brand

Engineers want to work for companies that are innovative, stable, and mission-driven. Highlight your tech, culture, and development opportunities through social media, employee testimonials, and at industry events. Industry events, and recruiters to connect with this passive talent pool.

#### CHECKLIST

##### EMPLOYER BRAND

- ✓ Highlight innovation and technical projects on your careers page
- ✓ Share employee stories/ testimonials on social media
- ✓ Participate in industry events as a thought leader
- ✓ Promote your company culture and development programs

### Focus on Flexibility and Total Rewards

While many engineering roles require on-site presence, offering hybrid options, clear career paths, and competitive benefits—including training and leadership development—helps attract and retain high-performers

#### CHECKLIST

##### COMPENSATION & FLEXIBILITY

- ✓ Offer competitive salary + performance-based bonuses
- ✓ Provide hybrid work options where feasible
- ✓ Offer strong 401(k) matching, tuition reimbursement, and benefits
- ✓ Ensure clear career growth paths are communicated

# BONUS

## Engineering Talent Hiring Checklist (2025)

In a competitive engineering job market, companies must be intentional, fast-moving, and candidate-focused. Below is a checklist which applies the key strategies to help you attract and retain top talent in 2025. Use this checklist to assess and strengthen your hiring approach in a competitive landscape.

### Invest in Upskilling

With nearly half of today's skills expected to change in five years, companies must invest in employee development. Support certifications, mentorship, and partnerships with trade schools to future-proof your workforce.

*"Train your current engineers on the newest, latest, and greatest technologies." — David Marquez*

### CHECKLIST

#### UPSKILLING & DEVELOPMENT

- ✓ Provide training on new technologies (automation, AI, robotics)
- ✓ Support professional certifications and continued education
- ✓ Build partnerships with trade schools and technical colleges
- ✓ Develop internal mentorship or leadership programs

# Conclusion

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The demand for top engineering talent continues to outpace supply. As organizations adapt to market shifts, having access to real-time compensation insights is more critical than ever.

Whether you're building out your team or evaluating your own career path, understanding what drives top-tier talent—and what it takes to attract them—can give you the edge.

At Capstone Search Advisors, we help organizations hire with precision and confidence.

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# Contributors



**Art Ivanov:** Capstone Search Advisors has long supported the manufacturing industry, and Art was brought on as a Practice Leader in Automation to enhance our recruiting expertise for complex technical hiring needs. With over 10 years of executive and professional recruiting experience, Art has interviewed thousands of technical sales professionals, engineers, and operations leaders. Whether it's design engineers, SCADA programmers, or global continuous improvement specialists, Art knows how to uncover rare talent for your company.

Art has helped tech startups build out their sales teams, assisted established companies in backfilling retiring leaders, and guided international firms through their first U.S. hires. When a role is too specialized for typical job applicants and demands a no-nonsense approach, companies turn to Art for results.



**Dave Chakmakjian:** David Chakmakjian joined Capstone Search Advisors as a Senior Search Consultant in 2025. His expertise lies in connecting top-tier talent—including Controls Engineers, Mechanical Engineers, Design Engineers, Robotic Engineers, and leadership roles—with manufacturers, OEMs, distributors, and integrators across North America.

With over five years of experience in the industry, David has built a reputation for strategic hiring, business development, and relationship-driven recruiting. His thought leadership has been featured in The Chicago Journal, and he was interviewed for the CSIA Executive Conference Series by Rivergate Marketing. He regularly attends Pack Expo International and The ASSEMBLY Show, ensuring he stays ahead of automation and manufacturing trends.



**David Marquez:** David Marquez is a Partner, Practice Director for Capstone Search Advisors providing team leadership and recruitment efforts for retained search projects. He started his professional recruitment career in 2006 and joined Capstone Search Advisors in 2015, giving him a wealth of experience in the field. Primary focuses, on a national scale, have been in engineering, manufacturing operations, supply chain, sales/marketing, accounting/finance, human resources, LEAN/continuous improvement, and construction professionals. The levels of personnel range from senior executives to individual contributor roles for various manufacturing, distribution, and construction operations.



**Mike Erney :** Mike Erney is the Managing Partner at Capstone Search Advisors, where he's been partnering with leading manufacturers since 2004 to identify and attract the executive talent critical to their growth and long-term success. He has a strong track record of success delivering talent solutions to middle-market organizations, Fortune 500 companies, and private equity. Mike is an expert in global talent acquisition for the manufacturing industry supporting Operations, Engineering, Finance, and Supply Chain.

Mike helps companies improve their bench strength and offers a step-by-step approach to building a powerful talent strategy that will ensure the perpetual availability of potential leaders. His wide knowledge of the recruiting industry enables him to quickly understand the challenges of his clients, thereby helping them solve problems, develop alternatives, and find creative ways to promote their businesses. Mike has successfully completed searches for over 200 clients nationwide.



**Arelis Bageanis:** As a marketing manager specializing in the executive search industry, Arelis Bageanis brings extensive expertise in crafting and executing impactful marketing strategies tailored to Capstone Search Partners' executive recruiters. At Capstone, she doesn't just elevate the brand; she shines a spotlight on the trailblazers whose initiatives drive transformative change across sectors—the firm's Executive Recruiters.

Her passion lies in creating captivating, industry-specific content that highlights recruiters' expertise, cultivates their personal brands, and delivers tangible value to the executives they serve. By empowering recruiters to stand out in a competitive market, her mission is to facilitate meaningful connections with top-tier candidates and clients, ultimately fostering continuous growth and long-term success.





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