

The M3 Difference

At M3, we believe in partnerships, not transactions. We know that there is no one-size-fits-all approach to recruitment. That's why we take the time to get to know you, your mission, and your values and so we can strategically determine how to best communicate with top talent on your behalf.



Executive Search

- Recruitment strategy development for C-Suite and executive searches
- Strategic marketing of executive level positions
- Candidate outreach utilizing our network and cutting-edge recruitment resources



Direct Placement

- Recruiting for key positions at all levels of your organization
- Consistent active outreach to candidates
- Placement for candidates from mid-level to entry level
- Support new talent placement and onboarding



Outsourced Recruiting (RPO)

- Work directly with your hiring team to recruit for multiple positions across an organization
- Management of the entire candidate hiring process from job posting to screening to scheduling interviews

About Our Company

Based in the Capital Region with national expertise, our team has been working for 12 years to help companies build better organizations by partnering with them to find the top talent they need. We believe that every time a candidate and a company match, and their culture, values, and goals align, a team has been made stronger. We specialize in the following industries:

- Renewable Energy
- Healthcare/Long-term Care
- Non-profit/Human Services
- Manufacturing
- Human Resources
- Financial Services
- Professional Services
- Banking