

Specialized recruiting for manufacturing

Technical talent. Experienced leaders.
Clients in Mexico and the United States.

Ciudad Juárez, Mexico / El Paso, Texas

Automotive and industrial suppliers / Chihuahua 2026



When critical roles stay open

YOUR HIRING CHALLENGE

Qualified applicants are hard to find

Candidates lack the required skills or English

The role needs a confidential search

The search stalls on salary or expectations

HOW SIGMA HELPS

Direct sourcing of active and passive candidates.

Bilingual recruiters assess experience and language needs.

Discreet outreach for sensitive hiring needs.

Market feedback to refine the profile and offer.

Why manufacturers work with Sigma

01

Industry understanding

Experience in engineering, quality and recruitment helps us understand the role behind the job description.

02

Mexico and U.S. experience

Bilingual recruiters connect with candidates and hiring teams across both markets.

03

Focused search and guidance

Direct sourcing and our candidate database support difficult searches, with feedback on market conditions.

Roles that support plant performance

Engineering and technical

Manufacturing and Process Engineers
Automation Technicians
Controls and SCADA Engineers
Quality and Maintenance Engineers

Operations and leadership

Plant and Operations Managers
Production Leaders
Quality and Maintenance Managers
EHS Managers

Supply chain and business

Buyers and Materials Planners
Logistics and Trade Compliance Specialists
Finance Directors and Cost Accountants
Bilingual HR Managers

Recruiting for industrial service providers

We also recruit for the companies that keep manufacturers running.

Technical services

Field Service Engineers
Facilities and Maintenance
Personnel

Customer and commercial teams

Technical Sales
Professionals
Key Account Managers
Customer Service
Representatives

Project and business support

Project Coordinators
Accounting and
Administrative Staff

A clear process, with your team involved

01 Define the need

Meet with HR and the hiring manager to confirm responsibilities, technical requirements and compensation.

02 Source and assess

Reach active and passive candidates, then conduct competency-based interviews.

03 Build the shortlist

Present candidates for your evaluation and coordinate interviews and feedback.

04 Follow through

Support candidate selection and check in monthly with both parties for the first three months.

Support after the hiring decision

3 months

Placement guarantee

If the hire is not the right fit, our guarantee provides support under the agreed service terms.

Monthly follow-up

With the client

We review performance against expectations and the needs of the role.

With the new hire

We check on onboarding and adaptation to help identify concerns early.

Your next difficult hire starts with a conversation



Which vacancy is putting pressure on your operation?

Share the role, location and hiring timeline.

We can discuss a focused search.

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10 years in business. Clients in Mexico and the United States.