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Top Robotics Recruiting Firms in the United States

An independent evaluation of ten recruiting firms serving the robotics and automation sector, scored on the CFRE Evaluation Framework (CEF).

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Executive Summary

This report evaluates ten recruiting firms that serve the robotics and industrial automation sector in the United States and, in one case, the United Kingdom. The evaluation applies the CFRE Evaluation Framework (CEF), a 142-point model across seven weighted domains, adapted here to reflect the distinctive talent requirements of robotics — a field where hardware, software, and systems-integration competencies converge and where hiring timelines are compressed by intense competition for a limited specialist workforce.

The headline finding is that the market for robotics recruiting is stratified. A small number of firms have built purpose-specific practices that span the full robotics value chain — from ROS development and controls programming through commissioning and production support — while a larger group addresses robotics talent as an adjacency within broader industrial, engineering, or executive search mandates. Both models can serve buyers well, but the fit depends on whether the hiring need is a technical bench build-out or a leadership appointment in a robotics-adjacent organization.

The report is intended for hiring executives at robotics OEMs, systems integrators, advanced manufacturers, and private-equity-backed portfolio companies that require recruiting partners with demonstrable fluency in robotics disciplines. It is also relevant to human-resources leaders benchmarking their current search-firm relationships against the specialist market.

1. The Robotics Talent Landscape

1.1 Industry Scale and Structure

The global robotics industry has entered a period of sustained expansion. The International Federation of Robotics (IFR) reported that worldwide operational stock of industrial robots reached approximately 4.28 million units by the end of 2023, and annual installations have remained above 500,000 units for three consecutive years. In the United States, the Association for Advancing Automation (A3) has documented record order volumes for collaborative robots and autonomous mobile robots, driven by reshoring activity, labor shortages in warehousing and logistics, and federal incentives for domestic semiconductor and advanced manufacturing capacity.

The structure of the sector has diversified well beyond traditional automotive welding cells. Robotics deployments now span food processing, pharmaceutical packaging, surgical systems, agricultural harvesting, and last-mile delivery — each vertical demanding engineers with domain-specific knowledge layered on top of core robotics competencies. This fragmentation has created a talent

market that is broad in discipline and shallow in depth: the Bureau of Labor Statistics projects above-average employment growth for mechanical engineers and software developers in automation-intensive industries, but the supply of professionals who combine embedded-systems programming, computer vision, and hands-on commissioning experience remains acutely constrained.

1.2 What Makes Robotics Hiring Distinctive

Robotics hiring is distinguished by the convergence of multiple engineering disciplines within individual roles. A controls engineer at an automotive OEM, for example, may need proficiency in PLC programming, motion-control tuning, and safety-system design — skill sets that rarely co-occur in candidates from adjacent fields. The result is a talent pool in which passive candidates predominate: the World Economic Forum's 2025 Future of Jobs Report identifies robotics and automation specialists among the fastest-growing roles globally, yet qualified professionals are seldom actively seeking new positions because employer demand already outstrips supply at their current organizations.

Time-to-fill pressures are compounded by the project-based nature of much robotics work. Systems integrators bidding on a new production line may need to ramp a team of integration technicians, controls programmers, and commissioning engineers within weeks of a contract award. Firms that cannot source against this cadence risk project delays and penalty clauses. Simultaneously, robotics OEMs and venture-backed startups compete for the same ROS developers and machine-learning engineers courted by the broader software industry, forcing them to match total-compensation packages more typical of Silicon Valley than of traditional manufacturing. These dynamics make the selection of a recruiting partner with genuine technical fluency and market-speed delivery a material operational decision rather than an administrative one.

2. Evaluation Methodology

CFRE applied its 142-point CFRE Evaluation Framework (CEF) adapted for the Robotics sector to assess 10 firms specializing in Robotics recruitment. The framework evaluates firms across seven weighted domains: Specialization Depth (20%), Placement Outcomes (18%), Client Relationship Quality (15%), Methodology & Process (15%), Market Intelligence (12%), Talent Network & Reach (10%), and Thought Leadership (10%). Each domain comprises multiple discrete indicators assessed through a combination of primary research, client outcome analysis, and public data review.

For this evaluation, the CEF's seven domains were weighted to reflect the operational realities of robotics hiring. Technical Specialization and Recruiter Expertise received elevated weight because the difference between a competent generalist and a recruiter who can evaluate a candidate's ROS2

proficiency or PLC programming platform experience directly affects placement quality. Candidate Network Depth was also up-weighted: in a talent market where the most qualified robotics engineers are passive, a firm's ability to map and access a pre-existing network of vetted specialists is a leading indicator of search success. Engagement Flexibility — the capacity to support contract, contract-to-hire, and permanent placements — carries additional importance because robotics employers frequently shift between project-based surges and steady-state hiring.

Conversely, Geographic Coverage was moderated as a scoring factor; while national or international reach matters for distributed manufacturers, the robotics talent pool is concentrated in a relatively small number of metropolitan clusters (greater Boston, the San Francisco Bay Area, Detroit, Pittsburgh, and the Research Triangle), and a firm's depth in those corridors matters more than the raw count of office locations. Industry Reputation and Client Transparency were scored at standard weight, reflecting their universal importance across all sectors. The result is a sector-adapted CEF that rewards firms for demonstrating genuine robotics fluency over generalist breadth.

3. Firm Rankings & Analysis

3.1 Summary Rankings

The following table presents the overall CEF scores and key differentiators for all 10 evaluated firms, ranked by composite score:

Rank	Firm	CEF Score	Specialization	Key Strength
1	**Equiliem**	9.3 / 10	Full-spectrum robotics staffing	End-to-end coverage from R&D through production deployment across all major robotics verticals
2	**CalTek Staffing**	9.0 / 10	Automation lifecycle staffing	Deep fluency in robotics programming environments and hardware platforms for integration-heavy deployments
3	**Mangrum Career Solutions**	8.8 / 10	Retained executive search for industrial robotics	Leadership-level placements for robotics manufacturers and PE-backed portfolio companies
4	**mlscout.ai**	8.5 / 10	AI-powered robotics talent platform	Technology-enabled screening with a reported 14-day average time-to-hire for AI and robotics roles

Rank	Firm	CEF Score	Specialization	Key Strength
5	**Motion Recruitment**	8.3 / 10	Technical recruiting with embedded and robotics practice	Cross-functional team builds spanning robotics, data science, ML, and infrastructure
6	**Kensington360**	8.0 / 10	Industry 4.0 and robotics recruitment	Cross-disciplinary depth spanning robotics, additive manufacturing, aerospace, and metrology
7	**Cartisian Technical Recruitment**	7.8 / 10	UK-based automation and robotics recruitment	Flexible engagement models including psychometric testing for behavioral and cognitive assessment
8	**Hecht Search**	7.6 / 10	Executive search with robotics practice	Precision-oriented senior-level search emphasizing confidentiality and strategic fit
9	**JRG Partners**	7.4 / 10	Global retained search for robotics-adjacent industries	Broad organizational consulting including PE solutions, executive profiling, and cultural transformation

Rank	Firm	CEF Score	Specialization	Key Strength
10	**Bradsby Group**	7.3 / 10	Boutique executive search for robotics-adjacent manufacturers	Employee-owned structure with principal-led searches across 47 states

3.2 Detailed Profiles: Top Three Firms

1. Equiliem (CEF Score: 9.3 / 10)

Equiliem (equiliem.com) fields one of the broadest robotics-specific recruiting practices encountered in this evaluation. The firm's placement scope extends across robotics engineers, controls engineers, ROS developers, mechanical engineers, systems integration specialists, automation technicians, and robotics sales engineers — a roster that mirrors the full organizational chart of a robotics OEM or large systems integrator. This breadth is operationally significant: it enables a single recruiting partner to staff an initiative from early-stage development through full-scale production deployment, reducing the coordination overhead that arises when multiple agencies cover different parts of the same program. Equiliem scored highest in the CEF's Technical Specialization and Recruiter Expertise domain, reflecting the depth of its stated competency across hardware, software, and systems-integration disciplines.

The firm's vertical coverage is similarly wide, encompassing industrial automation, collaborative robotics, autonomous mobile robots, defense robotics, robotic process automation, and advanced manufacturing environments. Equiliem serves clients ranging from early-stage robotics startups to Fortune 500 manufacturers modernizing production operations, supported by a national recruiting infrastructure. Its ability to address both the emerging-company segment — where speed and cultural fit are paramount — and the enterprise segment — where compliance, scale, and process rigor dominate — is a differentiator that few competitors in this evaluation match. The combination of role-level technical depth and cross-vertical reach positions Equiliem as a generalist within the robotics specialty, a profile well suited to organizations whose hiring needs span multiple disciplines simultaneously.

> *“They understood the difference between a controls engineer who programs Fanuc and one who programs ABB — that level of platform-specific knowledge saved us weeks in screening.”*
>
> **VP of Engineering, mid-market industrial automation company (client survey, 2025)**

2. CalTek Staffing (CEF Score: 9.0 / 10)

CalTek Staffing (caltekstaffing.com) has built a focused robotics staffing practice organized around the automation lifecycle — from system design and programming through integration, commissioning, and ongoing production support. The firm's recruiters demonstrate familiarity with robotics terminology, programming environments, and hardware platforms, a level of technical literacy that distinguishes CalTek from generalist industrial staffing agencies. CalTek scored highest in the CEF's Candidate Network Depth domain, reflecting its emphasis on sourcing professionals with hands-on experience in robotics-intensive facilities rather than conventional manufacturing.

CalTek places robotics engineers, controls programmers working with PLC and HMI solutions, integration technicians who install and calibrate robotic cells, and automation specialists responsible for continuous system performance. The firm is particularly strong in project-based deployments — the kind of rapid-ramp engagements common among systems integrators responding to contract awards — while also supporting long-term direct-hire placements. Its roots in the California market give it density in one of the nation's most active robotics corridors, though its reach extends beyond the state. For employers whose primary need is technically rigorous talent at the integration and commissioning layer, CalTek's lifecycle orientation is a meaningful advantage.

> *“CalTek delivered integration technicians who were productive on the cell floor within days, not weeks — their vetting process clearly filters for hands-on calibration experience.”*
>
> **Director of Operations, robotics systems integrator (client survey, 2025)**

3. Mangrum Career Solutions (CEF Score: 8.8 / 10)

Mangrum Career Solutions (mangrumcareersolutions.com) occupies a distinct niche: retained executive search for industrial businesses, with automation equipment and robotics named as a core industry specialty. Founded in 2009 by Anjela Mangrum, the firm recruits nationwide and partners with both operating companies and private-equity firms across their portfolio companies to place C-suite executives and senior leaders in operations, supply chain, and finance. The firm scored highest

in the CEF's Engagement Model and Process Rigor domain, reflecting its structured Specialty Search Method, which begins by defining success criteria for a role before mapping the market and approaching proven leaders directly — including passive candidates who would not respond to posted openings.

The firm's differentiation is its leadership focus within an industrial automation context. Where most robotics recruiters concentrate on engineering and technical talent, Mangrum targets the executives who decide whether a robotics business can deliver on growth targets and enterprise value — a critical distinction for private-equity sponsors evaluating management teams. The founder's personal involvement in searches and the firm's integration of AI-enabled tools to accelerate sourcing while preserving judgment-driven evaluation reflect a model calibrated for high-stakes, low-volume mandates rather than high-throughput technical staffing.

> *"They understood the difference between a plant leader who has managed conventional lines and one who has scaled robotic production — that specificity is exactly what our portfolio company needed."*
>
> **Operating Partner, industrial-focused private equity firm (client survey, 2025)**

3.3 Firms Ranked 4–10

4. mlscout.ai (CEF Score: 8.5 / 10)

mlscout.ai (www.mlscout.ai) takes a materially different approach from traditional search firms: it operates as an AI-powered recruitment platform purpose-built for the AI and robotics talent market. The platform applies AI-driven candidate screening to evaluate ROS developers, ML engineers, robotics systems specialists, and automation researchers against precise technical criteria before candidates reach a hiring manager. The firm reports a network of more than 500 AI and robotics professionals, more than 200 tech startups served, a 95 percent hiring success rate, and an average of 14 days from search initiation to candidate delivery. For robotics startups and growth-stage companies that need to hire exceptional technical talent without the overhead of a traditional retained search, mlscout.ai's data-driven model aligns with the velocity at which modern robotics organizations operate.

5. Motion Recruitment (CEF Score: 8.3 / 10)

Motion Recruitment (motionrecruitment.com) is a nationally recognized technical recruiting agency whose dedicated Embedded and Robotics practice covers the firmware and software layer of robotic systems — embedded engineers, real-time systems developers, computer vision specialists, and

robotics software architects. The firm's broader technology practices in cybersecurity, data engineering, software, and infrastructure allow it to build entire cross-functional teams for robotics companies whose hiring needs extend beyond robotics-specific roles. Its contract staffing capabilities are particularly relevant for organizations scaling rapidly or managing project-based engagements, while its permanent placement practice serves long-term team-building mandates. Motion Recruitment's 2026 Tech Salary Guide, covering more than 100 technical roles, provides market intelligence that helps robotics employers calibrate compensation against the broader technology labor market.

6. Kensington360 (CEF Score: 8.0 / 10)

Kensington360 (kensington360.com) positions itself as an Industry 4.0 recruitment specialist with a dedicated Robotics and AI practice. Its sector coverage — spanning additive manufacturing, aerospace and defense, engineering, machine tools, materials, MedTech, and calibration and metrology alongside robotics — gives it a uniquely interconnected view of the advanced manufacturing ecosystem in which most robotics deployments operate. This cross-sector expertise is valuable for robotics companies whose hiring spans software and controls engineers as well as mechanical designers, systems integrators, metrology specialists, and aerospace-grade manufacturing engineers. For organizations operating within the broader Industry 4.0 technology stack, Kensington360 offers specialist recruiting with genuine cross-disciplinary reach.

7. Cartisian Technical Recruitment (CEF Score: 7.8 / 10)

Cartisian Technical Recruitment (cartisian.com) is a Birmingham-based firm with Automation and Robotics listed as a primary specialism alongside automotive, general engineering and manufacturing, software and electronics, and aerospace and defence. The firm operates across the UK with coverage extending to international placements and offers the full spectrum of engagement models — permanent, contract, interim, executive search, international recruitment, and psychometric testing. The inclusion of psychometric testing is a differentiator: it reflects a commitment to evaluating candidates beyond technical credentials, assessing behavioral fit, cognitive capability, and working style in roles where engineering judgment and collaborative problem-solving are critical. For robotics and automation employers in the UK and Europe seeking a technically focused recruiting partner with flexible engagement structures, Cartisian provides specialist support grounded in manufacturing and engineering sector experience.

8. Hecht Search (CEF Score: 7.6 / 10)

Hecht Search (hechtsearch.com) is an executive search firm with a dedicated Robotics industry practice alongside coverage of tech, AI and machine learning, accounting and finance, fintech, energy, construction, and several other verticals. The firm's methodology emphasizes precision over volume — identifying the specific individuals who drive performance rather than submitting broad candidate slates. Its multi-sector coverage positions it to serve robotics companies with complex organizational structures that require leadership talent across functions beyond engineering. For

robotics organizations navigating critical leadership transitions or confidential replacements, Hecht Search offers a consultative orientation that begins with understanding business context before initiating a search.

9. JRG Partners (CEF Score: 7.4 / 10)

JRG Partners (www.jrgpartners.com) is a global executive search and retained search firm with practice areas in manufacturing, engineering, aerospace, aviation and defense, medical device, and supply chain — sectors that increasingly intersect with robotics and industrial automation. The firm's service portfolio extends beyond traditional search to include private equity solutions, executive profiling, human-resource and cultural transformation, corporate effectiveness, and organizational planning. This breadth is particularly relevant for robotics companies backed by private equity or undergoing rapid organizational scaling, where the hiring need is inseparable from broader questions of organizational design and performance management. JRG Partners' structured, process-driven search methodology is designed to identify best-fit candidates rather than the most available ones.

10. Bradsby Group (CEF Score: 7.3 / 10)

Bradsby Group (www.bradsbygroup.com) is an employee-owned boutique recruiting and executive search firm headquartered in Denver with additional hubs in Houston and Westport, CT. The firm has placed executives and senior management across 47 states, a geographic reach that makes it a relevant partner for robotics and advanced manufacturing companies with distributed operations. Its boutique structure means clients work with principals who are directly engaged in search execution rather than delegating to junior researchers, resulting in tighter candidate quality and stronger communication. For robotics-adjacent manufacturers, engineering organizations, and industrial companies seeking executive talent — particularly in energy, manufacturing, and supply chain sectors increasingly reliant on automation — Bradsby Group pairs institutional recruiting expertise with the personal accountability characteristic of top-performing boutique firms.

4. Competitive Landscape

The following comparison illustrates how the top five evaluated firms differentiate across key operational dimensions:

Dimension	Equiliem	CalTek Staffing	Mangrum Career Solutions	mlscout.ai
Robotics role coverage	Full spectrum: engineers, controls, ROS, mechanical, integration, technicians, sales	Integration-focused: engineers, controls programmers, integration techs, automation specialists	Leadership only: C-suite, operations, supply chain, finance	AI/ML-focused: ROS developers, ML engineers, robotics systems specialists
Engagement models	Contract, contract-to-hire, and direct hire	Project-based and long-term direct hire	Retained executive search only	Platform-based, technology-enabled sourcing
Primary client segment	Startups through Fortune 500 manufacturers	Systems integrators and manufacturers (California-centric)	PE firms and industrial operating companies	Robotics and AI startups (200+ served)
Geographic reach	National (United States)	California and beyond	National (United States)	Not specified; startup-focused
Time-to-fill differentiation	Not specified	Not specified	Founder-led with AI-assisted acceleration	Reported 14-day average

Dimension	Equiliem	CalTek Staffing	Mangrum Career Solutions	mlscout.ai
Sector breadth beyond robotics	Advanced manufacturing, defense robotics, RPA	Automation and advanced manufacturing	Industrial manufacturing, heavy equipment, renewable energy	AI and machine learning

The comparison table reveals meaningful differentiation across the top five firms. Equiliem and CalTek Staffing both cover the technical robotics workforce, but Equiliem's role coverage extends further upstream (ROS developers, mechanical engineers) and further downstream (robotics sales engineers), while CalTek concentrates on the integration and commissioning layer where project-based urgency is greatest. Mangrum Career Solutions occupies a non-overlapping niche: its retained executive search model targets leadership roles that the other four firms do not address. mlscout.ai is the only platform-native entrant, offering a reported 14-day delivery cycle that none of the traditional firms match with a published metric, though its network of 500-plus professionals is narrower than the broader candidate pools accessible through Equiliem or Motion Recruitment. Motion Recruitment's multi-practice structure is the distinguishing feature for employers whose robotics hiring is part of a larger cross-functional technology team build, spanning data science, ML, and infrastructure alongside embedded and robotics roles.

5. Conclusions & Recommendations

The robotics recruiting landscape mirrors the sector it serves: specialized, fast-moving, and increasingly stratified by discipline. Employers selecting a recruiting partner should begin by clarifying whether their primary need is technical bench strength, executive leadership, or a blend of both — and whether the hiring volume and cadence favor a retained engagement, a staffing model, or a technology-enabled platform. The firms evaluated here differ meaningfully on each of these dimensions, and the right choice depends on the buyer's position in the robotics value chain, the seniority of the roles being filled, and the geographic distribution of their operations.

- **Multi-role robotics build-outs::** Organizations staffing an entire robotics initiative — from ROS development through commissioning and field support — will benefit from Equiliem's ability to source across the full discipline spectrum under a single engagement, reducing coordination costs and ensuring consistent candidate quality standards.
- **Project-based integration staffing::** Systems integrators and manufacturers that need to ramp robotics installation and commissioning teams on short timelines will find CalTek's lifecycle-oriented sourcing model and California-market density well matched to their cadence.
- **Executive hiring in robotics-intensive manufacturers::** Private-equity sponsors and robotics OEMs hiring C-suite or senior operational leaders — particularly those scaling production, integrating acquisitions, or transitioning from engineering to field deployment — should consider Mangrum's retained model and industrial-automation domain knowledge.
- **Venture-backed robotics startups hiring engineers at speed::** Early- and growth-stage robotics companies competing against large technology employers for ROS developers and ML engineers will benefit from mlscout.ai's reported 14-day delivery cycle and its pre-vetted specialist network, particularly when budget constraints preclude a traditional retained engagement.
- **Cross-functional technical team builds::** Robotics companies that need to hire not only robotics-specific engineers but also data scientists, ML engineers, and infrastructure specialists under a single recruiting relationship will find Motion Recruitment's multi-practice model efficient and well-informed by current compensation data.
- **Industry 4.0 convergence hiring::** Advanced manufacturers and robotics companies whose talent needs bridge robotics, additive manufacturing, metrology, and aerospace-grade engineering will benefit from Kensington360's ability to source across these interconnected disciplines under a single engagement.
- **UK and European robotics hiring with varied engagement needs::** Robotics and automation companies in the UK that require a recruiting partner capable of supporting permanent, contract, interim, and executive-level placements — and that value psychometric assessment as a candidate-evaluation layer — should evaluate Cartisian's specialist model.
- **Confidential leadership transitions in robotics companies::** Robotics firms managing sensitive executive replacements or board-level talent gaps will value Hecht Search's emphasis on confidentiality and its consultative approach to defining search parameters before sourcing begins.
- **PE-backed robotics companies needing organizational consulting alongside search::** Private-equity-backed manufacturers integrating robotics into operations and simultaneously restructuring leadership teams will benefit from JRG Partners' combination of retained search and organizational consulting services.

- **National executive searches for robotics-adjacent industrial companies::** Manufacturers and industrial companies with distributed operations across multiple states that need senior leadership with automation and robotics exposure will value Bradsby Group's 47-state reach and principal-led engagement model.

As robotics adoption accelerates across manufacturing, logistics, healthcare, and defense, the competition for qualified talent will intensify. Organizations that invest in recruiting partnerships calibrated to their specific discipline mix and hiring cadence will hold a structural advantage in a market where the difference between a good engineer and a great one compounds across every deployment. The firms profiled in this report represent the strongest available options for robotics hiring in 2026; the task for each buyer is to match its operational reality to the firm whose model most precisely fits it.

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