

smartdept. is a nationwide creative, interactive, and marketing talent resource headquartered in Chicago. Our ability to service customers of all sizes, and in all locations, while still taking a boutique approach to service, allows us the best chance to cultivate the successful relationships we value. We are certified with the WBENC as a women's business enterprise.

WHAT WE DO

Freelance, Contract, Remote, Hybrid, and On-site Assistance

Whether you need added support during your busy season, for special projects, to cover a maternity/medical leave, or just to fill the gap while hiring, we can help. In addition, while we consider ourselves boutique from a service standpoint, we do enjoy flexing our recruiting muscles with several of our MSP/VMS relationships.

Contract-to-Hire

If you decide one of our talent is a good fit for your company, by all means, hire them. This works out great for everyone because the longer a candidate works, the bigger the discount on the conversion fee. High fives all around!

Direct Hire Search

We're also here to save you from making expensive job posts, screening resumes, and conducting endless interviews with candidates who are "just trying to find themselves."

Based on a detailed description of your criteria, we search for talent with the skills, experience level, personality, salary and benefit requirements, and career goals you want. Basically, we've done all the hard stuff. So when you meet our candidate, it's like a second interview. Our search is on a contingency basis and applies only if you hire a candidate we identify for your needs. Our placements even come with a guarantee.

WHY USING US IS SMART

Industry Experience

Our management team boasts (we're not ones to brag, so "represents" is probably a better word) more than 40 years' combined staffing experience. So there isn't anything we haven't seen. Yep, seen that too. Also, since the company was started by creative professionals, we still place a heavy emphasis on hiring creative people internally. With the possible exception of our Operations Manager. But she likes sports, so it's cool.

Great Minds

Our detailed matching process lets us really get to know everything about our talent – their short- and long-term goals, strengths and weaknesses, favorite playlist, go-to social media influencer, you name it. So when you present us with your criteria, we can provide the most ideal candidate, not just the most available one.

We're Accessible

Ridiculously so. Let's say your deadline gets pushed up, and you suddenly need additional help tomorrow morning. And you found out at 10 p.m. tonight. Chances are we can make that happen. We have before.

A Boutique Approach

This does not mean we're snooty and have valet parking. It's a fancy way of saying we have time for you. No assistants, no chance of your account being passed around to somebody new who doesn't understand your needs. We offer a single point of contact for each client.

WBENC Certified

Partnering with a WBENC-certified business gives you the added benefit of building relationships with other certified alliances. By working with a women-owned business, you show your company's commitment to working in diverse markets and furthering economic growth. That's good for everyone! And, when corporations and federal agencies include smaller businesses for their requirement of products and services, they are helping the economy to be stable. Working with a WBENC-certified business also provides tax incentives for your organization.

WHO WE REPRESENT

Creative

graphic designer
art director
creative director
illustrator
production artist
technical writer
proofreader/editor
copywriter
production manager

presentation specialist
retoucher packaging designer
product designer
instructional designer
traffic coordinator
production coordinator

Interactive

web designer
responsive designer
email designer
front end developer
UI/UX designer
multimedia designer
3D animator
motion graphics artist
content strategist
content writer

web developer
interactive art director
interactive project manager
interactive creative director
interactive developer
web producer
information architect
web content administrator

Marketing

account director
account manager
account supervisor
account executive
account coordinator
media buyer
project manager
brand manager
product manager
CMO
VP of marketing
marketing director

marketing manager
marketing strategist
marketing analyst
market researcher
consumer insights manager
data analyst
database/CRM manager
web analyst
SEO/SEM manager
digital strategist
digital marketing manager

DID YOU KNOW?

- ✓ We have been helping creative, interactive and marketing talent **find new opportunities since January 14, 2002.**
- ✓ Based in Chicago, **we offer nationwide service for remote, hybrid, and on-site opportunities** in our niche.
- ✓ We are **one of just a few WBE certified creative, digital, and marketing staffing resources in the U.S.**
- ✓ Our management team has **more than 40 years combined experience** in the creative staffing industry.
- ✓ The **Principals at smartdept. worked as creative professionals** prior to transitioning into recruiting.

YOU HEARD IT HERE FIRST...

“smartdept. has always worked hand-in-hand with us to vet and test candidates targeted to meet our unique talent requirements. They have consistently worked to ensure that candidates that we utilize year over year are available to return during our busy season. We continue to recommend smartdept. as one of the best talent resources not only in Chicago, but throughout the U.S.”

Jeanette, Chicago

“Our nearly 20-year relationship with smartdept is one built on respect, trust, and success. I have called on them over the years to deliver candidates that fit our very specific job requirements, niche, and budget. They are always accessible, flexible, and respond quickly with quality candidates.”

Sean, Chicago

“To be able to have the pleasure of working for 17 years with the same owners that founded the company is to say the very least, not just an anomaly in the business, but something that truly differentiates our partnership and working relationship with Eric and Michelle. It is one thing that truly differentiates our relationship and makes the experience of working with smartdept. unique and personal.”

Kathy, Chicago

“smartdept. found us a developer, that we have been working with for more than a decade. We like working with him so much that even after he moved out of state we continue to work with him remotely. Sometimes working remotely with folks can be a challenge, but not with Richard. He is so good, from his skill set to his demeanor, to his understanding of how to work with a creative ad agency, that he is a perfect match for our environment.”

Chris, Chicago