

# sbdc

I D A H O

## Small Business Development Center

direction. solutions. impact.



### Energy Recruiting Services LLC

Melissa and Tom McElfish  
Coeur d'Alene, Idaho  
[www.energyjobnow.com](http://www.energyjobnow.com)

ENERGY RECRUITING SERVICES PROVIDES JOB PLACEMENT SERVICES in the oil and energy industries in Montana, Wyoming, North Dakota, Colorado and Texas. Energy companies can expand

into new areas quickly, leaving them little time for finding quality job candidates. Energy Recruiting Services simplifies the process with quality pre-candidate screenings and placement. "We have an exceptional reputation to help fill the need for qualified employees," co-owner Melissa McElfish said. "A lot of our new companies are referrals from companies that are happy with our services."

Their success made sense, given the experience of Melissa and her husband, co-owner Tom McElfish. Melissa previously worked in management and client relations, while Tom spent years in construction management, including oil pad construction in North Dakota. With that natural expertise already in place, they had to make sure the firm could grow rapidly without becoming overextended. Melissa and Tom sought the advice of the Idaho Small Business Development Center (SBDC) in Post Falls and worked with business coach Mike Wells. Mike suggested the company hire an attorney and an accountant that would be key to calculated growth.

**"It helped having someone with an outside opinion when we were unsure of certain decisions managing our growth."**

Wells credited Tom and Melissa with staying levelheaded during the expansion. "Some companies would falter under such growth, but what differentiated Tom and Melissa was they stayed true to the company's core value — making a difference in people's lives by providing employment in those industries," Wells said. "That company value has led them to establish long-term relationships," he said.

Last year, Energy Recruiting Services placed 175 qualified candidates in oil fields across the country and hope to expand into other markets in the energy industry and triple their growth in the next five years.

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