

Picture  
Coming  
Soon

## Clayton Conine

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The recruiting business is all about building quality relationships with candidates in order to introduce them to the right clients to make bonds that will positively affect companies' bottom lines. Clayton Conine's goal is to talk to as many industry professionals as possible and find out their wants, needs and goals in order to fulfill those to the highest degree.

Clayton started his recruiting career part-time while in college. After finishing his degree, he spent a year in the office full time. Later, Clayton went to work for a recruiting firm, Progressive Personnel. For five years, the company was very generalized and later decided to niche within the oil & gas industry which became Energy Search Associates. While there, Clayton had a successful 10-year career, surpassing goals and developing a reputation as an industry "go to."

With 16 years of experience as a professional headhunter, Clayton joined Lucas Group in 2018 as a Senior Executive Search Consultant in the Manufacturing practice. He focuses on upstream and midstream positions as well as engineering within manufacturing. Clayton loves to help his clients find qualified candidates and help candidates progress in their careers. He feels great reward by being able to assist others in reaching their goals, whether that is a step in their careers or a move to be closer to family.

In addition to his career, Clayton has been involved in the industry by volunteering to serve on committees and boards for industry organizations and events such as the Metroplex Energy Tennis Tournament and SPE Dallas. He spends his free time with his wife and two daughters as well as golfing, playing tennis and hunting/fishing. Clayton studied Finance at the University of North Texas.