

ROBERT RANDELL

DIRECTOR OF RECRUITING

6 Questions with the **Hiring Manager**



QUESTION 1: WHY DID YOU DECIDE TO JOIN VACO? WHAT DO YOU LOVE MOST ABOUT WORKING AT VACO?

Vaco is consistent and genuine, and that's why I'm here. When I first heard about Vaco, I was working for another staffing firm. Leon Downes, one of the managing directors here in New Jersey, who I previously worked with, would call or text me every couple of weeks to check in and see if I was ready to make the move over to Vaco. I could tell he was genuinely interested in me, so I took the interview. After meeting with John Curabba, the New Jersey managing partner, I said to myself, "This is what recruiting should be like, and this is what a company should be like." I've been here ever since.

What I love most about working at Vaco is the authenticity of the people and the way we do business. I also love the opportunities that are here. When I came over, I was recruited to join the start of the Vaco Staffing line of business. There are opportunities for everyone here, no matter what your background, skill level or education is.

I also love that I can be myself here. I don't have to put on a different face or fake anything. Being who you are goes a long way here - and, what's more, you're appreciated for who you are.

QUESTION 2: WHY DO YOU THINK THIS OPENING IS A GREAT OPPORTUNITY?

We are looking to grow our recruiting and sales teams, and there are opportunities for people to join at all different levels. We are part of a billion-dollar organization, but we're still building our practice here. There is a lot of opportunity for career advancement and growth - for everyone.

QUESTION 3: WHAT IS THE STRUCTURE AND CULTURE OF YOUR TEAM LIKE?

In our office today, we have Vaco Staffing, Vaco Resources and Vaco Financial. We have recruiting and sales teams which handle perm (VF) and contract (VS). The staffing team, including myself, are onsite 3-4 days a week. I would describe us as relaxed but professional. I'm a firm believer that "what you put into it, is what you're going to get out of it." We work hard but we also have a lot of fun. I enjoy coming into the office and working with my team; we're all trained the same way and we have learned and evolved with each other. There is a lot of flexibility and autonomy to get the job done however works best for you. Recruiting isn't a 9-5 job; we take calls in the evenings and on the weekends when we need to, so if you need to step away from your desk for an appointment or to go for a walk, you are encouraged to do that.

I equate staffing to track and field. There are individual events, but you still win and lose as a team. We're all here to help and to be great together.

QUESTION 4: WHAT DO THE NEXT 12-24 MONTHS LOOK LIKE AT VACO?

In the words of UFC fighter Conor McGregor, "We're not here to take part; we're here to take over." That's exactly our plan for the future. The goal is to double our size and to open another office here in New Jersey. We're a top firm in the state, a division leader within Vaco - and we're just getting started.



QUESTION 5: WHAT QUALITIES DO THE SUCCESSFUL PEOPLE ON YOUR TEAM HAVE?

Everyone is coachable. We're all here to learn and play as a team. I played three sports growing up and believe in teaching everyone the basics and then letting them adapt their skills to a way that works best for them. I have advanced my career drastically since I've been here, and I have been promoted and acknowledged for the work that I've done. I want the same for the people on my team. To get there, it's important to be coachable and to take constructive criticism well, and to always continue learning and adapting. This is how we maintain our competitive edge.

QUESTION 6: VACO IS FIERCELY COMMITTED TO PROMOTING A DIVERSE CULTURE WHERE EVERYONE FEELS LIKE THEY BELONG. WHY IS THIS IMPORTANT TO YOU PERSONALLY?

My mom immigrated from the Dominican Republic when she was 15 years old and didn't speak any English. She taught me to always treat people how you would want to be treated. With everything going on in the world, I am proud of the culture, the diversity, and the mindset of our team. We can't control everything, but we can control our small corner of the world. I am committed to keeping a safe, equitable and diverse team and work environment.

