

# JOHN CURABBA

MANAGING PARTNER



## 5 Questions with the **Hiring Manager**

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

I chose Vaco so I could be more entrepreneurial in my career. Previously, I had been at a large and very bureaucratic staffing firm, and when I looked around and saw where all of the top producers were going, they were all heading to Vaco. The autonomy I have here is why it's been almost 20 years since I joined the company, and it's why I will retire at Vaco.

The culture of this company is unlike anything I have ever seen before. The people and the culture are what I love most about working here.

### **QUESTION 2: WHAT COULD SOMEONE'S CAREER FUTURE LOOK LIKE AT VACO?**

The possibilities are limitless here. Truly. We promote growth and ideas. The organization today is nothing like what it was when I first started the New Jersey practice. Now, we have offices across the Northeast. And, we are looking to grow even more. From seasoned leaders to folks new to the business, we treat everyone here as businesspeople. We want your ideas, we want your energy, we want your passion. Come as you are, and from day one, know that you will be invested in.

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

We have all of the Vaco offerings here in the Northeast. We have technology, accounting and finance, resources and staffing, and within each of those practices we have line of business leaders and multi-layered teams. There is so much opportunity from a functional and vertical perspective. It's exciting.

The team here is hardworking and fun. There is a harmony that I can't really explain but you know it when you see it and feel it. Quite honestly, it's my dream team. Our leaders have attracted other great leaders and there isn't much turnover. As I like to say, there are no strangers here.

### **QUESTION 4: WHAT QUALITIES DO THE SUCCESSFUL PEOPLE ON YOUR TEAM HAVE?**

Persistence, attention to detail, white glove service; we're all people people. Everyone is relationship-driven, meaning we work hard to be good stewards - for our clients and for our candidates. We care. We're thorough. We follow up. It's as simple and as hard as that.

### **QUESTION 5: WHAT DO THE NEXT 12-24 MONTHS LOOK LIKE AT VACO?**

We're in the glory days right now. This is it. We eclipsed \$1B and we're about to hit \$2B. It's a good time to be here; and if you're not here, it's a good time to join. There's still so much to do, but what has been created is something special.

