

MIKE DOUD

NYC MANAGING PARTNER

4 Questions with the **Hiring Manager**



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

After nearly 20 years in the industry, I was looking for independence and a place to operate a business with like-minded individuals who are motivated, smart, fun, and consultative.

What I appreciate most about Vaco is being able to make decisions that directly impact our team's ability to do business successfully. We are all empowered to be changemakers.

QUESTION 2: WHAT IS THE STRUCTURE AND CULTURE OF YOUR TEAM LIKE?

Our team is made up of individuals who are committed to fostering an environment that is collaborative and supportive of growth. Because we are all driven by the same, or similar, goals - to be productive, successful, and consultative - our team culture attracts both experienced professionals as well as people new to the industry. We are eager to learn and share with one another. This, I can confirm, is unique to our industry and to Vaco.

Our people are genuine. They are professional and endeavor to do right by clients, candidates, and by the people on the team. There are leaders in our industry who will take from their employees...our leaders make for our employees. We ensure everyone has the right tools and resources to be successful.

QUESTION 3: WHAT DO THE NEXT 12-24 MONTHS LOOK LIKE AT VACO?

We have four distinct lines of businesses in our New York practice; one that specializes in accounting and finance permanent placement, one that focuses on accounting and finance consulting work, one that is built around accounting, finance, HR, and administration staffing, and another focused on IT.

Within each of these lines of businesses, there are subsets of specializations. The beautiful thing is that we are continuously adding and adapting. This is one of the most exciting elements of our practice...we are well-established but entrepreneurial. We are in build mode. If we hire someone with a particular functional or vertical expertise, we will create spin-off specialty practices around that individual - and that's what we intend to do.

We currently have 30 people on staff. We expect to close out 2022 with close to 40. In the next 2-3 years, I anticipate our New York practice to be somewhere around 100 total staff.

The additional advantage of the New York practice is our proximity and experience working with the global headquarters of many major brands and employers. Because of this, we have local clients but service them on a national (sometimes global) basis. I like to call it "Local Roots, Global Reach."

QUESTION 4: VACO IS FIERCELY COMMITTED TO PROMOTING A DIVERSE CULTURE WHERE EVERYONE FEELS LIKE THEY BELONG. WHY IS THIS IMPORTANT TO YOU PERSONALLY?

My commitment to diversity permeates every aspect of my life, not just at work. I grew up watching my mother face discrimination in the workplace and in our personal lives. As a female and person of color, she was passed over for opportunities she earned to less qualified candidates.

Because of these experiences, I am committed to focusing on the whole person. I don't see somebody for what gender they are, the color of their skin, or the religion that they practice.

At Vaco, we want all of you here. Whatever all of you is, we want that.

