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MANAGING PARTNER

4 Questions with the **Hiring Manager**



QUESTION 1: WHAT QUALITIES DO THE MOST SUCCESSFUL PEOPLE ON YOUR TEAM HAVE?

The people who are the most successful at Vaco are the ones who have a high performer mentality - meaning, they are driven to be successful and do not need micro-management to do the right things each day. Someone who thrives in a team environment, and thinks about the overall good of the team, our clients, and candidates first will also do well here. We are focused on growth and the bottom line but firmly believe in doing right by our clients and candidates above all else. The results will follow.

We are looking for passionate, motivated people who thrive in a fast-paced environment.

Being coachable is also important. We are open and direct with communication and will provide constructive criticism along the way. The best performers are open to feedback and are agile, making adjustments as needed.

QUESTION 2: WHAT COULD SOMEONE'S CAREER FUTURE LOOK LIKE AT VACO IF THEY ARE EFFECTIVE?

We have a multitude of career paths carved out for growth and promotions - whether that is growing in your current role, managing a team or a line of business, or even being part of large-scale national projects. Once you are up and running and have some success under your belt, we are going to come to you and ask you what you to do next.

We encourage out-of-the-box thinkers, so if you have ideas that can contribute to our long-term success, we are all ears! The sky really is the limit.

QUESTION 3: WHY DO YOU THINK THIS OPENING WITH VACO IS A GREAT OPPORTUNITY?

This is an amazing opportunity for someone who is entrepreneurial and wants to join a growing practice. I came over to Vaco after a very successful 15 years with another leading staffing firm, and the reason I came to Vaco was because of the company culture, vision, and letting smart and talented people work in a supportive yet free environment.

We have an autonomous work environment, we're results driven, and we have a team-first approach to our business. We are all competitive and motivated, and the most important thing is delivering a high level of service to our consultants and clients.

We are a high-growth organization. We serve of 40 markets in the U.S. and we are expanding our presence in Connecticut due to market demand. This is the time to join a team from the ground up with tremendous opportunity.

This is an opportunity to bring your staffing and recruiting industry knowledge and apply it to a growing practice with other experienced industry veterans. Our team is constantly sharing ideas and pushing each other. Vaco is made up of successful people who love what they do but seek an environment with supportive leadership that is focused on results, not micromanagement.



QUESTION 4: WHAT IS THE CULTURE OF THE TEAM LIKE?

We are highly focused on cultivating an environment of inclusion and teamwork. We want people who think differently and who are unafraid to share their ideas. We believe in continuous learning, holding each other accountable, and celebrating successes. We are playfully competitive and don't take ourselves too seriously. We are professional, but we have fun and take the time to enjoy the ride. It's like being on a team that is playing for a championship. We practice every day to be the best. At the end of the year, we look to rank at the top - both within the company and the industry - and I have no doubt we will end up there. Joining our team now would mean taking part in history in the making.

