



FOCUS ON: RECRUITING NEW TALENT

Finding the best new talent is a challenging but critical component of any organization's growth and long-term success. At PS&S, Vice President of Human Resources Jamie McDonald knows hiring is as much an art as a science.

"Sometimes you have to make a commitment to integrate new talent even if you don't necessarily have a clearly defined opening. A couple of years ago, we made a decision to infuse newly graduated, entry level talent into the company in all of our disciplines. While we're fortunate to not have a lot of turnover at PS&S, we are growing. Our unique vertical capabilities enable us to attract talented individuals from all disciplines."



In a constantly evolving industry, McDonald has certainly seen a lot of change in his 14 years at PS&S, most notably the huge advancement in the skill-level of recent college graduates. The ability to step right in and make an immediate difference in the company is directly related to the technological advances in college programs and high-level computer skills.

"Current grads don't need as much ramp up time as in the past – that's good for them to get acclimated and it's good for the company to shorten the learning curve," said McDonald. "I'm also glad PS&S is headquartered in a geographic region known for its excellent engineering and science schools. We know the programs at colleges such as NJIT, Rutgers and Stevens. And while good candidates can come from any school, we've had success recruiting candidates from these three New Jersey programs."

When the resume of an entry level candidate comes across his desk, McDonald is not only looking for the best G.P.A. He also wants to see what type of initiative the candidate has taken with regards to internships and co-ops. An internship is good: a student spends eight weeks learning the ropes inside PS&S. But a co-op gives the student six months of professional training in a production environment and makes them a top candidate for future employment. Quality co-ops, whether at PS&S or a like firm, give a candidate a leg up in a competitive pool.

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“Our co-op students receive a true hands-on, interactive opportunity to immerse themselves in the world of architecture and engineering,” explains McDonald. “At the end of the term, they are much more advanced in their field and have a truer sense of the profession. When possible, we look to hire former co-op participants or interns. When you combine a solid college program with the inside knowledge former co-op students and interns possess, you get a seamless transition into the workplace.”

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