

## Career Tuesday - Aquinas Consulting November 2nd, 2021



**Presenter :** Brent Wadhams (Managing Director at Aquinas Consulting)

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### **About the company:**

- Connecticut company, operating for over 20 years, based in Milford, CT
- focused on mainly IT and engineering staffing
- 25 million dollar company, goal of becoming a 50 million dollar company.
- Passionate about serving clients, companies & candidates
- Looking for entry level people coming out of school to join team

### **Majors they are looking for:**

- All majors
- Idea candidate is the **one who can fit in their core values and culture.**
- Folks who are passionate about people, have **leadership** skills, strong **communication, inter-personal** skills and being able to work **with a team**, and **strategic thinking.**
- Have to be **people person**, customer centric.

### **Leadership Development Program (ALDP):**

Rotational program for early career professionals. Exposure to all aspects of consulting/staffing world; comprehensive ongoing training, meaningful mentor assigned, career coach provided

- Looking for four people in January and four people in June to join LDP
- People looking to gain skills in HR, sourcing, sales, leadership

### **Internships:**

- Offered in the summer and can also work year-round during semesters;
- exposed to recruiting, sourcing, updating blogs and social media such as LinkedIn, HR sourcing, opportunities with finance team, and special projects as they come up
- a small company, not the type of company where you are just going to be a number/get lost in the crowd
- Internships open to any year (freshman, sophomore, junior) - ideally want to hire onboard after graduation

### **What they look for in a Resume:**

- Should have a college degree
- Those who have done some strong internships
- Candidate should have Competitive nature, and customer service mentality

**Interview Process :**

- Send resume directly to Brent Wadhams, then schedule a phone screen with him or one of his peers/managers who talks about the program and company, then video call with a few more team members, then an onsite or campus visit.
- Towards the end will meet the owner, and a few people who themselves have gone through the ALDP program.
- Interviewing now for both **January and June** opportunities

**Salary :**

- Base salary plus commission for Business development and sales
- full benefits, 401k with match, PTO, profit sharing program, “gold coin” recognition program

**How much of an entry level job is based on sales?**

Company wants the employees to learn brand and staffing business from recruiting seat first, you can learn through this role and then if they want to pursue sales, they can go on to sales track shortly afterwards.

Company wants you to understand the brand first and not struggle with what actually the brand is, before going to sales.

**Core Values:**

Everyone is treated with mutual respect. Does not matter if you are a person who has been here for 6 months or 16 years. There will be a professional courtesy. Not standing over someone's shoulder for targets, most people only feel pressure that they place on themselves.

Aquinas team is always there for support.

**Landscape of Operations:**

- More virtual opportunities right now??  
Yes, there has been a huge shift in the operations because most clients are making employees work remotely or hybrid.
- Aquinas is flexible.
- Very agile company, balance of permanent placement and contract placement depending on client needs.
- Interns interested in sales get exposure in lead generation, working with salesperson on CRM tool, go out on client meetings with salesperson

**Final Comments:**

- Still a small company with family feel, treated as part of the family
- Huge opportunity for someone who joins ALDP, you will make a difference in the lives of your clients.
- Tons of growth will be given to employees.
- Looking to expand to new markets in NY, NH, Northern MA, lots of growth expected soon.