

Career Tuesday - Aquinas Consulting

November 2nd, 2021

- **Who is Aquinas Consulting?** Small but rapidly-growing, women-owned staffing firm, focused on mainly IT and engineering staffing
 - Have ability to change peoples lives for the better in finding them a job; competitive business, unlimited earning potential
 - Operating for over 20 years, Connecticut owned, based in Milford, CT
 - Passionate about serving clients, whether that be companies or candidates
 - \$25M company, lots of opportunity right now; constantly growing
 - Looking for entry level people coming out of school to join team
- **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 ALDP - 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, HR sourcing, opportunities with Finance team, and special projects as they come up
 - Still a small business, not the type of company where you are just going to be a number/get lost in the crowd
- **What majors/background/qualities do you look for in candidates?:** not concerned with major, ideal candidate is someone who fits core values and culture, want to surround themselves with “good people”
 - Looking for **strategic thinkers with leadership traits and strong communication skills that are good with people, confidence and competitiveness, ease of conversations, customer service mentality**
- Internships open to **any year (freshman, sophomore, junior)** - ideally want to hire onboard after graduation
- **What do you like to see on a resume?** College degree (recent grad), one or two strong internships, can demonstrate that they have competitive nature, strong interpersonal skills, servant/customer service mentality
- **Interview process:** send resume directly to Brent Wadhams, then phone screen with a manager that talks about the program and company, then video call with a few team members, then an onsite or campus visit
- Interviewing **now** for both January and June opportunities
- **Competitive base salary plus commission, full benefits, 401k with match, PTO, profit sharing program, “gold coin” recognition program**

- **How much of an entry level job is based on sales?** Aquinas wants employees to learn brand and staffing business from recruiting seat first, people learn through this role and then if they want to pursue sales they can go on to sales track shortly afterwards
- Everyone is treated with **professional courtesy and mutual respect**, not standing over someone's shoulder, most people only feel pressure that they place on themselves; Aquinas team is always there for support
- **How has the market/needs shifted recently?** Seen a huge shift, vast majority of clients went all remote and some are staying remote or going to a hybrid model, fewer companies saying people need to be onsite every day
- Very agile company, balance of permanent placement and contract placement depending on client needs (different from other staffing agencies)
- **Interns interested in sales** can get exposure in lead generation, working with salesperson on CRM tool, go out on client meetings with salesperson
- **Looking to expand to new markets in NY, NH, Northern MA**, lots of growth soon to come
- Still a small company with family feel, **treated as part of the family**
- **Contact: bwadhams@aquinasconsulting.com**