

Webcor Builders



Challenge

Committed to innovating and advancing the state of the industry, Webcor Builders needs consistent recruiting support capable of efficiently finding high-caliber candidates.

Solution

Webcor Builders trusts Kaye/Bassman International Corp. to find the right candidates quickly through their in-depth industry expertise and knowledge of Webcor Builders' culture and needs.

Results

By reliably finding candidates, Kaye/Bassman helps ensure that Webcor Builders' momentum and focus on growth remains uninterrupted.



“Having a reliable recruiting partner with deep connections in our industry and an understanding of our culture helps us move forward and continue to grow.”

Rich Lamb

Executive Vice President
Chief Operating Officer

Company

Staying focused on what's possible is central to Webcor Builders. It shapes every aspect of the San Francisco-based company's identity. It drives the trust they establish with clients and the community, their resolve to take on bold initiatives, and the skill and craftsmanship evident in their projects.

Many familiar Bay Area landmarks such as the California Academy of Sciences, Cathedral of Christ the Light, and California Memorial Stadium are the result of Webcor Builders' work. Their projects are aesthetically impressive. They are also a testimony to the company's ability to overcome architectural, environmental, and unexpected challenges. Whether developing a new building technique to avoid a project delay or engineering a solution to accommodate the requirements of a unique structure, Webcor Builders often surpasses expectations through innovation and expertise.

WEBCOR BUILDERS

Kaye/Bassman Helps Webcor Builders Maintain Forward Momentum

“Kaye/Bassman is a top notch operation. They have all the technology tools in place. They have a team of people tirelessly working on our behalf, and they have a philosophy of taking care of their customers. They understand exactly what we need and deliver.”

Cindy Hoover
Recruiting Manager

ABOUT KAYE/BASSMAN

Kaye/Bassman was founded in 1981 with the mission to positively impact companies and enhance careers by providing the finest in professional, executive, technical and scientific search.



Challenge

Hard working, talented people are the reason that Webcor Builders is able to succeed with each project, regardless of the challenges. Cindy Hoover, recruitment manager explains, “We hire smart, collaborative individuals who will roll up their sleeves to accomplish a job.” However, finding candidates to fill positions is a complex endeavor that entails identifying people with the right credentials as much as the intangible qualities that contribute to the company’s success. Additionally, Webcor Builders’ hiring needs can fluctuate depending upon the status and number of its projects.

An inefficient search process or screening the wrong candidates can slow down an organization’s momentum and shift focus from opportunities and growth. To fill positions quickly with candidates that are the right cultural match requires ongoing recruiting support consistently connected to a pool of industry-specific candidates that also meet the hiring team’s cultural criteria.

Solution

The recruiting team at Webcor Builders added Kaye/Bassman to their roster of job candidate search resources. The Kaye/Bassman team combines its extensive knowledge of the industry with its understanding of Webcor Builders’ goals and culture to thoughtfully present only candidates aligned with Webcor Builders’ needs. Kaye/Bassman also presents candidates for highly technical and senior-level positions that can sometimes be difficult to fill, especially in a short time period. “When it comes to quality and understanding our culture, Kaye/Bassman has it down. When we hire a candidate they present, that person fits seamlessly into our culture,” Executive Vice President and Chief Operating Officer, Rich Lamb says.

As a result, what began as a project-based arrangement has evolved into a highly valued relationship that involves periods of retained services. “Kaye/Bassman is a top notch operation. They have all the technology tools in place. They have a team of people tirelessly working on our account, and they have a philosophy of taking care of their customers. They understand exactly what we need and deliver,” Hoover says.

Results

The collaborative relationship that Webcor Builders can rely on from Kaye/Bassman saves the company valuable time and resources – a factor that helps keep operations moving smoothly and enables the hiring team at Webcor Builders’ to keep its efforts focused on growth. Webcor Builders’ has been able to fill more positions with top candidates faster. “Having a reliable recruiting partner with deep connections in our industry and an understanding of our culture helps us move forward and continue to grow,” Lamb describes.

What’s more, Webcor Builders’ values the trust and honesty that they can always depend on when working with Kaye/Bassman. “I feel I can be frank about what we need,” says Hoover. “Kaye/Bassman responds immediately with ‘boots on the ground.’ That is not always easy to find. Their talent is the exception rather than rule.”