

Skender Construction



Challenge

Identify talented candidates who are aligned with Skender's values and possess the energy and drive to break into new markets.

Solution

Enlist the expertise of the Kaye/Bassman team to find the right people and promote the opportunity to be part of an award-winning culture redefining the industry.

Results

Skender Construction has grown exponentially in the last two years by advancing operations into new areas and expanding their market sector scope.



"We describe what we're looking for and then get out of the way fully confident that Kaye/Bassman will present highly skilled candidates who are a perfect fit for Skender. They understand what we need and how we work."

Justin Brown
President

Company

Skender Construction's culture is like none other in the industry. It's the driving force behind the company's remarkable growth and expansion. It's exemplified in the employees who are shaping the market, and it's reflected in every project. Combining value-driven collaboration and innovation, the Skender team solves tough challenges to design and build structures and interiors that influence how people live and work.

"We're intense, but fun." Justin Brown, Skender President describes. "We're curious and driven to uncover what's possible. We don't compare ourselves to others because we're setting an entirely new standard."

This approach has resulted in a reputation for leading-edge work. Whether the Skender team is creating adaptable space to accommodate healthcare providers, a state-of-the-art technology research laboratory or sustainable buildings, they're committed to advancing the construction industry by focusing on people.

Kaye/Bassman International Inc. Amplifies Skender Construction's Exceptional Culture to Fuel Market Expansion

"Kaye/Bassman knows the construction industry. They're savvy and have their pulse on the market."



Lisa
Latronico
Vice
President
People and
Culture

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 & scientific search.



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Challenge

When Kaye/Bassman first began working with Skender in 2003, the Chicago, Illinois-based company recognized an opportunity to expand into other markets while extending the scope of their project portfolio. The leadership team understood the obstacles facing them as they expanded beyond housing into healthcare, technology, automotive and commercial projects. "Breaking into new geographies and market sectors is challenging because we're the new contractor to surface and capture new business. We have to prove ourselves and build a reputation," Brown explains.

The Skender leadership team also knew that the success of their growth strategy depended on finding people with the entrepreneurial spirit it takes to create a strong new market presence. Most importantly, they needed talent that embodies Skender's values, candidates with traits like humility, camaraderie, curiosity and drive. They were looking for people who embrace the pace of a dynamic company organized around agile and lean principles.

Solution

Skender engaged Kaye/Bassman to help find candidates capable of taking the company in new directions. Selecting the right recruiting and executive search firm has been critical to navigating the company through this period of immense change and growth.

"Kaye/Bassman knows the construction industry. They're savvy and have their pulse on the market," Lisa Latronico, Vice President People and Culture describes. "They're able to operate as part of our team. We've partnered with them while shaping our hiring and recruiting process into one known for excellence."

"Kaye/Bassman is an extension of us," Brown adds. "They're very intuitive and can decipher the unsaid to determine strengths, weaknesses and strategies." Kaye/Bassman offers insights into the nuances of recruiting in new markets, an initiative that requires much more than finding and screening candidates. It requires a firm with a highly-respected reputation through an exemplary recruiting and interview process.

Kaye/Bassman also advocates for Skender, a key to attracting top talent who can seize new market opportunities. They understand that recruiting for an established company involves furthering brand awareness and strengthening its industry presence.

Results

Kaye/Bassman has been a contributing factor to Skender's impressive growth over the years. In the last two years alone, Skender has grown exponentially, and the Kaye/Bassman team has been with them every step of the way successfully recruiting and placing some of the company's top performers at the executive level as well as in project management and field operations.

"Kaye/Bassman is very good at what they do," Brown adds. "They take the drama out of recruiting. It's about trust. We don't have to second guess the candidates they find." This frees Skender leadership to stay focused on successfully steering and accelerating the company's growth.

Through a combination of deep market knowledge, networked insight into the key industry influencers and an intuitive understanding of the type of people who excel in Skender's culture, the Kaye/Bassman team has helped Skender build a remarkable team.

"We have a vivacious culture that continues to evolve and build on itself. It has become prestigious in the industry," Latronico describes. The company has gained recognition as a "Best Place to Work" and is attracting more of the industry's leading talent.