

Pepper Construction Company



Challenge

Build a top recruiting program with an executive recruiting firm that embodies Pepper's values

Solution

A long-term relationship with Kaye/Bassman executive recruiting firm focused on finding & retaining exceptional talent

Results

Leaders placed in strategic roles advance Pepper's leadership in the industry



“Our successful relationship with Kaye/Bassman is a partnership of trust. It comes down to those intangible qualities that are hard to define but vitally important.”

Michelle Lieb

VICE PRESIDENT HUMAN RESOURCES

Company

As a consistent industry award winner, Pepper Construction Company, one of the largest general contracting and construction management firms in the Midwestern United States, has earned recognition not only for the landmark buildings it has helped erect since 1927, but also for its culture — a culture cultivated by Pepper's commitment to hiring the best people.

Michelle Lieb, vice president of human resources, helps lead Pepper's efforts to recruit exceptional talent. Identifying candidates with the right knowledge and skills is just the beginning for Lieb and her team. They also look for intangible qualities such as values, philosophies and personalities aligned with Pepper's culture of client-focused service and unwavering integrity.

Pepper Construction Hires Industry Innovators with Help of Kaye/Bassman Executive Recruiting



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.



KAYE/BASSMAN

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Challenge

To find top candidates, Lieb knew that her human resources team needed an executive recruiting and search firm that would embrace Pepper's high standards. "Other recruiting firms didn't appreciate how important it is to find people that fit within our culture," Lieb describes. "We were spending a lot of time reviewing resumes and fielding phone calls from candidates that were not right for us. We also encountered unethical behavior that was not in line with our values."

Lieb had clear goals. She wanted to develop a recruiting program capable of finding and retaining the best people in the industry. She was looking for a long-term relationship with a recruiting firm that would take the time to learn what was right for Pepper rather than make quick placements to meet a quota. "I wanted a firm that had Pepper's best interest in mind," she explains.

Solution

Lieb proactively searched for a recruiter that met Pepper's criteria. "I talked to sought-after leaders in the industry and asked them which recruiter would most likely contact them. Several people mentioned Kaye/Bassman. Our teams met and from the beginning we both knew this was a good fit."

In Kaye/Bassman, Lieb found an executive recruiting firm that goes beyond understanding Pepper Construction's culture; she found a firm that exemplifies it. "Integrity & communication are part of their culture just as much as they are part of ours. We've built a trusting relationship that encourages real conversations," Lieb says. This high level of trust enables the Kaye/Bassman team to operate as an extension of Pepper's human resources department.

Results

Working with Kaye/Bassman, Lieb and her team are able to find talented leaders aligned with Pepper's culture and strategic objectives resulting in one-third of recent project management hires. "Kaye/Bassman usually meets and exceeds our expectations," Lieb shares. "They have helped us fill difficult niche roles and find candidates that help us move forward as a company."

By hiring people who are pushing the boundaries in their areas of expertise, Pepper is able to further its position as an innovative leader. For example, a virtual construction director that Kaye/Bassman helped place is positioning Pepper at the forefront of 3-D Building Information Modeling (BIM). Similarly, a pre-construction director is expanding the scope of services Pepper now offers clients, and a new marketing director combines a rare blend of spokesperson capabilities, business acumen and marketing expertise.

What's more, candidates tend to stay with Pepper for the long term. The retention rate is 70 percent; a fact that speaks to Pepper's culture of commitment as well as the team at Kaye/Bassman's ability to find a comfortable fit between the company and the candidate. "Kaye/Bassman knows us so well. They understand the type of individual that will thrive at Pepper," Lieb concludes.