

Haskell



Challenge

Support growth by finding large numbers of senior superintendents and project managers with experience, leadership skills and a willingness to relocate or travel frequently for assignments.

Solution

Engaged Kaye/Bassman International Corporation to maintain a consistent flow of high-quality candidates.

Results

Haskell continues to expand and win projects with the confidence that they have the managers needed to lead the initiatives.



“The Kaye/Bassman team casts a wide net to find talent that other firms would not be able to find.”

David Thaeler
Executive Vice President
and Chief Human Resources Officer

Company

Haskell, an architecture, engineering and construction innovator, has a history of setting high industry standards and institutionalized excellence. The company pioneered the integrated design-build model more than 50 years ago and hasn't slowed its entrepreneurial drive since.

Based in Jacksonville, Florida, Haskell is comprised of a global network of experts whose experience is behind thousands of large-scale enterprise, military and government projects worldwide, including the Nike Distribution Center, the Gatorade Plant, and the MV-22 Hangar Marine Corps Air Station New River.

The company's reputation for consistently delivering high-quality design and construction projects is the product of dynamic teams and exceptional individuals. “One of our value-focused pillars is to create jobs that are the best of people's lives,” David Thaeler, Executive Vice President and Chief Human Resources Officer shares. It's one of the philosophies that cultivates the company's energetic, innovative workforce.

“Kaye/Bassman is able to help us solve business challenges. The team combines tactical support with a consultative approach that has helped us improve our internal processes so that we’re able to move quickly to find the right talent.”

David Thaeler
Executive Vice President
and Chief Human
Resources Officer

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

High-performance teams that are able to solve complex challenges and efficiently execute high profile projects don't happen by accident. Building a workforce like this takes an intentional, thoughtful approach focused on finding people who not only have the right job skills and expertise, but most importantly, who have values that are aligned to Haskell's culture. It also requires a steady pipeline of candidates to ensure that the large projects happening simultaneously are fully supported.

In particular, Haskell regularly needs to fill several key roles at a time, such as senior superintendents and senior project managers who can lead specialized teams on world-class design and construction projects. Finding high-caliber candidates at this scale can be a challenge and finding individuals who match the company's people-centric culture can intensify the search effort further.

In addition, candidates must be willing to work away from home for large periods of time and move frequently to follow project locations. This mobility requirement can narrow the candidate pool because many candidates want or need a permanent home base.

Solution

To ensure constant and continuous candidate sourcing, Haskell retains Kaye/Bassman on an annual basis. "We partner with the Kaye/Bassman team because they understand who we are," David shares. "They understand our culture and can find candidates who match our culture."

In one example of the partnership's value, Haskell needed to fill nine building project superintendent roles at a single point in time. In only 120 days, the Kaye/Bassman team exceeded the goal by delivering 11 quality professionals who were well-matched to Haskell's values and culture. It was a positive step in increasing workforce stabilization so the organization can take on new projects with confidence in the capacity to deliver them.

Haskell is also able to count on Kaye/Bassman to augment their expertise. David adds, "They help us solve business challenges. The team combines tactical support with a consultative approach that has helped us improve our internal processes and move more quickly to find the right talent."

Results

Kaye/Bassman's search expertise has resulted in a steady, reliable talent acquisition program at Haskell. The team consistently finds dedicated individuals for many roles across multiple divisions within the company. David explains, "The Kaye/Bassman team casts a wide net to find talent that other firms would not be able to find."

Kaye/Bassman focuses equally on three elements critical to shaping a longevity-focused workforce: recruiting; retention, and the candidate experience. Consequently, the people that join Haskell's employee-owner team are fully invested in the company's long-range success. Haskell experiences little turnover which enables continuity that drives operational excellence and translates into revenue.

When asked about the key to the ongoing success of the search program, David answers, "Communication is what makes our work with Kaye/Bassman a true partnership. They are available when we need them. We know that we'll always be able to have an immediate discussion."