



Kenneth Roberts

Interior Talent
Principal



Finding Talent- Recruiting and Retaining for Growth

 interior talent

Why Are We Here?

Hiring the
Right
Talent



Retaining
Top
Performers

How many people are currently hiring additional talent?



Reasons for Hiring

Growth

- What positions do you really need?
- What positions will bring the most ROI?

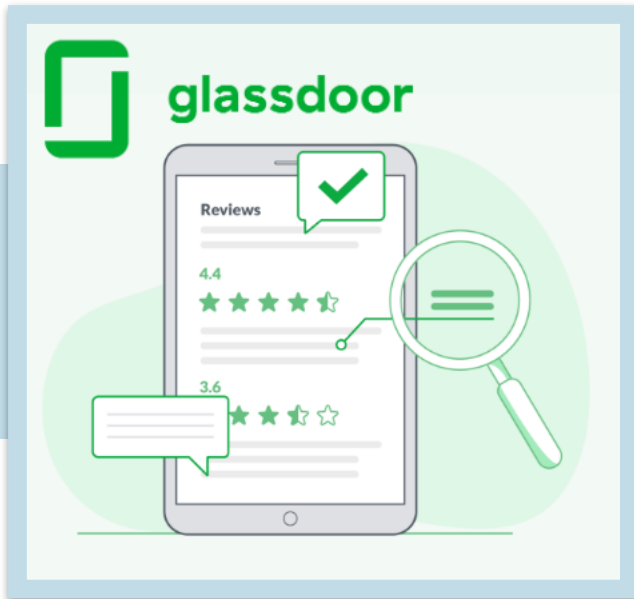
Replacement

- What positions do you need to replace?



How To Attract (*The Right*) Talent

What is your image as an employer?



Online
Reviews



Vendors &
Clients



Current
Employees

Can You Clearly Explain Your Company Culture?

- Behavior
- Values
- Beliefs
- Mission
- Attitude
- Communication



Advertising Your Jobs



Advertising Your Jobs

Austin or Houston, TX ****You can be based in either office location – Relocation Assistance available****

This is an excellent opportunity for an experienced and well-rounded Architect with leadership skills and strong design instincts to join a talented team creating luxurious residential projects.

As the Lead Architect, you will continue the growth and development of residential architecture projects for the firm. The ideal Architect will have experience in exterior and interior residential architecture, a strong understanding of structural concepts and building principles, excellent concept to construction administration abilities, excellent team leadership skills, and a command new design technology to utilize throughout the design process.

Qualifications

- Bachelor's degree in Architecture
- 5+ years of professional architecture experience – exterior and interior residential architecture
- Previous residential architecture experience – exterior and interior
- Proficiency with design and BIM software (AutoCAD, Revit, BIM, InDesign, etc.)
- Excellent understanding of structural concepts and building principles
- Excellent client engagement and management skills
- Ability to lead and manage multiple projects from concept to completion
- Ability to assist in the creation of conceptual, presentation and technical drawings for all phases of the project
- Excellent leadership skills and highly approachable from colleagues and clients
- Strong business instincts from client management to development
- Strong design skills and graphic sensibilities
- Excellent verbal and written communication skills

Compensation and Benefits

- Competitive Annual Salary + Bonus Structure + Full Benefits Package – Excellent overall compensation package!
- RELOCATION assistance available for this role – relocate to Austin or Houston, TX
- Full Benefits Package – medical, dental, vision, PTO, Holidays, 401K plan (no waiting period), and more

For immediate review and consideration, contact: Tana Riddell – Tana@InteriorTalent.com

For all active Interior Talent job listings, please visit Jobs.InteriorTalent.com

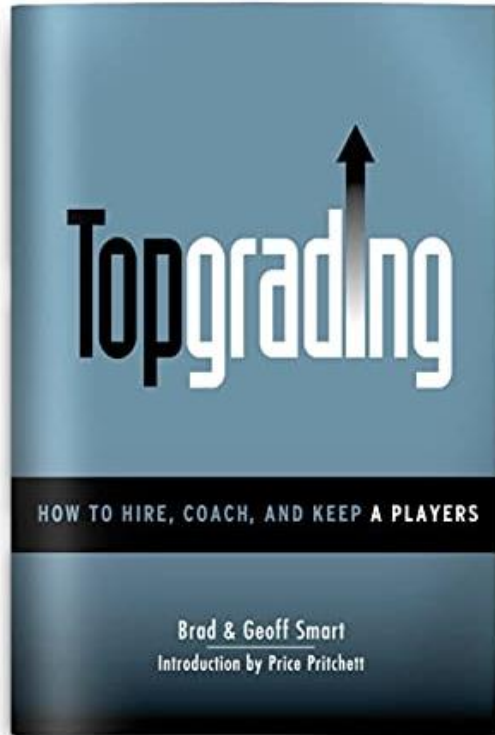
Why work with Interior Talent?

- OUR CLIENTS hire us to FIND YOU
- Exclusively focused on the Architecture and Design industries
- We work with the DECISION MAKERS – Owners, Principals, Directors, and HR
- CONFIDENTIALITY & PROFESSIONALISM: We assist with the entire process so that looking into a new opportunity is DISCRETE and CONFIDENTIAL – we highly value your current position and will never do anything that would bring your future into jeopardy
- EXPERTISE: In the industry since 2003
- We are your advocate and WE GET IT – we know making a career decision is difficult and we're here for you throughout the whole process

What to include:

- Tell a story
- 3-5 Must-have skills
- Salary & Benefits
- Company Culture

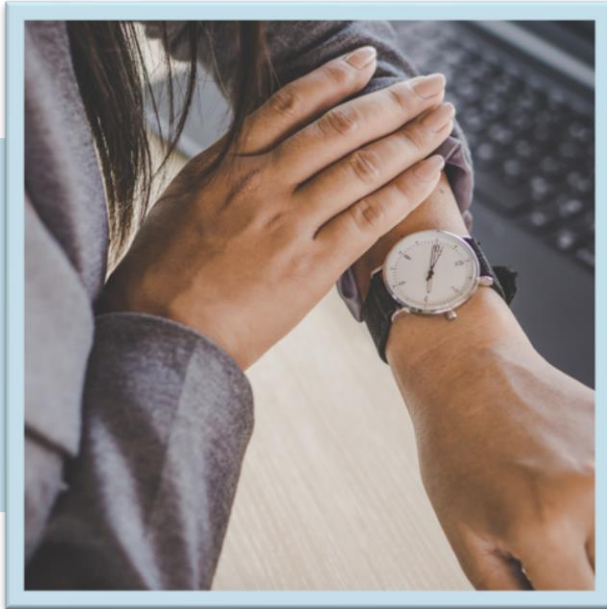
The Cost Of A Bad Hire



Top Grading:
How To Hire,
Coach, And
Keep
“A Players”



Creating A Candidate-Centric Hiring Process



Be Flexible
on Timing



Prepare to Go
the Extra Mile



Peer Interviews
Are Pivotal

Looking For “The Add”

Behavioral Interviewing



Asking About Past Jobs vs Past Supervisors

A photograph of a yellowed, slightly crumpled form titled "EMPLOYEE REFERENCE CHECK". The form has several sections with checkboxes and text boxes. Visible text includes: "ARE YOU 18 YEARS OR OLDER? YES NO", "PHONE", "DESIRED EMPLOYMENT", "POSITION", "ARE YOU EMPLOYED NOW? YES NO", "IF SO MAY WE INQUIRE OF YOUR PRESENT EMPLOYER?", "EVER APPLIED TO THIS COMPANY BEFORE? YES NO", "EVER WORKED FOR THIS COMPANY BEFORE? YES NO", "REASON FOR LEAVING", "NAME OF LAST SUPERVISOR AT", "WHO REFERRED YOU TO?", "STATE", "EDUCATION", "SCHOOL", "TO: COMPANY", and "FROM: COMPANY".

How many people have had 1 or more employees resign within the last 6 months?



Why They Leave



People stay because they want to feel valued in all areas.

Stability

45%

Undervalued or Misunderstood

55%

Respect for Leadership

90%

Retain Your Top Talent



Hybrid or
Flexible
Schedule



Medical
Benefits:
Including
Mental/
Emotional
Health



Increase
in PTO



Profit
Sharing
VS
401K



Workplace
that Offers
Diversity,
Equity,
and
Inclusion

Creating A Work Home

GATHER

20
Miami
22

THE NATIONAL CONFERENCE
BY ASID

- Properly Share Recognition
- Employees Are A Part Of The Win
- Focus on Results, Not Hours
- Conduct Stay Interviews



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SEPTEMBER 21-24, 2022

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THANK
YOU