SPARC
FOLLOW THE TALENT

Recruiting Strategies

- **Sourcing... think outside of the box!**

- **Hiring Criteria: CULTURE First**

- **Hang out at SPARC before you get a job - Shadow Day!**

- **No referral bonus**

- **SPARCIN**
  GET THE RIGHT PEOPLE IN

SPARC

Friday's at the Corridor
Katie Crona, Talent Recruiter
5/18/2012

- Boomtown: Real estate web marketing platform
- Software solutions and services for the residential real estate industry
  - Cassina Group- Charleston client
- Started in 2006 by Grier Allen and Cooper Bane
  - Grown to a company of 50+ employees & 400+ clients across the US and Canada
- Inc. 500's 18th fastest growing software company in 2011

Strategy

- Hire for culture
  - Find the best person for the job and for the company
- Employee Referrals
  - Continue to build our base through our employee network
- Utilizing Job Boards
  - Local boards, colleges & universities, aggregators,
- Networking
  - CDC opportunities, Social Networking, CYP, community relationships

- Developers-
  - Backend developers: .Net platform, SQL database
  - Front-end developers: HTML, CSS
- Designers-
  - User Interface
- Non-technical-
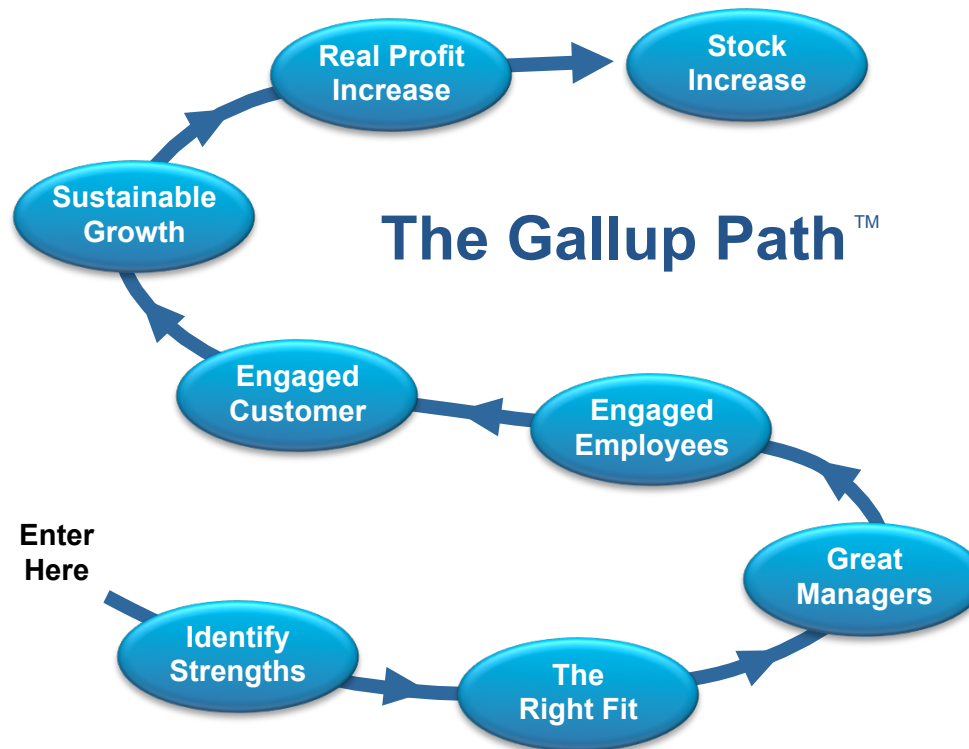 - Client Services, Operations, Marketing Internship

Life Cycle Engineering

- Since 1976, Life Cycle Engineering has provided a variety professional services that deliver lasting results for private industry, public entities, government organizations and the military. Over the last 35 years, LCE has grown to include the following groups:

    - Applied Technology Group (Software Development, Integration, Testing)
    - Engineering Services Group (Navy, Financial, Logistics)
    - Reliability Consulting Group (Preventive Maintenance)
    - Life Cycle Institute (Education Services)

- YTD we have 66 hires company wide

- As a strengths-based organization, with over 550 trained professionals, we focus on turning individual talents into strengths and then turning individual strengths into organizational performance that supports our clients' success.

BEST PLACES TO WORK IN SOUTH CAROLINA

Best Places to WORK in SC

6 YEARS IN A ROW!
From 2006 to 2011

LCE Vision Statement

To create a work environment where employees develop personally and professionally, and where employees have fun, develop advocate clients by providing valuable services, and create profit for the company.

The Gallup Path™

- Real Profit Increase
- Stock Increase
- Sustainable Growth
- Engaged Customer
- Engaged Employees
- Great Managers
- The Right Fit
- Identify Strengths

Enter Here