

Life@ZOTEC



Joe Stajkowski
Senior Talent Acquisition Manager

At Zotec, we know our employees are extraordinary and they prove it every day - to each other, to our Clients and to the Community. They've got stories to tell, and we're here to hold the mic for them. Go grab a cup of coffee (we'll wait) and settle in to read our first 'Life @ Zotec' installment, one of many that we will be sharing throughout 2021 (and beyond).

Hi Joe! Can you share a little bit about what you do at Zotec?

So, I'm the Senior Talent Acquisition Manager at Zotec, and I partner with our leaders to address their staffing needs and bring the best talent to Zotec. One of the things I'm passionate about is creating exceptional candidate experiences throughout our recruiting.

I love that. Can you tell me more about what an 'exceptional candidate experience' looks and feels like?

To me, an exceptional candidate experience is when the candidate moves through the application and interview process quickly and enjoys their entire experience with us. My hope is that from the moment they apply, they become more excited and interested after each step of the process and even if they are not selected, they remain interested and want to hear about future opportunities.

What do you look for in candidates? What stands out to you and tells you this person will be a great fit for Zotec?

I'm always on the lookout for candidates who naturally align with our 5Ps – People, Passion, Persistence, Perspective and Predictability.

There are a few things that really stand out to me when I'm talking to someone during the hiring process. I love connecting with passionate, high energy people. I often advise candidates to be clear, concise and to the point when answering interview questions but at the same time, it can be a positive if someone is a little long-winded if it is coming from a place a great passion.

I also love meeting candidates who aren't discouraged by setbacks. They don't look at challenges as problems, but instead as opportunities to learn and grow. If you have examples of over overcoming challenges or solving problems in unique and innovative ways, you will always have my attention.

Finally, confidence is key, but it's important to be humble. Follow the golden rule and be respectful and professional regardless of who you are speaking to or working with. I want that person who thrives in a collaborative work environment and understands that their idea may not be the best one in the room, so they are open to other perspectives.

We use the words Innovator, Collaborator & Doer when describing our employees. How does that translate into the recruiting process?

I believe Zotec employees are not just one of those three things. We are ALL of them. To me, an Innovator, Collaborator & Doer is someone with a primary goal of consistently doing what is best for the company and our Clients. To find alignment here, I am looking for people ready and willing to roll up their sleeves and get to work to help solve a problem. And of course, I'm always excited to meet motivated, self-starting people that like to think outside of the box.





Zotec has been named a Best Place to Work in Indiana, and we're very proud of that honor. What cues do you look for in candidates that tell you someone will be a great fit for our culture?

I'm a firm believer that, for the most part, there aren't necessarily bad company cultures. That is too much of a blanket statement. There are cultures that are a great fit for you and ones that may not be for you. So, I think this is a great question because as a job seeker, you should really focus on understanding the type of culture you are looking for, prior to the interview ... that way you aren't setting yourself up for failure.

The great Lou Holtz, our VP of Team Development, has a quote that I really like that says, "You are either growing or you're dying." At Zotec we always choose growth. With growth comes change. To succeed at Zotec you must be able to adapt to change and thrive in a fast-paced environment. Good enough is something you will never hear at Zotec. Lou also mentions that one of his biggest regrets is taking a football program to the top and maintaining. Not continuing to push the boundaries and go after more. I feel as though our never-ending desire to improve is what drives our fast-paced environment and keeps every day interesting and exciting.

It also helps if you're someone that has a desire to make an impact. If you are just looking for another job, this isn't the place for you. Something amazing about this company is that every employee has the ability to create real, meaningful change every day and I love connecting with candidates that are passionate about doing so.

How has the recruiting experience (interviewing, job fairs, etc.) transformed in light of the pandemic and the shift to a virtual workforce?

Well, I can tell you the candidate pool has opened up quite a bit – there are so many talented candidates across the country that we now have greater access to. We do our best to conduct interviews via Zoom which sounds easy, but curveballs do come up due to technology limitations.

Job fairs have been interesting. There have been some with very low attendance, and others where we connected with many students. One of the advantages of virtual job fairs is that it is easier to invite additional Zotec team members to join you at the fair.

Onboarding and candidate experience is a challenge. The employee's first day and week are critical and in a virtual environment and it can be difficult to create the connection and warm welcome you are trying to create. To address this we have really placed an emphasis on creating thorough on-boarding plans. Our Day 1 Compass Orientation class is very collaborative and engaging. Our L&D team has created a lot of amazing content and resources to help us here, as well.

What is your best advice for candidates interested in becoming a part of the Zotec family? It'll be a great fit for Zotec?

Great question. My best advice is below

First and foremost, do your research! Personally, I had no idea this industry even existed prior to coming to Zotec. There is so much to learn. As soon as you dig into some of the amazing things we are doing you quickly see how it is so much more than “medical billing” at Zotec. Hopefully this will get you excited and you can carry that passion into your interview. I am always impressed when I ask a candidate if they are familiar with Zotec and they are able to tell me so much about our organization based on what they were able to find both online and through networking.

Make sure you network and connect. You are only one connection away from your dream job. Who do you know that works at Zotec? Who do you know that knows someone that works at Zotec? Reach out and ask some questions prior to your interview. Have an open mind. Because we are such a collaborative environment, many of the skill sets we look for are very transferable to other areas of the company. Consider multiple positions you see posted on our career page.

Joe is a Senior Talent Acquisition Manager at Zotec Partners. When he's not recruiting rock stars, he's spending time with his family and maintaining his 150-gallon saltwater reef aquarium.



Inspired to become a part of Team Zotec?
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