

## Questionnaire for the Postdoc Association Network Project

**Interviewer:** Nicole Gravagna

**Date of interview:** 11.05.10

**Employer/Company Name:** Aerotek

**Contact Name:** Jason Jozsa

**Degree:** irrelevant

**Title:** Recruiter

**Are you willing to be the contact point person for the Postdoc Association Network or is there someone in your office who is more appropriate?**

Yes call him, he is the science specific recruiter for the job hunter side of things.

**Email address:** jjozsa@aerotek.com

**Phone number:** 303 224 4573

**Mailing address:** 2000 S. Colorado Blvd\_Suite 2-150  
Denver, CO 80222

**Website:** www.aerotek.com

**Colorado office location:** I-25 South Colorado - this is the science specific office

**Other office locations:** Loveland and CO Springs

**Location of headquarters:** Baltimore, MD

### What does your company do?

Aerotek is a technical recruitment firm. Often companies are looking for specific skill sets, and don't have large resources to pour over hundreds of resumes. Aerotek's services are free for the job searcher. If you want them to find you a job, you talk to them on the phone initially to tell them what pay range, what type of job, where do they want to work. They want to get you the perfect job because then you will be happy, work harder and make the company happy and reflect well on Aerotek. After the phone meeting, they will invite you in for an in person meeting. Once they find you a good fitting position, they get you the interview, then you have to get the job. The average time to a job is three weeks to a month.

If the hiring company gives an offer, then the offer will come through Aerotek and Aerotek will call you to negotiate. Hiring can happen three ways: contract, contract to hire (most of what they do), and direct placement. If you go on through contract or contract to hire then you will be an Aerotek employee working in the other company's office and your paycheck and benefits (for self and dependents, medical dental, vision, a la carte) will come from Aerotek. They call themselves a "Relationship Company" - they want you to go on permanently at the new company and be happy there. They want you to want to work with Aerotek for your hiring needs once you are in the company and need to do some hiring of your own.

History - Aerotek was formed in 1983 as a tiny recruitment firm in a basement. The founder is now the owner of the Baltimore Ravens football team. They are a debt free company.

Students should call them when they are looking for a job. They help with resume building and formatting.

### Do you hire scientists at the PhD level? What types of jobs are held by PhD scientists?

The majority of the jobs they place are not PhD level, but there are PhD jobs regularly, it just might take a little longer to find them. Industry experience is a huge bonus. They are good at talking up a potential employee's skillset to get a good fit.

**Would you or anyone in your office be interested in becoming a Career Mentor? A Career Mentor is expected to be available to a PhD trainee no more than 1 hour a month to discuss resume building, career trajectory, extracurricular training, and potential opportunities.**

He does not have time to volunteer, but because career mentor is pretty much his job, call him professionally for these services.