



Jason Vallozzi
Search Consultant
Helbling & Associates, Inc.
Phone: (724) 935-7500 x 113
Fax: (724) 935-7531
jasonv@helblingsearch.com

OUR FIRM

Helbling & Associates, Inc. (HAI) is a retained executive search firm specializing exclusively in the construction, real estate, and facilities management industries. We proudly represent top contractors and developers, prominent public and private colleges and universities, major public agencies, and leading healthcare entities throughout the United States.

By focusing exclusively in our specialty sectors, we are able to continually assess the challenges and opportunities facing these organizations and the professionals within them while building a strong network of contacts. This network and our philosophy that executive search is a personal business more than a people business allows us to uniquely understand a candidate's strengths, motivations, and career aspirations.

With this foundation, we have developed the ability to effectively communicate with candidates and clients to provide a consultative and collaborative approach to the search process. We believe that our continuing success is due to our commitment to learn about and thoroughly understand both our clients and our candidates to ensure a match both professionally and personally.

CLIENT KNOWLEDGE

HAI devotes a substantial amount of time to understanding our client organizations, their corporate cultures, objectives, and goals to allow us to search for candidates who will be able to transition smoothly.

COMMITMENT TO CANDIDATES

To assure candidates that we will only explore opportunities that reflect both their personal and career objectives, our recruiters dedicate a significant amount of time to understanding their employment history, talents, and skills as well as their personality, motivations, strengths, and weaknesses.

CANDIDATE BENEFITS

Our meticulous recruiting procedure offers candidates the following benefits:

- Notification of opportunities that are undisclosed to the public, as the majority of our searches are exclusive assignments.
- Exploration of opportunities that reflect a candidate's career and personal objectives.
- Impartial comparison of growth potential between current employer and prospective opportunity.
- Professional resume formatting.
- Preface of interviews with full disclosure of client company information.
- Guidelines and tips for the interviewing process.
- Client interview feedback.
- Advocate in compensation negotiations to ensure opportunity is fair and beneficial - financially and professionally.
- Support during and after the actual placement to maintain a smooth transition.
- Assistance with relocation issues and concerns.

OPEN THE DOOR TO NEW CAREER OPPORTUNITIES

Today's lucrative construction environment offers candidates a host of employment possibilities, and HAI is aware of confidential opportunities that exist for individuals at all levels of construction, facilities management, and real estate. If you are interested in pursuing the details of a position described to you or if you would like us to apprise you of any other opportunities in your expertise, please forward your resume to our organization. Be sure to include project experience and accomplishments to ensure that we will only investigate options that will be appealing, challenging, and complementary to your career objectives.

CONFIDENTIALITY

- HAI is committed to conducting ethical business practices. Confidentiality is extended to each and every candidate and all correspondence will be handled in a professional manner. We do not submit a candidate's resume or reveal his/her identity to a client until we obtain permission to do so.
- Our confidentiality guarantee is also extended to our clients. We cannot divulge the name of our client until we establish that a candidate is qualified and genuinely interested in the opportunity.

Firms Represented	Positions Filled
Contractors:	
General Construction Management Heavy Civil Electrical Energy & Utility International Mechanical Specialty	Executive Management Business Development Estimating Financial Human Resources Legal & Safety Marketing Information Systems Operations Project Controls
Real Estate: Facility Managers Developers Property Managers Residential Builders	Executive Management Financial Marketing Operations
Owners: Colleges / Universities Fortune 500 Healthcare Institutions Pharmaceuticals Public Agencies Academic Medical Centers	Capital Program Management Energy / Utility Management Engineering Management Facilities Executive Management Institutional Architecture Real Estate Portfolio Management Operations
Engineering: Architectural Environmental	Executive Management Engineering Planning Marketing