

DMITRY ZHUKOV

MANAGING DIRECTOR

5 Questions with the **Hiring Manager**



QUESTION 1: WHY DID YOU DECIDE TO JOIN VACO? WHAT DO YOU LOVE MOST ABOUT WORKING AT VACO?

I joined Vaco for one simple and remarkable characteristic that makes this company so unique – autonomous freedom. We are free to choose the way we work, the path to success, and the governance we deem necessary to get the job done. Of course, with great unrelenting freedom comes the commensurate responsibility to earn that freedom by driving growth. As a team, we have been able to succeed by leaning on each other. Freedom is what motivates us every day.

QUESTION 2: WHY DO YOU THINK THIS OPENING IS A GREAT OPPORTUNITY?

Our financial services practice is unique and serves as a bridge between traditional staff augmentation and strategic consulting. We strive to elevate the discourse with our clients by selling solution-based projects and engagements. This opportunity is rich (in every sense of the word) for a new member on our team because we have a strong, established and sophisticated client base that believes in our engagement model and wants to work with us time and again on their talent needs. We are in growth mode; the people we add to the team will be critical in our ability to take our practice to the next level.

QUESTION 3: WHAT TYPE OF PROJECTS WILL MEMBERS OF YOUR TEAM BE WORKING ON?

We sell project-based consulting solutions (individuals and teams) to large financial services institutions. Most of our work is based on some technology enablement function that sits outside of traditional IT. We operate in all areas of the corporation - from finance, HR, technology, change management, regulatory compliance, and transformation and special projects.

QUESTION 4: WHAT IS THE STRUCTURE AND CULTURE OF YOUR TEAM LIKE?

Acting as a team is one of our core values. Teamwork defines who we are and how we get the job done. We collaborate on every opportunity, and we know that our ability to collaborate is indeed the fundamental driver of our growth. Sitting and working "your own desk" is not our modus operandi, but we have very defined roles and responsibilities. Accountability is vital.

QUESTION 5: WHAT QUALITIES DO THE SUCCESSFUL PEOPLE ON YOUR TEAM HAVE?

A desire to work to better your team first, and yourself second. We are utilitarian about success and we thrive on each other's successes.

