

Recruiting Around the Globe

By Stephanie Mathis, NSBE International Services Coordinator

John MacDonald is senior vice president and manager of Human Resources for NSBE Board of Corporate Affiliates member **Bechtel Corporation**, a global leader in engineering, construction and project management. During his 30-year career with Bechtel, MacDonald, who also oversees the company's central engineering, procurement and construction organizations, has lived in Australia, Canada, the United Kingdom and the U.S. He talked with *NSBE Magazine* recently about Bechtel's worldwide recruitment strategy.

NSBE: Other companies are not recruiting NSBE international members. How is Bechtel able to do so?

MacDonald: NSBE has been part of Bechtel's U.S. recruiting program for more than a decade. We've brought some great people into our company through NSBE. We also have a number of employees who are active in the organization. With that track record of success, we look forward to exploring recruiting opportunities with NSBE's international members.

NSBE: Why is it important to Bechtel to open up recruiting to international members?

MacDonald: Bechtel has been working internationally for the larger part of its 110-year history. In any given year, we typically have projects in 50-plus countries. The scope of our work demands a global effort in recruiting new members of the Bechtel team, and working with NSBE is just another avenue to achieve this. Our experience has shown that candidates hired outside the U.S. often bring special skills to their work. Language is a good example. It's not uncommon for our hires in Europe, Asia or the Middle East to be fluent in three languages.

NSBE: In which countries are there opportunities for NSBE members, and what opportunities exist within these countries (internships, full-time, part-time).

MacDonald: We have projects in more than a dozen countries on almost every continent. When looking at where NSBE has international chapters, for instance, we have projects in the United Kingdom and Nigeria in the areas of civil infrastructure and oil. To staff these projects, we primarily rely on local resources. These are the men and women who are already citizens of the country that is hosting our office or project. That's certainly the preference of the host country, as they want to offer good jobs and career development opportunities to their own citizens. Each office and project has its own internship program. NSBE members can find information about these opportunities at www.bechtel.com/careers.

NSBE: Please discuss the importance of being cross-culturally competent in today's working environment.

MacDonald: NSBE members can definitely increase their career options by learning to work effectively in different countries and cultures. In the engineering and construction professions, many international project opportunities are anticipated over the next decade. We also encourage our people to focus

on becoming strong leaders: people who have the character traits and competencies to create and guide high-performing work groups. We think strong leadership skills help you in any part of the world.

NSBE: What skills and qualities does Bechtel look for in new hires?

MacDonald: First, we evaluate a candidate's professional experience and skills. In the case of a college hire, we consider the student's degree, internship and co-op experiences, and engagement in professional associations. We are looking for committed performers who will add value to our team. Second, we look for new hires who are up to a challenge and committed to team success. All candidates need to accept our ethics standards, which we describe in two simple documents. "Vision + Values" describes how we build relationships with customers, employees and the communities that host our offices and projects. "Leadership Covenants" describes how Bechtel's people work together on projects worldwide. Finally, we look for those who bring a positive, can-do attitude to their work. After 110 years in business, it's no secret that Bechtel people thrive on accomplishment. From the Hoover Dam to the Channel Tunnel, we've made history by building what others couldn't. We've delivered more than 22,000 projects in 140 countries, including some of the largest, most complex projects in the world.

NSBE: How can NSBE members apply for a job with Bechtel?

MacDonald: I urge all NSBE members to check out www.bechtel.com/careers. ■

Visit Bechtel Corporation at the NSBE Career Fair, booth #519, Thursday, March 26 and Friday, March 27, 12:00 p.m.–5:00 p.m., at the Las Vegas Convention Center in Las Vegas, Nev.

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John MacDonald,
Bechtel Corporation

Working for Bechtel



FANTA SACKO
Electrical Engineer

Working for a company that encourages its employees to set career goals and actually helps them achieve them is a great attribute for me. They even assign you a mentor!

At Bechtel, everyone is willing to help. Senior engineers are eager to pass on their knowledge, which made my transition from Howard University very easy. There are plenty of opportunities: training, visits to job sites, field assignments and travel, just to name a few.

Working at Bechtel allows me to continue to grow in the engineering field and expand my partnership with NSBE. I enjoy the work environment. It is fast-paced, positive, and I am excited about my work. ■

ANGELISA HICKS
Mechanical Engineer

Bechtel has a host of business units across the globe, with projects in the farthest reaches of the world. However, I believe it is Bechtel's diversity in its work force that truly makes it an international company. Here, in our Frederick (Md.) office, we have a rainbow of individuals, working in all echelons of business. It is our ability to work together towards a common good, despite our differences, that truly makes Bechtel an international company. ■



Neighbors Building Community



Shiloh Baptist Church and NSBE helped seminary students in Kampala, Uganda (above) get free software from Microsoft.

NSBE World Headquarters was glad to lend a hand last year to its Alexandria, Va., neighbor, Shiloh Baptist Church. As part of the church's Harambee Development International program, Shiloh is working with Virginia Union University to establish a seminary in Uganda's capital city of Kampala. A black-owned company, Focus Management Incorporated, had donated seven computers to the seminary students, but the computers needed operating systems and other software. Shiloh's senior pastor, the Rev. Lee A. Earl, reached out to NSBE Executive Director Carl B. Mack, who in turn reached out to Eve Lewis of Microsoft Corporation. Lewis got Microsoft to donate the software. To show its appreciation, NSBE will honor Lewis at the 35th Annual National Convention in Las Vegas, Nev., this year.

"Your kindness has uplifted and will increase knowledge for those who were willing but unable to communicate through distance learning using technology," the Rev. Earl and Shiloh Associate Pastor of Missions Yolanda Giles wrote to Mack in December. "We are so very grateful for your generosity. May God continue to bless you and your (organization) as he uses you as a conduit for the people of Uganda and throughout Africa. We look forward to continued partnership and fellowship in the years ahead." ■