

Q&A with Chris Shablak, CEO of West Coast Careers a Permanent Fulltime Staffing Firm filling Sales, Marketing and Administrative Positions for IT, nutraceuticals, Pharmaceuticals and Medical Device and Manufacturing Companies



Chris Shablak
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Interview conducted by:
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"We have won multiple awards including Forbes 2017 America's Best Professional Search Firm. If you are tired of interviewing a lot of candidates that are not qualified, give us a try, there is no charge to try us. See how we do." - Chris Shablak

CEOCFO: *Mr. Shablak, would you tell us about West Coast Careers?*

Mr. Shablak: We are a permanent fulltime staffing company. We focus primarily in Washington State which is where we are located. There is a sister company down in Portland Oregon that focuses on the Oregon market. We have a national recruiting team that does positions outside of Washington State all over the country. We work on a variety of positions and they are all fulltime direct staffing with a hard concentration on sales and marketing related roles.

CEOCFO: *Do you have a deliberate strategy to focus on sales and marketing or did it develop organically?*

Mr. Shablak: My partner and I that started the company were in the staffing industry prior to this and when we started this up we had a vision of how to do things better and more efficiently and get better quality candidates to our employers. We just continued on with our careers just as owners.

CEOCFO: *Clearly you have been recognized as a company that knows what they are doing. What do you understand about recruiting that others might not?*

Mr. Shablak: Probably one of the biggest things is to do a good job upfront with the employers that are hiring to try and get a very good understanding of not only the skills they are looking for but the personality type they are looking for. Both of those elements go into every hire.

CEOCFO: *How do you unearth what might be under the surface?*

Mr. Shablak: We ask a lot of questions about their successful employees that are in similar positions and what traits they have. Also on the flipside, discussing employees that did not work out and maybe some traits that they had, many times unearths important info for the new hire. Discussing these basic personality types and learning more about the personality of the hiring authority really helps things mesh together well and build a picture of what the new needs to be like.

CEOCFO: *Who is turning to you for services?*

Mr. Shablak: We talk to a lot of VPs of Sales and Sales Directors that have teams below them, both inside and outside sales teams. We cross a lot of industries so we will do everything from companies that manufacture apparel to companies that manufacture software and hardware. I would say that because of the times and our location here in Seattle, we probably see about 60% to 70% being IT type companies.