

PKAZA CRITICAL FACILITIES RECRUITING



Nationwide Data Center Facilities Recruiting

www.Pkaza.com

973-895-5200

Charlotte NC / Dover NJ

Pkaza founded in Dec 2006

- ▣ Pkaza started during the worst market conditions imaginable at the time
- ▣ Found a niche and capitalized on the need for talent in the Critical Facilities Industry
- ▣ Moved HQ from NJ to NC 4 years ago and rebranded from Peter Kazella and Associates Inc to Pkaza LLC – Critical Facilities Recruiting

What we do

- ▣ Hybrid Retained Search
- ▣ Staff Augmentation
- ▣ Perm Placement

Area of Focus

(We Support directly and indirectly)

- ▣ Colo's
- ▣ Enterprise Customers
- ▣ Hyperscale Companies
- ▣ All Vendors that support the above from a NON-IT perspective

Nationwide leader in recruiting for:

- ▣ Engineering Design
- ▣ Construction
- ▣ Commissioning
- ▣ Field Service
- ▣ Sales
- ▣ Data Center Facilities Operations

Topics for Today

- ▣ Labor Outlook post Covid / Recessionary Times
- ▣ DC Recruiting Trends
- ▣ Impact of AI / Automation
- ▣ Tips for Searching for a new job

2023 Data Center Labor Outlook

Recent Hiring Trends



2023 Labor Outlook

- ▣ Still a Lack of Technical Candidates
- ▣ Reduced Budgets for Open Reqs
- ▣ Candidate comp expectations need to drop “great humbling 2023” as Hyperscale \$\$\$s are not sustainable
 - Hyperscale firms drove salaries through the roof nationwide to try and compete
 - Laid off from a Hyperscale firm? Companies can't match RSUs, get more flexible with base / bonus
 - Get ready to go back into the office (unless you're a traveler already)
- ▣ The Great Resignation of 2022 is over

2023 Labor Outlook

- ▣ Companies are still figuring out what to focus on and are restructuring / hiring carefully
- ▣ Data Center Market is still growing but at a decreasing rate / starting to stabilize
- ▣ Covid is not mentioned much in recruiting these days, but it sure made things hard to recruit for a while
- ▣ DEI initiatives are cooling

**What are the trends
we are seeing in
Critical Facilities
employment?**

2023 Recruiting Trends

- ▣ Teams / Zoom Video Interviews were once a rarity and now its Automatically part of the recruiting process
- ▣ Might not meet the new hire in person until post hire
- ▣ As layoffs occur and company's restructure, more staff aug / contract staffing will increase since it effects the bottom line differently as the talent is still needed, so be open to contracting back with company that laid you off.

2023 Recruiting Trends

- ▣ More companies are hiring Military Veterans – Navy nukes- EMN, ETN, MMNs, SeaBees, Army - Power Generation, Air Force – Power Production, Generator Techs, Maritime, Coast Guard, etc
- ▣ DOD / transitioning out of Military
 - Skillbridge
 - Hiring Our Heroes
 - Additional examples?

Recruiting Trends / DEI

- ▣ Is DEI Sustainable during a recession?
- ▣ How to attract diverse talent
 - when posting a job, list a wider range for exp
 - list more things as a PLUS vs a MUST
 - Emphasize on transferrable skills

**What impact will AI /
Automation have on Data
Center employment?**

Be a Prepper !!!

- ▣ Work in an industry that will survive over the years and stays in demand
- ▣ Plan Ahead
- ▣ Extremely Important to find an industry that is booming and will continue to grow throughout your lifetime and that cannot be outsourced by AI
- ▣ AI is an extra tool that humans can use to do their jobs. For example, AI automation for inventory management, or AI powered systems that detect equipment failures and predict when maintenance is required, etc.

Outsourced / Automated Positions

- ▣ Pilot
- ▣ Factory worker
- ▣ Cashier
- ▣ Toll worker
- ▣ US Mail
- ▣ Drones
- ▣ Robots
- ▣ Self checkout
- ▣ Ezpass
- ▣ Email / FB

Companies that didn't stay with the times

Blockbuster Video vs Netflix

- ❑ It's a shame that future generations won't be able to understand the soul-crushing experience of a sold-out Blockbuster movie. Aside from the endless parade of late fees, Blockbuster was a weekend night tradition for most families.
- ❑ Then Netflix happened.
- ❑ Netflix sent videos you would've rented through Blockbuster straight to your home without due dates or late fees. Blockbuster was unconcerned and even had the opportunity to buy Netflix for \$50 million in 2000. They decided to meander along and not change a thing for the next four years while Netflix became more and more popular, and eventually went from a mail-order service (just phased out 2023) to a streaming only.

Companies that didn't stay with the times

Polaroid vs Digital Cameras

They started out as an innovative brand that brought instant photography into the playing field. However, Polaroid didn't realize that digital cameras were going to be the way of the future and once they did it was way too late. Film photography is now a niche field at best and Polaroid filed for bankruptcy in 2001.

Companies that didn't stay with the times

Any other examples

- ▣ List here

Preparation is key to landing a job

“The candidate who gets the job is not always the most qualified, but is always the most prepared.”

There's no second chance to make a good first impression.

- ▣ Physical appearance is very important. Dress to impress, well groomed, well spoken.
- ▣ Video calls – make sure background is professional / limited distractions / noise
- ▣ Resumes - Check for typos, past tense for anything old, present tense if current / update linkedin to match resume
- ▣ Demeanor - Act alert and interested in the job opportunity. Low energy on a call or in a meeting is a no-no
- ▣ Show interest - Make sure you have researched the company that you are interviewing for, company website, news sites, etc
- ▣ Keep a clean social media profile as everything is searchable and can be found!

BAD RESUME EXAMPLES

These are real examples from real resumes:

Reasons For Leaving Last Job

- Responsibility makes me nervous.
- They insisted that all employees get to work by 8:45 every morning. Couldn't work under those conditions.
- Was met with a string of broken promises and lies, as well as cockroaches.
- I was working for my mom until she decided to move.
- The company made me a scapegoat -- just like my three previous employers.

Job Responsibilities

- While I am open to the initial nature of an assignment, I am decidedly disposed that it be so oriented as to at least partially incorporate the experience enjoyed heretofore and that it be configured so as to ultimately lead to the application of more rarefied facets of financial management as the major sphere of responsibility.
- I was proud to win the Gregg Typing Award.

Special Requests and Job Objectives

- Please call me after 5:30 because I am self-employed and my employer does not know I am looking for another job.
- My goal is to be a meteorologist. But since I have no training in meteorology, I suppose I should try stock brokerage.
- I procrastinate -- especially when the task is unpleasant.

Physical Disabilities

- Minor allergies to house cats and Mongolian sheep.

Personal Interests

- Donating blood. 14 gallons so far.

Small Typos That Can Change the Meaning

- Education: College, August 1880-May 1984.
- Work Experience: Dealing with customers' conflicts that arouse.
- Develop and recommend an annual operating expense fudget.
- I'm a rabid typist.
- Instrumental in ruining entire operation for a Midwest chain operation.

EXPERIENCE

Confidential Data Center Colo, New York, NY

04/2013-Present

Senior Facilities Engineer

- Manage / Coordinate the maintenance of all critical equipment (electric, mechanical, fire, etc.) that support three data centers that exceed 220,000 sq. feet total and 2MW of IT load.
- Manage / Coordinate the non-critical facility needs (trash disposal, cleaning, etc.) at all locations.
- Incorporate all equipment at all locations into asset management software (CMMS).
- Draft and successfully manage over twenty critical environment work packages including but not limited to dry cooler replacement, capacitor replacement for six module UPS, battery replacement, and temporary to permanent power cutover of a live data center.
- During periods of vendor selection, scope out jobs between multiple vendors and completed bid-analysis packages for senior management review.
- Play a key role in the startup of a new 100,000 sq. foot data center including authoring work packages, ensuring the turnover of all pre-commissioning/commissioning documents, and drafting Emergency/Standard Operating Procedures.

Confidential UPS Manufacturer, New York, NY

09/2007-04/2013

Field Service Engineer

- Managed/Coordinated/Performed the maintenance of UPS equipment for my assigned accounts
- Managed/Coordinated/Performed the startup of UPS equipment as assigned. These startups often included intricate coordination between multiple contractors.
- While on site performing maintenance, acted as the face of the company ensuring all clients were satisfied with our service and finding/implementing ways where service could be improved.
- While on site performing maintenance, acted as sales by providing the customer with up to date information regarding upgrades, repairs, options, and new equipment coming down the pipeline.
- When recommendations were made for upgrades, repairs, options, etc. those recommendations were accepted at a greater than 80% success rate.
- Maintained personal inventory of parts, safety equipment, tools, and testing equipment with zero discrepancies.

United States Navy

Electronics Technician First Class (E-6)

12/1999-07/2007

- Acted as a key member of the USS Florida conversion from ballistic missile to guided missile submarine. A 3+ year overhaul that required coordination between multiple contractors.
- As Leading Petty Officer (LPO) managed the electronics technician division which ranged from 10-15 people.
- Managed/Coordinated the maintenance of all electronics forward of the engine room including but not limited to communications, navigation, tank level indication, ships battery backup system, and radar.
- On average, completed all qualification requirements in 2/3 of the provided time.

SKILLS

- Proficient in the following applications/programs: Tridium and Niagara based BMS, BCMS, CMMS, EFT, Oracle, BMC/Remedy, MS Office and associated programs.
- Factory trained on all Liebert equipment produced prior to my departure date.
- Lean Six Sigma Trained.
- Customer Satisfaction Seminar.
- First Line Leadership Development.

Example of an appropriate resume

- ▣ Contact info: Name, address, cell phone, email, linkedin
- ▣ Objective: a description of job you are applying to.
- ▣ Work experience – include month and year worked, title, and make sure each job description is in the appropriate tense (E.G., current job description is in present tense)
- ▣ Education: Generally, only include higher education.
- ▣ Awards / Honors / Achievements
- ▣ Activities / Clubs / volunteer work: Sports, Memberships, Professional orgs in the industry , 7x24 Seattle Chapter Member, DCD, AFCOM, Uptime Institute, etc
- ▣ Project lists are NOT resumes for those of you with decades in the industry please have a standard resume and feel free to add a project list as an additional page / doc.

Q & A

PKAZA CRITICAL FACILITIES RECRUITING



Nationwide Data Center Facilities Recruiting

www.Pkaza.com 973-895-5200

peter@pkaza.com

PO Box 78253 Charlotte NC 28271