Opportunity knocks with jobs in the U.S. and abroad

By JAN BURNS

Experienced engineers in a variety of disciplines are in demand at companies in the Houston market and overseas, as are those in some key support roles.

One company that is hiring for its Houston-area location is Middough. According to Donald Vindolin, Human Resources manager, “Last fall, Middough committed to establishing an engineering office in Houston to enable us to focus on local companies and offer them our 60-year history of full-service design engineering and construction management capabilities.

“We are seeking engineering professionals with both upstream and downstream E&C (engineering and construction) experience for all disciplines. We have requirements for management-level personnel in discipline engineering and project management. Within the engineering disciplines we have needs in process, mechanical, civil-structural, electrical and instrument and controls. Further, we are seeking designers, project controls, scheduling, cost engineering and estimating personnel.

In addition to these jobs slated for the newer locations, Middough has openings in offices around the country. “Middough has 10 offices, with the key ones in Cleveland, Chicago, Atlanta and Philadelphia, and they have similar openings, and we can refer interested and qualified personnel to those locations. “The Houston office primarily is looking for experienced personnel. Vincent said, “Ideally we are seeking personnel with at least five, but preferably 10 or more years of domestic experience with engineering and construction firms.”

The company does have plans to hire new college graduates once the Houston office is in the future. “With our growth plans, it is expected it will be a couple of years before the Houston office is established to the point we will be able to offer positions for and provide developmental programs for new graduates.”

Vincent said the best way for recent college grads to find out about available positions is to apply online at its website where there is a listing of openings in all the company’s offices.

The corporate office in Cleveland, Ohio, was the first office and with the years of development, it has the ability to recruit and develop new graduates, then can assist them with relocating to one of the other offices as their careers grow. While Middough is growing its Houston and other U.S. offices, Saudi Aramco is looking for those interested in overseas work. Betsy Chamberlain is the administrator of Staffing Services at Aramco Services Co., the U.S. subsidiary of Saudi Aramco. Together with her team, Chamber- lain helps recruit professionals for careers with Saudi Aramco.

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However, you may not know Ramsey also helps business grow by sharing his 20 years of experience helping employers build strong teams.

His newest book, “EntreLeadership,” offers advice about a variety of issues employers face as they try to grow their businesses.

An entrepreneur and venture capitalist, Ramsey’s strategies by becoming more focused on making the workplace culture more conducive to effective teams. There is a dual relationship that can develop between employers and employees as companies deal with an unstable marketplace. Employees can feel they’re getting mixed messages as they’re told their skills are valued, only to find themselves without a job weeks later.

Some of the most recent surveys confirm the uneasiness employees feel when staying at a job where they don’t feel valued.

Often, employees are waiting for the right time to leave their employer in hopes of finding a better work culture. This cycle of employees leaving and employers having to replace them is time-consuming, costs a tremendous amount of money and dampens productivity.

I recently spoke with Ramsey about this work environment. I asked him what he believed employers can do to attract top talent.

He suggested a number of factors he uses in his com-