

# 2024 CAREER TRANSITION WORKSHOP

**VIRTUAL PROGRAM**  
Begins January 16

**ON-SITE PROGRAM**  
February 14 - 16

## Finding Your Fit

**(What do you want to do when you grow up?)**

January 16, 2024

10:00 am ET



# Poll Question

When do you expect to transition?

- a) Within the next 6 months
- b) 6 months – 1 year
- c) 1-3 years
- d) Over 3 years, but starting to plan now

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Provide thoughts for consideration and discussion as you navigate transition

Disclaimer: few absolutes; process everything you hear through your own filters

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## Roadmap

- Why am I here?
- What type of work do I want to do?
- How do I prepare for transition?
- Optimized solution
- What does it look like out there?
- Show me the money
- Pearls of wisdom



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## How did I get here?



Internal



External



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## What to do...what to do?



- Government (Federal/State/Local)
- Industry (A/E/C or Other)
- Academia
- Non-profit
- “Hang your own shingle”
- Other

May be easier to decide what you don't want to do



# Public or Private?

## Public

- Federal: DoD, DoE, DHS, VA, State Dept, Forest or Park Service
- State: Dept of Trans, Dept of Env Protection, Universities, etc
- Local: County Administrator, City Mgr, Public Works, School District

## Private

- Publicly Traded, Private Equity, Private, Employee Owned
- Mega vs Large vs Medium vs Small vs Micro
- Titles (Associate, Senior Associate, VP, SVP, EVP, President, CxO)
- Billable vs Overhead vs Seller-Doer
- Ops Director/ Office Mgr; Program/Project Mngt; Const Mngt; Business Development

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## How do I Prepare?

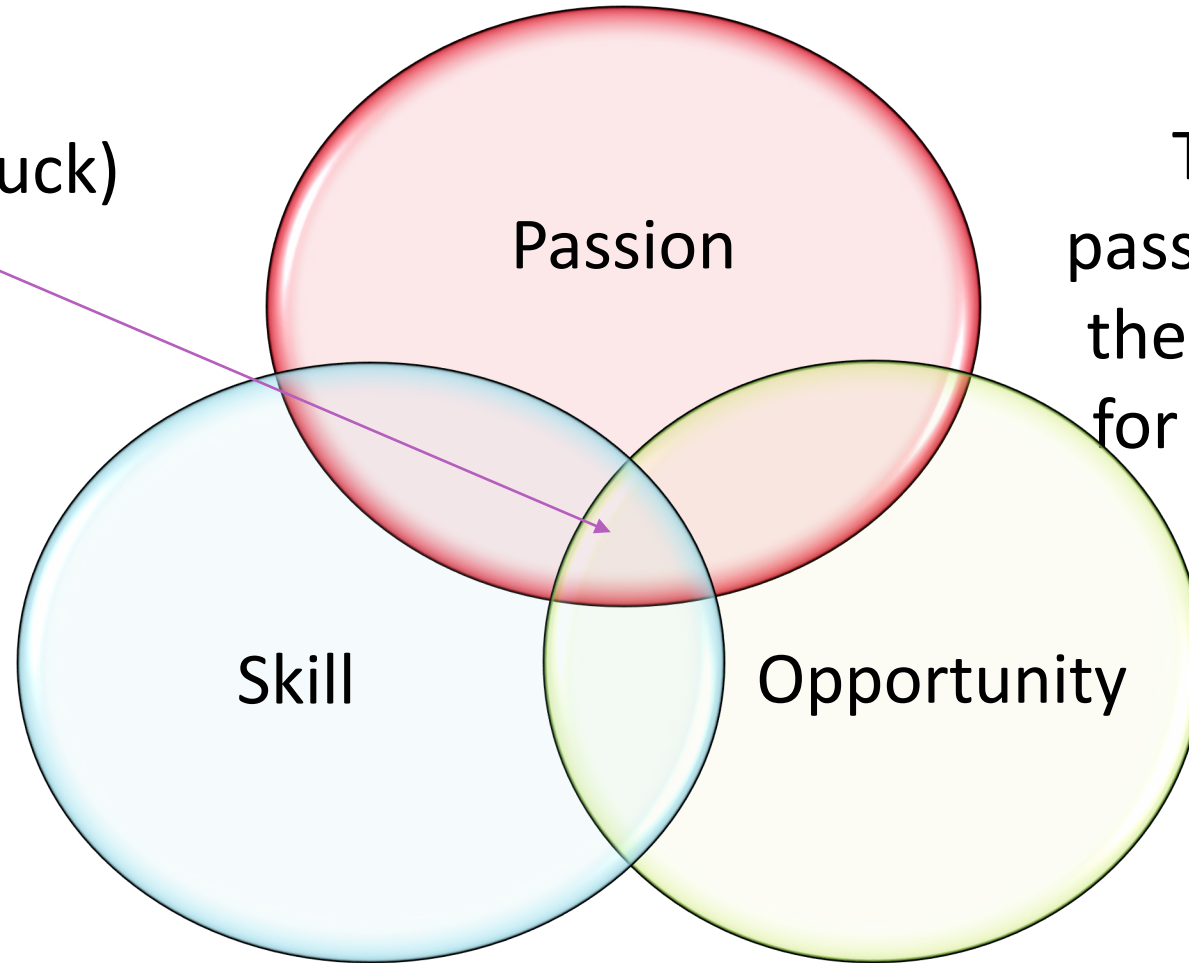
- ✓ Attend this workshop
- Embrace the fact you are no longer in the military
- Inventory your skills
- Understand your passions
- Energize your network
- Explore your options







# Optimized Solution



Target (good luck)

Two types of passion: passion for the cause; passion for the day-to-day work

Skills are innate and acquirable – many struggle distinguishing between the two

Widen aperture to understand market opportunities

Success = doing your job well + loving what you do

# Non-Scientific Salary Survey – Updated for 2024

## A/E/C Private – All Pay Bands up From 2023

- Firms: AECOM, AtkinsRealis, CDM Smith, DLR, Gilbane, Jacobs, Matrix, Merrick, MBI, OTIE, Pond, RHA, Stanley, Universal, Woolpert, WSP
- Variables: jobs held, retiring rank, market, type of job being sought, credentials, and more
  - Capt/Jr Major/SNCO: \$95K - \$150K; “typical” \$115K
  - Sr Maj/Lt Col: \$120K - \$180K; “typical” \$147K
  - Cols: \$140K - \$225K; “typical” \$170K
  - PE (average \$7.5K), PMP/CFMP (\$3.5K), and TS
  - Bonuses a bigger part of package

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## Example

- BE Multiplier for a firm is 2.55 (fully burdened cost of doing business)
- Desired Profit is 15%, so Job Factor is 2.95  $[(2.95 - 2.55)/2.55]$
- To earn 2.93 on \$255/hr, you'll earn \$180K  $[(\$255/2.95)*2,080 \text{ hr/yr}]$

Source: GSA Contract-Awarded Labor Category tool (2024); rate from actual ceiling prices (fully burdened); senior program manager w/masters; 20+ yrs exp

## Billability 101



Source: buy.gsa.gov

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## Non-Scientific Salary Survey – Updated for 2024

### **Educational Institutions – up from 2023 (less than A/E/C)**


- Universities: Baylor, Colorado School of Mines, Old Dominion University, Penn State, Texas A&M, University of Texas,, Wash State
- Public schools: No data
- Variables: private vs public; size; location. Eventually, APPA certification
  - Director (Engineering/Facilities/Utilities): \$120K - \$170K
  - Asst VP (above plus Ops/Safety): \$150K - \$200K
  - VP or Vice Chancellor (above plus Real Estate, Planning, Logistics): up to \$240K

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Not on my salary survey, but...



**BUC-EE'S** Paid Weekly!


Cashier, Gift, Maintenance, Warehouse, and Grocery Stocker .....\$17  
 Restroom Crew .....\$10  
 Food Service and Car Wash .....  
 Team Lead .....  
 Department Manager.....

**Full Time 35-50 Hours**  
**No Experience Necessary**

Assistant General Manager.....  
 Car Wash Manager.....  
 Food Service Manager.....\$125  
 General Manager.....\$150

- ▶ 401k - 100% Match up to
- ▶ 3 Weeks Paid Time Off
- Use It, Cash It, Roll It 1st Year
- ▶ Healthcare ▶ Part Time Available
- ▶ Plus \$2/hour for Overnight

**Apply at [buc-ees.com](http://buc-ees.com)**



Scan Code To Apply

**Assistant General Manager.....\$100K+**

**Car Wash Manager.....\$125K+**

**Food Service Manager.....\$125K-\$175K+**

**General Manager.....\$150K-\$225K+**

▶ 401k - 100% Match up to **6%**



# Hiring anywhere regardless of brick-and-mortar? More remote work? Better work-life balance?

- Agnostic on location for BD/PMs; need ***easy access to airport/ability to travel***
- Fully remote with local offices to ***go into as needed/necessary***
- **Hybrid schedule (2 or 3 days in office)**; will hire solely remote x 10
- PgMs/PMs remote; ***BD roles near respective client*** (USACE/NAVFAC/AFCEC)
- ***BD and Seller/Doers remote; engineers expected in office***
- Some remote; ***prefer people near mothership office*** or at one of our installations
- Corporate positions minimum M/W/F in office; ***higher you are, more in office***
- ***Prefer employees in offices to collaborate and innovate***; will allow remote to hire the best talent
- We ***only hire for on-site work***; telework by exception and temporary only



# More or less confident about market versus last year? Influences on hiring decisions?

- More or very confident x 10
- Much more confident; ***strong demand for engineers/architects/planners and CA***
- Rapidly growing and anticipate strong 2024; ***actively hiring PMs, military planners, designers in all disciplines***
- Positive outlook; continually ***seeking talented PMs and Project Executives***
- More confident, ***always looking for talent to hire***
- IMO today's market is pretty good for new job seekers as ***we have open positions***
- More confident; ***hiring more engineers*** for sure
- Slightly more confident; ***using 1099 staff more frequently than traditional hire***
- Hiring may slow a bit; will still work with top candidates; ***days of naming your price, schedule, and remote demands are likely gone from our company***
- Less confident; ***no strategic hires in 2024*** but will backfill vacancies.

## Pearls of Wisdom

- Not trivial - may be biggest change of adult life
- Don't "wash, rinse, repeat"
- Set realistic expectations
- Recognize "compensation" is much more than salary (up to 100%)
- (Nearly) everything is negotiable
- Anxiety / excitement are on the same continuum
- You'll feel like a Lieutenant/Ensign again
- "Career of choice"
- Fill the void





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## If All Else Fails: Oscar Mayer Hiring Wienermobile Drivers

From ad:



“...drive hottest ride in town”

Base salary: \$35,600/yr

"Hotdoggers" get \$7,200/yr  
for meals and personal

Other benefits: 18 days PTO,  
full health benefits, all hotel  
expenses covered

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## Q&A and Feedback

Sal Nodjomian, P.E., F. SAME

[Sal.Nodjomian@matrixdesigngroup.com](mailto:Sal.Nodjomian@matrixdesigngroup.com)

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## Up Next

- January 16 – 2:00 pm – Resume and LinkedIn in 2024
- January 16 – 5:30 pm – Resume/LinkedIn Review Sign-Ups Open
- January 19 – 11:59 pm – Resume/LinkedIn Review Sign-Ups Close
- January 30-31 – Resume/LinkedIn Review Appointments

January 23

10:00-11:30 am – 20/20 Hindsight Panel Webinar

2:00-3:30 pm – Your Next Great Hire Webinar