WELCOME!!!!

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Finding Your Fit
What do you want to do when you grow up?
Provide thoughts for consideration and discussion as you begin your transition

Disclaimer: there are few absolutes; process everything you hear through your own filters
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
How did I get here?

Internal

External
What to do...what to do?

• Government (Federal/State/Local)
• Industry (AEC/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 Eniv Protection, Universities, etc
  – Local: County Administrator, City Mgr, Public Works, School District

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

Have a wide aperture to understand market opportunity
What does it look like out there?
Opportunity or Location

- Location can have a major impact on QoL: family, education, health care, social needs, combination
- Narrowing job search to geography has consequences; odds of securing “corporate job”
  - Small town (Athens, Ga.; Coupeville, Wash.): 5%
  - Medium city (Charlotte, N.C.; Tucson, Ariz.): 40%
  - Large city (Philadelphia, Dallas, San Francisco): 70%
  - “Big three” city (Los Angeles, New York, Chicago): 90%
Opportunity or Location

• Recognize it may take more time and effort to find the right fit

• Priorities
  – Work/life balance, cultural, family, money, and location
  – Difficult to match all parameters

• Consider range of possibilities open to you based on your skills/experience/education and passion – open the aperture to consider a range of locations.

• Success in any career comes down to doing your job well and loving what you do
Non-Scientific Salary Survey – Updated for 2020
(or Expectation Management)

• A/E/C Private Sector – up approx 3% from 2019
  – Representative companies: AECOM, BAH, Cherokee, HDR, Jacobs, KS Ware & Assoc, Matrix, Merrick, Michael Baker, OTIE, Pond, RS&H, Stanley, etc
  – Salary variables: jobs held, retiring rank, market, type of job being sought, credentials, and much more
    • Capt/Major: $85K - $105K
    • Lt Col (CES/CC): $95K - $125K
    • Cols (MSG/CC, USACE District CC, Key Staff): $120K - $165K
    • Add ons: PE (up to $10K extra) and PMP/CFMP (up to $5K extra)
    • Bonuses could be a big part of package
Billability 101

- Source: GSA Contract-Awarded Labor Category tool; rate from actual ceiling prices (fully burdened) awarded to various master contract vendors; senior project manager w/masters

- Example
  - BE Multiplier for a firm is 2.5 (fully burdened cost of doing business)
  - Desired Profit is 15%, so Job Factor is 2.88 [(2.88 – 2.5)/2.5]
  - To earn 2.88 on $174/hr, you’ll earn $125,667/yr [($174/2.88*2080)]
Non-Scientific Salary Survey – Updated for 2020
(or Expectation Management)

• Educational Institutions – up approx 4% from 2019
  – Universities: Ohio University, Oklahoma State University, Penn State, University of Denver, University of South Florida, University of Texas, Valdosta State University, Wash State
  – Public schools: Little Rock, Stafford County, Denver
  – Salary variables: private vs public; size; and location.

Eventually, APPA certification

• Director (Engineering/Facilities/Utilities): $95K - $125K
• Asst VP (above plus Ops/Safety): $125K - $175K
• Vice President or Vice Chancellor (above plus Real Estate, Planning, Logistics): $165K and up
More confident/less confident about the market this year versus last year? How does this influence hiring decisions?

• “Market is booming...struggling to find qualified candidates.”
• “Shortage in mid-tier positions; not much in the senior positions.”
• “We're increasing salaries & incentives to try to bring folks in.”
• “More confident...within my Division, we are developing a business plan for growth...”
• “More confident...we are seeing senior leadership consider paying higher wages to better compete.”
• “More confident -- trying to hire 60 in our Federal Market...there’s work to be had (or already in the pipe) and we’re going after it.”
• “More confident overall...so hiring opportunities.”
• “FY20 looks good, we’re optimistic...get lots of calls asking if I know any retiring Colonels looking for work.”
Pearls of Wisdom

• Not trivial - may be biggest change in your adult life
• Don’t “wash, rinse, repeat”
• Set realistic expectations
• Recognize “compensation” is more than salary
• (Nearly) everything is negotiable
• You’ll feel like a Lieutenant/Ensign again
• “Career of choice”
• Fill the void
Discussion
Other SAME Resources

• Your Local Post
• SAME Job Center
  – Login to website
  – On “Member Dashboard” look for “Job Board”
  – To view job postings, click on “Apply for a Job”
  – See postings
  – Visit routinely as new postings are added daily
  – Must be an SAME member to view!
• SAME Credentialing Community of Interest
• SAME Young Member and Enlisted Communities of Interest
• Your SAME Network
Thanks and the very best of luck!