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## **2023 Women in CRE: Jen Vasquezi, Vantage Builders**

September 29, 2023 - Spotlights



Jen Vasquezi  
Director of People and Culture

What recent project, transaction, or accomplishment are you most proud of? Recently, we implemented a new payroll and human resources information system (HRIS). I collaborated closely with our accounting/finance team to find a platform that would best fit the company's needs. It was a time consuming but very rewarding project. We identified the gaps in our old system and created a list of requirements that our new solution needed to solve. After issuing an RFP and evaluating different platforms, we chose and implemented the new system in two phases – payroll and then HRIS. The system has been in place for a few months, and because of the time and effort that the team spent on the project, it was a successful implementation.

What are the most important factors women in your industry should consider when choosing a firm to build their career with? Simply, I would make sure that the Human Resources function is valued at the very top of the organization. At Vantage Builders, I know that I have the support of leadership. And with that I can be successful and I can help our team members grow in their careers.

Who inspires you most? What qualities do they possess that inspire you? I have been fortunate to have had not one but a few managers that have inspired me through the years. And they all had several qualities in common. They shared their vision with me, set goals for me, built an environment that made work enjoyable, gave constructive feedback on a regular basis, communicated effectively and most importantly gave me the space to grow. I wouldn't be the professional I am today without their guidance, support and them challenging me along the way.