



## **2023 Women in Construction: Pamela Desmond, Schimenti Construction**

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Pamela Desmond  
Human Resources Director

## Schimenti Construction

In the past year, what project or accomplishment are you most proud of? Building my current HR team has been the highlight of my year and what I am most proud of. We had a truly transformational year, and I am incredibly proud of my team's passion, knowledge, and ability to drive results through all the growth and change. Human Resources is such a critical business enablement function, and we have the privilege of interacting with every department within our organization. I feel fortunate to work with a team who puts people first and believes that people are the foundation of everything we do.

What was a pivotal point in your career? Years ago, I had a manager who was just... absolutely terrible, treating the team poorly, behaving erratically, and showing no empathy or support. This was a pivotal experience which led me to make a conscious decision not to become a victim and instead view it as a learning experience. It taught me how never to behave as a leader and the importance of treating every individual on the team with empathy and respect. Although it's not always easy, I try to always find the positives and remember that each of our unique experiences shapes us into the leaders we become.

Which professional associations or organizations would you recommend to women who are starting out in the AEC industry? I think the key is to get involved in any way that you can when you are starting out. It's all a learning experience and an opportunity to create valuable connections within the industry. When a colleague invites you to attend an industry event with them, say yes! Exposure to different organizations and groups will help you determine where you feel most comfortable. In my experience, Professional Women in Construction (PWC) has been an excellent association to engage with peers at other companies and has offered opportunities to learn about the AEC industry and build a network.

How can AEC companies recruit more women? The easiest way to recruit more women is to engage with more female candidates. Research shows that men will apply for a job or promotion when they meet only 60% of the listed qualifications, but women will typically only apply if they meet 100% of them. It isn't about being qualified to do the job, but rather about having confidence to apply for the job. We have to proactively engage more women at all levels, but especially at more junior levels, helping them see the AEC industry as an exciting option in which to develop a rewarding professional career.

What is your favorite building in New York? I am passionate about the performing arts and have a deep love of historic theaters. I encourage everyone to go to Brooklyn and see the interior of the Kings Theater in Flatbush. It was modeled after the Paris Opera House and was originally a movie theater in the 1920's. It re-opened in 2015 after a complete renovation and is absolutely gorgeous. Speaking of historic theaters, I am unbelievably impressed at the work our Schimenti team is currently doing to restore the Brooklyn Paramount Theater. It will become one of the finest theaters in NYC once again!

