

Up and Coming Entrepreneurs

MERCER Technology Consultants

Owners

Teresa Cavanagh, Greg Dette

Success Magazine: What does success mean to you?

Teresa Cavanagh and Greg Dette: To us, success is the peace of mind that comes from working hard at a job you love, while working with people you enjoy. Ultimately, people do business with people. If MERCER is viewed as a trusted friend in the industry, then we are successful.

SM: What did you do for work prior to starting MERCER Technology Consultants?

TC: I worked in the legal field, in positions ranging from receptionist to office manager. I found that what I loved most was looking for fresh talent and hiring the right people. I eventually made the decision to work for a recruiting company, where I was able to develop my passion further.

GD: For over ten years, I worked as a sales executive for a world-wide software manufacturer providing business to business solutions including software, professional services, and domain industry knowledge. Prior to that, I was a software technician working at the NYS Department of Transportation's Design Services Bureau.

SM: How did your prior work experiences help to prepare you for success as entrepreneurs?

TC: Greg has a technical and sales background, while my experience is in management and hiring. When you put that together, it makes up all of the facets of IT recruiting. We've been fortunate to have worked for good people who have exemplified how we want to treat people and manage relationships. We've both worked our way up, which has helped us to understand the many different hats you need to wear as an entrepreneur.

SM: What prompted your decision to start an IT recruiting company?

TC & GD: At the core we are entrepreneurs. We had a desire to take what we've learned in sales, technology, and management and start our own company. The most critical factor in forming MERCER Technology Consultants, however, was the sincere belief that we have a great partnership—evident in our shared goals and the way we conduct ourselves in the business world.

SM: When did you open MERCER Technology Consultants?

TC & GD: We opened our doors on October 1, 2008 and have been working hard to market our business since then.

SM: What is your five year plan for MER-

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CER Technology Consultants?

TC & GD: We feel that this is a time for growth in the area. There are a great deal of young IT related companies in the region, and we want to help them retain talent and grow. We'll offer competitive rates and quality service, and we'll grow with them. The thought of being in an area where the IT industry is thriving—even in an uncertain national economy—is exciting to us. Through hard work, we can all grow together and strengthen our community.

SM: What sets you apart from other recruiting companies in the area?

TC & GD: We have a unique position in that we're experienced professionals, but also are running a small shop without a lot of overhead. We can offer the highest quality of talent without asking you to pay for our fancy offices. We'll talk to our clients and find out what they need and what they can afford to pay for it. It also helps that we are not greedy. This is so important when forging relationships and, in our case, our business plan relies on long-term clients. We are lucky to have diverse experi-

ences in our individual professional and personal lives, and we will look to each other and our respective experience to strengthen our ability to serve our clients.

SM: Who has been your mentor or role model throughout this process?

TC & GD: There are so many people who have been mentors and role models—from family and friends to past employers. Being a true role model is quite a demanding job description. It's best to accept everyone for who they are—good and bad—and try to model yourself after the best aspects of many people. There's no doubt that errors will be made along the way. What we do with the lesson of these errors, however, will ultimately map out our future.

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