

## Travis Gilpin Defends an Occasionally Scandalous Hiring Practice

Written by Australian Business

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PHILADELPHIA, PA, September 07, 2013 **/24-7PressRelease/** -- Business executive and entrepreneur [Travis Gilpin](#) knows from firsthand experience that hiring new employees is more complicated than simply picking the first person to come along with the specified qualifications. Having the appropriate levels of skill and experience is definitely an important factor, but qualifications are not always the only considerations involved in the hiring process. Companies take on new talent for a variety of different reasons to cover many different situational needs.

These reasons and needs can at times prove more controversial than others. And as a recent news article from the [New York Times](#) makes clear, fewer hiring situations are more controversial than when prominent candidates with even more noticeable inside connections are chosen over candidates who do not have powerful networks but whom otherwise have the same qualifications.

This practice is decried by many in the business world as nepotism, favoritism, and cronyism. However, as the article points out, not all of these scandals are justified. Just because somebody has powerful connections does not necessarily mean that hiring them is an underhanded business move.

"First off, let's get this out of the way right now before anybody gets the wrong idea," comments business executive Travis Gilpin. "Hiring somebody who is completely unqualified for a job solely because they know somebody in high places is bad, yes. It's bad for business ethics and it's just plain bad for business. If that's what's happening, then there absolutely is a problem."

However, continues Gilpin, just because a hired candidate has connections is no reason to automatically assume that they are otherwise unqualified. "Everybody knows somebody, and sometimes who your employees know can greatly benefit your business as a whole," Gilpin explains. "In all business, strong network connections are definite assets. Utilizing those connections is expected and almost required during a job search. Powerful connections might give one candidate an advantage over another, but it's not necessarily an unfair one."

The article agrees, citing several examples of big name financial executives whose children also work for well known financial companies. In many of these cases, the two companies involved come together as business partners in many matters, strengthening the business of both in the process.

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However - and this is an important distinction to make - all of these individuals are also wholly qualified for their positions in their own rights. They were not just hired for who they knew, explains the article, but also for what they knew and who they themselves were independent of their network contacts.

"It all comes back to doing what's best for both the business and the candidates involved," says Gilpin on the subject. "The most important thing is that the person a business hires is the absolute best person available for that job in both skills and experience. They have to be able to do the job effectively first or they're just going to hurt the company and their own professional prospects, no matter who they know."

After these considerations check out, says Travis Gilpin, then powerful connections become a bonus asset, not the sole deciding factor.

### ABOUT:

As the Vice President of Consolidated Reinforcement based out of Victoria, TX, [Travis Gilpin](#) has helped the company in its successful growth throughout the years. Founded in 1976, today Consolidated Reinforcement stands as one of the largest post-tension and rebar companies in the United States. Gilpin has helped his family in the organization's development and has also recently started his own company, Gilpin Extrusion. He is a passionate philanthropist and a supporter of Habitat for Humanity. He also knows the value of hiring the right employees for the right situations.