

Get to Know Tracy Leboos

Q: Tell us about how your relationship with Vaco began.

A: It all started back in 2006 while I was a client of theirs needing help with placing talent. The company had used Vaco before, but it was my first interaction with them. Julie Putnam (Partner at Vaco Nashville) was amazing and just made the process [as a client] so easy to get the candidates we were looking for, ensuring both a personality and skill set match.

After working at that company for 10 years, I decided to leave and reached out to Vaco since I referred to them as “my holy trinity of recruiters”. It was the second time I was working with a recruiting agency as a job seeker; when I walked in, there were 15 people ready to meet with me who were more than happy to help me find a position, whether it was consulting or permanent placement. Consulting was my main goal for flexibility, and Vaco was able to put me to work within a week.

Q: How has consulting with Vaco impacted your professional journey?

A: The biggest impact is probably the amazing companies I would’ve never had a chance to work with that I have made personal and professional relationships that will more than likely be lifelong. I’ve also been able to add multiple software skills and soft skills which has helped me adapt to a wide range of clients. Lauren Lanier (Partner at Vaco Nashville) and Rachel Corum (Director at Vaco Nashville) have both been amazing at matching my personality to clients.

For the last 12 years, consulting has allowed me to help companies navigate through acquisitions, audit support, bankruptcy reporting, month-end support, and heavy reconciling duties. All while delivering their financial goals in a timely manner.



Q: What is your favorite part about being a Vaco consultant?

A: Hmm... if I had to pick one it’d be the friendships that I’ve gained within Vaco and the clients, many of which will be lifelong. A close second would be helping their clients navigate through projects and being able to hit the ground running.

Q: What is one of your favorite memories while consulting at Vaco?

A: When I’ve had clients [that I worked with on previous projects] call Vaco back and ask for me again to work on a new project for either a different or the same department. It’s just been amazing to be able to walk into the same team after being blessed with another consulting gig. It feels just like riding a bike.

Another memory is when I had a 20-minute interview with a client that Lauren sent me to. The controller said, “I don’t think you know what you’re getting into.” And I said, “I don’t think you know who Lauren sent.” Then it was silent for a little bit. He brought me in for that six-week assignment and I ended up staying for a year.

Q: What opportunities has consulting opened up for your personal life?

A: I would definitely say the lifelong friendships and the flexibility to handle life as it comes up. Vaco is good at mentoring me professionally, helping me through difficult issues, and providing a calming presence during tough situations. I’m just happy. There’s no other way to put it. 🍷