

Helpful (2)

Aug 3, 2014

Helpful (3)



### "Toxic and frustrating work environment in IT "

Current Employee - IT Technical Lead in San Francisco, CA

I have been working at Blue Shield Of California full-time (More than 3 years)

Doesn't Recommend Neutral Outlook Approves of CEO

#### Pros

Many good and well-intended people. Lots of charitable activities one can participate in. CEO is smart and really wants to make things better.

#### Cons

Poor leadership in IT; too many things happening all at once. Nepotism and incompetence across infrastructure (IT) leadership team.

#### Advice to Management

Quit paying for and talking about wanting to make BSC a "great place to work" if you are not going to hold all directors and above accountable for their actions. There should not be different rules for different people based on who they know or work for or the "club" they are a part. Stop taking shortcuts in planning while pushing for "ruthless execution" and short-term gains which is more...

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Helpful (3)

Jul 23, 2014



### "I would work there again if the position & team were right "

Former Contractor - Anonymous Contractor in El Dorado Hills, CA

I worked at Blue Shield Of California as a contractor (More than 5 years)

Doesn't Recommend Neutral Outlook Approves of CEO

Work in HR or Recruiting?