

Our client had used recruitment firms in the past and had a few terrible experiences. They were skeptical about recruitment firms in general, but were having difficulty finding a sales professional to help them penetrate a market they had never targeted before.

They also needed to determine the level of sales person they wanted to hire. Because they had never sold to this market before, they asked for our advice about how to be most successful.

THE PROBLEM

- Our client had very low expectations from recruitment firms, and were very skeptical about our services
- They were targeting a new vertical that they had never sold to before
- The appropriate level of sales professional needed to be determined before we could begin our search

OUR SOLUTION

- We analyzed our client's expectations about their new hire to decide what level of sales professional would be appropriate
- Our team designed a strategy to target individuals with the background and skill-set that would be most likely to have success penetrating a new market
- We decided that it would be beneficial for an Account Executive from Salesforce Search be present for initial interviews to demonstrate our value as sales specific recruiters

At the beginning of our discussions with our client, they felt that they could achieve their goals with a more Junior sales professional. After reviewing their expectations from this new hire we advised them that while they could save some money by hiring a Junior sales person, they would not achieve the sales objectives that would be required to successfully enter a new market.

Because of our expertise in interviewing and assessing sales talent, our client requested that one of our Account Executives be present throughout the interview process to debrief after each interview and discuss which candidates would be the best fit and why. Salesforce Search played a critical role in determining who the successful candidate would be. When the best candidate was determined, our client offered 20% more salary than was originally in the job description because they were so happy with the candidate they had selected and felt that the candidate's experience warranted the extra expense.



Where Great Sales Teams Begin

SalesForce Search is a sales recruiting company which specializes in the recruitment and placement of sales professionals. We work in nearly every industry sector from financial services to pharmaceuticals and believe our Hiring Process can help you find the right sales person for your organization. Sales is the most critical component of every organization and hiring great salespeople is challenging. We help companies save time and money by finding the right sales person quickly and ensuring your organization hits their sales targets.

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great sales professional today,**

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