

Our client is a nationally recognized waste management company who was searching for a new sales leader for their organization.

In response to their growth, they had been planning to create a new sales leadership position at their company for some time. They had previously used another recruitment firm to accomplish this, but upon a failure to receive any good candidates they put the creation of this position on hold and decided to pursue other strategies for growth.

THE PROBLEM

- Our client was creating a brand sales leadership position
- Failure by a previously engaged recruitment firm put their growth plans on hold
- Lack of market knowledge left them unprepared to target the best and most effective candidate

OUR SOLUTION

- Education about the right skill set for success in the newly created position
- Creation of the right compensation package for a position they had never had before
- Industry-targeted search for a candidate with the right background to succeed in the new role

Before we began searching for a candidate, we worked with our client to properly define the appropriate responsibilities and expectations for a new Director of Sales, a position that had never existed at their company before. We drew from our industry knowledge and experience to help our client understand what they could expect from the candidate from a background and skill-set perspective and worked with our client create a job description that best captured the requirements for the role.

Once the role was clearly defined, we advised our client on the creation of a framework for compensation that best fit marketplace realities and what they expected from their new Director of Sales.

Only after the role was clearly defined and an appropriate compensation package was designed did we begin searching to fill this new position.

After a successful search, we placed the first ever Director of Sales at our client's company, and our former candidate has contacted us to start another search to build out a Field Sales team. Our former candidate is performing above expectations and how now become our client!



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.

**To start your search for your next
great sales professional today,**

call 1-800-461-SELL (7355)

or

visit www.salesforcerecruitment.com