

Hiring Assistance

Hiring the wrong person, particularly a salesperson, can be very costly in terms of lost sales, lost customers, and lost opportunities. However, the task of finding and hiring the right salespeople can be difficult and time-consuming. While we can't recruit salespeople for you, we can assist in the hiring process. In fact, with the advent of social networking sites, particularly LinkedIn, that can help you find great people fast, recruiting organizations are quickly becoming a very expensive, and unnecessary option.

Here are five ways we can help you find a winner.

These services are available separately or as a package.

Job Descriptions, Recruitment Ads, Resource Material

Getting the right person to knock on your door is one of the first steps in successful hiring. This means clearly stating the type of person, in terms of skills and characteristics, that you are looking for. We will help you to develop and refine job descriptions and recruitment ads that accurately reflect what your company needs.

Criteria Development, Interview Questions, Screening

Knowing exactly what you are looking for and how to find it is also important. We will help you to develop a list of the mandatory and desirable hiring criteria, provide suitable sales interview questions, and screen and rank the candidate's initial responses.

Candidate Interviews

We will help you conduct hiring interviews with short-listed candidates (usually at third interview). Our Salesperson Assessment Tools will also be used to determine the candidate's suitability for sales, particularly with respect to your company's selling environment, to ensure an accurate match between the candidate and the position that needs to be filled.

Post-Interview Debrief and Recommendations

After the first steps of the hiring process have been completed, everything you have seen, heard, and learned must be pulled together. We will undergo a post-interview debrief complete with recommendations.

Reference Checking

This stage is critical. We will conduct reference checking on your behalf and provide you with a written summary of the results.