

THE
sales
EXPERTS

CASE STUDY

HOW WE HEADHUNTED
7 ENTERPRISE-LEVEL SALESPEOPLE
IN 12 WEEKS



CLIENT

Australian Software Company

SPECIALISATION

SAP/SuccessFactors Payroll
Solutions

SUMMARY

Our client required us to search for **7 Enterprise-level Salespeople in 2 countries**. We successfully completed recruitment search within **12 weeks**.

KEY STATISTICS

HUMAN RESOURCES

- 1 BUSINESS DEVELOPMENT MANAGER
- 2 SENIOR RECRUITERS
- 6 TALENT ACQUISITION MANAGERS

TOTAL HOURS

276

TIMEFRAME

12 WEEKS

CLIENT BACKGROUND

Our client is an Australian Software Company that focused on highly specialized SAP/Success Factors Payroll Solutions.

Offices are located in Australia, Philippines, U.S.A. and Europe (primarily Germany).

The target market for our client is very large Enterprise level customers that use the SAP software platform.

REQUIRED ROLES

- 1 U.S.A. Based Very Senior Enterprise-level Salesperson with solid SAP/Success Factors Sales experience. **3 open positions.**
- 2 Germany Based Very Senior Enterprise-level Salesperson with solid SAP/Success Factors Sales experience. **2 open positions.**
- 3 Germany Based Very Senior Enterprise-level Sales Consultant with solid SAP/Success Factors Pre-Sales and Implementation experience. **2 positions.**

RECRUITMENT STRATEGY

We developed a custom database of relevant SAP/Success Factors Sales Professional and began a targeted headhunting approach.

We collected detailed résumés and support documents, interviewed each candidate and completed The Sales Experts – Sales Hunter Intelligence Evaluation Assessment®.

Once assessments and agency side interviews were finished, we presented all top-rated candidates to our client for review. Our client then conducted their own assessment and series of interviews. Upon final selection we assisted with the offer process.

RESULTS

USA Based Very Senior Enterprise-level Salesperson



Germany Based Very Senior Enterprise-level Salesperson



Germany Based Very Senior Enterprise-level Sales Consultant



- **Cold Screening of Candidate Profiles
- Candidates Presented
- Agency Side Interviews Conducted
- Client-side Interviews Conducted

** Cold Screening represents the initial group of candidates identified as having a potential fit to the search parameters. These candidates were then contacted and those interested in the opportunity were further screened prior to scheduling Agency Side interviews.

CLIENT'S REVIEW

"Working with The Sales Experts has been phenomenal! Right off the bat, the search for our resources in the US and Europe has been easier and way faster compared to the other recruiting firms we've contracted to help find our needed niche resources (not just sales by the way). We've been really impressed with TSE's speed, resourcefulness, and the quality of the candidates that have been endorsed to us. And with a very professional team, it is a real pleasure to work with them!"

NICO GASENDO

Senior Human Resources Manager
at SpinifexIT