Talent at a Higher Level













Attract

Profile success factors Define core competencies Agree Assessment Matrix Publicise the opportunity Nurture best-fit candidates

Assess

Manage early stage assessment Initial screening via Shine video Recommend long-list Manage de-selection and candidate feedback Administer psychometrics & candidate validation interviews

Validate

Candidate strengths profiling, including psychometric report Agree shortlist to meet client Recruiter interview plans & evaluation criteria Debriefing client recruitment panel including objective review of predictive evidence

Engage

Manage candidate offer negotiations (with explicit permission) Feedback to declined candidates Pre-start planning

On-Roard

Induction guidance Mentoring call after first 30 days Optional 1:1 coaching Sales Graduate Programme Training Plan



Our 'Talent at a Higher Level' methodology nurtures new and experienced sales talent into your organisation. We apply our experience of spotting and validating sales talent to maximise the impact of your new sales hires.

Our competency modelling and behaviourally anchored rating scales are designed to give candidates the best opportunity to demonstrate their sales potential and test it against your unique business requirements.

Recruitment is a key investment in the future of your sales growth, we partner closely with you to ensure everyone has a positive experience of your business, even when they are not appointed.

Every person who comes into contact with our business and yours, is a potential future customer, or reference point. We treat every person in the process with absolute professionalism.

