

Case Study

Multi-Year Inside Sales Recruiting Classes

COMPANY

A subsidiary of a Global 500 company, Hire Velocity's client is the leading supplier of industrial, medical, and specialty gases; welding equipment and supplies; and safety products in North America. Hire Velocity's client has more than 18,000 team members across nearly 1,000 retail and office locations.

POSITIONS

Inside Sales Representatives

VOLUME

2-3 hiring classes of 8-10 sales reps per year in each location

LOCATIONS

Regional inside sales call centers in the Midwest, West Coast, and Southern U.S.

Client Feedback



on Quality of Service



on Team Responsiveness

from Managers & VPs

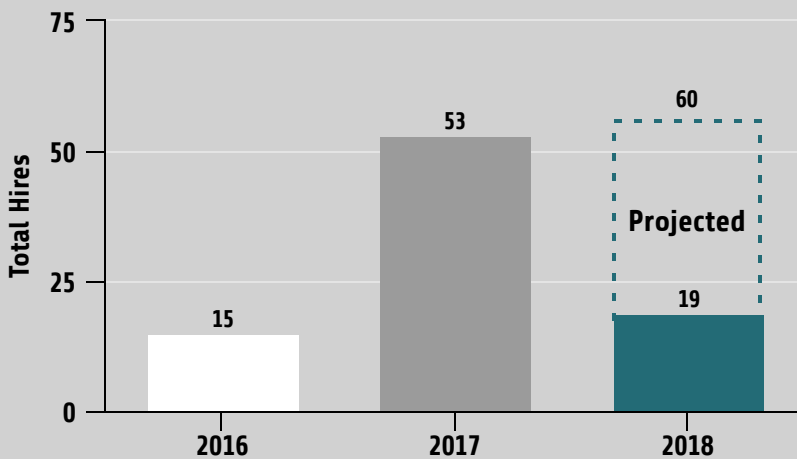
Challenges

The company needed to recruit and hire 8-10 new Inside Sales Representatives for multiple classes each year to support the growth strategy. The VPs of Sales and Sales Managers were **struggling to consistently recruit a sufficient number of candidates** in each location that fit the desired criteria:

- **Personality & Behavioral Traits:** candidates who are high energy, extremely coachable, money motivated with the necessary technical abilities
- **Previous Experience:** candidates with prior inside sales or account management experience
- **Low Voluntary Turnover Risk:** candidates who are likely to stay with the company for over 2 years to generate a ROI on the training investment

The company needed an on-demand recruiting partner to create a **sustainable sourcing strategy** to recruit qualified candidates that fit the varying criteria in each location while simultaneously **maintaining an ongoing candidate pipeline** and establishing a **consistent and positive candidate experience** across all locations. The company was looking for a partner that could provide **on-demand recruiting strategy and solutions** for each hiring class with little to no ramp-up time between classes.

Hiring Summary



87 Hires To Date

Highlights

- Due to the initial success with the team in location A, Hire Velocity **expanded its partnership to include three more locations.**
- Hire Velocity's team has been in place for 3 years, developing **synergies benefiting the company, including little to no ramp-up time and familiarity with the company's culture and recruiting and hiring processes.**
- The team provided **job description analysis and development** to better sell the opportunity to candidates, leading to an **increase in the number of applicants.**
- HV's team **scheduled 40-70 candidate interviews in the 3-4 weeks preceding the new class start date** to facilitate the hiring of 8-10 new Inside Sales Representatives.



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About Hire Velocity

Hire Velocity designs talent strategies that build great teams and great businesses. We are a proven leader in Human Capital Solutions and trusted by companies for customized Recruitment Process Outsourcing (RPO), Search, and Talent & Digital Advisory solutions. Hire Velocity partners with clients across nearly every industry to solve recruiting challenges and achieve sustained outcomes. Consistently recognized as a partner that goes the 'extra mile', we are devoted to delivering outstanding customer service. To learn more, visit us at www.hirevelocity.com.