





## How Amplify Helped

- Partnered with the client to create a customized ideal candidate profile (ICP) that captured skillset, mindset attributes, and corporate culture benchmarks.
- Built a roadmap for the process based on the ICP that was created.
- Gained a clear understanding of the company culture through collaboration between the CEO, dedicated talent manager, and Sales Xceleration Advisor to accurately represent the client in the marketplace.
- Created a customized talent acquisition strategy that was tailored to the unique aspects of the role covering both leadership and management, to help locate the most elite candidates.
- Identified top candidates who were currently employed.
- Engaged in discussions with top candidates to discuss the career opportunity and effectively sold them on pursuing the new position.
- Used advanced behavioral interviewing techniques and mindset evaluations to ensure candidates possessed the required skillset and mindset needed for this complex role.
- Narrowed the pool to five qualified candidates in less than four weeks.
- Finalized the hire in under two months.



## How Amplify Insights Helped Shape the Role to Deliver the Right Candidate

The dedicated talent manager listened carefully to the client's needs. After the initial phase of the search, the talent manager helped them change their mindset on what the perfect candidate should look like to get more qualified candidates. Based on this observation, the talent manager suggested that the client adapt the role to increase its scope, stature, and territory. That shift enabled the talent manager to identify a **rock star leader** with the ability to **fill the role plus handle additional responsibilities within the budgeted salary range.**

To learn more about our sales recruiting specialty contact us:

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