



**THE**  
*sales*  
**EXPERTS**



# CASE STUDY

HOW WE HEADHUNTED  
TWO SAP ENTERPRISE-LEVEL  
SALES CONSULTANTS



## CLIENT

SpinifexIT

## SPECIALISATION

SAP / SuccessFactors Payroll Solutions

## SUMMARY

Our client required us to search for 2 Enterprise-level Sales Consultant/Pre-Sales Specialists in Germany. We successfully completed recruitment search within 10 weeks. These are highly specialized technical roles.





## CLIENT BACKGROUND

Our client is an Australian Software Company that focused on highly specialized SAP / SuccessFactors 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.

## KEY STATISTICS

### HUMAN RESOURCES

- 1 BUSINESS DEVELOPMENT MANAGER
- 1 SENIOR RECRUITER
- 2 TALENT ACQUISITION MANAGERS

### TOTAL HOURS

**138**

### TIMEFRAME

**10** WEEKS

## REQUIRED ROLES

- 2 Germany Based Very Senior Enterprise-level Sales Consultants with solid SAP / SuccessFactors Pre-Sales and Implementation experience.

## RECRUITMENT STRATEGY

We developed a custom database of relevant SAP / SuccessFactors Sales Consultants/ Pre-Sales Specialists and began a targeted headhunting approach. SAP / SuccessFactors is a highly specialised, niche skill set which makes the search particularly challenging.

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.

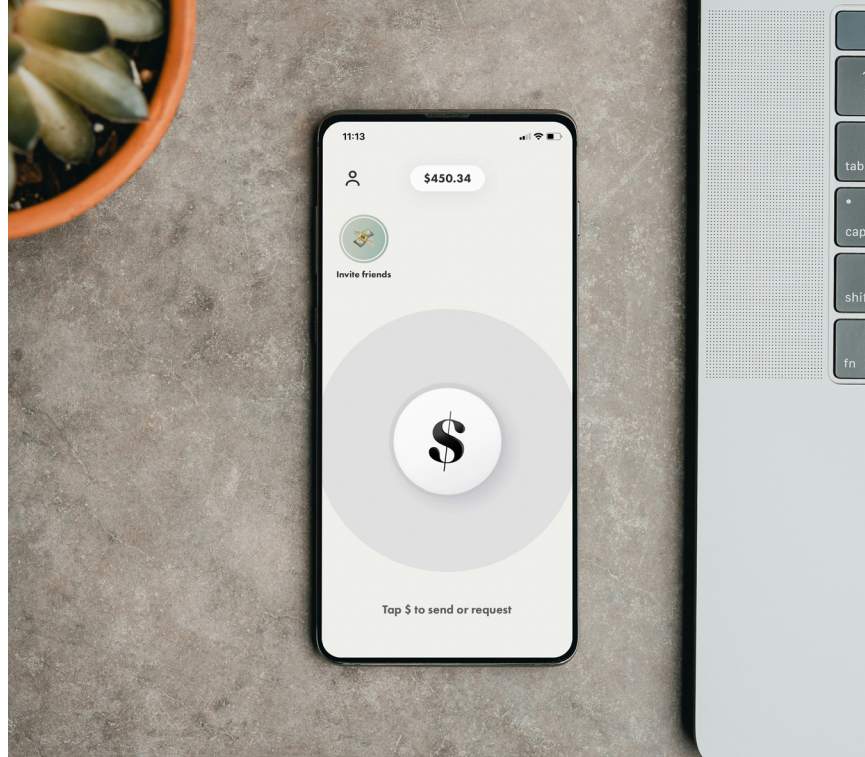
# RESULTS

## Germany Based Senior Enterprise-level Sales Consultant



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

“ Great team who are very willing and able to find the right candidate for your open roles. They found me one candidate already and I am looking forward to continuing to work with them to bring more team members on board.

**Brendon Andrews-Warmuth**  
VP Product Enablement and Delivery EMEA at SpinifexIT Europe

