

PROPOSAL

Sales Recruitment Services

JOHN DOE

Company Name
[Recipient Name]

REF #87XYO9



Kingman Lennox
Sales Performance. Delivered

INTRODUCTION

Sales Recruitment Delivered by Sales Experts

Kingman Lennox specialise in finding you the top performing sales and sales leadership talent that you need to drive revenue growth and outperform your competitors. We have built our reputation on providing deep insight underpinned by real world sales expertise that generalist agencies simply can't match.

Our clients work with us because they recognise that having the very best sales talent on their team affords them a genuine advantage - and that is precisely what we deliver.



If you are managing a sales team one of the most critical aspects is finding the right talent. No amount of training, coaching, managing or incentivisation is going to get results from people who don't have the right sales DNA, behaviours and core competencies to deliver.

WHY CHOOSE US?

When it comes to sales talent - we know what good looks like. We know the difference between someone who talks a good game and someone who will really deliver. That's why over 95% of our candidates placed are still in the role after the first 12 months. That is unprecedented in our industry! We back up our claims with a no-quibble 12 month guarantee. If our candidate leaves or is let go for any reason within their first 12 months, we will replace them at no cost.



Real World Sales Expertise

Our team are from sales management and sales consulting backgrounds, with deep expertise in effective sales process, practices and how to identify top sales talent.



Rigorous Assessment

We know what good looks like. We use proven tools and techniques combined with deep insight built upon years of experience to assess a candidates ability to deliver the results you expect.



No Stone Left Un-turned

Finding sales talent is hard, so we dig deep to uncover the top performers. Whether that's your competitors people or candidates from outside your industry, our targeted search finds the hidden talent you'll want to hire.



Cast Iron Guarantee

We offer a market beating full 12-month guarantee. This reflects our commitment to getting it right and our confidence in our ability to do so.

OUR APPROACH

Hiring a sales person is easy, but hiring a top-performer takes a partner with real insight and the experience to deliver.

Our primary method of identifying candidates for you will be through proactive targeted headhunting. In addition to this we will leverage our extensive database of sales professionals as well as select job boards and social media. This comprehensive approach affords us the best opportunity to identify potential candidates with the right combination of core attributes, sales skills and industry experience that you require.



THE BRIEF

Let's get under the hood to really understand your needs

To get the right candidates in front of you we first need to precisely understand what kind of person your business really needs. We will build an understanding of your company, your aims and objectives, your team and the specifics of the position. It's not only about understanding your needs though. We'll need to get candidates interested in the role, so we will also aim to get an insight into your company culture and values, your management style and what a candidate can expect in your working environment. This will enable us to promote the position to target candidates in a compelling way to gain their interest, and will also enable us to thoroughly brief them.



POSITION SPEC

We'll develop a detailed position spec and hiring scorecard for you

If required, Kingman Lennox can develop a position specification on your behalf. This will describe a bit about the company and the role – doing so in an attractive and informative manner. It will also detail the accountabilities of the role and set out the expectations from candidates. Should you wish, we can also develop a hiring scorecard specific to the role which both Kingman Lennox and you may use during the interview process.

OUR APPROACH



CANDIDATE SOURCING

We'll home in on candidates with the right profile and get them engaged.

Armed with a detailed understanding of the profile of candidates sought Kingman Lennox will undertake thorough research to identify potential candidates. We will then discreetly approach them. Simply putting a job spec in front of them doesn't cut it though. We need to cut through the noise and get their attention. We do so by using our sales know-how to engage them in dialogue, promote the opportunity to them in a meaningful way, and establish an initial level of interest. At this stage we would also aim to gain a brief insight into each candidate's background, experience and motivations prior to deciding whether to progress matters.



QUALIFICATION

We massively de-risk your sales hiring by expertly qualifying candidates.

Having undertaken initial telephone screening and CV review we will then interview all candidates worthy of consideration to assess their fit for the role. Interviews are undertaken using a blend of our in-house developed methodology alongside the Chronological in Depth Structured (CIDS) methodology. We have found this approach to be incredibly effective in sorting those who can really sell versus those who 'talk a good game'.

These interviews provide Kingman Lennox with an appraisal of each candidate's core attributes, sales competencies, track record, strengths and weaknesses and overall ability to match the objectives of the position, including our perception of their potential fit into your work environment and culture.

Following our interview programme Kingman Lennox will prepare and present CV's along with our comments and observations on each candidate in support of the CV.

OUR APPROACH



CV SUBMITTAL

We stake our reputation on the quality of candidates we select.

We won't waste your time by submitting just any CV's. We will only submit CV's of candidates who have been through our various stages of qualification, who have been interviewed by us and who we believe have the right blend of core attributes, skills and experience required to succeed. By thoroughly assessing candidates we reduce your burden, saving you time and money.



INTERVIEW & PLACEMENT MANAGEMENT

We'll support you through the whole process.

We'll support you through the whole process with everything you need from co-ordinating the interview programme, through to offer negotiation and supporting candidates through resignations and counter offers. Should you wish, we can also attend the final interviews alongside you. We will also conduct reference checks on the final selected candidates and report the findings prior to an offer of employment being made.

OUR FEES

Our preference is to work on a retained and exclusive basis. This provides us with the security to prioritise your assignment and fully commit the resources required to deliver to a first-class level. However, we can be flexible and have provided below the option to engage on a contingency basis.



RETAINED ENGAGEMENT

RETAINER FEE £12345

CLOSE OUT FEE £12345

TOTAL £12345

NOTES

- ✓ The retainer fee would be invoiced on approval to commence the assignment.
- ✓ The close out fee would be invoiced on acceptance of an offer by the successful candidate.
- ✓ Fees quoted are exclusive of VAT at the prevailing rate.



CONTINGENCY ENGAGEMENT

FEE 20% OF ANNUAL BASIC SALARY FOR THE POSITION

NOTES

- ✓ The fee would be invoiced upon acceptance of an offer by the successful candidate.
- ✓ Fees quoted are exclusive of VAT at the prevailing rate.



GUARANTEE

A guarantee will be provided by Kingman Lennox covering the first full 12 months of employment. If the appointed candidate is let go for any reason other than redundancy or where they leave for any reason, Kingman Lennox will recommence the search at no additional cost. This reflects our commitment to getting it right and our confidence in our ability to do so.

ADDITIONAL SERVICES

Kingman Lennox can provide a range of additional services to help you drive growth by fully leveraging your sales capability.



**COMMISSION
PLAN DEVELOPMENT**



**SALES TEAM
ASSESSMENT**



SALES AUDIT



**INTERIM SALES
MANAGEMENT**



SALES STRATEGY



**COACHING
& MENTORING**



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