

Recruiting for Critical Unfilled Sales Position

Case Study #01P-024-DRCT

Client:

Top 50 midsized pharma company

Objective:

Fill critical field sales opening created due to realignment with high-quality candidate as quickly as possible

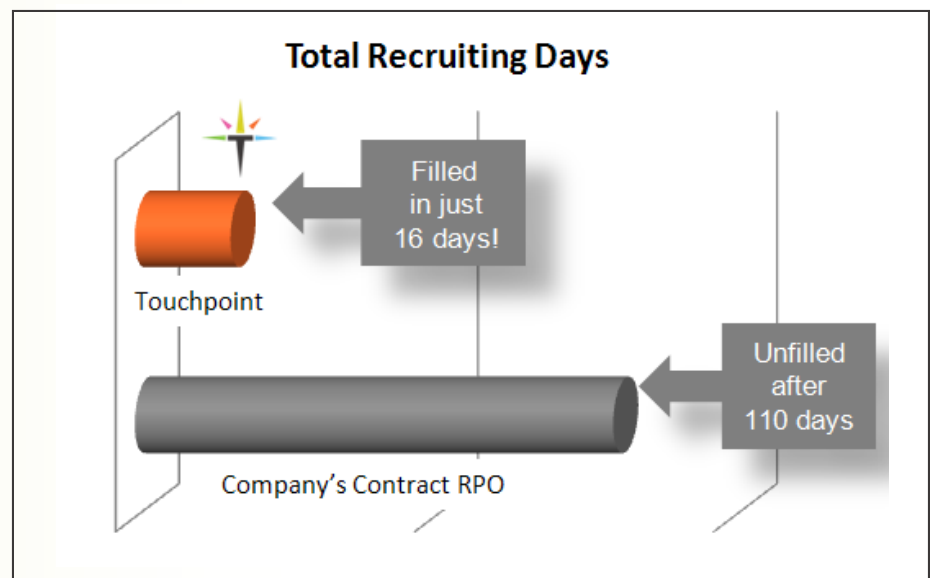
Challenge:

- Position in high-value territory was open and unfilled for over 20 weeks
- Client's contract recruitment process outsourcer (RPO) worked to fill position but presented only poor-fit candidates over the 20-week period
- Position needed to be filled rapidly with high-quality candidate, as this vacant territory had significant impact on client's sales region

The Touchpoint Recruiting Solution:

- Touchpoint lead recruiter and sourcing agent focused all efforts on sourcing and screening for this position
- Touchpoint team continually maintained open communication with client regional manager
 - Territory boundaries provided
 - Key target accounts provided for Touchpoint to assess candidate "best fit"
- Touchpoint sourcing agent targeted candidates at companies with GI products to align with job profile:
 - LinkedIn
 - Job boards
 - Specialty sites

Touchpoint Recruiting Solutions Filled Critical Position in Just 16 Business Days



Results:

Touchpoint Recruiting Solutions successfully filled critical position with high-quality candidate in just 16 business days as opposed to client's contract RPO, who attempted and failed after 20 weeks.

Days 1—8:

- Screened 68 candidates
- Phone interviewed 32 candidates
- Presented 10 "ready" candidates to client

Day 10:

- Face-to-face client interviews: 3 candidates

Day 14:

- 2nd-round interview: 1 candidate

Day 16:

- Offer extended and accepted

For more information, call Business Development at 866.616.4777 or eMail us at Impact@TouchpointSolutions.com