



Sales & Business  
Development

# Why Wallace Hind?

**Since our inception in 1992 we have significantly developed our recruitment services to cover a full range of job disciplines and market sectors.**

Having started out as traditional sales recruiters, we have a wealth of knowledge in this discipline and a diverse team of consultants who specialise in delivering talent at any level, from global heads of companies to building a local team.

Identifying and hiring the right blend of commercial talent is becoming increasingly complex in a highly competitive workforce. Our unique process and focus on candidate and client relationships enable us to stand out from the crowd and assist organisations to identify skills and team structures that drive growth.







## **We have experience of successfully completing the following types of campaigns:**

Sales Director // Head of Sales // National Account Manager  
// Business Development Manager // Sales Manager // Field  
Sales // Sales Executive // Telesales // Direct Sales // Inbound  
Telesales // National Sales Manager // Regional Sales Manager  
// Pharmaceutical Sales Manager // National Sales Managers //  
Account Executive // Advertising Sales Representative // Group  
Sales Manager // Territory Manager // Major Accounts Manager

"Our processes are different and  
we are proud of our success"

# What Our Clients Say

I have dealt with Wallace Hind on a number of staffing searches across the UK and Europe. They are very detail-orientated and strive to understand the role that is required

”

**Sales Manager**

“

They stay in constant communication regarding search progress. I would highly recommend Wallace Hind to any company searching for personnel within the channel.

**Managing Director**







”

Good, strong professional relationship with a great understanding of how we work.

**Vice President**

They provided exceptional candidates for our vacancies and had excellent short-listing qualities.

**Regional Sales Director**

“

# Our Process

## 2. Advertising and Research

We'll create an optimised recruitment advert and post on all major and specialist job boards and across multiple locations. Our resource team will utilise our extensive network, social media platforms and online databases and make professional approaches to candidates.

## 4. Shortlisting and Profiling

We'll complete face to face or video interviews with every candidate and review results from all advertising searches and competency question feedback. After assessing their suitability, we'll then present the shortlist to our clients.

## 6. Negotiation/Offer Stage

After selection, we'll manage the complete offer process including notice period and salary, ensuring a smooth progression to start date and joining the company.

## 1. Meet and Agree Proposal

We meet every client to gain an in-depth understanding of the role and identify any unique challenges and priorities. We'll fully immerse ourselves in the business and agree the best route to market.

## 3. Candidate Pack & Competency Questions

A bespoke candidate brief is produced, enabling candidates to gain a detailed understanding of the culture of the company and the role. Candidates are also required to complete tailored competency questions to uncover key skills and capabilities (we'll telephone screen all candidates).

## 5. Client Interviews

Once the client has their preferred shortlist, first interviews will take place and feedback and recommendations discussed. We'll manage the rejection process and facilitate second interviews and feedback.

## 7. Post-Offer

We'll stay in close contact with both our client and candidate prior to start date to ensure a smooth transition with the internal on-boarding team and continued buy-in to the new role.





# Added Value

By choosing Wallace Hind as your recruitment partner you can guarantee a lasting relationship where we dedicate time and expertise to gain an in-depth understanding of your business and your specific needs. This affiliation is a two-way process giving you the opportunity to question a recruitment expert about your brief during every stage of your campaign.

From our dedicated internal resourcing team and bespoke employer branding packages, to our premium advertising portal that allows us to advertise across every major job board across multiple locations, Wallace Hind is proud of our unique client offering that delivers results.

We consistently exceed the expectations of our clients by adopting a process driven approach which utilises a range of bespoke recruitment solutions and market intelligence to identify, select and secure the very best candidates.

Our services are varied, from traditional recruitment, executive search and talent mapping services to targeted advertising campaigns and fully managed end-to-end recruitment processes (RPO).

We know that every client is unique, so whether you have a difficult role to fill, limited time or support available to conduct your recruitment activity or an entire team to source within a specific timeframe, our expertise and knowledge in the industry, coupled with our experienced consultants enables us to move quickly to meet your hiring needs.





Wallace  
Hind

The Old Vicarage, 1 Main Road, Duston, Northamptonshire, NN5 6JB

T: 01604 758857 E: [mail@wallacehind.com](mailto:mail@wallacehind.com) W: [wallacehind.com](http://wallacehind.com)

