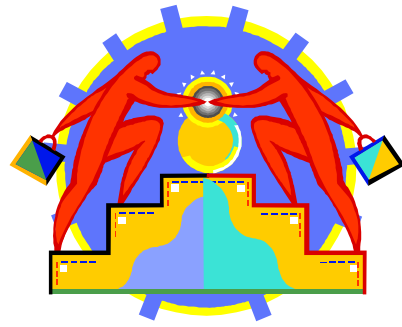


Special Report:

Top Ten Candidates for Sales and Recruiting Positions (Without previous industry experience)

by Scott Wintrip, StaffingU President



Finding experienced staffing and recruiting talent continues to be a common challenge across the globe. Many organizations report that even when you can find experienced people, they are often disappointed with the quality of these individuals.

As a result, more and more companies are looking outside of our industry when hiring additional personnel. Which job types make for the best hires? Through our research and interviews with firms around the world, the following ten candidates have gotten consistently high marks:

1. **Commercial Realtors:** The complexity of the commercial real estate sales cycle combined with the multiple players involved in the decision process often gives these individuals solid transferable skills for our business.
2. **Professional Fundraisers** (also go by the title of Director of Development in the nonprofit sector): Anyone who can ask people to part with their hard-earned money for a cause is worth some consideration.
3. **Medical Sales Professionals** (such as equipment, supplies, and medical devices): People in these roles often have a thick skin, since doctors and healthcare professionals can be some of the most challenging buyers.
4. **Pharmaceutical Reps:** Same comment as number three.
5. **Car Rental Representatives:** In particular, look at individuals who have been in the customer service and management training programs of firms such as Enterprise, Hertz, and Avis.
6. **Retail Salespersons:** Especially for firms with storefront operations.
7. **Military Recruiters** (current or former): Recruiters for all branches of the military have had to become quite resourceful in finding viable candidates.
8. **Account Reps from the Chamber of Commerce:** Often have great networking skills and typically are grossly underpaid.
9. **Door-to-Door Salespeople:** Yes, they still exist and can be great for outside sales positions.
10. **Subject Matter Experts:** Must have solid interpersonal skills; an example would be an engineer with great communication skills.

Of course, not every person in each profession listed above makes for a good hire for our business. A solid screening and interviewing process combined with reference and/or background checks remains key to making a sound decision.

Scott Wintrip, PCC (scottw@StaffingU.net) is Founder and President of StaffingU, the leader in providing relationship-building techniques guaranteed to grow your business. For information on StaffingU's programs and services, including TeleClasses (live telephone-based classes), Virtual StaffingU (web-based courses), individual and group coaching, on-site training and speaking, and consulting visit www.StaffingU.net or call 866-SU-WORKS (789-6757).

