



# RECRUITMENT SOLUTIONS

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Customized Recruitment Solutions  
and Services Designed to Deliver  
Quality Candidates, Reduce Turnover,  
and Control Costs

# Recruitment Solutions Overview & Offerings

## Where Quality Meets Efficiency to Produce **Exceptional** Results

ACA Talent develops targeted talent acquisition solutions that fuse our expertise in finding great talent with our proven process management methods.

Whether you need to build a team, or hire individual players, we design a solution that aligns with your objectives to deliver results. By continuously searching for process efficiencies, we're able to find better candidates faster, so you can be more productive, increase your revenues, and capture market share.

### Recruitment Solutions

#### Sales Recruitment Optimization (SRO)<sup>™</sup>

High volume, recruitment process outsourcing (RPO) solution, specializing in sales and customer-facing positions

#### Professional Search

Conducting individual searches for candidates of all career levels, with a specialty in professional and executive search

#### Recruitment Events

Seasonal hiring projects or one-day recruitment events for clients experiencing rapid growth or fluctuations in typical hiring volumes

#### Recruitment Technology

Technology solutions cost-effectively driving recruitment brand awareness and improving hiring efficiency

### Recruitment Services

- Sourcing and Job Board Optimization
- Prescreening and Behavioral Interviewing
- Recruitment Branding and Online Career Centers
- Applicant Tracking Systems
- Candidate Assessments
- Background Verification, Reference Checks, and Drug Testing
- Candidate On-Boarding
- Metrics, Reporting, and Compliance
- Post-Hire Surveys

### Practice Specialties

- Accounting & Finance
- Business Development/Sales
- Engineering
- Human Resources
- Information Technology
- Marketing
- Operations Management
- Supply Chain
- Quality Assurance/Quality Control

### Industries Served

- Cable & Telecommunications
- Consumer Packaged Goods
- Distribution/Logistics/Fulfillment
- Food & Beverage
- Healthcare
- Industrial Manufacturing
- Retail
- Security
- Technology

### Fast Facts

- Based in Fort Lauderdale, FL
- Founded in 2000 as an Executive Search firm
- An Inc. 5000 honoree since 2011
- Client roster includes some of the world's leading brands
- North American recruitment focus
- Multi-lingual recruitment team

## Optimizing Your Sales Force to Maximize Revenue

ACA Talent's goal is simple: help our clients grow their revenues by finding better sales talent faster. By taking advantage of our proven process, our clients sell more by filling their sales teams with top producers.

In too many organizations, front line management spends a disproportionate amount of time training, correcting, and replacing underperformers. By using our dedicated sales recruiters to upgrade your sellers, your management team can now focus on more productive objectives: leading, selling, and sharing best practices.

Why spend months searching for active hunters? We've helped many of the country's leading sales organizations halve their hiring time and break the cycle of bad hires.

Whether our clients need to grow and develop their entire sales organization, or hire a single top performer, we partner with them to design a solution that aligns with their objectives and deliver results in *days*—not weeks. We do this through our proprietary process, SRO, which zeros in on the hires you need to grow sales.

Stop the cycle of sifting through average candidates and settling for near-miss hires. Our expert sales recruiters can help you take your business to the next level by providing you with the team of true sellers that you've always wanted.

### Fast Facts

High volume recruitment solutions

Professional search services

4,500+ sales placements annually

Sales recruitment expertise spans over a decade of success

Recognized by Inc. Magazine as one of America's Fastest Growing Companies

Client roster includes some of the world's leading brands

Made in the USA: does not outsource key functions to overseas vendors

### Sales Specialties

Business-to-Business

Direct Sales

Door-to-Door

Inside Sales

Retail Sales Representatives

Sales Engineers

Small Business Sales

Technical Sales

## What is Sales Recruitment Optimization?

Also known as SRO, Sales Recruitment Optimization is ACA Talent's specialized version of Recruitment Process Outsourcing (RPO). This consultative approach to sales recruitment and retention combines

- **Sourcing and Job Board Optimization**
- **Prescreening and Behavioral Interviewing**
- **Recruitment Branding and Online Career Centers**
- **Applicant Tracking Systems**
- **Recruitment Events**
- **Candidate Assessments**
- **Background Verification, Reference Checks, and Drug Testing**
- **Candidate On-Boarding**
- **Metrics, Reporting, and Compliance**
- **Post-Hire Surveys**

Whether you seek a full cycle recruitment solution or one targeted to any aspect of the hiring process, you will be able to increase efficiency and drive savings in time and resources with ACA Talent's SRO solutions.

Companies that optimize their recruitment operations with ACA Talent realize up to 80% in overall process efficiencies, resulting in increased sales, cost savings, and better quality hires.

### ACA Talent Clients Receive

#### High Volume Strategies

Targeting qualified sales professionals

#### Experienced Recruitment Team

Dedicated exclusively to your account

#### Localized Sourcing Strategies

Tailored to North American markets

#### Comprehensive Candidate Profiling

Allowing deeper insight

#### Optimized Process Flow

Driving efficiency and cost conservation

#### Integrated Technology

Capturing every activity, generating accurate reporting

#### Transparent Recruitment Branding

Transforming the candidate experience

#### Metrics and Reporting

Measuring success and driving Continuous Process Improvement

#### Consistent Recruitment Process

Supporting legal compliance

#### Customized Service Offerings

Mirroring your recruitment objectives

## Evaluating Your Current **Sales Recruitment** Process

For companies of all sizes, partnering with a recruitment expert is one of the first steps to streamlining their talent acquisition function.

The answers to the following questions will provide a better understanding of whether it's the right time to optimize your sales recruitment process.

1. Do you have a large sales team?
2. Is your company hiring due to expansion, attrition, or other factors?
3. Is employee turnover a challenge?
4. Are you dissatisfied with your sales team's performance?
5. Are you unable to find top talent consistently?
6. Does it take too long to fill open positions?
7. Are your sales managers and recruiters out of sync with each other?
8. Do you wish you had a better sense of how recruiting affects sales?
9. Could you sell more with better sales talent?

### **Did you answer 'Yes' to three or more questions?**

If so, it's time to investigate improvements in your sales hiring process. Whether you seek a full cycle recruitment solution or one targeted to specific aspects of the hiring process, you will be able to increase efficiency and drive savings with ACA Talent's sales recruitment solutions.

Companies that optimize their recruitment operations with ACA Talent, realize up to 80% in overall process efficiencies, resulting in increased sales, cost savings, and better quality hires.

### **Speak to the Sales Recruitment Expertst**

- Attract and win top sales talent through a specialty sales recruiting team.
- Evaluate leading candidates using a sales-specific interview process.
- Gain deeper insight and fuel accurate hiring with comprehensive candidate profiling.
- Drive efficiency and cost conservation by optimizing the current recruitment process.
- Capture every recruitment activity through integrated technology.
- Power continuous process improvement with meaningful reporting and metrics.



# Recruiting Key Resources Professional Search

## Targeted Search, Specialized Solutions

ACA Talent offers personalized professional search services for clients seeking individual candidates for key roles.

Since 2000, ACA Talent's professional search division has served some of the country's leading brands by delivering outstanding candidates.

ACA Talent's signature consultative recruitment process closely examines your organizational structure, marketplace, and hiring challenges. We use this knowledge to develop a pipeline of talent mirroring your candidate profile. Our recruitment team vets each candidate thoroughly before presenting the most qualified to you.

We consult with you throughout the search process to help you determine the best fit for your team. The result is a professional search service that delivers the talent you need, while ensuring the results you demand.

### Quality-Focused Recruitment

- Understand current talent marketplace challenges and build a strategy to reach top talent.
- Attract and recruit previously unseen talent using multiplatform recruitment strategies.
- Develop industry-specific recruitment strategies to reach quality candidates.
- Analyze current searches using integrated technology and applicant tracking tools.



# Small Business Recruitment Solutions Professional Sourcing

## Recruitment for **Small Business** Made Simple

For smaller companies with limited time and resources, recruiting the right candidates can be a daunting task.

Many small businesses find themselves overwhelmed by the administrative tasks involved in advertising open positions, sifting through applications, and coordinating interviews.

Worse, some companies may receive little to no response to their ads and find their recruiting budgets wasted — their positions unfilled.

Now you can reach those qualified candidates for less than the price of a newspaper ad, and without paying expensive recruitment fees.

ACA Talent's Professional Sourcing suite connects qualified job seekers with employers across the country efficiently and easily.

Drawing on broad recruitment experience, as well as internal candidate databases, our Professional Sourcing suite provides employers up to 20 resumes of active job seekers.

We deploy targeted searches for candidates meeting your criteria, and provide you with resumes of the closest matches. With a strong selection of resumes, you can quickly hire the best candidate.



***"I am very satisfied with ACA Talent's results. I felt comfortable throughout the process and they delivered on all promises made."***

– President,  
Rainbow International

### Program Overview

- Targeted campaigns
- No advertising fees
- 24-hour turnaround
- Focus on active job seekers
- Receive 20 resumes

### How It Works

1. Provide the search criteria
2. We execute a localized campaign
3. Receive resumes within 24 hours
4. Interview job seekers
5. Hire the best candidate
6. Guaranteed results

### Why We Deliver

- Expertise that zeros in on the best
- National sourcing reach
- Immediate access to active candidate pools
- Personalized search strategies
- Emphasis on customer care

# Small Business Recruitment Solutions

# Recruitment Advertising

## Build A Better Talent Pipeline **Today**

Designed for companies with urgent recruitment needs, ACA Talent's Recruitment Advertising solutions reach active job seekers quickly and cost-effectively. Post a job and launch email campaigns on major and niche job boards within 48 hours. You also receive expert guidance on posting and email content, employment brand messaging, and localized targeting strategies.

After fifteen years of recruitment, we understand how to attract top talent. We apply our expertise in recruitment advertising to optimize your postings to reach beyond the average job description and promote the unique benefits of working for your company.

Our specialists work closely with you to learn about your company and its hiring strategy, as well as the position and its requirements. We also analyze the local marketplace to assess the unique challenges of your industry.

With those findings, we build a Recruitment Advertising campaign that includes a keyword-optimized posting and email campaign targeted to candidate profiles fitting your job description. You receive replies directly and postings are active for 30 days. We monitor your campaign and provide relevant metrics, such as how many views and total applicants.

**Start building your candidate pipeline today.**

### Program Overview

- Competitive market analysis
- Review advertising materials
- Develop new postings and email campaigns
- Drive traffic to position
- Focus on active job seekers

### How It Works

1. Provide position specifications
2. Recruitment consultant develops posting and email
3. Approve campaign content
4. Posting and campaign go live
5. Start receiving applications

### Why We Deliver

- 15 years' expertise in recruitment advertising
- National advertising reach
- Immediate access to active candidate pools
- Personalized advertising strategies
- Emphasis on customer care

# Recruitment Process Outsourcing Recruitment Events

## Ramp Up Recruiting to Fill Your Open Positions Faster

ACA Talent Recruitment Events empower companies to meet their high volume hiring objectives quickly and cost effectively.

This solution brings you qualified candidates in a structured one to two-day hiring event. Simply interview the candidates we've presented and hire the best ones. You pay one flat fee, regardless of how many candidates you hire, and reduce costly cycle times that leave positions open for too long.

### How Does This Work?

Our Recruitment Events program offers targeted campaigns that reach qualified candidates. We source, pre-screen, interview, and coordinate all hiring manager interviews, so you can focus on your core business objectives.

To ensure quality, we vet each candidate based on your recruitment specifications. Only the candidates that meet these qualifications reach the hiring manager round of interviews. Because of the strong candidate quality presented at a high volume pace, clients typically see a higher interview-to-offer ratio.

And, because interviews take place in a matter of days, instead of over several weeks, you experience lower talent acquisition costs, while filling positions faster.

To meet client cost objectives, we guarantee a minimum number of interviews per event, allowing you to extend as many offers as you like, while controlling hiring expenses.

You are then free to make job offers to as many candidates as you like, while paying a single price for the entire Recruitment Event.

**Isn't it time you started filling your open positions with better hires?** Call ACA Talent at **888.750.5627** today to learn about our event packages and start hiring now.

### Program Overview

- Events take place over 1-2 days
- 15-30 interviews guaranteed
- Pay one flat fee
- Extend as many offers as you like
- Rapid recruiting response
- At least 3 open positions
- Non-industry-specific requirements

### How It Works

1. We execute a localized campaign
2. We conduct in-depth interviews
3. We schedule all interviews
4. You interview job seekers
5. Hire the best candidates

### Why We Deliver

- Expertise that zeroes in on the best
- Thoroughly-vetted candidates
- National sourcing reach
- Extensive internal databases
- Optimized recruitment methodology

## Transformational Talent Acquisition Services Designed For You

We specialize in a diverse range of recruitment solutions, from high volume Recruitment Process Outsourcing, Sales Recruitment Optimization, and Executive Search solutions. For companies with short-term hiring objectives, we also offer project-based recruitment models. Whether a client seeks one hire or hundreds, our proven recruitment processes and expertise helps hire great talent every time. By continuously searching for process efficiencies, we're able to find better candidates faster, so clients can be more productive, increase their revenues, and capture market share.

Our driving vision is humanization: we strive to infuse the human factor into every aspect of recruitment, resulting in a transformational client and candidate experience.

### Ready to Hire?

Call us today to start making quality hires and fill your open positions sooner.

**888.750.5627**

### *from clients*

In the past, recruiting all fell on the sales manager's shoulders. It used up so much of our time at the expense of running our business. ACA Talent has made it possible for me to focus on my job with little concern over manpower. It's like pushing the "easy" button with them.

– Regional Sales Manager, Security Firm

My recruiter at ACA Talent intuitively knows what kinds of candidates I want to see, so I don't have to see four candidates to get to the one that I want.

– Field Sales Manager, Security Firm

In the past, recruiting was very time-consuming. I spend zero time recruiting now that we're working with ACA Talent. I don't have to pound the pavement to find people.

– Route Sales Manager, Snack Food Brand