

Case Study

Expanding Energy Sales Teams



ADVANCE
CAREERS

ENERGY & SUSTAINABILITY RECRUITMENT SPECIALISTS

Demand for Sales People

Energy Action help businesses save money on energy bills, reduce emissions, and increase the value of assets. They were looking for Senior Business Development Managers (BDM's). High calibre, experienced BDM's with the ability to engage with C-suite clients, and manage large accounts.

People who could hit the ground running, open doors and manage key accounts. Energy Action were on a roll of revenue growth and needed sales people in Melbourne fast, to keep up with the high demand. They had hired BDM's in the past who didn't hit the mark, so they engaged Advance Careers to source sales candidates.



Our Solution

Advance Careers conducted a search on LinkedIn nationwide, approached people in our networks, and advertised the job right across Australia. Candidates were filtered on their ability to deliver on key objectives of the job, including their track record in achieving a significant revenue target. After assessing candidates on targeted requirements, a shortlist of three candidates was delivered to Energy Action.

Advance Careers attended the first round of interviews with Energy Action which included a problem solving assessment for each candidate to assess their critical thinking ability. Two more rounds of interviews were conducted with different business leaders. Advance Careers provided support to the hiring managers on a daily basis throughout the process.

Successful Results

Three strong sales candidates were interviewed, and Advance Careers persuaded the preferred candidate to make a move from Perth to Melbourne to take the job.

The successful candidate had a large network of key decision makers in both new prospects and previous accounts. Advance Careers provided the candidate with regular calls once a month to support a smooth transition into a new role and new state.



"A true and thorough professional. This is the phrase that springs to mind when I think about Thomas, at Advance Careers...His thoroughness and attention to client-centric detail helped me achieve my goal....He asked the right questions and used it to develop a customised solution to meet our needs. He was not pushing candidates for the sake of closing a deal quickly, but was sincerely getting us the right candidate. For those who want something new in recruitment, I recommend Advance Careers"

Edwin Rogers, Corporate Sales Manager

Advance Careers

Advance Careers recruits talent across Australia, New Zealand and throughout Asia. Specialising in Energy and Complex Search, we seek out emerging markets and build networks with the best people – often in uncommon roles that are the hardest to define.

Our experience in energy, renewables, and cutting-edge technologies allows us to target a unique range of professionals with the right skills for the role.

With experience and insight, we listen closely to understand your needs, and map the market to find remarkable talent. Our shortlists are often highly specialised, and require extensive search, networking and screening before interview.

Our proven history gives hiring managers the confidence that once we begin a search, we complete it with exceptional results.



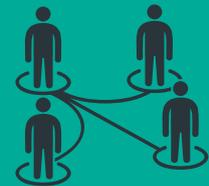
Customised

We can help you craft a solution that works for the changing growth needs of your business.



Cost Effective

With a variety of recruitment solutions, we can support you with a cost-effective model that will suit your business needs.



Long-term

80% of our customers come back to us time and time again to source unique talent.

Are you looking for a Recruitment Partner who understands the Energy and Sustainability sector?

Advance Careers has built relationships over many years in energy from large projects to environmental advisory and consulting companies.

We work with hiring managers seeking international representation and excellent contacts in APAC to fill senior managerial, C-Suite and technical roles.



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