



Selecting Winners: Fairsail Recruit

Sales and customer service team managers are finding it increasingly hard to attract talented people to maintain and grow their businesses, as demographics change and competition for good people increases. High quality applicants look for companies where they will be treated well, stretched and appreciated: a successful company that pays well isn't enough. And companies can no longer rely on a manager's favourite "killer question" to select winners: recruitment has to be professional and rapid to catch the best people before they get away.

Fairsail Recruit integrates and audits the whole process of recruitment - from specifying job requirements to making an offer - and contains pre-built expertise to make hiring straightforward for sales and customer support managers. Competencies, skills etc for other roles can easily be added to recruit any role.

Fairsail Recruit brings professional recruitment in house. Make decisions that are quicker, more evidence based, and more consistent to hire people who really match company needs. Show them you mean business and that yours is the business they want to be in.

Fairsail Recruit benefits:

- Provide an off-the-shelf robust recruitment process for companies
- Improve the quality of people joining the team through more consistent and focused interviewing and selection
- Attract better people by being highly professional to applicants and cutting decision times
- Save money on advertising, use of agencies and time taken by managers and administrators (not to mention the recovery costs of bad hiring decisions)
- Make high quality, accurate decisions through competency based interviewing
- Protect your company by building a secure, detailed and auditable record of who is hired and who isn't, and why
- Keep all documentation together
- Ensure compliance with employment law

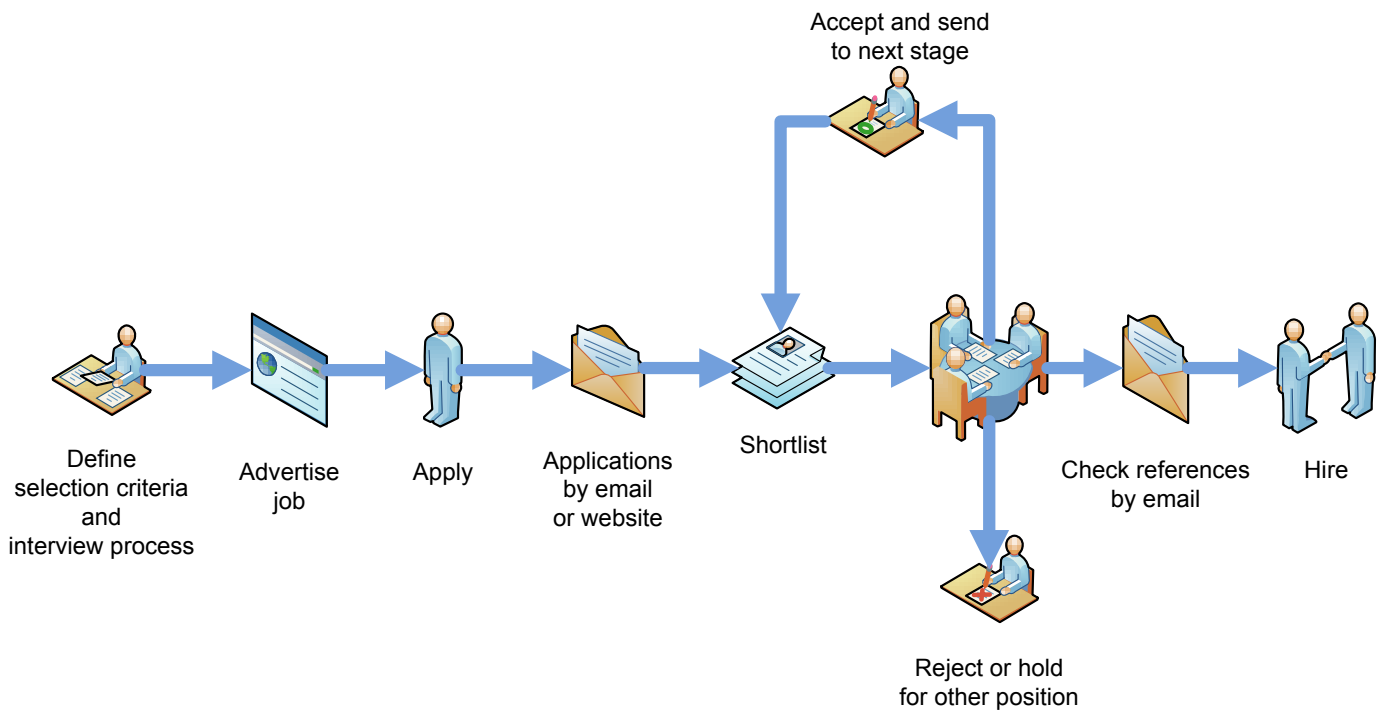
Application	Candidate	Check CV	First Interview	Line Manager Interview	HR Interview	Make Offer	Average	Total	# Below Required Needs	Status
2008.05.#16	Eric Jones	●	●	●	●	●	2.8	66	2	Ongoing
2008.05.#20	George Brand	●	●	●	●	●	2.8	28	1	Ongoing
2008.05.#18	Fred Green	●	●	●	●	●	2.7	27	1	Ongoing
2008.05.#26	David Miles	●	●	●	●	●	2.8	28	1	Ongoing



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Demonstration
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Fairsail Recruit supports the complete vacancy-to-hire process

Expertise built into Fairsail Recruit

Recruitment for sales and customer service teams can be really tough, with hot competition for the best people and rapid turnover of staff. Fairsail Recruit provides an off-the-shelf process with built in job requirement profiles for salespeople, sales managers, account managers and pre-sales roles. It also provides the ability and flexibility to tune or replace profiles for more specialist and other roles.

Fairsail Recruit includes expert interview tips and advice, plus a wide range of interview questions to test applicants' competencies. This allows close matching of people with company needs, makes selection criteria fair and accurate, and reduces the need for prolonged recruitment training and preparation.

Fairsail Recruit provides expert interview materials. At a click of a mouse each interviewer can view or print a guide showing the right interview questions for that job and that stage of the recruitment process, and providing space to record the progress and outcome of the interview.

Line Manager Interview	
Interview details	
Candidate Name:	
Interviewer Name:	
Date:	
Vacancy information	
Vacancy	Sales Manager
Assessment Notes	Do not ask all questions on each item. Pick the questions that best fit the CV or interview so far. If in doubt about a criteria from the answers so far ask some additional questions until a clear picture emerges.
Assessment of selection criteria	
Competency: Communication	
Interview Questions	What is your preferred style of communication at work. How do you ensure your communication is effective? Give me an example, from your past work experiences, about a time when you became part of a project or team and you never knew what was happening. How did you handle this situation? Have you ever experienced a situation where information was unclear or misleading? How did you manage this? How would you handle a situation where a customer wanted a huge discount? When communicating with other people how do you establish your credibility? Can you give me an example? Have you ever experienced a difficult conversation? How did you handle this and what was the outcome? Have you ever had to explain something really difficult over the telephone? What was so difficult about it? How might you do it differently in future? How have you ensured, in the past, that important information you have received is communicated to your employees/peers/manager? Describe a talk or presentation you have given recently? How did you prepare? Who was in the audience? What was their reaction to your presentation?
Required	No
Does candidate meet requirement:	Exceeds / Fully Meets / Just Meets / Partly Meets / Not Met
Reason for decision / Evidence:	