



Enterprise Sales Personnel

Background

Northgate Information Solutions Limited is a market leader in providing specialist software, outsourcing and information technology (IT) services to the human resources, local government, education and public safety markets.

Following the recession and the planned cuts in the Public Sector the market that Northgate-IS are operating in is changing. The management team at Northgate-IS responded quickly to these changes by seeing an opportunity to grow Business Process Outsourcing to its Local Government customers. It was recognised that Northgate-IS needed to expand their team and had a requirement for a 'Big Ticket' Salesperson. They required a senior salesperson focussed on business outcomes, who would have the ability to manage complex proposals and procurement processes. It was important that the right person could manage competitive tender processes and dialogues too. In addition they had to be brilliant at pulling together & leading virtual teams and fostering great team spirit.

ESP were selected to provide the solution to this challenge because they had established great relationships with Northgate-IS and had demonstrated in the past they were effective in filling similar roles. Previously ESP had exceeded agreed service levels so it was logical that Northgate came to ESP with this task.

Solutions

Using in depth market knowledge, ESP sourced high calibre candidates leading major bids with Northgate's main competitors and managed the whole recruitment process effectively. This included providing information between start date & job offer that smoothed the process and helping to agree a sensible package for the successful applicant. In addition, ESP understood and managed candidate expectations when there were delays raising the paperwork

Results

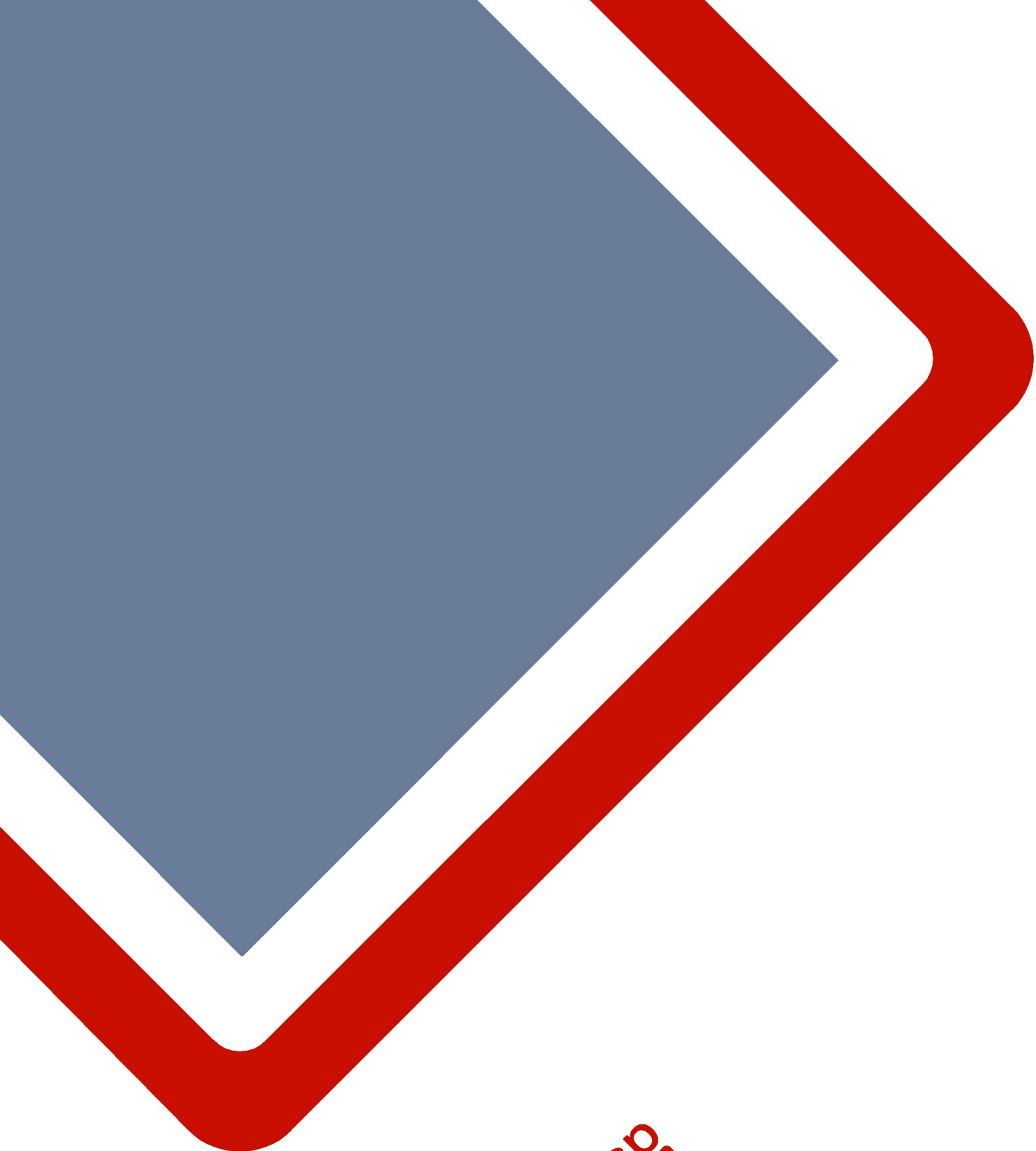
The result - ESP successfully placed a candidate who met the specific requirements of the job role. It was a brilliant fit for the culture of Northgate-IS and the new employee understood the complexity of proposal requirements where there is a broad number of stakeholders. Knowing who the main stakeholders to build relationships with in a complex public sector organisation is key to succeeding in this role and the successful candidate is making a huge impact in this area

The new employee also made a strong positive impact in the team and is leading them effectively towards achieving their goals.

||| ESP is the most professional recruitment company I use. They provide a balanced view of a candidate and are interested in developing a long term relationship with me and not solely focused on filling a role



Northgate-IS



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Telephone: 0161 446 4160
Email: info@enterprisesp.co.uk
Web: www.enterprisesp.co.uk