



Modern Hire



Expertly Identifying Best-Fit Talent:
Modern Hire Transforms Hiring for Sales Roles



Sales roles are always difficult to fill, not only because of the competition but also because identifying candidates who can be the face of your organization and successfully capture customers and market share isn't so straightforward.

Modern Hire transforms enterprise hiring for sales roles with trusted science and proven technology. With Modern Hire, you have evidence that your hiring decisions result in on-the-job success. Recruiters can identify fit and hire faster than ever for single sales positions and at scale. Our intelligent hiring platform can meet the needs of every step of your hiring process.



WHY SALES RECRUITERS PARTNER WITH MODERN HIRE

AUTOMATION

Modern Hire's automated workflows drive speed and efficiency without yielding on quality of hire or candidate experience. Recruiting teams that need to hire at scale can reach deeper into their talent pool to quickly engage hundreds of candidates with less effort and time.

CANDIDATE ENGAGEMENT

Sales recruiters will never give up on the personal touch in hiring. With Modern Hire, you create branded, personal hiring experiences for every candidate, every role, with every workflow. Use Modern Hire's advanced technology to handle the routine while you handle the relationships.

ADVANCED SELECTION SCIENCE

Modern Hire's science-based hiring platform offers the deepest and broadest talent intelligence available, developed for fair, ethical hiring. Our advanced hiring tools are the best in the business at predicting performance and job fit for external and internal candidates. Use Modern Hire to build your most diverse, engaged, and qualified workforce.

ALL-IN-ONE HIRING SOLUTION

Modern Hire's Hiring Blueprints is your starting point for frictionless hiring. Our platform is made for configurable, seamless, end-to-end workflows across all positions in all industries. Hiring Blueprints are recommended, ready-to-go hiring templates built around scientifically validated, job-specific assessment and interview content to engage and screen, assess and interview, and evaluate and hire your top talent faster.

Sales Hiring Blueprints offer a combined assessment and interview experience that measures the competencies we have identified as predictive of success in the following sales roles:

- Business to Business
- Business to Consumer
- Manager
- Call Center Sales
- Platform Sales

SEE WHAT SALES RECRUITING LEADERS SAY ABOUT MODERN HIRE

Recruiting teams nationwide have partnered with Modern Hire to transform hiring for enterprise B2B and B2C sales roles. Hear from practitioners like you - the challenges they face and the innovative solutions they've found, in these client stories.

SALES PERFORMANCE STARTS WITH SERIOUSLY BETTER HIRING

COMCAST

Top scorers on Modern Hire assessments sold

10%

more in their first year than those in the bottom

40%

AMERICAN MULTINATIONAL TIRE MANUFACTURER

Top scoring retail store manager candidates averaged

\$89k

in additional sales annually

FERGUSON

Campus recruiting team handled

3x

entry-level candidate volume and

2x

phone interviews with qualified candidates for wholesaler locations

COMCAST CABLE AND MODERN HIRE

2021 HRM IMPACT AWARD WINNER, FUTURE OF WORK INITIATIVE

Comcast's Future of Work initiative looked positively prescient when the 2020 pandemic arrived. This hiring overhaul aimed to connect Comcast with its candidates in new ways, blending digital ease and human interaction for superior hiring experiences. There were other requirements, too: Unite diverse hiring across four autonomous divisions in a single solution, and treat all of Comcast customer-candidates fairly and with respect.

Modern Hire's intelligent hiring platform modernized workflows and enhanced hiring experiences, enabling Comcast to:

- Identify and hire the best candidates. Top scorers on Modern Hire assessments sold 10% more in their first year than those scoring in the bottom 40%.
- Screen more efficiently with on-demand interviews, saving 22,000 hours of recruiter time per year.
- Reduce recruiter time spent scheduling interviews by 70%.

Modern Hire also enhanced Comcast's live video interviewing just in time for the company to engage candidates with live video interviews in Q2 2020. Now, 98% of candidates say they are better equipped to determine if the Comcast role is right for them, and 99% would refer others for Comcast's open positions.

Recruiters saved

22k

hours in candidate review time

Reduced recruiters' time spent scheduling by

70%

Saved

\$500,000

in recruiting costs

98%

of candidates said they could better determine if the role is right for them

Top scorers on Modern Hire assessments sold 10% more in their first year than those scoring in the bottom 40%.

AMERICAN MULTINATIONAL TIRE MANUFACTURER

PREDICTING RETAIL STORE MANAGER FIT

For America's largest tire manufacturer, its 1,000 retail stores are its pipeline to consumers. The manufacturer need to hire store managers who could productively lead teams of associates, exceed targeted sales goals, and handle day-to-day operations efficiently.

Modern Hire built a Virtual Job Tryout® that assessed core competencies predictive of future retail store manager performance, such as leading others, providing exceptional service, solving problems, and managing priorities. Job simulations in the Tryout allowed candidates to navigate sample financials and complete tasks required on the job. The realistic job preview featured company messaging and a video from the company's CEO.

THE MANUFACTURER SERIOUSLY IMPROVED ITS HIRING WITH MODERN HIRE. CANDIDATES WHO SCORED HIGHEST ON THE VIRTUAL JOB TRYOUT:

- had higher yearly store revenue, averaging \$89K in additional sales
- sold an average of 15% more in key services
- sold 15% more in preventative maintenance



Top scorers on the retail store manager assessment averaged \$89K higher in yearly store revenue.

FERGUSON

SPENDING MORE TIME WITH BEST-FIT ENTRY-LEVEL CANDIDATES

Ferguson's annual spring and fall campus recruiting enables the plumbing and construction supplies distributor to hire entry-level employees for 1,400 U.S. locations. With three times the applicants needed, the recruiting team wanted to identify best-fit candidates sooner while still providing a great hiring experience for students.

Modern Hire helped Ferguson transform its process by replacing in-person, on-campus interviewing with on-demand text and video interviews and automated scheduling. With the more efficient workflow, Ferguson's recruiters now:

- handle 3X candidate volume
- do 2X number of phone interviews with qualified candidates
- spend time more strategically on-campus

3x

candidate volume with same recruiting team

2x

number of phone interviews with qualified candidates



“Modernizing our process was about efficiency and what recruiters can do best with the time they have. Modern Hire allows us to spend more time on each campus promoting our brand and focusing on great candidates. Not all candidates, the great ones. Our goal is to continue to reduce the number of candidates in each stage of the funnel, so we’re only moving the right, qualified candidates forward.”

Jamie Forte, College Recruiting Team Lead, Ferguson

SERIOUSLY BETTER HIRING

In hiring for sales roles, continuous improvement in candidate engagement, speed, and quality of hire is essential for responding to whatever the 'next normal' brings. An intelligent platform like Modern Hire, backed by deep investment in the science of human performance in the workplace, enables that continuous hiring transformation. **Seriously better hiring starts with Modern Hire.**





Modern Hire

Seriously better hiring through better prediction of job performance and fit.

Modern Hire's intelligent hiring platform transforms each step of the process with screening, assessment, interview, and workflow automation tools that make hiring more effective, efficient, ethical, and engaging. Modern Hire is differentiated by its advanced selection science and is trusted by more than 700 leading global enterprises and nearly half the Fortune 100.

Find out more about Modern Hire's commitment to seriously better hiring.

modernhire.com