



Sales & Business Development Recruitment Guide

Accelerate your hiring process and secure the sales and business development leaders who drive results.

Our Clients

SAMSUNG



DISCOVER

Honeywell

AMERICAN
EXPRESS

octapharma

ThermoFisher
SCIENTIFIC

NORTHROP
GRUMMAN

Coca-Cola

EQUIFAX

scJohnson
A family company
at work for a better world

KraftHeinz

IMAX
THEATRE



DICK'S
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MANN+
HUMMEL

Bojangles

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GRAND VACATIONS

nokian
TYRES

INSPIRE
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SHAKE
SHACK



LI-COR

chewy

Pilot FLYING



Michaels

SEJ SPORTS
BUSINESS
JOURNAL

Röchling

TOSHIBA



Avante Health
Solutions

HERSHEY
ENTERTAINMENT

Click here to view a comprehensive list of
our clients

About Our Sales Division



Overview

Search Solution Group is a full-service recruiting, staffing, and executive search firm with over 20 years of experience connecting organizations with top-tier sales and business development talent. With expertise across various industries, our firm has the knowledge and resources to solve any sales hiring challenges. Our award-winning process, professional headhunting team, and dedication to delivering exceptional results set us apart as one of the nation's leading recruitment firms for sales and business development roles.

Our Mission

We are committed to assisting our clients in building world-class organizations by providing top talent, continual support, consultation, and innovation.

Click the icon to
schedule a meeting



Sales Areas of Expertise

Our expertise spans all sales functions, ensuring we can address every hiring need within the department.



Sales
Executives



Sales
Management



Business
Development



Sales
Enablement



Sales Staffing



Technical Sales



Outside Sales



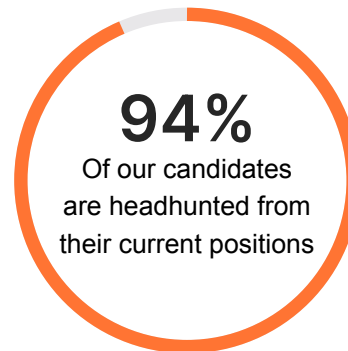
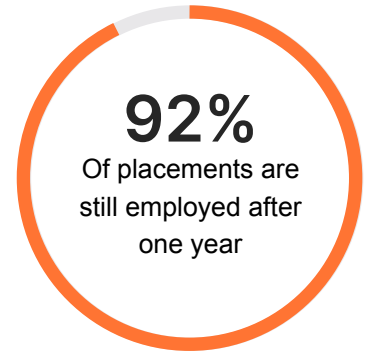
Inside Sales



Lead
Generation

Click here to view all of our **areas of expertise**

Client Success is our #1 Priority



Awards and Recognitions



Charlotte Business Journal's
#1 Executive Search Firm
2023, 2024



Forbes List of America's Best
Professional Recruiting Firms
2022, 2023



Charlotte Business Journal's Largest
Temporary Staffing Companies
2020, 2021, 2022, 2023, 2024



Charlotte's
Best & Brightest Award
2019, 2021, 2022, 2023, 2024



Inc. 5000 List of Fastest Growing
Private Companies
5 Consecutive Years



The Charlotte Observer's Best
Staffing Agency
2024

Sales Recruitment Services

Executive Search

Finding exceptional sales leadership is critical to driving revenue and achieving growth, but identifying the right person for the job can be time-consuming and challenging. That's where we come in. Our Executive Search division specializes in connecting businesses with top-performing C-suite and VP-level sales professionals. With over 20 years of experience and a proven track record partnering with some of the nation's most successful organizations, we've become the trusted choice for transformative sales leadership.

Direct Hire

Every business needs skilled sales professionals who can execute strategies, grow pipelines, and consistently deliver results. Yet finding those candidates can be a time-intensive process. Our Direct Hire recruitment services simplify this challenge by connecting you with pre-qualified, high-performing sales talent. Leveraging an extensive network of both active and passive candidates, we deliver the right fit for your unique needs quickly and efficiently.

Staffing

Scaling your sales team to meet business demands shouldn't hold you back. Our Staffing division offers flexible hiring solutions tailored to your needs—whether for project-based initiatives, temporary roles, or contract-to-hire opportunities. We understand that timing is everything in sales, so we act fast to deliver rigorously vetted candidates ready to make an impact. With a streamlined process and access to top sales talent, we help you stay competitive while maintaining the quality your business depends on.

| | Executive Search | Direct Hire | Staffing |
|---------------------|-----------------------|--|---|
| Employment Duration | Full-Time | Full-Time | Temporary/Project-Based |
| Seniority Level | VP, SVP, EVP, C-Suite | Entry-Level, Middle Management, Director | Entry-Level, Intermediate, Mid-Level, Fractional Leadership |

Our Search Plans



Retained Search

Our retained search service is designed for organizations seeking top-tier sales leaders, including Chief Sales Officers, VPs of Sales, and other strategic roles. Payment is split into three stages: an initial deposit upon signing, a second installment after 30 days, and the final payment upon successful placement.

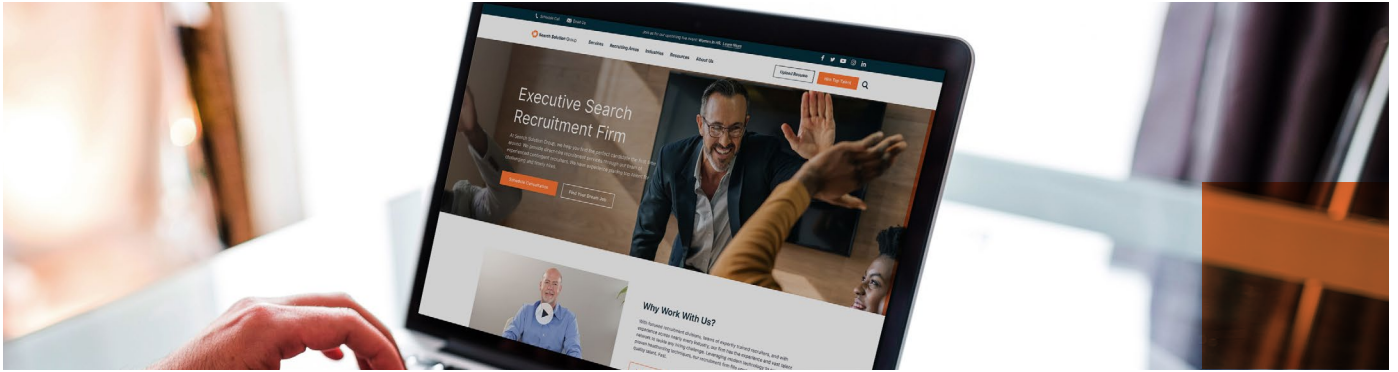
Priority Search

Exclusive to Search Solution Group, our priority search combines the benefits of contingent and retained searches. Ideal for key sales roles like Sales Directors and Regional Sales Managers, this service includes a small upfront fee, with the balance due upon a successful hire.

Contingent Search

Our contingent search is a cost-effective solution for hiring entry-level sales professionals, from account executives to specialists. With no upfront costs, payment is only required upon a successful hire, making it a streamlined option for growing your sales team.

| | Retained | Priority | Contingent |
|-----------------------|----------------|----------------|---------------|
| Search Difficulty | High | High/Medium | Medium |
| Recruitment Team | Large | Large/Medium | Medium |
| Payment Structure | 3 Installments | 2 Installments | 1 Installment |
| Upfront Fee | ✓ | ✓ | ✗ |
| Replacement Guarantee | ✓ | ✓ | ✓ |



Our Search Methodology

Over the years, Search Solution Group has created a four-step search methodology to ensure that all of our client's needs are delivered in a timely fashion and that their expectations are met.

01

Source

We begin each search with a tailored sourcing strategy. Our recruiters employ a blend of traditional recruitment methods, targeted **headhunting**, and the use of our extensive talent network of 1.6 million professionals to find top candidates nationwide.

02

Screen

We thoroughly evaluate candidates through pre-screening, interviews, and assessments. After careful review and team interviews, only the top 7% are presented to our clients.

03

Evaluate

We collaborate with your team to review and discuss detailed profiles of our selected candidates. These profiles can include assessments of the candidate's skills, background, behavior, and compatibility with your team and company.

04

Deliver

Once a candidate is selected, we arrange all closing details, such as the start date, onboarding, and the facilitation of any last-minute questions or concerns.

Recruiter On-Demand

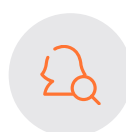
Only Pay For What You Need

Recruiter On-Demand offers a diverse range of hourly recruitment services that are adaptable to your changing needs. Gain the freedom of no long-term commitments and receive support for your recruitment needs anytime, anywhere.



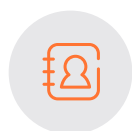
Job Description Writing

Acquire professional job descriptions designed to attract top talent for your open positions.



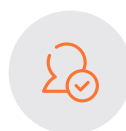
Application Review

Streamline your hiring process by having our team evaluate job applicants on your behalf.



Application Sourcing

We post your job across industry-leading job boards and promptly deliver submitted resumes for your review.



Background Checks

Seamlessly request background checks on your current or prospective employees.



Behavioral Assessments

Utilize top pre-employment tests used by our recruiters to gain insight into candidates' behavior, characteristics, and professional conduct.



High-Volume Applicant Review

When faced with an overwhelming number of resumes, let us handle the review process for you.

Hourly rates are available upon request. Rates vary based on needs.

Fractional Leadership Services

Leadership That Adapts to Your Business

Hiring fractional sales leaders gives businesses access to strategic, high-level expertise on a part-time, interim, or project basis—at a fraction of the cost of a full-time executive. This flexible solution is ideal for organizations looking to boost sales performance, lead teams, or execute growth strategies without the long-term commitment.

Benefits of Hiring Fractional Leadership:

- **Flexibility:** Customizable services based on business needs.
- **Immediate Impact:** Leaders quickly adapt and produce results.
- **Scalable Support:** Adjust services as business needs change.
- **Fresh Perspective:** Outsider insights bring new ideas and improvements.
- **Reduced Risk:** Benefit from expertise without long-term commitments.

What are Fractional Sales Leaders Used for?

- Providing interim leadership during transitions
- Developing and implementing short-term sales strategies
- Launching new products or entering new markets
- Optimizing sales processes and implementing quick improvements
- Leading business development initiatives for targeted growth
- Offering strategic guidance on pipeline management and forecasting
- Managing key accounts during times of change
- Guiding sales teams through restructuring
- Addressing immediate challenges, such as declining revenue or missed targets
- Supporting leadership during mergers, acquisitions, or expansions



Leadership Without Limits

At Search Solution Group, we connect businesses with experienced fractional executives who provide strategic leadership on a flexible schedule. Whether you need expertise to navigate growth, tackle challenges, or drive specific initiatives, our fractional leaders deliver impactful results without the commitment of a full-time hire.

The SSG Advantage

Better Talent

Access an exclusive network of top-tier passive and active candidates carefully selected to meet your specific requirements. Our expert headhunting techniques and a dynamic talent pipeline ensure you find the ideal match for urgent and specialized positions.

- 92% of our placements are still employed after one year

Superior Vetting

Experience the advantage of our rigorous pre-screening by expert recruiters. We guarantee you engage only with candidates who align with the role's demands, enhancing your time management and focusing on the most suitable candidates.

- Review only the top 7% of all candidates

Faster Hiring

Streamline your hiring with our refined recruitment process, allowing your internal team to concentrate on core business objectives. This method expedites the placement of candidates in urgent, niche, and senior-level roles, optimizing both time and resources.

- Cut down your time-to-hire to an average of 36 days

Trained Experts

Capitalize on our 22+ years of recruitment expertise, gaining access to critical market insights, competitive salary guidelines, and skill trends. Our recruitment services are designed to effectively cater to the varied needs of our clients in multiple sectors.

- Our average recruiter tenure is over 5 years



Hear From Our Clients



“Working with the team at Search Solution Group was better than I could have ever hoped for. The team is responsive, accommodating, and highly efficient. Every candidate presented to us was of high quality, and we were able to quickly find the best fit for our needs. The candidates we selected are doing awesome, and I will always reach out if we need anything.”

- Sr. Director of HR, Training & Development 



“The team at Search Solution Group understood our needs and worked diligently to deliver candidates that fit our criteria. They were extremely collaborative, excellent listeners, and really thought outside the box. For us, what set the Search Solution team apart from other search agencies was the level of dedication and responsiveness we experienced. They were able to find the needle in the haystack with the speed that we needed. I recommend them highly and will absolutely work with them in the future.”

- Chief People Officer 



“Over the last year I have partnered with SSG to fill several critical leadership talent gaps within the Memorial Health HR division. My partnership with the SSG team has been incredible, as their recruiters work extensively to truly understand my organization’s needs along with the attributes, experiences and capabilities a candidate needs to lead to future success. I have been impressed with all the candidates SSG has sourced and screened, who have been of utmost quality and have a clear understanding of the role and organization. It is without hesitation that I would suggest SSG as a valued partner to any organization – the entire team will work tirelessly to ensure the needs of their clients are met.”

- SVP & Chief Human Resources Officer 



“I’ve worked in HR for over a decade, and Search Solution Group is hands down the best firm I have ever worked with. The candidates were of excellent quality, and the communication and responsiveness of the team enabled us to fill the positions quickly. They continued to reach out to us to offer assistance with other roles and have truly made our lives easier.”

- Sr. Manager of Talent and Operations 

A Superior Hiring Experience

Achieve seamless recruitment from strategy to placement with Search Solution Group.

1

Schedule Meeting

Set up a time to speak with our team and take the first step toward finding the right talent for your organization.

2

Personalize Your Hiring Plan

Meet your recruitment team for an in-depth consultation to outline goals, define expectations, and answer any questions you may have.

3

Receive Pre-Vetted Resumes

Our team takes it from here, leveraging 20+ years of headhunting and recruiting experience to find the best talent for your business.




4

Hire With Confidence

Hire a qualified candidate that you can be completely confident in.



Click Here to Get Started

-  [Schedule Meeting](#)
-  info@ssgresume.com
-  searchsolutiongroup.com



Learn More About Search Solution Group



Email: info@ssgresume.com
Web: searchsolutiongroup.com



Phone: 704.332.8702



Address:
501 Minuet Ln.
Charlotte, NC 28217