



CASE STUDY

Divisional Vice President of Sales Global IT Solutions Company

One of the largest publically traded global IT solutions company turns to Deare Search Partners to land a Central U.S. based Divisional Vice President of Sales

Company Profile

A U.S. based global IT solutions firm with a broad service offering including:

- On-site or outsourced custom software application development
- Full, large scale SOW-based solutions capability with SME, service engagement, project management, service delivery and client experience support
- Scalable, right-sized project capability including business analysis, IT assessment, technology selection, solutions architecture, project planning, resource allocation strategy, program management, etc.

Key Selection Criteria

- 7+ years of highly successful IT solutions sales management experience in a leading firm
- 15+ years combined technology relevant direct software or IT services sales and management experience
- Collaborative, results driven team builder capable of handling a geographically dispersed senior sales team
- Highly refined executive skills in planning, execution, communications, et al
- 4 year accredited college degree
- MBA strongly preferred

Challenge

The core challenge involved identifying and compelling the right "Midwest" based executive with a track record of success building a central U.S. sales team for an industry relevant company. For the client, the successful execution of their national growth initiative depended on this hire. This individual would be entirely responsible for building, expanding and managing a team throughout the central U.S. Metros targeted for growth included Minneapolis/St. Paul, Denver, Dallas, Houston, Kansas City, Milwaukee, Chicago, Indianapolis and more.

Solution

The COO of the IT solutions company contacted Deare and requested an executive conference to discuss the specific requirements for the strategic hire. The company opted to retain Deare. The search was launched immediately. Two executive search consultants were assigned. The search strategy involved targeted, one-to-one personal contact with relevant executives in the Twin Cities, Dallas and Chicago.

In the 11 business days that followed, 4 prospective executive candidates were identified with conferences in progress. Over the span of 19 total business days, 7 qualified prospective candidates were in discussions. The prospective candidate pool involved:

- 7 total prospective candidates
- 2 very strong, highly desired qualified candidates
- 1 clear "favorite"

Result

Although currently employed and highly successful, the "favorite" candidate was compelled by the caliber of company leadership, the investment/support of the national growth campaign and the scope of the opportunity. Offer made. Accepted. Hired.