

JANE.



Sales and Service

Success: Reduced cost per hire by \$7,500

“Jane took the time to understand our business, recommending tools that supported our mission. We were particularly impressed with their proactive approach to solving problems.”

**- Tom Becker, Executive Vice President,
Toshiba Business Solutions**

JANE RESULTS

Total candidates:	3698
Total hires:	21
Time savings:	861 hours
Recruiter cost:	\$9,000/hire*
Jane cost per hire:	\$2,579/hire

ROI/Savings: \$6,421/hire

**Average recruiter fee is 18% of new hires' first year salary.*

The Client.

Toshiba Business Solutions (TBS), a subsidiary of Toshiba, has sales offices throughout the US that provide print and document management solutions. The sales offices maintained a high-level of autonomy, especially when it came to recruitment. The sales offices were struggling to attract the sales and service talent that they needed, and they were receiving extremely limited support from a small-centralized HR team.



The Solution.

First Jane worked with Toshiba Business Solutions to define the ideal candidate profiles for each type of position, and then customized the selection and assessment process around these profiles. Jane also trained Toshiba Business Solutions hiring managers on how to objectively interview candidates on the key behaviors and attitudes that are required for them to be successful on the job.

After the process was set up, each Toshiba Business Solutions office was paired with one of Jane's personal hiring specialists. Our Jane personal hiring specialist developed the job ads, recruitment plan, screening process, and set up the following process in their intuitive software:

- Job ads marketed under Toshiba's brand
 - Candidates apply online and resumes organized by job
 - Resumes reviewed and qualified candidates advanced to pre-screening by Jane hiring specialist
 - Phone screens conducted and assessment sent by Jane hiring specialist
 - In-person interviews scheduled by Jane hiring specialist
 - Hiring managers equipped with interview questions and scorecards
 - Candidate correspondence and follow up managed by Jane hiring specialist
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The Outcome.

Over a dozen Toshiba Business Solutions offices transitioned their hiring activities over to Jane's system. The open positions that Toshiba has hired for through Jane include positions from Sales Account Executives to Admins to Field Service Technicians. Out of a total candidate pool of more than 3,500 applicants, Toshiba has hired 21 employees through Jane.



Jane makes your hiring so easy.

Let's make your hiring better & less costly, while saving you valuable time.

Call **Ev Reiss** at **267-564-1557** or email **ev@jane.hr**