

# JANE.



## Bucking the Turnover Trend in a High-Commission Sales Organization.

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

*“Jane has given us the insight and direction we needed to attract and interview candidates in such a way that we really got to know who they are and what they’re about.”*

*- David Speers, Director of Sales, Houwzer*

### JANE RESULTS

Total candidates:	989
Total hires:	20
Time savings:	820 hours
Recruiter cost:	\$10,800/hire*
Jane cost per hire:	\$1,500/hire

**ROI/Savings: \$9,300/hire**

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

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## The Client.



Houwzer is a startup residential real estate brokerage with an innovative pricing model, built on social currency, and technology enabled. The company is rebuilding real estate brokerage from the ground up to create a more competitive marketplace while building consumer trust. Houwzer is on a mission to democratize real estate by helping consumers Find a Better Way Home.

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## The Challenge.

In Q1 2016, the firm engaged Jane to streamline the recruitment process, and optimize their selection practices around the types of professionals - who often lacked real estate experience – they needed to hire.

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## The Solution.

Houwzer was paired with one of Jane's personal hiring specialists. After defining the profiles of the types of candidates Houwzer was trying to attract, Jane's 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 Houwzer'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
- Design and administration of work sample task to qualified candidates
- 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.

In January 2016, Houwzer transitioned all their hiring activities over to Jane's system. The open positions that Houwzer has hired for through Jane have ranged from real estate agents to lead managers to admins. In their first year, Houwzer hired 20 employees through Jane. Only two have left: one for maternity leave; and the second after working at Houwzer for 1.25 years was recruited by another real estate firm for a senior-level management position.

Houwzer has rated the quality of their hires through Jane as a 4.17 out of 5 based on job performance, culture fit, technical skills, work ethic, ramp-up time, and professionalism.

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**Jane makes your hiring so easy.**

Let's make your hiring better & less costly, while saving you valuable time.  
Call **Everett Reiss** at **(267) 564-1557** or email **ev@jane.hr**