

# JANE.



## Cost-Effective Recruiting for a Startup's Top Sales Position

**Success: Reduced cost per hire by \$5,020**

*"Love the full-service approach! We used to use recruiters for that but they were always finding the most expensive employees rather than the best ones. Jane actually finds us the best people because their incentives are aligned with ours (unlike recruiters). Hiring the right people is one of the most important things a startup needs to figure out. With Jane, it's a lot of stress off my shoulders."*

- **Gabe Priyev, CEO, IncentFit**

### JANE RESULTS

Total candidates:	126
Total hires:	1
Time savings:	43 hours
Recruiter cost:	\$7,920/hire*
Jane cost per hire:	\$2,900/hire
<b>ROI/Savings:</b>	<b>\$5,020/hire</b>

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

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## The Client.

IncentFit is an automated gym reimbursement system for employers. IncentFit's mission is to develop a happier and healthier workforce by engaging employees in exercise.



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## The Challenge.

In 2017, the start-up engaged Jane to streamline the recruitment process, and optimize their selection practices around the types of professionals they needed to hire. Specifically, they needed to fill a role for an Inside Sales Representative that would have a start-up mentality and work closely with the CEO and founding team.

## The Solution.

IncentFit was paired with a Jane hiring specialist. After defining the profiles of the types of candidates IncentFit was trying to attract, our Jane personal hiring specialist developed the job ads, recruitment plan, screening process, and set up the following process in our intuitive software:

- Job ads marketed under IncentFit'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.

Starting in June 2017, IncentFit has transitioned all their hiring activities over to Jane's system.

IncentFit wanted to fill the inside sales representative position with an enterprising and hard-working candidate who would be a good fit for their small team.

Out of a total candidate pool of more than 100 applicants, IncentFit has hired their first full time sales professional through Jane. Within his first two weeks on the job, their new hire is well ahead of schedule and has already closed new business.

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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](mailto:ev@jane.hr)**