

# JANE.



## A Scalable Sales Hiring Solution

**Success: Reduced cost per hire by \$9,400+**

*“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:	\$20K/hire*
JANE cost per hire:	\$10,579/hire

**ROI/Savings: \$9,421/hire**

*\*Average recruiter fee is 20% of new hires' first year salary.*

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## 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.

**TOSHIBA**  
**BUSINESS SOLUTIONS**

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## The Solution.

First JANE worked with Toshiba Business Solutions to understand their culture and define the ideal candidate profiles for each type of position. The selection and assessment process was customized 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 talent consultants who further refined the job ads, recruitment plan, screening process, and set up the following process in their Applicant Tracking System (ATS):

- Passive candidate sourcing strategy and multi-channel job marketing plan implemented under Toshiba's brand
- Qualified candidates were quickly reviewed and shortlisted, and advanced in to screening process by JANE
- Phone screens conducted and assessments sent by JANE
- In-person interviews scheduled by JAN
- Hiring managers equipped with interview questions and scorecards
- Candidate correspondence and follow up managed by JANE to ensure positive candidate experience

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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**