Sales Channel Solutions

Recruitment | Consulting | Digital Marketing

CAPABILITY STATEMENT

Sales recruitment. Beyond the resume.

Specialist, Director-led sales recruitment that saves screening time and gives you clearer evidence for your hiring decision.

We explore experience, capability and practical role fit before recommending candidates, so your interviews can focus on the people and questions that matter.

Less screening time. Clearer hiring decisions.

01 A personal partnership

Your business, your role and one accountable point of contact.

02 A defined candidate profile

The standard for sourcing, interviewing and recommending.

03 Evidence before recommendation

Screening, assessment and a second interview to validate suitability.

04 Support through placement

Clear milestones, reference checks and continued contact.

About Sales Channel Solutions

Specialist sales recruitment informed by hands-on sales leadership, business management and direct industry experience.

YOUR RECRUITMENT PARTNER

Blake Shields

Director

20+ YEARS OF EXPERIENCE

Sales leadership, sales company management and general management.

Recruiting, developing and managing teams, with practical responsibility for sales performance and commercial growth.

Experience across small businesses and companies with more than 1,000 employees.

Practical sales leadership and business management experience informs how we define your role, explore capability and assess fit with your customers and commercial environment.

INDUSTRY, PRODUCT & CUSTOMER EXPERIENCE

Construction & materials
Construction materials, tiles, stone, porcelain, glass and metal mosaics.

Hardware, irrigation & outdoors
Hardware, irrigation, plumbing, civil supply, gardening, landscaping, garden lighting and agricultural tools.

Resources & industrial services
Mining, coal and mineral processing, power generation, oil & gas, marine, industrial services and asset protection.

Manufacturing, technical & vehicles
Manufacturing, technical and electrical products, industrial tools, automotive and low-speed electric vehicles.

Consumer goods & hospitality
FMCG, furniture, housewares, kitchenware, appliances, hospitality and professional kitchen equipment.

Vehicle customer sectors
Healthcare, education, defence, consumers, councils, sport, tourism and correctional services.

COMMERCIAL EXPERIENCE ACROSS MARKETS

Australia | Pacific Islands | China | Brazil | USA | New Zealand | Indonesia

REAL SALES & BUSINESS CONTEXT

Stronger role briefs. More relevant interviews. Clearer shortlist recommendations.

Feedback from clients and candidates

Feedback on communication, trust and the recruitment experience.

CLIENT FEEDBACK

★ ★ ★ ★ ★ 5 / 5

“Blake only passed on genuine leads. It also helped free up time for other important tasks.”

“The communication and trust. Blake always made us feel like we were his only customer and consistently kept us up to date.”

Mathew
Mitre 10

CANDIDATE FEEDBACK

★ ★ ★ ★ ★ 5 / 5

“The recruitment process was made easy and swift with the help of Blake and his strong communication skills made it an enjoyable experience.”

Anonymous candidate

GOOGLE REVIEW

★ ★ ★ ★ ★ 5 / 5

“I’ve had a great experience with Sales Channel Solutions. Blake is professional, responsive and genuinely focused on my needs. Communication throughout the process was exceptionally good.”

Candidate Google review

Recruitment built around sales

From customer-facing and technical sales roles through to sales management and leadership.

SALES LEADERSHIP

- Sales Director
- Head of Sales
- National Sales Manager
- State Sales Manager
- Regional Sales Manager
- Sales Manager
- Sales Team Leader

BUSINESS & ACCOUNTS

- Business Development Manager
- Key Account Manager
- National Account Manager
- Account Manager
- Territory Manager
- Channel Sales Manager
- Partnerships Manager

TECHNICAL & FIELD

- Sales Engineer
- Technical Sales Representative
- Technical Sales Consultant
- Technical Business Development
- Field Sales Representative
- Project Sales Consultant
- New Home Sales Consultant

ENGAGEMENT & SUPPORT

- Internal / Inside Sales
- Sales Coordinator
- Client Engagement Coordinator
- Appointment Setter
- Customer Service Representative
- Retail Sales Consultant
- Showroom Sales Consultant

REGIONAL FOCUS Sydney • Central Coast • Lake Macquarie • Newcastle • Hunter

BUILT AROUND YOUR BUSINESS From frontline sales to senior leadership, your role requirements guide the search and shortlist.

Our Talent Network

Broaden your search to experienced sales professionals and leaders who may not respond to job advertisements.

REACH BEYOND JOB ADVERTISEMENTS

Experienced talent. Open to the right role.

Our network across NSW connects your search with highly experienced sales professionals and leaders, including passive candidates considering their next career move.

We understand their career goals, commercial experience and practical requirements, then explore opportunities that fit the person and your role.

PERSONAL RELATIONSHIPS | RELEVANT OPPORTUNITIES

WHAT THIS BRINGS TO YOUR SEARCH

A wider view of suitable talent

Consider professionals who may not be actively applying, alongside candidates attracted through your recruitment campaign.

Informed career conversations

We explore motivation, career direction and practical fit before discussing whether an opportunity makes sense for both parties.

Transferable commercial experience

Commercial experience, customer knowledge and sales skills can help identify potential fits in related industries.

CONFIDENTIAL SUPPORT FOR PROFESSIONALS

We support career progression and industry moves for professionals who prefer their details not to circulate through general recruiter databases.

CONFIDENTIAL, BY AGREEMENT

Candidate permission before an introduction. Screening and assessment against the agreed role requirements.

BLAKE SHIELDS | DIRECTOR
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blake@saleschannelsolutions.com.au

A clear path from brief to placement

Your ICP guides every stage. Role-specific assessment is included with exclusive and passive engagements; other scope is agreed upfront.

1

Define & agree

ICP, shortlist requirements and service agreement.

2

Attract & engage

Advertising, databases, direct outreach and candidate pools.

3

Screen against the ICP

Experience, motivation, career history and practical fit.

4

Role assessment

Role-relevant scenarios and personally reviewed results.

5

Second interview

Examine performance, motivation and fit with your role.

6

Executive shortlist

Recommend the strongest candidates with context.

7

References & selection

Client interviews, feedback and agreed reference checks.

8

Placement & beyond

Offer, commencement and continued Director contact.

RECOMMENDED TIMELINE Six weeks to shortlist and reference findings; an accelerated four-week process is available by agreement.

Start with the Ideal Candidate Profile

We establish what suitable looks like before candidates are screened, assessed or recommended.

Role & outcomes

Responsibilities, KPIs and the results the position needs to deliver.

Daily working reality

Activity levels, customer mix, sales cycle and working environment.

Capability & experience

Relevant knowledge, sales approach and suitable transferable skills.



Attitude & motivation

Career goals, reasons for moving and what will sustain engagement.

Practical alignment

Salary, location, availability and other essential requirements.

Shortlist evidence

The information, examples and must-answer questions you want to review.

BEFORE COMMENCEMENT Agree the profile and shortlist requirements, then sign the service agreement to begin the work.

Reach suitable people across the market

We aim to attract as many suitable candidates as possible, including people who have not applied to an advertisement.



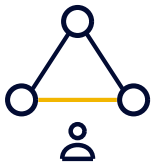
Advertising

Role promotion where agreed to attract active applicants.



SEEK & Indeed

Searchable candidate profiles matched to the agreed requirements.



LinkedIn outreach

Targeted approaches to professionals with relevant backgrounds.



Candidate pools

Active and passive relationships with people open to the right opportunity.

ONE POOL, SCREENED AGAINST YOUR ICP

Candidate relationships matter. We explore strengths, motivations and expectations so that the role makes sense for the candidate as well as the client.

YOU RECEIVE Visibility of sourcing activity, relevant market feedback and progress through the pipeline.

Establish alignment. Explore capability.

Screening establishes role fit. Where included, assessment adds scenario-based evidence for the second interview.

Initial screening call

- **Experience & activity**
  Role relevance, responsibilities, results and the candidate's day-to-day work.
- **Motivation & career history**
  Why they are moving, what they want next, tenure and reasons for career changes.
- **Practical suitability**
  Remuneration, availability, location and alignment with essential requirements.

Role-Specific Assessment

- **Role-relevant scenarios**
  Explore how the candidate approaches situations linked to responsibilities and KPIs.
- **Personal review of results**
  Look across higher- and lower-scoring areas for strengths, gaps and points to investigate.
- **A guide to deeper interviewing**
  Use the findings to plan follow-up questions; consider results alongside career and interview evidence.

Progression is based on the combined picture: experience, capability, attitude, motivation and alignment with the role.

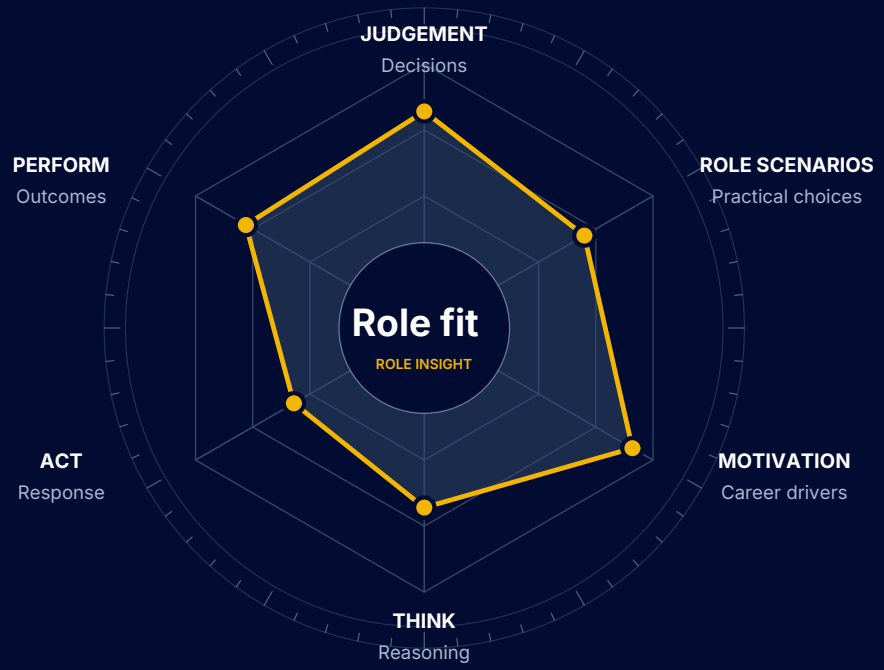
WHAT THIS ACHIEVES A focused second interview shaped by the candidate's actual profile and assessment findings.

Assessment. The evidence behind the interview.

Explore how a candidate approaches the role, then use their responses to shape a more informed second interview.

ROLE CAPABILITY PROFILE

How they think. How they act. What they prioritise.



Illustrative profile - not a candidate score or benchmark

Assessment ROLE SCENARIO / EXAMPLE

PRIORITIES & PERFORMANCE

You are behind your sales target with competing demands on your time. How would you decide what to focus on first?

- (A) Increase outreach to create more sales opportunities.
- (B) Review the performance gap and prioritise likely impact.
- (C) Focus on opportunities closest to a buying decision.

Illustrative question; content is tailored to the role.

ROLE CONTEXT
Responsibilities, KPIs and scenarios

PERSONAL REVIEW
Patterns, strengths and areas to explore

INTERVIEW EVIDENCE
Validate before recommending

Assessment: more than a score

A fictional BDM example showing how a complete assessment report shapes the second interview.

01 Role context

The agreed brief sets the capabilities to explore.

02 Assessment

Scenario responses reveal strengths and areas to test.

03 Validation interview

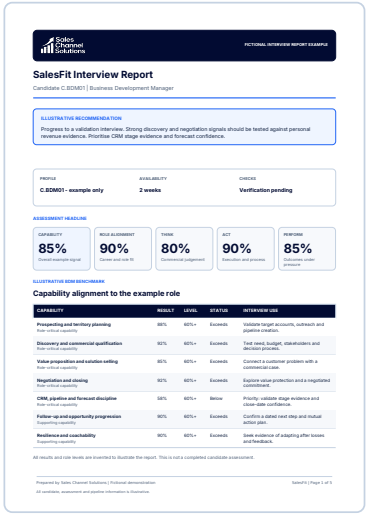
Targeted questions seek actions, results and evidence.

04 Shortlist insight

The client receives the interpretation within the shortlist.

5-PAGE INTERNAL REPORT EXAMPLE

Selected pages shown below. Full report: sample pack pages 9-13.


SalesFit Interview Report

Candidate C.BDM01 | Business Development Manager

ILLUSTRATIVE RECOMMENDATION

Progress to a validation interview. Strong discovery and negotiation signals should be tested against personal revenue evidence. Prioritise CRM stage evidence and forecast confidence.

PROFILE C.BDM01 - example only | AVAILABILITY 2 weeks | CHECKS Verification pending

ASSESSMENT HEADLINE

CAPABILITY	ROLE ALIGNMENT	THINK	ACT	PERFORM
85%	90%	80%	90%	85%

ILLUSTRATIVE BDM BENCHMARK

Capability alignment to the example role

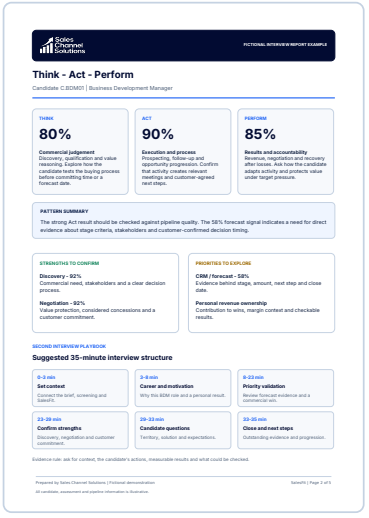
CAPABILITY	RESULT	LEVEL	STATUS	INTERVIEW USE
Prospecting and territory planning	88%	60%+	Exceeds	Validate target account, outreach and pipeline creation.
Discovery and commercial qualification	92%	60%+	Exceeds	Test need, budget, stakeholders and decision process.
Value proposition and solution selling	85%	60%+	Exceeds	Connect a customer problem with a commercial case.
Negotiation and closing	92%	60%+	Exceeds	Explore value protection and a negotiated commitment.
CRM, pipeline and forecast discipline	58%	60%+	Below	Priority: validate stage evidence and close-date confidence.
Follow-up and opportunity progression	90%	60%+	Exceeds	Confirm a dated next step and mutual action plan.
Resilience and coachability	90%	60%+	Exceeds	Seek evidence of adapting after losses and feedback.

All results and role levels are invented to illustrate the report. This is not a completed candidate assessment.

Prepared by Sales Channel Solutions | Fictional demonstration — SalesFit | Page 1 of 5

All candidate, assessment and pipeline information is illustrative.

Page 1 of 5


Think - Act - Perform

Candidate C.BDM01 | Business Development Manager

THINK 80% — Commercial judgement: Discovery, qualification and value reasoning. Explore how the candidate tests the buying process before committing time or a forecast date.

ACT 90% — Execution and process: Prospecting, follow-up and opportunity progression. Confirm that activity creates relevant meetings and customer-agreed next steps.

PERFORM 85% — Results and accountability: Revenue, negotiation and recovery after losses. Ask how the candidate adapts activity and protects value under target pressure.

PATTERN SUMMARY

The strong Act result should be checked against pipeline quality. The 58% forecast signal indicates a need for direct evidence about stage criteria, stakeholders and customer-confirmed decision timing.

STRENGTHS TO CONFIRM

Discovery - 92%: Commercial need, stakeholders and a clear decision process.

Negotiation - 92%: Value protection, considered concessions and a customer commitment.

PRIORITIES TO EXPLORE

CRM / forecast - 58%: Evidence behind stage, amount, next step and close date.

Personal revenue ownership: Contribution to wins, margin context and checkable results.

SECOND INTERVIEW PLAYBOOK

Suggested 35-minute interview structure

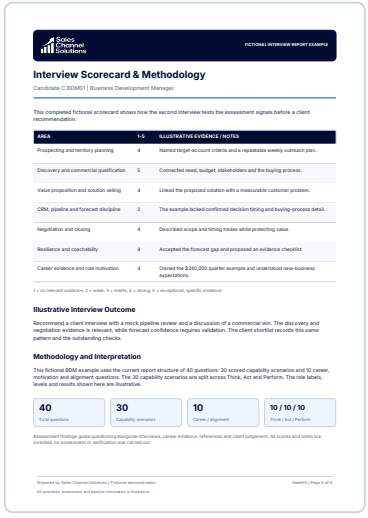
0–3 min	3–8 min	8–23 min
Set context: Connect the brief, screening and SalesFit.	Career and motivation: Why this BDM role and a personal result.	Priority validation: Review forecast evidence and a commercial win.
23–28 min	28–33 min	33–35 min
Confirm strengths: Discovery, negotiation and customer commitment.	Candidate questions: Territory, solution and expectations.	Close and next steps: Outstanding evidence and progression.

Evidence rule: ask for context, the candidate's actions, measurable results and what could be checked.

Prepared by Sales Channel Solutions | Fictional demonstration — SalesFit | Page 2 of 5

All candidate, assessment and pipeline information is illustrative.

Page 2 of 5


Interview Scorecard & Methodology

Candidate C.BDM01 | Business Development Manager

This completed fictional scorecard shows how the second interview tests the assessment signals before a client recommendation.

AREA	1–5	ILLUSTRATIVE EVIDENCE / NOTES
Prospecting and territory planning	4	Named target-account criteria and a repeatable weekly outreach plan.
Discovery and commercial qualification	5	Connected need, budget, stakeholders and the buying process.
Value proposition and solution selling	4	Linked the proposed solution with a measurable customer problem.
CRM, pipeline and forecast discipline	2	The example lacked confirmed decision timing and buying-process detail.
Negotiation and closing	4	Described scope and timing trades while protecting value.
Resilience and coachability	4	Accepted the forecast gap and proposed an evidence checklist.
Career evidence and role motivation	4	Owned the $340,000 quarter example and understood new-business expectations.

1 = no relevant evidence; 2 = weak; 3 = meets; 4 = strong; 5 = exceptional, specific evidence.

Illustrative Interview Outcome

Recommend a client interview with a mock pipeline review and a discussion of a commercial win. The discovery and negotiation evidence is relevant, while forecast confidence requires validation. The client shortlist records this same pattern and the outstanding checks.

Methodology and Interpretation

This fictional BDM example uses the current report structure of 40 questions: 30 scored capability scenarios and 10 career, motivation and alignment questions. The 30 capability scenarios are split across Think, Act and Perform. The role labels, levels and results shown here are illustrative.

40	30	10	10 / 10 / 10
Total questions	Capability scenarios	Career / alignment	Think / Act / Perform

Assessment findings guide questioning alongside interviews, career evidence, references and client judgement. All scores and notes are invented; no assessment or verification was carried out.

Prepared by Sales Channel Solutions | Fictional demonstration — SalesFit | Page 5 of 5

All candidate, assessment and pipeline information is illustrative.

Page 5 of 5

PAGE 1

Results and role capability levels.

PAGE 2

Think / Act / Perform and interview priorities.

PAGES 3-4

Tailored questions, probes and evidence to test.

PAGE 5

Interview scorecard, outcome and method.

Example: 85% overall capability, with a 58% forecast-discipline gap to validate in the interview.

Fictional example. Format and report length vary by role.

A second interview built around your role

We bring together your ICP, the screening conversation and assessment findings where assessed, then explore the evidence in detail.

PURPOSE **Confirm how the candidate's experience, approach and motivation match the work you need them to do.**

01 Performance & daily activity

We examine responsibilities, sales targets, activity levels, customer mix and results, including the candidate's own contribution.

02 Assessment findings in practice

Where assessed, we revisit higher- and lower-scoring areas, asking for real examples to understand strengths, gaps and context.

03 Motivation & career decisions

We explore reasons for moving, tenure, career goals and interest in your role to understand what will support a lasting fit.

04 Fit with your working environment

We discuss the sales cycle, CRM and follow-up habits, autonomy, team expectations, remuneration and availability against your brief.

Conducted in person where possible, this interview helps us decide who is ready to progress to your shortlist.

WHAT YOU RECEIVE Relevant interview findings, clear reasons for recommendation and any areas to explore before you decide.

The evidence you need to choose confidently

You receive a detailed executive submission for each shortlisted candidate, personally reviewed and compiled against your agreed ICP.

YOUR SHORTLIST PACK

A clear recommendation. Evidence to support it.

Understand why each candidate has been recommended, where they fit your role and what to explore in your interview.

Executive submission
Candidate resume
Reference findings at the agreed stage

01

Recommendation & role fit

Why the candidate merits your consideration, with strengths and transferable skills mapped to your ICP.

02

Performance evidence

Relevant KPIs, activity levels, sales results and day-to-day responsibilities, with supporting interview context.

03

Assessment & interview findings

Assessment interpretation where assessed, plus evidence gathered through screening and second interviews.

04

Motivation & career history

Career goals, attitude, tenure and reasons for moving, so you can assess longer-term alignment.

05

Practical requirements

Salary expectations, availability, location and alignment with the practical requirements of your role.

06

Checks & interview priorities

Reference findings when completed, outstanding checks, areas to explore and suggested interview priorities.

YOUR DECISION, BETTER INFORMED Review a balanced picture of each candidate, then focus your interviews on the questions that matter.

What you receive for each candidate

Evidence is built through three screening stages before a complete client shortlist pack is prepared.

01 Initial screening

Career, activity, motivation and practical fit.

02 Assessment

Role-relevant capability signals and interview priorities.

03 Second interview

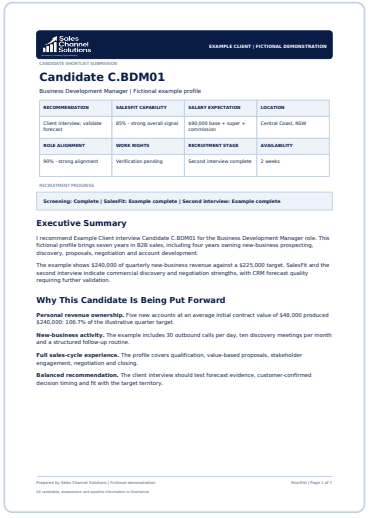
Validate results, decisions and the evidence behind the CV.

04 Your client pack

A recommendation, detailed evidence and the resume together.

7-PAGE CLIENT SHORTLIST EXAMPLE

Selected pages shown below. Full submission: sample pack pages 2-8.



EXAMPLE CLIENT | FICTIONAL DEMONSTRATION

CANDIDATE SHORTLIST SUBMISSION

Candidate C.BDM01

Business Development Manager | Fictional example profile

RECOMMENDATION	SALESFIT CAPABILITY	SALARY EXPECTATION	LOCATION
Client interview; validate forecast	85% - strong overall signal	$90,000 base + super + commission	Central Coast, NSW
ROLE ALIGNMENT	**WORK RIGHTS**	**RECRUITMENT STAGE**	**AVAILABILITY**
90% - strong alignment	Verification pending	Second interview complete	2 weeks

RECRUITMENT PROGRESS

Screening: Complete | SalesFit: Example complete | Second interview: Example complete

Executive Summary

I recommend Example Client interview Candidate C.BDM01 for the Business Development Manager role. This fictional profile brings seven years in B2B sales, including four years owning new-business prospecting, discovery, proposals, negotiation and account development.

The example shows $240,000 of quarterly new-business revenue against a $225,000 target. SalesFit and the second interview indicate commercial discovery and negotiation strengths, with CRM forecast quality requiring further validation.

Why This Candidate Is Being Put Forward

Personal revenue ownership. Five new accounts at an average initial contract value of $48,000 produced $240,000: 106.7% of the illustrative quarter target.

New-business activity. The example includes 30 outbound calls per day, ten discovery meetings per month and a structured follow-up routine.

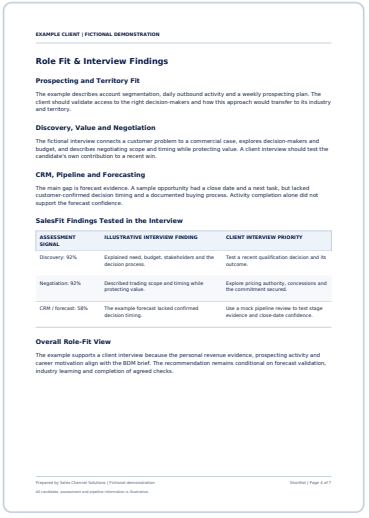
Full sales-cycle experience. The profile covers qualification, value-based proposals, stakeholder engagement, negotiation and closing.

Balanced recommendation. The client interview should test forecast evidence, customer-confirmed decision timing and fit with the target territory.

Prepared by Sales Channel Solutions | Fictional demonstration — Shortlist | Page 1 of 7

All candidate, assessment and pipeline information is illustrative.

Page 1 of 7



EXAMPLE CLIENT | FICTIONAL DEMONSTRATION

Role Fit & Interview Findings

Prospecting and Territory Fit

The example describes account segmentation, daily outbound activity and a weekly prospecting plan. The client should validate access to the right decision-makers and how this approach would transfer to its industry and territory.

Discovery, Value and Negotiation

The fictional interview connects a customer problem to a commercial case, explores decision-makers and budget, and describes negotiating scope and timing while protecting value. A client interview should test the candidate's own contribution to a recent win.

CRM, Pipeline and Forecasting

The main gap is forecast evidence. A sample opportunity had a close date and a next task, but lacked customer-confirmed decision timing and a documented buying process. Activity completion alone did not support the forecast confidence.

SalesFit Findings Tested in the Interview

ASSESSMENT SIGNAL	ILLUSTRATIVE INTERVIEW FINDING	CLIENT INTERVIEW PRIORITY
Discovery: 92%	Explained need, budget, stakeholders and the decision process.	Test a recent qualification decision and its outcome.
Negotiation: 92%	Described trading scope and timing while protecting value.	Explore pricing authority, concessions and the commitment secured.
CRM / forecast: 58%	The example forecast lacked confirmed decision timing.	Use a mock pipeline review to test stage evidence and close-date confidence.

Overall Role-Fit View

The example supports a client interview because the personal revenue evidence, prospecting activity and career motivation align with the BDM brief. The recommendation remains conditional on forecast validation, industry learning and completion of agreed checks.

Prepared by Sales Channel Solutions | Fictional demonstration — Shortlist | Page 4 of 7

All candidate, assessment and pipeline information is illustrative.

Page 4 of 7



EXAMPLE CLIENT | FICTIONAL DEMONSTRATION

Appendix A | Candidate Resume

Candidate C.BDM01

Central Coast, NSW | Fictional BDM profile

PROFESSIONAL SUMMARY

B2B sales professional with seven years of illustrative experience across prospecting, discovery, proposals, negotiation, closing and account growth. Four years owning a territory and personal new-business target. Seeking a full-time individual-contributor Business Development Manager role.

KEY EXPERIENCE & ACHIEVEMENTS

- Delivered $240,000 new-business revenue against a $225,000 quarter target: 106.7%.
- Won five new accounts with an average initial contract value of $48,000.
- Maintained 30 outbound calls per working day and ten discovery meetings per month.
- Resolved 12 proposals: five won and seven lost, for a 41.7% proposal win rate.
- Used HubSpot for opportunities, follow-up tasks, proposals and pipeline reviews.

EMPLOYMENT HISTORY

Example Commercial Solutions | Business Development Manager
2022 - present

B2B territory development; self-generated pipeline, discovery, proposals, negotiation, closing and early account growth.

Example Business Services | Account Executive
2019 - 2022

Inbound and outbound sales, customer discovery, commercial proposals, follow-up and existing-account development.

REFERENCES

A real submission would coordinate referees through Sales Channel Solutions at the agreed stage. No actual referee information exists for this fictional demonstration.

Prepared by Sales Channel Solutions | Fictional demonstration — Shortlist | Page 7 of 7

All candidate, assessment and pipeline information is illustrative.

Page 7 of 7

PAGE 1

Recommendation and practical snapshot.

PAGES 2-3

Career history, KPIs, results and role motivation.

PAGES 4-5

Role fit, interview findings, assessment and checks.

PAGES 6-7

Resume appendix and supporting context.

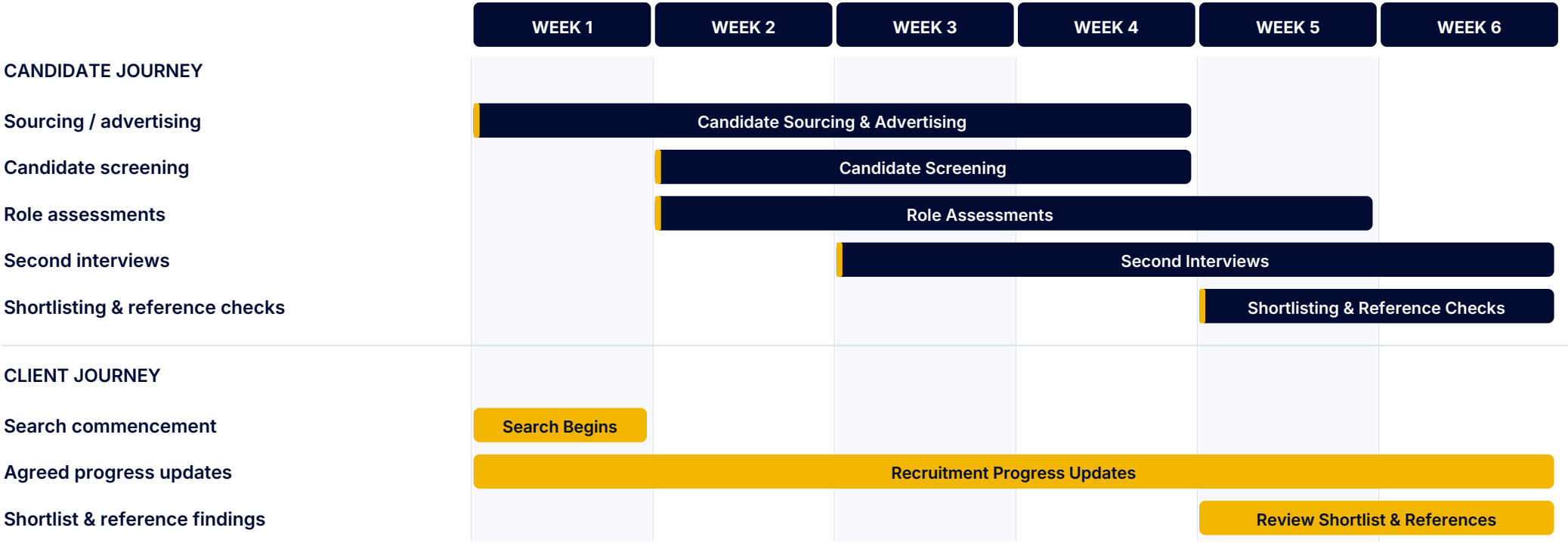
Prepared for each shortlisted candidate. Reference checks and final selection follow at the agreed stage.

Fictional example. Pack length varies by candidate and role.

Two journeys. One coordinated process.

Our recommended six-week timeline to shortlist and reference findings, with client and candidate activity shown together.

BEFORE WEEK 1 Briefing, ICP & shortlist requirements | assessment question setup for the role & KPIs | Service agreement signed



Beyond the shortlist: client interviews and selection lead to offer, notice period and commencement, coordinated around agreed next steps and candidate availability.

Accelerated delivery: a four-week process is available by agreement. The standard six-week timeline is recommended.

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Know where your search stands

You receive progress updates at an agreed frequency, with the detail you need to understand activity, timing and next steps.

RECRUITMENT PROGRESS UPDATE

WHAT YOUR UPDATE COVERS

PIPELINE

Applied / sourced / screened / assessed / interviewed / shortlisted

ACTIVITY

Your update summarises outreach, completed interviews and assessments underway.

MARKET FEEDBACK

Response to the role, salary expectations and recurring fit gaps.

NEXT MILESTONE

Next interviews, expected shortlist timing and outstanding checks.



A visible candidate pipeline

Stage counts and movement show how the search is progressing.



Useful market feedback

Understand what candidates are saying and where the brief may need discussion.



Clear next actions

See upcoming milestones, forecast timing and any decisions needed from you.

Your part in the process
Timely feedback, interview availability and clear decisions help maintain candidate engagement.

AGREED COMMUNICATION Updates are tailored to your needs, with material changes raised as they arise.

BLAKE SHIELDS | DIRECTOR | 0436 300 317 | blake@saleschannelsolutions.com.au

Your live recruitment journey

See what you receive across the search, alongside the individual evidence pack for each shortlisted candidate.

01 Brief & ICP
Role priorities, candidate profile, timeline and communication plan.

02 Search live
Advertising, direct outreach and candidate-pool activity.

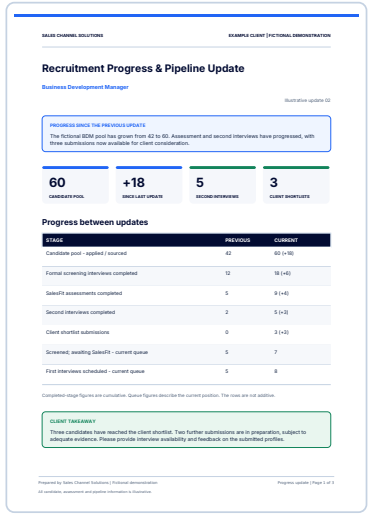
03 Progress updates
Pipeline movement, market feedback and next actions.

04 Shortlist & interviews
Candidate packs, interview coordination and feedback.

05 Selection & start
Agreed checks, offer, commencement and follow-through.

3-PAGE PROGRESS UPDATE EXAMPLE

All three pages shown. Full update: sample pack pages 14-16.


SALES CHANNEL SOLUTIONS — EXAMPLE CLIENT | FICTIONAL DEMONSTRATION

Recruitment Progress & Pipeline Update

Business Development Manager

Illustrative update 02

PROGRESS SINCE THE PREVIOUS UPDATE
The fictional BDM pool has grown from 42 to 60. Assessment and second interviews have progressed, with three submissions now available for client consideration.

60	+18	5	3
CANDIDATE POOL	SINCE LAST UPDATE	SECOND INTERVIEWS	CLIENT SHORTLISTS

Progress between updates

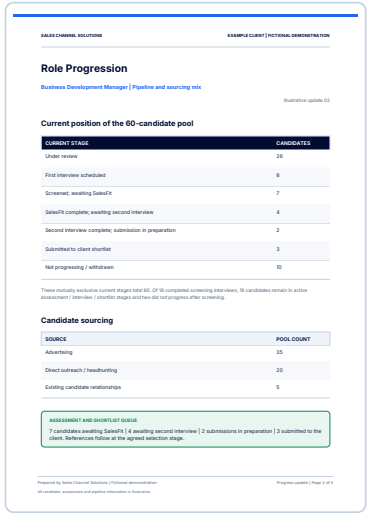
STAGE	PREVIOUS	CURRENT
Candidate pool - applied / sourced	42	60 (+18)
Formal screening interviews completed	12	18 (+6)
SalesFit assessments completed	5	9 (+4)
Second interviews completed	2	5 (+3)
Client shortlist submissions	0	3 (+3)
Screened; awaiting SalesFit - current queue	5	7
First interviews scheduled - current queue	5	8

Completed-stage figures are cumulative. Queue figures describe the current position. The rows are not additive.

CLIENT TAKEAWAY
Three candidates have reached the client shortlist. Two further submissions are in preparation, subject to adequate evidence. Please provide interview availability and feedback on the submitted profiles.

Prepared by Sales Channel Solutions | Fictional demonstration — Progress update | Page 1 of 3
All candidate, assessment and pipeline information is illustrative.

Page 1 of 3


SALES CHANNEL SOLUTIONS — EXAMPLE CLIENT | FICTIONAL DEMONSTRATION

Role Progression

Business Development Manager | Pipeline and sourcing mix

Illustrative update 02

Current position of the 60-candidate pool

CURRENT STAGE	CANDIDATES
Under review	26
First interview scheduled	8
Screened; awaiting SalesFit	7
SalesFit complete; awaiting second interview	4
Second interview complete; submission in preparation	2
Submitted to client shortlist	3
Not progressing / withdrawn	10

These mutually exclusive current stages total 60. Of 18 completed screening interviews, 16 candidates remain in active assessment / interview / shortlist stages and two did not progress after screening.

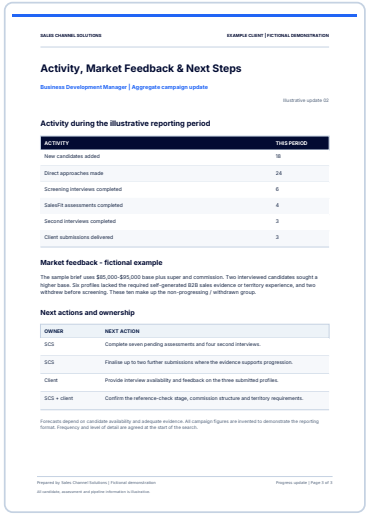
Candidate sourcing

SOURCE	POOL COUNT
Advertising	35
Direct outreach / headhunting	20
Existing candidate relationships	5

ASSESSMENT AND SHORTLIST QUEUE
7 candidates awaiting SalesFit | 4 awaiting second interview | 2 submissions in preparation | 3 submitted to the client. References follow at the agreed selection stage.

Prepared by Sales Channel Solutions | Fictional demonstration — Progress update | Page 2 of 3
All candidate, assessment and pipeline information is illustrative.

Page 2 of 3


SALES CHANNEL SOLUTIONS — EXAMPLE CLIENT | FICTIONAL DEMONSTRATION

Activity, Market Feedback & Next Steps

Business Development Manager | Aggregate campaign update

Illustrative update 02

Activity during the illustrative reporting period

ACTIVITY	THIS PERIOD
New candidates added	18
Direct approaches made	24
Screening interviews completed	6
SalesFit assessments completed	4
Second interviews completed	3
Client submissions delivered	3

Market feedback - fictional example

The sample brief uses $85,000–$95,000 base plus super and commission. Two interviewed candidates sought a higher base. Six profiles lacked the required self-generated B2B sales evidence or territory experience, and two withdrew before screening. These ten make up the non-progressing / withdrawn group.

Next actions and ownership

OWNER	NEXT ACTION
SCS	Complete seven pending assessments and four second interviews.
SCS	Finalise up to two further submissions where the evidence supports progression.
Client	Provide interview availability and feedback on the three submitted profiles.
SCS + client	Confirm the reference-check stage, commission structure and territory requirements.

Forecasts depend on candidate availability and adequate evidence. All campaign figures are invented to demonstrate the reporting format. Frequency and level of detail are agreed at the start of the search.

Prepared by Sales Channel Solutions | Fictional demonstration — Progress update | Page 3 of 3
All candidate, assessment and pipeline information is illustrative.

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PAGE 1 / PROGRESS

Previous versus current movement and the client takeaway.

PAGE 2 / PIPELINE

Current stage counts, sourcing mix and assessment queue.

PAGE 3 / ACTIONS

Activity, market feedback, next steps and ownership.

Update frequency and level of detail are agreed at the start. Reports cover the live search; candidate packs support individual hiring decisions.

Fictional BDM campaign. Figures are illustrative.

Support through the hiring decision

Reference findings, interview coordination and offer support help you move from a shortlist to a hiring decision.



REFERENCE CHECKS

Validate relevant findings at the agreed stage.

- Confirm employment details and the referee's working relationship.
- Seek feedback on performance, working style and relevant capabilities.
- Explore points arising from the assessment and interview process.



SELECTION & OFFER

Keep the decision and next steps moving.

- Coordinate client interviews and gather feedback.
- Clarify remaining questions and discuss candidate expectations.
- Support offer communication and agreed commencement arrangements.



PLACEMENT & BEYOND

Maintain continuity after the appointment.

- Keep in contact through the transition into the role.
- Follow up with the client and candidate after commencement.
- Provide a direct point of contact for feedback and emerging questions.

A COORDINATED HANDOVER Confirm the decision, offer arrangements and start date, then stay connected through commencement.

BLAKE SHIELDS | DIRECTOR | 0436 300 317 | blake@saleschannelsolutions.com.au

Choose the recruitment support you need

Match the engagement to your search. Fees are provided upon request.

OUR RECOMMENDED APPROACH

Exclusive Recruitment

Fees upon request

**One coordinated search.
One accountable partner.**

We manage your search from the agreed profile to placement, coordinating advertising, direct outreach and screening. Candidates receive consistent communication, and you receive a personally reviewed shortlist from one accountable recruitment partner.

FEES AND TERMS

Available upon request.

Discuss scope and inclusions.

ADDITIONAL RECRUITMENT SUPPORT

Non-exclusive Recruitment

Fees upon request

Already using a recruitment agency and still looking for the right sales talent?

An additional specialist sales recruitment campaign alongside your existing recruiter, combining advertising, direct outreach and detailed screening to identify suitable candidates.

FEES AND TERMS

Available upon request.

Discuss scope and inclusions.

TARGETED HEADHUNTING

Passive Search

Fees upon request

Already advertising and looking for more suitable candidates?

Targeted headhunting complements your advertising. We assess and shortlist candidates SCS identifies and introduces; you manage your advertised applicants.

FEES AND TERMS

Available upon request.

Discuss scope and inclusions.

Placement fees, deposits and engagement terms are discussed during your recruitment briefing.

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Your recruitment investment

Compare your engagement options, see what is included and confirm the scope before your search begins.

STANDARD FEES	EXCLUSIVE	NON-EXCLUSIVE	PASSIVE SEARCH
Placement fee	**Upon request**	**Upon request**	**Upon request**
Upfront deposit	On request	On request	No deposit
Deposit credited to final fee	Yes	Yes	Not applicable
Replacement guarantee*	6 months	3 months	6 months

Payment terms: deposit due within 14 days; placement invoice due within 30 days. *Guarantee subject to the service agreement.

INCLUSIONS	EXCLUSIVE	NON-EXCLUSIVE	PASSIVE SEARCH
Management of advertised applicants	**SCS manages**	**SCS campaign only**	**Client manages**
Consultation, ICP setup & shortlist requirements	✓	✓	✓
Advertisement copy & artwork	✓	✓	Not included
One SEEK or Indeed job advertisement	✓	✓	Not included
Passive outreach, profile searches & candidate pools	✓	✓	✓
Screening calls & second interviews	✓	✓	✓
SalesFit Role Assessment	✓	By agreement	✓
Executive shortlist submissions & reference checks	✓	✓	✓
Progress updates, interview coordination & offer support	✓	✓	✓
Director contact & post-placement follow-up	✓	✓	✓

Fee basis: base salary only, excluding superannuation, commission and bonuses. GST is additional.
Advertising: one SEEK or Indeed ad for exclusive/non-exclusive. Passive covers SCS-sourced candidates; you manage advertised applicants.
Outside scope: extra job ads, sales consulting and digital growth. Any additional costs are agreed upfront.

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Book a recruitment briefing

Clarify the role priorities, recommended engagement and next steps for your search.

BRING YOUR NEXT ROLE INTO FOCUS

Leave with a clear direction for your recruitment.

Role priorities

Define the outcomes, capabilities and practical requirements for the hire.

Recommended engagement

Discuss whether exclusive, non-exclusive or passive support suits your search.

Agreed next steps

Confirm the scope, indicative timeline and service agreement before launch.

Call or email Blake to arrange your recruitment briefing.

YOUR DIRECT POINT OF CONTACT

Blake Shields
Director

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Broader business support
Sales Channel Solutions also offers sales consulting and digital growth services. Scope can be discussed separately to your recruitment engagement.

BUILDING HIGH-PERFORMING SALES TEAMS Specialist sales recruitment. Personally delivered.