

Agricultural sector / SME: 60 mlns Euros

Context and goal of the project

- ✓ Ambition to develop the Eastern European markets with a strong agricultural tradition
- ✓ Existing distributor but not very efficient commercially and with a regional influence
- ✓ Willingness to have its own on-site sales force to animate distributors and end customers (large farms, agro-food industries)
- ✓ Current level of sales on the market still too low to justify the establishment of a subsidiary

Support from the VALIANS INTERNATIONAL's experts

- ✓ Launching of the recruitment of a sales representative in Poland
- ✓ Job announcement and candidate search (+200 CV)
- ✓ Prequalification, prior interviews and short list of final candidates (12 candidates)
- ✓ Final interviews with the client and selection of 2 candidates (Northern and Southern Poland)
- ✓ Labor law advice, support on wage negotiations
- ✓ Recruitment of the sales representatives within Valians (payroll) to limit structure costs and simplify day-to-day management of employees
- ✓ Management by Valians of all HR issues: salaries, holidays, social and tax declarations

Results

- **2 full-time sales rep based in Poland to cover several Eastern European countries**
- **No branch structure or management costs for the client**

Timing: 2 months

