

# Insight Global

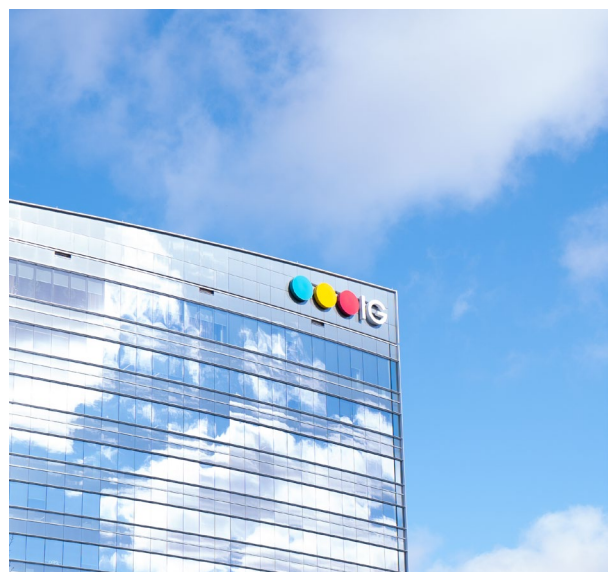
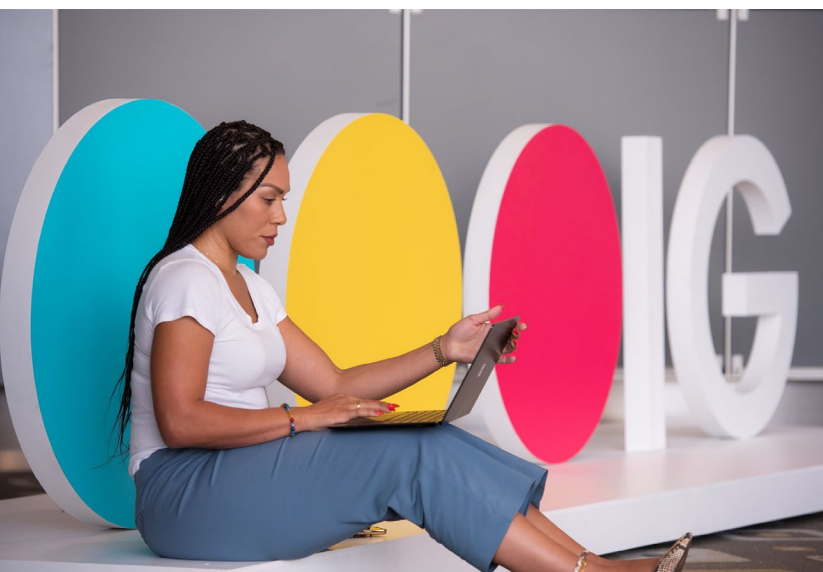
A staffing company dedicated to connecting people with opportunities



Insight Global is one of the world's largest staffing firms. What does that mean? We make hiring easy for our clients. Last year, our company placed more than 60,000 professionals at companies across North America, South America, Europe and Asia. Insight Global started as an IT staffing firm, but has since expanded into divisions such as Business, Engineering, Healthcare, and more. Our growth is driven by our award-winning company culture, comprehensive training programs, and of course, our people.

## WHO WE HIRE

We are highly selective in our hiring process because we only promote within! We seek out college seniors who are looking for a long-term career, opportunities for growth, someone who is interested in sales, has a strong work ethic and a great personality. This is an industry that thrives in a relationship-based sales model as there is no product, so WHO we hire makes all the difference and is what separates us from the competition. We believe the secret to success is hiring the right person who has all the intangibles, then ensuring we can provide amazing training & development, upwards opportunity, a great compensation package and one-of-a-kind culture.



# RECRUITING

So how do you get started if we hire you entry-level? You'll begin as a recruiter, learning the ropes of staffing and our services. This is a crucial time to build the foundation for a successful sales career at Insight Global. You'll play the role of matchmaker for companies and candidates by reviewing resumes from our internal database and online job boards. You'll then conduct phone interviews, prepare candidates to meet hiring



managers, and ultimately negotiate job offers to get them hired. The average employee spends approximately 6 months in Recruiting before entering Account Manager training. The next 8 - 12 weeks you'll spend shadowing your Account Manager Mentor before earning a promotion to your own territory with a book of business as an Account Manager!

## ACCOUNT MANAGER

When you become an Account Manager, you are now the face of our organization! You'll work directly with Hiring Managers at Fortune 1000 companies by researching and targeting organizations in need of staffing services. You'll make an initial connection through networking and cold calls, ultimately becoming a valuable business consultant staffing their hiring needs for years to come.

## RESPONSIBILITIES

- Cold call & prospect as a new Account Manager
- Run in-person meetings and lunches to get to know a manager's hiring goals then sell how our services can elevate their business.
- Gather job requirements and aim to bring in 1 new job opening a week
- Work hand-in-hand with our Recruiting team to find the perfect candidate to fill each role.

Account Managers don't sell a product, they sell the service of staffing and are experts when it comes to all things hiring.

## QUALIFICATIONS

We're focused on hiring the best talent, regardless of major, school, or experience. We are looking for individuals with grit, leadership potential, and a competitive spirit. If you're driven, personable, and embody our Shared Values, you're the right fit for Insight Global.

- **Personality:** We look for those who have strong personalities, who are positive, charismatic and have a willingness to connect with others.
- **Grit:** This job is challenging, but it's extremely rewarding. We want the type of people who persevere beyond the hard stuff and proactively pursue long-term goals, work well under pressure, and can handle difficult situations. There will always be obstacles, but how our people handle them is what sets us apart.
- **Team:** Together, anything is possible. IG employees must want to be part of a team and work well with others. Every success story has a team of people behind it.
- **Culture:** Of everything, our culture is the most important and our Shared Values define us: Everyone Matters, We Take Care of Each Other, Leadership is Here to Serve, High Character & Hard Work Above All Else & Always Know Where You Stand. Our employees (and those we seek to hire) embody and live out these Shared Values.
- **Sales:** We want someone who's motivated, excited about sales, looking to start a long-term career, and can embody our Sales Behaviors: Ability to Build in-Person Relationships, Urgent, Aggressive and Direct, Relentlessly Compete, Always Find a Way, and Be Elite.

## Why Insight Global?

**\$5k**

In Long Term  
Incentive Plan  
Signing Bonus

**\$6,120**

In Phone Allowance &  
Commission  
Supplement for AMs

**Hybrid**

Work  
Environment

**100%**

Organic Growth-  
Promotions from  
Within

**Free**

Therapy Sessions  
through Lyra

**Service Week**

PTO to serve the  
People & Causes  
You're Most  
Passionate About

**1 / 2 Day**

And Full-Day  
Flexible Fridays  
for Contest  
Winners

**99.9%**

Of Employees  
Received  
Training from  
IGU Last Year

## GET REWARDED!

Insight Global offers a competitive base salary and a \$5,000 signing bonus in LTIPs (Long Term Incentive Plan). Upon promotion, Account Managers receive a base salary increase, up to \$6,120 annually in cell phone allowance and commission supplement, as well as uncapped commission paid weekly.

Account Managers have the opportunity to win annual sales contests that include an all-expense paid trip to the Bahamas, LTIPs, and a cash bonus starting at \$10,000.

**The average employee in the company makes:**

Year 2: \$73,000 - \$88,000  
Year 3: \$121,000 - \$145,000  
Year 4: \$135,000 - \$194,000



## TITAN

To be named a Titan at Insight Global is an unrivaled honor. Titan is the highest award an employee can receive and is special because it is attainable by any employee, no matter their tenure. Nominated by peers, Titans are those who vigorously live out our Shared Values and encourage others around them to do the same every single day. Becoming a Titan is a legacy you will hold in the company forever, and because of that, we send our Titans to Maui each year in celebration of their dedication to our company values.

