



Making Your First Hire

Hiring on the Experience Curve



Graduates

Tend to be much more malleable

Much lower initial cost

Creates opportunities for development

Requires much more investment to realise success

Longer ramp time

Ultimately a higher risk



Prior Sales Experience

Know they want to be in a sales environment

Knowledge of selling

Might have some bad habits

Medium time investment converting to recruitment

Experience working in a structured office environment



Prior Recruitment Experience

Less malleable

More expensive

Less time investment needed

Shorter ramp time

Preexisting knowledge of recruitment

Tend to be lower risk investment



Recruitment Leaders

Come with experience and knowledge

Can bring additional skillsets to the business

Minimal time investment

Shorter ramp time

Might be harder to train

Most expensive