



CASE STUDY · 2026 · PE PEOPLE READINESS

# Stepped quickly into the engine. Amplified the output. Trained the next driver.

A PE-backed fintech faced a recruiter exit in the middle of a national sales scale-up. Vantage deployed in two weeks. Five months later — hires up 67% over the prior pace, a peak month of 19 new hires, and a documented operations and knowledge transfer process to outlast any single recruiter.

CLIENT

**PE-Backed Fintech**  
Sales-Led Scale-Up

ENGAGEMENT

**Interim Sales Recruiting**  
Dec 2025 – Apr 2026

KNOWLEDGE HANDOFF

**Documented operation handed back**  
Apr 2026 –

**01 THE VANTAGE POINT**  
*What we saw.* When Vantage entered, the symptoms were operational — a recruiter exiting mid-flight, an aggressive monthly hire target, a national sales team in active scale-up. But the structural risk sat underneath. The entire recruiting function lived inside one person's head. Documentation existed but wasn't usable — screenshots illegible at full-screen capture, steps missing, knowledge transferable only by shadowing. A single-recruiter operation can sustain a six-hire-per-month pace. It cannot survive a transition, and it cannot scale to ten.

**02 THE ROADMAP**  
*What we designed.* We deployed a two-consultant recruiting team and worked inside the client's existing operating frame, amplifying it through the **Seven Ps to High Performance**. **Process** was redesigned around a bifurcated workflow — one consultant owning sourcing, the other owning full-cycle management — that initially looked like a workaround for a one-LinkedIn-seat reality and quickly became the team's preferred way to operate. **People** structures were tightened around clean handoffs, a shared daily numbers tracker, and a precise candidate profile. **Performance** was reset against a higher monthly hire target the client had been carrying internally but not yet operationalizing. And the existing recruiting workbook was reworked from the inside — step-by-step instructions added, screenshots replaced with full-resolution captures, every system update captured in real time — until it could train a successor without us in the room.

**03 THE DRIVE**  
*What actually happened.* Two consultants were producing inside two weeks. The bifurcated model cleared the LinkedIn-seat bottleneck and played to each consultant's strengths — one driving 60–70 sourcing profiles per day for Account Executive roles and 40–50 for Sales Manager roles; the other moving candidates from morning screen to same-day final interview to verbal offer by mid-afternoon. Communication ran live through Slack from 8am onward; decisions that would have taken weeks elsewhere closed in minutes because leadership extended trust to the team's judgment early and held it. By April 2026, the team had hired 19 people in a single month. And a successor brought on mid-engagement was productive inside her first week — using the reworked playbook, with the team's documentation doing the structural work the original onboarding wasn't designed to do.

**04 THE TRANSFORMATION**  
*What we delivered.*

<b>+67%</b>	<b>19</b>	<b>&lt;2 wks</b>	<b>1 wk</b>
INCREASED MONTHLY HIRE PACE (6 → 10)	HIRES IN PEAK MONTH	FROM CONTRACT TO IMPACT	SUCCESSOR TIME TO PRODUCTIVITY USING REBUILT PLAYBOOK

By April 2026, the team had cleared every milestone the engagement was contracted to deliver and quietly redefined what the client believed two contractors could produce. The structural asset left in place is the recruiting workbook itself: a documented, screenshot-supported, successor-ready operation that no longer depends on the person running it — or on a shadowing model that demands two people producing the work of one. The next hire steps directly into the operation, on her own, productive in week one.

**The risk wasn't the recruiter leaving. It was the operation leaving with him.** Together, we maintained activity while rebuilding the sales recruiting function as transferable architecture — an asset the company owns, not a person it relies on.