

# Veritas deliver on time sensitive recruitment drive

## Case Study



### Whats the story?

The challenge extended to Stott and May was to go to the market and recruit six exceptional Enterprise and Large Enterprise Sales Executives within an eight-week period. This would enable their attendance at the annual sales kick off and result in having a full team in place, for the beginning of the financial year.



# understand.

## ABOUT VERITAS.

Veritas help over 86% of fortune 500 companies collect, protect, analyse and optimise their data. At the turn of the millennium they were one of the world's fastest growing technology companies. They merged with Symantec in 2005. In 2015 the businesses separated and Veritas set about scaling up their independent growth plans with a vision of 'making data work for the business'.

# engage.

## THE BUSINESS CHALLENGE

### **'Filling in the gaps' post separation**

As a direct result of the separation from Symantec, Veritas had a large volume of 'open' sales headcount to fill within highly aggressive timescales.

### **Creating a culture of high performance**

Finding the right 'cultural fit' was critical to Veritas as they sought to re-ignite the dynamic environment they had established prior to the merger.

### **Turning vision to value**

With a renewed focus on their product roadmap Veritas required the sales talent to translate that investment into top line performance for eventual IPO.

## THE TIPPING POINT

Veritas selected Stott and May as a result of their proven track record in delivering high calibre, qualified candidates under the tightest of timeframes.

### The assignment

Veritas engaged with Stott and May to map the competitive market. The search criteria included candidates that: consistently overachieve against target (120% +), have domain experience in information management and can engage successfully with senior business contacts.

### The data



### The result

The new hires from this initial assignment are already adding value to the business. The highest performer has delivered 230% of target in FY16. On the back of this success, Stott and May have gone on to place 45 candidates with Veritas over an 18-month period - including 21 territory account managers across 15 countries.



partner.

THE FEEDBACK.

Here are just a few features of our service that Veritas have really valued over the course of our partnership to date.



**Mapping the market**  
Defining key competitors, sought after skills in adjacent markets and salary benchmarks was the key to a targeted search.



**Pan EMEA coverage**  
The ability to source high quality candidates across geographic boundaries (15 countries in total) was critical in building out the new EMEA Field Sales team.



**Comprehensive processes**  
Our tight control of the search process enabled Veritas to accelerate time to hire. From the 47 offers made to date only 2 have been unsuccessful.

“Of the nine people we have hired, only one was actively in the market, looking for a new opportunity. Without retaining Stott and May, it would have been almost impossible to reach the exceptional, ‘passive’ candidates we have now hired.”

- Huw Owen, Vice President Head of EMEA Operations

**London**

6th Floor, Cannon Green  
27 Bush Lane  
London, EC4R 0AA, UK

+44 (0) 207 496 3650  
london@stottandmay.com

**Los Angeles**

5792 W Jefferson Blvd  
Los Angeles  
CA 90016, USA

+1 310 237 6848  
losangeles@stottandmay.com

**Reading**

Ground Floor, Forbury Works  
37-43 Blagrove Street  
Reading, RG1 1PZ, UK

+44 (0) 118 908 1580  
reading@stottandmay.com

**Greenville**

101 N. Main Street  
Suite 309, Greenville  
SC 29601, USA

+1 929 777 8474  
greenville@stottandmay.com

**New York**

10 West 18th Street  
9th Floor, New York  
NY 10011, USA

+1 929 276 3781  
newyork@stottandmay.com

## ABOUT STOTT & MAY.

Founded in 2009 Stott and May are a professional search firm with a passion for helping leaders achieve complete confidence that they have hired the right talent, first time in fiercely competitive markets. We believe you should never have to make the choice between quality of candidate and time to hire.

As a result, our business has been founded on the principle of offering a premier standard of search service delivered in vastly accelerated timescales, that our competition simply cannot match. Because after all this is about more than just recruitment, it's about turning your business vision into reality.



# Stott and May

Professional Search Limited