Talent Match Report

REPORT ID · GT-TMR-SAMPLE

Sales Director, B2B segment

Sample report | Manual G&T assessment | 3 relevant profiles

Prepared for	Date prepared	Basis of assessment
Sample Ltd (fictitious company)	5 November 2026	Attached role brief + short role context

EXECUTIVE SUMMARY

There are three relevant profiles; one is a particularly strong fit. The database holds three anonymous profiles that fit the required context. One of them covers both team leadership and pipeline building in the same sector – the combination the role brief identifies as critical. The other two are relevant, but each has one limitation, noted in its profile.

RECOMMENDATION
Open a conversation with profile #1; keep #2 as an alternative

CANDIDATE RESPONSE TIME
Interest check within 3–5 working days

WHAT THIS REPORT IS

The Talent Match Report is a concise expert opinion on whether G&T Talent Radar holds a candidate who may be relevant to your open role. It covers the relevance assessment, the rationale, the risks and a recommended next step.

WHAT THIS REPORT IS NOT

It is not a substitute for your selection process, it is not a list of CVs, and it does not claim that every role has a relevant candidate. If there is none, the report says so.

01 WHAT WE UNDERSTOOD FROM YOUR ROLE BRIEF

- You are looking for a Sales Director for the B2B segment, accountable for the team and the revenue plan.
- The priority is building the pipeline, not maintaining existing relationships.
- The organisation is moving from transactional sales to long-term contracts.

All profiles and data in this document are fictitious and serve solely to illustrate the structure of the report.

- The sector requires an understanding of public procurement and long decision cycles.

ASSUMPTIONS TO BE CONFIRMED

– The size of the team the candidate will take over is not stated in the brief.
– It is not stated whether the role is also open to an interim engagement.

02 RELEVANT PROFILES

Profiles are listed in order of assessed relevance, not seniority. Relevance is a descriptive rating given by G&T; it is not calculated by the system.

SAMPLE - NOT A REAL CANDIDATE

#1 HIGH RELEVANCE

Sales Director | B2B and public procurement | 14 years

PROFILE ID GT-SAMPLE-001	**G&T LEVEL** G&T Curated & Assessed
FUNCTION Sales & Business Development	**SENIORITY** Director
INDUSTRY / SECTOR Manufacturing & Industrial · Public Sector & Regulated Markets	**ENGAGEMENT TYPE** Permanent role · Interim leadership
AVAILABILITY In 1–3 months	

ABOUT THE CANDIDATE

Sales Director with 14 years in the B2B segment, seven of them leading a team. Built a pipeline from scratch twice, both times in a sector with long decision cycles.

WHY THE CANDIDATE IS RELEVANT TO YOUR ROLE

Covers both requirements the role brief identifies as critical: team leadership and pipeline building. Has led the shift from transactional sales to contractual relationships before.

EVIDENCE OF EXPERIENCE

- Pipeline built from scratch to a value covering two years of the sales plan
- Team of 9, with retention above the sector average over three years
- Share of contracted revenue raised from a minority to a majority of the portfolio

RISKS AND LIMITATIONS

No experience of selling outside the region. If international growth is a priority in the first year, this should be explored at interview.

E · NOT A REAL DATE

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#2 POTENTIAL RELEVANCE

Sales Manager | Industrial equipment | 11 years

PROFILE ID GT-SAMPLE-002	G&T LEVEL G&T Reviewed
FUNCTION Sales & Business Development	SENIORITY Senior Manager
INDUSTRY / SECTOR Manufacturing & Industrial	ENGAGEMENT TYPE Permanent role
AVAILABILITY Immediately	

ABOUT THE CANDIDATE

Sales Manager with strong results in industrial equipment and a proven record with major accounts.

WHY THE CANDIDATE IS RELEVANT TO YOUR ROLE

Sector experience is a match and the candidate is available immediately, which shortens the time to impact.

EVIDENCE OF EXPERIENCE

- Managed three key accounts representing a significant share of revenue
- Introduced a pipeline-tracking discipline that remained in place after their departure

RISKS AND LIMITATIONS

Has led a smaller team than this role requires. The step up in responsibility is realistic, but unproven.

SAMPLE – NOT A REAL CANDIDATE

#3 FURTHER VERIFICATION NEEDED

Commercial Director | Multiple sectors | 18 years

PROFILE ID GT-SAMPLE-003	**G&T LEVEL** G&T Curated & Assessed
FUNCTION Sales & Business Development · Executive & General Management	**SENIORITY** Director
INDUSTRY / SECTOR FMCG & Consumer Goods · Retail & Distribution	**ENGAGEMENT TYPE** Permanent role · Advisory
AVAILABILITY In 3–6 months	

ABOUT THE CANDIDATE

Commercial Director with broad cross-sector experience and full P&L responsibility.

WHY THE CANDIDATE IS RELEVANT TO YOUR ROLE

Seniority and P&L experience exceed the brief, which may be an advantage if there are plans to expand the role.

EVIDENCE OF EXPERIENCE

- Full P&L responsibility for two business units
- Led a restructuring of the commercial function

RISKS AND LIMITATIONS

No experience in your sector, and not available for another 3–6 months. We recommend this candidate only if the first two do not work out.

03 MARKET CONTEXT

For a role like this in the Croatian market, it is realistic to expect only a small number of candidates who combine team leadership and pipeline building in the same sector. Candidates with this combination are generally not active on the market, so a discreet approach is, as a rule, the only way to reach them.

REMUNERATION RANGE IN THIS SEGMENT Provided for a specific role, once the scope is confirmed	**TYPICAL NOTICE PERIOD** One to three months

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04 WHAT WE DID NOT FIND IN THE DATABASE

This section is included in every report. If something is not there, that is just as useful to know as a list of what is.

- No candidates with sales experience in markets outside Europe.
- No candidate available immediately who has both team leadership and the required sector experience.

05 G&T RELEVANCE ASSESSMENT AND NEXT STEP

We recommend opening a conversation with profile #1. Before that, we check the candidate's interest, without disclosing identities and with no obligation on your part. We suggest keeping profile #2 as an alternative if time to impact matters more than proven leadership of a larger team.

HOW TO PROCEED

- Let us know which profile interests you.
- G&T checks the candidate's interest discreetly and, if you wish, without mentioning your company.
- If the interest is mutual, we ask the candidate for consent to disclose their identity.
- Identity, CV and contact details are shared only once that consent has been given.

> **DETAILED CANDIDATE PROFILE**
>
> For the profile you are interested in, we prepare a Private Talent Memo: an extended anonymous profile with a deeper account of experience, results and engagement conditions. The Memo is the second level of the same report, not a separate product.

CONFIDENTIALITY AND TERMS

A candidate's identity is not disclosed without their separate prior consent. This report is intended solely for the client and must not be passed on to third parties.

Talent Radar is an additional channel and a second expert opinion, not a substitute for your internal HR process. The relevance assessment is carried out manually by G&T – the system does not calculate an automatic match.

SAMPLE – NOT A CANDIDATE