



Franchise Recruiting Director

The role of a Franchise Recruiting Director is to work with candidates by taking them through the Pillar To Post 8-Step Franchise Discovery Process. The Franchise Recruiting Director engages with people on pre-set appointments who have expressed an interest in the Pillar To Post franchise opportunity – no cold calling. We have a proven eight step process for working with candidates to ultimately award franchises to those who can be successful with the Pillar To Post brand. This is the opportunity to work with an industry leader and #1 in Category brand, as ranked by Entrepreneur Media.

Skill Set/Traits/Talents

- Thinks like an entrepreneur or small business owner
- Welcomes a challenge
- Outstanding at developing relationships quickly, and building rapport
- Excellent at asking the right questions and listening
- Independent, assertive, competitive, self-disciplined, efficient and effective
- Self-honesty and integrity
- Strong ability to self-asses their own gaps, weaknesses, and places where help is needed

Expectations/Responsibilities

- Use the Pillar To Post 8 Step Discovery process to award a Pillar To Post franchise to qualified individuals.
- Will produce a minimum number of quality new franchisees over any 12-month period
- Provides updates on their pipeline and where candidates are in the process
- Will request assistance, coaching, and strategy planning as needed to meet recruiting objectives
- Candidates in the pipeline are moving forward, and time is invested for opportunities that might be 2-18 months out from being active in pipeline
- Will follow-up with candidates and other key contacts quickly
- Can determine financial and background qualification of the candidate
- Will asses fit of candidates and sponsor the right candidates for the awarding of a franchise

- Provide recruiting forecasts, targeted sales plans, as well as other recaps and projections
- Will collaborate on various recruiting advertising and marketing strategies
- Assist in updating sales literature for initial information packets and follow ups
- Operate with honesty and integrity
- Implementing and update annual Individual Recruiting Plan (IRP)
- Live the values of Pillar To Post
 - Invest ourselves in each other's success
 - Respect the individual
 - Have pride in what we do
 - Deliver what we promise
 - Practice continuous improvement

Business Acumen/Knowledge

- Is plugged in with franchise development community, benchmarks, FTC rules and guidelines
- Can wear multiple hats with candidates throughout the process; teacher, consultant, coach, project manager
- Considers professional development a personal responsibility and will be active in personal continuous improvement

Preferred Experience/Education

- Prior franchise experience
- Documented track record of success and experience in other franchise companies
- Understands the basics of various small business funding options (SBA, conventional, LOC, HELOC, Retirement fund rollovers)
- A strong understanding and experience in a solution and consultative selling environment
- Structured sales training
- Business ownership experience

Apply at franchise@pillartopost.com