



What is a high impact hire?

Those positions primarily responsible for generating your company results, be it revenue, product delivery, strategy, talent recruitment or client relations. Most often, these positions have the autonomy, access and opportunity to commit fraud or theft without detection.



NOT EASILY FILLED/REPLACED

The hiring process for high impact hires can be long and arduous. Many times, recruiting firms are used to find candidates quickly.



SPECIALIZED SKILLS

Is specialized education, licensure or certification required? This is one of the key characteristics of many high impact hires.



ACCESS

Does the position have the ability to control or grant access to sensitive infrastructure or data? If so, it is a high impact hire. An often-overlooked example is building security.



UNIQUE EXPERTISE

Most high impact hires require significant work experience. While not in the realm of the executive suite, these positions are often for candidates well established in their careers.



"A" LEVEL PERFORMERS

High impact hires are highly competitive. The hiring process is focused on identifying the best, most successful candidates as opposed to "someone who can do the job."



AUTONOMY

Due to their specializations, high impact hires are often clustered in small cohorts with limited supervision. Many times, their supervisors don't possess the same skillsets or expertise.



CONTRIBUTES TO STRATEGY

High impact hires often have input into the strategic direction of a business group or the company as a whole.

COMMON IMPACT POSITIONS

Business: HR Directors, Finance Director, Sales Managers, Investor Relations

Education: Principal, Vice Principal, AVP, Senior Director

Retail: District Manager, Store Manager, Department Manager

Sports: Referee, Coach, Trainers

Hospitality: General Manager

Medicine: Doctor, Nurse, Lab Manager, Homecare Workers