



Smardt Inc.

Leveraging the power of recruitment to transform sales

At a glance

Smardt Inc. is a Montreal-based leader in oil-free centrifugal chillers, offering energy-efficient HVAC solutions since 2005. Focused on sustainability, Smardt helps clients reduce costs and carbon footprints globally.



Caleb Jones
General Manager

"Jon's expertise in sales roles, combined with LH Sales Consulting's specialized knowledge, transformed our hiring process. Their passion for finding the right fit ensured we received not only highly qualified candidates but also individuals poised for long-term success. What was once an overwhelming process became seamless, delivering results that far exceeded our expectations."



1,500+

Profiles reviewed



14 → 3

Initial screenings conducted by LH Sales Interviews conducted by Smardt



1

Final candidate



www.lhsalesconsulting.com



Montreal, Quebec

CHALLENGES



Smardt faced significant roadblocks in recruiting an **Account Executive**. The team was overwhelmed with a flood of **unsuitable resumes** and lacked the **focused expertise** required to identify top-tier sales talent. This bottleneck hindered their ability to find the right fit for a critical role and distracted their leadership from other priorities.

SOLUTIONS



LH Sales Consulting stepped in to streamline Smardt's recruitment process. Leveraging our **specialized knowledge** in sales recruitment, we sifted through countless applications to curate a pool of **high-calibre candidates**.

We conducted a multi-stage evaluation process that included initial screenings, in-depth interviews, and skills assessments. The final shortlist featured three standout candidates, all deemed highly qualified for the role. Among them, Ryan emerged as the ideal choice due to his exceptional blend of **enthusiasm, experience, and willingness to learn**.

IMPACT



Streamlined Process

1

Smardt went from feeling **overwhelmed** by unsuitable candidates to having a **focused, efficient** recruitment experience - ultimately bringing confidence to their decision.

2

Enhanced Candidate Quality

Ryan's energy, solid sales experience, and hunger to grow made him the standout choice, giving Smardt trust in his long-term success within the company.

3

Improved Organizational Focus

Outsourcing the recruitment process allowed Smardt's leadership to focus on strategic priorities, knowing that their hiring needs were in expert hands.