

# HIRES SPARKS

## AV RECRUITING

THE AUDIOVISUAL INDUSTRY'S LEADING RECRUITING AGENCY SINCE 2015

QSC™

BARCO

CRESTRON



**100% DEDICATED TO AUDIOVISUAL TO  
MANUFACTURERS, INTEGRATORS & DISTRIBUTORS**

**GLOBAL RECRUITING RESOURCE  
AMERICAS, UK, EMEA, APAC**

**CONTINGENCY RECRUITING FOR  
FULL-TIME POSITIONS ONLY**

**CONTACT US**



(833) 2-HIREAV



[www.hiresparks.com](http://www.hiresparks.com)

## HOW WE STARTED

In 2015, we recognized that the Audio-Visual manufacturing and integration industries were underserved with specialized recruiting resources. After a tremendous response from the C-level of leading industry brands such as Crestron, QSC, Biamp, Barco, Whitlock/AVI-SPL and others, HireSparks quickly claimed the title of the AV industry's go-to, specialized recruiting agency.

## WHAT SETS US APART

Most Recruiting Agencies are meat grinders with 90% turn over every 2 years and they pressure their new employees to solicit every business within their region, regardless of their industry. They will happily promise you the moon with no real context, no existing relationships and no understanding of the market and technologies unique to our industry.

1. Our recruiters stay long-term, because we invest heavily in them, treat them like family and they are 100% remote.
2. We have delved deep into the nuances of the AV industry. We know the special relationships among AV manufacturers, dealer/integrators, distributors and end-users. We also know the differences between ProAudio, Commercial Integration and Rentals & Staging.
3. Because we serve the whole eco-system of our industry, which includes everything from new product development to installers and the entire sales chain, we have been networking with the whole community since day one. With over 90,000 conversations logged with passive, long term quality candidates, our internal database is top-of-class.
4. We don't just send our clients resumes. We are your brand ambassadors to the talent community. Every interview we do with a candidate prior to submittal is your opportunity for a positive introduction or affirmation of an existing fan.

## WHY CHOOSE US



### OUR MISSION

To help our client partners grow and thrive through constant networking, professional persistence and trying our very best to stay on top of the massive technology transformation of AV systems.



### OUR PROMISE

We only promise our clients three things:

1. Integrity & Professionalism at all times.
2. Very low volume & very high quality candidate submittals.
3. To be your sincere brand ambassador to every candidate we interview for you.

## WHAT WE DO

### AV MANUFACTURERS

We present you a 'Best Practices' head-hunting service 100% dedicated to your industry, with the quantity and quality of candidates that you require to maintain and grow your Audio Visual Manufacturing division or business. No up-front fees, we bill you on your new employee's first day, with a 90 Day Guarantee.

### AV INTEGRATORS

We are highly selective when agreeing to work with new clients in this category. As we do not recruit from our clients, we have to balance new business growth with a diminishing talent pool. If you are a market leader in your region, contact us ASAP at (833) 2HIREAV



# 100% DEDICATED TO AUDIO VISUAL RECRUITING



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## AV RECRUITING

### AV Manufacturers

- Regional Channel Sales
- Sales Engineer
- Sales Manager/Director/VP
- Operations Manager/Director/VP
- Project Manager
- Program Manager
- Product Manager
- Product Owner
- Product Analyst
- Product Engineer
- Mechanical Engineer
- Firmware Engineer
- Software Engineer
- Quality Engineer
- Tech Support Engineer
- Executive Leadership

### AV Integrators

- Sales Executive (Hunter)
- Account Manager (Farmer)
- Sales Manager/Director/VP
- Operations Manager/Director/VP
- Marketing Manager
- Programmer
- Project Engineer
- Sales Engineer
- Project Manager
- Field/Commissioning Engineer
- On-site Service Technician
- Lead Technician
- Field Technician/Installer
- Installation Manager/Director/VP
- Engineering Manager/Director/VP
- Executive Leadership



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#### SCAN AND DOWNLOAD

Free AV Job Descriptions  
& Market Salaries



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### CURRENT SALARY RANGE FOR AV MANUFACTURERS

POSITION	SALARY RANGE	COMMISSION
Regional Channel Sales	\$150,000 - 225,000 Total Compensation on an 80/20 split of salary/commission.	Yes
Sales/Application Engineer	\$120,000 - 210,000	No
Sales Manager/Director/VP	\$200,000 - 400,000 Total Compensation on an 80/20 split of salary/commission.	Yes
Marketing Manager/Director/VP	\$75,000 - 185,000	No
Project Manager	\$90,000 - 135,000	No
Program Manager	\$115,000 - 160,000	No
Product Manager	\$125,000 - 225,000	No
Product Owner	\$100,000 - 175,000	No
Product Analyst	\$85,000 - 110,000	No
Product Engineer	\$110,000 - 160,000	No
Mechanical Engineer	\$90,000 - 160,000	No
Firmware Engineer	\$135,000 - 215,000	No
Software Engineer	\$135,000 - 215,000+	No
Quality Engineer	\$90,000 - 165,000	No
Tech Support Engineer	(1) \$50,000 - 75,000 (2) \$75,000 - 100,000 (3) \$100,000 - 115,000	No
Executive Leadership	\$250,000 + Bonus	No

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### CURRENT SALARY RANGE FOR AV INTEGRATORS

POSITION	SALARY RANGE	COMMISSION
Sales Executive (Hunter)	\$75,000 - 125,000 5% to 7% of Gross Sales, given >20% margins	Yes
Account Manager (Farmer)	\$65,000 - 100,000	Yes
Sales Manager/Director/VP	\$150,000 - 250,000+	Yes
Marketing Manager/Director/VP	\$75,000 - 135,000	No
Programmer	\$110,000 - 150,000	No
Design/Project Engineer	\$85,000 - 135,000	No
Sales Engineer	\$90,000 - 140,000	No
Project Manager	\$75,000 - 130,000	No
Field/Commissioning Engineer	\$90,000 - 120,000	No
On-site Service Technician	\$75,000 - 95,000	No
Lead Technician	\$35-50/hr	No
Field Technician/Installer	\$30-35+/hr	No
Installation Manager/Director/VP	\$115,000 - 250,000	Yes
Engineering Manager/Director/VP	\$115,000 - 250,000	Yes
Executive Leadership	\$250,000 + Bonus	Yes
Executive Leadership	\$250,000 + Bonus	No

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