



## PEAK CASE STUDY: INDEED FLEX

Peak supports Indeed Flex in securing high-impact sales talent to strengthen U.S. growth

### Overview

#### **Situation:**

Indeed Flex needed to hire sales professionals across the U.S., but traditional sourcing methods were not reaching the caliber of talent required to support their growth.

#### **Solution:**

Indeed Flex partnered with Peak Sales Recruiting, leveraging Peak's specialized headhunting approach, assessment capabilities, and sales-focused methodology to identify, attract, and hire top sales performers across multiple roles and experience levels.

#### **Result:**

Peak delivered strong candidate pipelines, accelerated hiring timelines, and helped place high-performing individuals who now support some of Indeed Flex's most important U.S. accounts.

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**Peak is a really good partner. They move fast, they find good candidates, and they'll be honest when something isn't working, so we can make the right changes.**

— ” —

**James Terry**  
Head of US Revenue  
Indeed

### Situation

Indeed Flex, a technology-driven staffing platform, was expanding rapidly across the U.S. and required sales talent capable of managing complex accounts, driving new business, and navigating a hybrid commercial-operational environment. Despite having strong internal resources, the team found that certain sales roles required deeper market knowledge and a more proactive approach.

According to James Terry, Head of US Revenue, “we needed someone who knew the sales market and could headhunt the right people.” Some roles had remained open for extended periods, limiting the team’s ability to support large accounts or launch new initiatives. Leadership began looking for a partner that could bring structure, speed, and more direct access to high-quality passive candidates.

## Solution

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Indeed Flex engaged Peak Sales Recruiting to lead multiple U.S. sales searches. Peak began by establishing a clear understanding of the company’s commercial environment, ideal candidate profiles, and the performance requirements of each role. This early alignment ensured that outreach, screening, and evaluation were targeted to the company’s specific needs.

*“The results have always been there. Peak finds strong candidates, moves quickly, and provides honest guidance throughout the process.”*



JAMES TERRY  
**Head of US Revenue**

Peak engaged passive sales talent across adjacent industries, broadening the candidate pool while maintaining alignment with Indeed Flex’s commercial objectives. Through regular calibration with hiring leaders, Peak adjusted search parameters to reflect market realities, compensation expectations, and the specific competencies required for each role.

For senior and specialized positions, Peak incorporated assessment tools to support hiring decisions and provide an additional layer of confidence. This combination of targeted outreach, thoughtful advisory support, and clear process management enabled Peak to deliver strong, well-matched shortlists in condensed timelines.

## Results

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Peak's recruiting efforts have had a measurable impact on Indeed Flex's U.S. commercial operations. Several of Peak's placements have assumed responsibility for high-value accounts and have demonstrated strong performance in fast-paced, demanding environments. These hires have supported account continuity, improved service delivery, and contributed directly to client satisfaction in key markets.

The partnership has also enabled Indeed Flex to hire more efficiently. Searches that previously extended over multiple months were completed within significantly shorter timelines, providing the company with the agility needed to execute new commercial strategies and respond to emerging market opportunities.

With high-quality candidates in place, Indeed Flex has also gained additional flexibility to pilot new programs, refine account structures, and expand into new regions knowing that the strength of the team is not a limiting factor.

The company continues to partner with Peak for strategic sales roles across the United States. As James Terry noted, "the results have always been there. Peak finds strong candidates, moves quickly, and provides honest guidance throughout the process."

Peak remains a trusted recruiting partner supporting Indeed Flex's long-term commercial growth.



Strategic sales  
roles filled  
nationwide



Long-term  
recruiting  
partnership  
established

Questions? Call us at [+1.800.964.0946](tel:+18009640946)