'Profile of the candidates:
- young, energetic people, who are enthusiastic about the concept as well as the „chase"
- experienced if possible, but the lack of sales experience is not a turn off, given that they have that extra something (demonstrated at the interview)
- preferably speaking an additional language as well.

Interview process:
- personal interview about competencies
- roll play

Training:
- 1-2 days -
mornings - going through the processes and SOPs with a trainer

afternoons - training in the system (them following on the test system)

- 3-4-5 days -
mornings - online workshadowing the agents of the Barcelona office (in case the candidates speak other languages, this can be done with other offices)

afternoons - practicing the sales pitch, personalising the script
⌐ from the 5th day on trying out the things they have leant in live environment

- Traing material → is provided by the TL/Manager
  (if it is me → creating as well)
- From the 2nd week on → active work
  - in case the people are hired in a talk the any aid will be provided by the TL
  - in case they are hired one-by-one a buddy-system is to be introduced