



CFO Recruit



**A LEADING RECRUITER OF
CHIEF FINANCIAL OFFICERS
IN THE USA**

cfo-recruit.com

FULL TIME | FRACTIONAL | INTERIM

1-888-680-8033

CONTENTS

1. About us
 2. What makes us different?
 3. What we do and how we do it
 4. A typical CFO Recruit process
 5. Commitment
 6. Our services
 7. Why choose CFO Recruit?
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ABOUT US

We specialize in recruiting CFOs - it's our core focus.

We understand what drives them, the skills they possess, and the value they can bring to an organization.

While each client is unique, they all share one common trait – ambition. They aim to be the best within their industry, just like we do.

This determination to succeed permeates their leadership team and they expect the same from their financial leaders.

Let us assist you in finding your ideal CFO with the drive and ambition to propel your business to its full potential.



WHAT MAKES US DIFFERENT?

It's easy to claim to be different, which is why most recruitment firms use certain clichés in their marketing material.

These include:

- Dynamic
- Innovative
- Unrivaled network of candidates
- Market-leading technology
- Recruiters with hundreds of years combined experience

While these attributes are true of us, we don't assert they make us different.

We avoid unfounded and unquantifiable statements assuring you there's no smoke and mirrors. Get to know us and you'll see we're not just talk.



Our expertise in the field is evident by our actions, testimonials, and a fee structure payable only upon success.

When we chose our name, we opted for clarity. With CFO Recruit there's no confusion. We are unequivocal about who we are and what we excel at, evident in everything we do including our company name.



WHAT WE DO AND HOW WE DO IT

We operate across a range of business sectors catering to both small enterprises and large corporations.

Drive and aspiration unites all the businesses we work with. They recognize the pivotal role of a skilled financial leader. That's where we excel.

Our recruiters specialize in identifying high-caliber individuals that align with our clients' needs. With years of refining our network, we understand the key players in the industry and the strategic career moves that would attract them.

While we've established a robust CFO community, it doesn't end there. We organize regular networking events, technical seminars, and peer-to-peer roundtables to foster close relationships with the CFOs in our network. This approach allows us to truly understand them as individuals, their technical prowess, interpersonal skills, and what motivates them.

98% of our placements are still in situ 6 months after they have started

Our market intelligence ensures our clients make informed decisions without taking unnecessary risks when making important hiring choices.

The information we provide offers insights into our candidates motivations and abilities giving our clients a clear picture of what to expect.

With our extensive market knowledge and recruiter expertise, 98% of our exclusive placements remain in their roles 6 months after starting, an achievement we take immense pride in.



A TYPICAL CFO RECRUIT PROCESS

Consultation



CFO Recruit initiates a comprehensive consultation to fully understand your requirements. We confirm the scope, responsibilities, necessary skills and expertise for the position while also delving into insights into your company culture. Additionally, we ensure that timeframes, targets, and recruitment process timelines align with your expectations and input.

Selection



We meticulously compile a long list of exceptional finance professionals suitable for your role. Leveraging our current pool of high-quality candidates, we identify those who align with your specific requirements. For retained or exclusive assignments, we leverage our extensive network and reach out to exceptional individuals not yet registered but who could be an ideal match. Every candidate we propose will go through our thorough screening process.

Resume presentation



A concise shortlist featuring only the most suitable candidates is presented to you, accompanied by resumes. For retained positions, we enhance the presentation with video highlights from our candidate interviews. Throughout this process, we remain readily available to address any additional questions you may have.

Candidate interviews



We coordinate interviews with your preferred candidates, ensuring alignment with your schedule and location preferences.

Successful selection



Following the selection of a candidate, CFO Recruit takes charge of relevant administrative tasks. This includes negotiating terms and conditions, aiding in reference checks, and confirming the appointment.

Onboarding and aftercare



Recognizing the importance of a seamless transition into a new role, CFO Recruit actively supports the selected candidate during their notice period. We maintain regular contact with them even after they have assumed their new position, ensuring their continued success in the role.

COMMITMENT

An effective recruitment process demands a shared commitment to success.

While we strive to provide you with the best shortlist possible, achieving a successful outcome requires your active participation. The following commitments are essential to ensuring a streamlined and successful recruitment campaign:

- ✓ Thorough agency briefing
- ✓ Signed terms
- ✓ Prompt resume review
- ✓ Efficient interview stages
- ✓ Timely interview feedback
- ✓ Swift offer delivery
- ✓ Timely contract release.

Candidates form opinions of your company based on the effectiveness and efficiency of the recruitment process.

Highly organized companies that navigate their hiring campaigns with precision stand out in the competition for the best talent.

Our commitment to you

We pledge to work in partnership with you throughout the recruitment process. With dedication, motivation, openness, and transparency, we are unwavering in our commitment to seeing your project through to completion.

Upon receiving your approval and with full commitment from all parties, there's no reason you cannot have a permanent candidate under offer within 3-6 weeks, and even less for interim or part-time positions. For a concise summary of our services, refer to the table on page 6 below.



OUR SERVICES: PRODUCT COMPARISON

Services Provided	Non-Exclusive	Exclusive	Retained
Payment	100% 14 days after candidate start date	100% 14 days after candidate start date	Paid in advance over instalments
Dedicated Account Manager	✓	✓	✓
Database search of candidates on agency CRM	✓	✓	✓
Vacancy advertised on popular job boards	✓	✓	✓
Candidates interviewed and pre-screening against vacancy requirements	✓	✓	✓
Assistance in setting up interviews and negotiating offers	✓	✓	✓
Discounted recruitment rates for exclusivity	-	✓	✓
Free replacement assistance	-	✓	✓
In-depth pre-screening interview against vacancy requirements	-	✓	✓
Allocate team to proactively headhunt passive candidates from historical database	-	✓	✓
Proactively source peer referrals from extensive network	-	✓	✓
Personality Profile of candidates called for interview (Optional).	-	✓	✓
Briefing session to discuss shortlist	-	✓	✓
Free replacement assistance for extended period	-	-	✓
Allocate research team to market map and headhunt identified candidates	-	-	✓
Full 360 degree referencing of candidates	-	-	✓
Regular Progress Meetings	-	-	✓
Premium job listings on job boards (Optional)	-	-	✓
Candidate video accompanying res (Optional)	-	-	✓
Psychometric testing and full report (Optional)	-	-	✓

WHY CHOOSE US?

At CFO Recruit, we specialize in recruiting for dynamic American organizations seeking talented individuals to drive their business forward. Here are some compelling reasons why many businesses opt to partner with us:

Extensive network for a comprehensive market search



Only 2.5% of individuals in the market are actively seeking new opportunities at any given time. Recognizing this, we provide an unrivaled network that enables a true market search. Connecting with 100% of the potential workforce ensures you access the best candidates throughout the entire marketplace.

We only hire experienced recruiters



Building an extensive network is essential, but success also hinges on having expert recruiters. Our team comprises seasoned consultants with a track record of success in running effective recruitment campaigns. Their experience in sourcing first-class CFOs allows them to skillfully negotiate offers, manage candidate expectations, anticipate obstacles, and ultimately secure the best talent for your organization.

We can tailor our service to suit your needs



Understanding that one size doesn't fit all, we offer a bespoke service tailored to match your specific requirements. As an independent recruiter, we can adapt our recruitment techniques to align with your timelines and budget constraints.

Our narrow focus makes us experts in our field



By concentrating solely on CFOs, we have become industry specialists. The fact that 98% of our exclusive placements remain in their roles six months after starting is a testament to our market-leading expertise. In contrast, when recruited through other methods, one-third of individuals leave a new job within the first six months.

We guarantee all our exclusive placements



Virtually all of our exclusive placements successfully pass their probation period. However, in the rare event that they don't, we stand by our commitment to assist you in finding a replacement at no additional cost. Partnering with us significantly increases the likelihood of having a long-term CFO in your organization.



If you're an employer seeking guidance or support in hiring a CFO, reach out to us. We would be delighted to connect with you and provide assistance.

Visit:

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**FOR AMBITIOUS ORGANIZATIONS
WHO REQUIRE A TALENTED CFO
TO HELP THEIR BUSINESS
PROSPER**