



Recruit



Case Study

“CFO Recruit demonstrated a deep understanding of our organization's needs and the specific requirements for the Director of Finance role within a non-profit educational institution.”

**Bob Misher, Chair of the
Finance Committee at A Step
Up Academy**

Key achievements

- A Step Up Academy (ASUA) urgently required a new Director of Finance to support its mission.
- CFO Recruit swiftly filled this critical position, leveraging their expertise in C-level financial appointments.
- The recruitment process highlighted CFO Recruit's commitment to understanding client needs, ensuring a selection of highly-qualified candidates.
- CFO Recruit's effective process enabled ASUA to efficiently evaluate candidates, culminating in the appointment of a Director of Finance who seamlessly aligned with the organization's ethos and objectives.

The Challenge



Critical Requirement

Filling a Director-level position swiftly and effectively presents a significant challenge, particularly within the non-profit sector, where alignment with mission and values is crucial. ASUA faced this challenge head-on when searching for a new Director of Finance. The organization required a finance leader who could not only oversee financial operations but also embody and promote the academy's commitment to serving children with complex needs.

Bob Misher, Chair of the Finance Committee emphasized the importance of finding a recruitment partner who could swiftly identify the right talent, minimizing disruption to their vital services.

CFO Recruit was chosen for their expertise in sourcing and placing high-caliber finance professionals in roles that match both skill requirements and organizational culture.



The Search

CFO Recruit's tailored approach

- **Initial Consultation:** In-depth discussions with Bob Misher, members of the finance committee and meetings with the operational Directors of the Academy to fully comprehend expectations and specific requirements of the position from a finance, operational and strategic perspective. These meetings also provided a deep understanding of the culture of ASUA.
- **Candidate Search:** An extensive search utilizing CFO Recruit's vast network to identify potential candidates with both financial expertise and a passion for the non-profit sector.
- **Candidate Evaluation:** Rigorous pre-screening of 21 candidates and detailed assessments led to a longlist of 10 exceptionally qualified candidates.
- **Shortlisting and Interviews:** Six candidates were shortlisted for initial interviews based on their comprehensive profiles, which were thoroughly evaluated for strengths and weaknesses.
- **Final Selection:** The interview process was narrowed down to three outstanding candidates, leading to a thoughtful and deliberate final selection.

Our recruiter commented: "It was a pleasure to work with Bob and the Board at ASUA. They are an inspiring team and have achieved such amazing growth to date developing a wonderful school serving children with complex needs. Their passion for the mission, service provision and dedication to the families they serve is so heart warming and much needed in the local community. It really was a pleasure to tell their story to potential candidates and exciting to find candidates who shared their passion for the mission. We were fortunate to have 3 very strong candidates go through final stages and it was a very tough decision for the Board to select just one but after a lot of deliberation they were able to select a front runner. The process ran smoothly as a result of Bob and the team acting swiftly and efficiently and also having a great culture and leadership team."

Why CFO Recruit?

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CFO Recruit's ability to provide a swift, precise, and thorough service ensured that ASUA could continue its important work without interruption. The academy's leadership highly recommends CFO Recruit for their professionalism, speed, and the high quality of their candidate selection process, making them an ideal partner for any organization seeking dedicated and impactful recruitment solutions.

Bob Misher, Chair of the Finance Committee at ASUA, commented: "CFO Recruit's dedication and expertise were evident throughout the recruitment process. Their deep understanding of our needs of the non-profit sector enabled them to present candidates who were not just qualified, but truly passionate about our mission. Our recruiter provided exceptional support, making a complex process smooth and efficient. Her commitment to excellence and attention to detail in candidate selection were instrumental in our successful recruitment outcome.

"I was very impressed with how timely this entire process was completed and see that as a reflection of the commitment by the entire team at CFO Recruit. Our new Director of Finance has fitted in really well with the team and has already begun to make an impact."



We'll help you find the perfect candidate

If you are looking for an exceptional CFO, or another Senior Executive, please talk to us about your requirements.

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