



# Case Study

A close-up photograph of a person's hands, wearing a light blue sweater, resting on a document with Braille text. The hands are positioned as if reading or pointing to the text. The background is softly blurred, showing more of the document and the person's arms.

**“The success of this search was largely due to the prompt and thorough communication from CFO Recruit.”**

**Ron Wagner,  
VP of HR, Vibrant Works**

# Key achievements

- Vibrant Works urgently required a new CFO to lead their finance function during a critical period of growth and transformation
- CFO Recruit successfully conducted a nationwide search and secured a high-caliber CFO who relocated to San Antonio, Texas, to take on the role
- The process demonstrated CFO Recruit's ability to combine a rigorous search with open communication and swift action in a competitive market
- Through their structured approach, CFO Recruit helped Vibrant Works secure their first-choice candidate, who is now supporting the company as it plans for growth

# The Challenge



# An evolving business with changing leadership needs

As Vibrant Works, a distinctive organization combining a manufacturing arm with a nonprofit mission, entered a critical phase of growth, the need for strong financial leadership became clear. The CEO recognized the importance of appointing a CFO with the right blend of expertise and strategic vision to guide the organization through its next chapter.

Adding to the challenge, the role required relocation to San Antonio, Texas, which narrowed the candidate pool. Timing was also a key factor, making it essential to find the right leader quickly and efficiently.

The business needed someone with proven leadership and technical expertise, but also the ability to quickly integrate into the company's culture and support its ambitious goals.

Ron Wagner, VP of Human Resources, reflected: "We needed a recruitment partner who could deliver a clear, structured process that allowed us to find the right CFO for our evolving business. The timing and requirements were challenging, so it was essential we worked with a search firm that truly understood our needs."



# The Search

# The Recruitment Process

CFO Recruit worked in close partnership with Vibrant Works to design and deliver a comprehensive search process. This included:

**Initial Consultation:** In-depth meetings with both the VP of HR and the CEO to understand current challenges, future ambitions, and the critical qualities required in the new CFO.

**Targeted Search:** A nationwide campaign that generated 187 expressions of interest from qualified finance leaders, with proactive outreach to those open to relocation.

**Candidate Evaluation:** 21 candidates underwent competency-based interviews to assess technical skills, leadership qualities, and cultural fit.

**Shortlisting:** Seven exceptional candidates were presented to Vibrant Works, four of whom progressed to client interviews.

**Final Selection:** One standout candidate emerged, though timing was key as they already held another offer. CFO Recruit worked closely with both parties to ensure transparent communication and an efficient, thorough process.

**Offer & Negotiation:** By facilitating open dialogue and managing expectations, CFO Recruit supported Vibrant Works in tailoring the offer to secure an acceptance.

The background is a deep blue gradient with a prominent, bright blue horizontal line that has a slight glow and a small lens flare effect. The background is filled with intricate, glowing blue patterns that resemble light trails or abstract fractal-like structures, creating a sense of depth and movement.

# **Why CFO Recruit?**

# Why CFO Recruit?

CFO Recruit's structured yet flexible approach ensured that Vibrant Works secured a top-tier CFO at a crucial time for the business. Their ability to balance market reach, candidate assessment, and clear communication enabled a successful outcome under competitive circumstances.

Ron Wagner, VP of HR at Vibrant Works, shared his perspective: "The success of this search was largely due to the prompt and thorough communication from CFO Recruit. From the very beginning, they asked insightful questions during our briefing that helped shape a clear understanding of the kind of candidate we needed. Throughout the process, they kept me fully informed on developments with each candidate, ensuring there were no surprises.

When we identified our preferred finalist, who quickly became the top choice across our leadership team, CFO Recruit provided open, transparent, and detailed guidance that enabled us to tailor our offer and secure an acceptance. We would wholeheartedly recommend CFO Recruit. They managed the process end-to-end with precision, clarity, and integrity."



# **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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