

CFO Recruit



Case Study

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Blake Soileau, Captain – Executive Assistant
at Lafayette Parish Sheriff's Office



Key achievements

- Lafayette Parish Sheriff's Office (LPSO) needed to appoint a new Chief Financial Officer after struggling to fill the role through advertizing and local connections
- CFO Recruit was engaged to carry out a retained search and successfully identified a candidate with strong, relevant expertise as a CFO
- The team completed an extensive market mapping exercise and conducted a search approaching 175 finance leaders within government agencies across Louisiana
- Through consistent communication and careful negotiation, CFO Recruit secured a candidate who met both the budget requirements and the expectations of the organization



The Challenge

Lafayette Parish Sheriff's Office Requirement

Appointing a senior finance leader in the public sector requires a very specific background. Lafayette Parish Sheriff's Office needed a CFO who would understand the financial complexities of government agencies and could manage the unique demands of a law enforcement organization. There was a tight budget in terms of compensation for the position which added challenge to the search.

Following unsuccessful attempts to hire directly through job postings and local outreach, LPSO turned to CFO Recruit for a more targeted approach.

LPSO Captain – Executive Assistant, Blake Soileau, explained what they were looking for:

“We need someone to handle the financial operations of a government agency and also understand the law enforcement environment in which we operate. It is important to find someone with the right mix of experience, professionalism, and cultural fit is also very important.”

CFO Recruit's role was to identify qualified finance leaders who could step into the position confidently and align with the values and goals of the organization.



The Search

The Recruitment Process

From the start, CFO Recruit focused on understanding LPSO's needs and setting clear expectations around process and timelines.

This process included the following steps:

- **Initial Consultation:** CFO Recruit met with Blake and the leadership team to discuss the scope of the role, key responsibilities, and the challenges of recruiting for a government agency.
- **Targeted Search:** The team conducted a full market mapping exercise, identifying finance leaders across Louisiana who had worked in government or similar agencies.
- **Outreach:** A total of 175 potential candidates were approached directly. The team also explored local talent with transferable CFO experience who showed the ability and interest to learn the nuances of public finance.
- **Candidate Shortlisting:** 11 video interviews were carried out to evaluate experience, leadership ability, and cultural fit. Three strong candidates were presented to the client for consideration.
- **Final Interviews and Placement:** While salary expectations were initially higher than the available budget, CFO Recruit managed open and transparent discussions that helped keep a top candidate engaged. After several rounds of interviews and assessments, including background, medical, and personality checks, the candidate accepted the offer and joined the team.

Why CFO Recruit?

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CFO Recruit's persistence, communication, and in-depth understanding of finance leadership roles were central to this success. Despite the limitations around salary and the specific experience required, the team delivered a smooth and professional process that produced a great outcome.

Captain – Executive Assistant Blake Soileau shared his experience:

“Working with CFO Recruit truly felt like a partnership. They took the time to understand our needs and our culture. Communication was excellent, and the recruiter always kept us informed. She even took time out of her vacation to video chat with me. The service was very professional, and we're extremely happy with the result. I wouldn't hesitate to work with CFO Recruit again.”

The recruiter added: “This was a challenging search as the parameters were very specific in terms of experience and budget for the position. Blake was great to work with, very responsive and also understanding of the time to generate interest and associated challenges. This open communication made for a solid partnership and I am very happy that we were able to find a great candidate who is in position and has fit well into the organization and team.”

This collaboration shows how CFO Recruit builds strong partnerships, listens closely to client needs, and delivers the right leadership talent for complex financial roles within the public sector.



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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