



Case Study



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“The process was very smooth largely due to the continued communication and updates from CFO Recruit.”

Charles Tellier,
CEO, D2E Labs

Key achievements

- D2E Labs urgently needed to appoint a new VP Finance to replace their outgoing leader and maintain continuity during a busy growth period.
- CFO Recruit successfully delivered a full retained search and secured the appointment within the required eight-week timeline.
- Over 500 candidates expressing interest in the role. With efficient communication, disciplined screening, and the ability to manage high interest, 30 candidates were identified for competency-based interviews.
- Through a structured evaluating and shortlisting process, D2E Labs appointed a strong VP Finance, who has now integrated well into the business and is already contributing to its continued growth.

The Challenge



A Sensitive Search

Hiring a senior finance leader on a tight timeline requires a clear process and the ability to identify high-caliber talent quickly. D2E Labs faced this situation when their VP Finance gave notice, creating the need for a seamless transition and a period of handover.

The company required an experienced finance leader who could step in with confidence, support the organization's growth plans, and begin within the planned timeframe. With only eight weeks available from the start of the search to placement, the team needed a recruitment partner who understood senior finance appointments and could manage a high-volume, high-quality process.

CEO Charles Tellier reflects on the challenge:

“We needed a smooth process with clear communication at every stage. The timing was tight and securing a proper handover was crucial for us.”

D2E Labs partnered with CFO Recruit for a retained search, ensuring access to an established senior finance network and a structured approach tailored to their timeline.

The Search



The Recruitment Process

Throughout the search, CFO Recruit provided clear guidance, regular updates, and a well-managed process to ensure each stage moved efficiently and aligned with the client's deadline.

This process included the following steps:

- **Initial Consultation** CFO Recruit worked closely with D2E Labs to understand the role, expectations, and the cultural environment the new VP Finance would be joining.
- **Targeted Search:** Outreach to CFO Recruit's network generated strong interest, especially given the fully remote nature of the position.
- **Longlisting:** Over 500 expressions of interest were reviewed, resulting in a longlist of 30 candidates who completed competency-based interviews with CFO Recruit.
- **Candidate Shortlisting:** A shortlist of 10 qualified candidates was shared with D2E Labs, leading to 8 early-stage interviews with the internal team.
- **Final Interviews and Placement:** Multiple interview rounds involving the leadership team and investors narrowed the shortlist to two final candidates. The preferred candidate was selected and accepted the offer within the required timeline, ensuring a smooth handover before the incumbent's departure.

Why CFO Recruit?

The background is a dark blue gradient with intricate, glowing light trails and a prominent horizontal blue line that spans the width of the image, creating a sense of motion and depth.

Why CFO Recruit?

CFO Recruit's clear process, regular communication and ability to manage a high-volume executive search enabled D2E Labs to secure the right VP Finance within their time-sensitive window.

By partnering with CFO Recruit, D2E Labs benefited from a team that specialises in senior finance appointments and understands the pace, rigour, and communication required for critical executive hires. Their ability to filter a large pool of interest into a focused shortlist ensured the leadership team only spent time with candidates who matched both the technical and cultural priorities of the role.

CEO Charles Tellier shared his experience:

“The process was very smooth largely due to the continued communication and updates from CFO Recruit. They guided us at each stage and worked efficiently to ensure we secured an acceptance in line with our timeline. Our new VP Finance is integrating very well and we're very happy with his contributions. Things are going very well indeed.”

This partnership gave D2E Labs the confidence and clarity they needed during a crucial leadership transition.



**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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