

ACCOUNTANCY

Recruit



Case Study

“I highly
recommend
Accountancy
Recruit for their
strategic approach
and understanding
of our business
needs.”

Andrew Machin, Operations
Director at The Bluedog Group



Key achievements

- Accountancy Recruit seamlessly filled the critical position of Bookkeeper for The Bluedog Group, enabling the Operations Director, Andrew Machin, to redirect focus to business operations.
- The recruitment process showcased Accountancy Recruit's efficiency, strategic screening, and ability to identify highly qualified candidates in the field of accountancy.
- Amongst the shortlisted candidates, Accountancy Recruit identified a standout candidate whose skills and cultural fit aligned seamlessly with The Bluedog Group's unique requirements.
- Andrew Machin was **extremely pleased** with his chosen candidate, who quickly started to contribute to the operational efficiency at The Bluedog Group.

The Challenge



A requirement for financial stability

As The Bluedog Group had experienced continuous company growth, the need for a dedicated Bookkeeper became apparent. Andrew Machin, the Operations Director, had been managing financial processing but recognised the strategic importance of bringing in a specialist to enhance focus on core business operations.

Andrew Machin reflects on the challenge: "Managing financial processing internally was becoming a bottleneck to our operations. We needed a dedicated Bookkeeper to streamline our financial functions and support our continued growth."

Accountancy Recruit was entrusted with this challenge, given their specialism in recruiting for finance and accounting positions and their understanding of the intricate needs within the finance function.

A black magnifying glass is positioned over the screen of a silver laptop. The laptop screen is white and displays the text "The Search" in a bold, dark red font. The keyboard and trackpad of the laptop are visible below the screen. The background is plain white.

The Search

The Recruitment Process

Accountancy Recruit executed a comprehensive recruitment process tailored to The Bluedog Group's specific needs:

- **Screening and Longlisting:** After initial screening, a long list of 30 potential candidates was created, leading to video interviews with 10 candidates. From this, Accountancy Recruit shortlisted 5 candidates, presenting comprehensive summaries and CVs.
- **Client Collaboration:** Andrew Machin, along with Co-Directors, actively participated in the candidate selection process, opting to interview 3 candidates for the final round.
- **Offer and Placement:** While all 3 candidates were strong, Accountancy Recruit identified a front runner, resulting in a successful job offer and placement.

The recruiter commented: "This was a really exciting role to recruit, as Andrew is so passionate about the business, and it is a real success story. It was clear from the initial briefing call that one of the reasons for their continued success is how they treat their employees. Andrew armed me with a lot of information to share with potential candidates and I was able to convey that it would be a great place to work. The successful candidate has confirmed those thoughts and said she feels very lucky to have found such a lovely employer."



**Why
Accountancy
Recruit?**

Why Accountancy Recruit?

Accountancy Recruit's dedication to understanding The Bluedog Group's unique needs and company culture played a pivotal role in the success of the recruitment process.

By partnering with Accountancy Recruit, The Bluedog Group benefited from a recruitment partner specialising in senior appointments within the finance sector. The efficiency, strategic approach, and commitment to identifying the right cultural fit allowed for the swift placement of a highly qualified Bookkeeper.

Andrew Machin, Operations Director at The Bluedog Group, expressed his satisfaction: "Accountancy Recruit did more than fill a role; they found a candidate who seamlessly integrated into our operations, contributing significantly to our financial processes. I highly recommend them for their strategic approach and understanding of our business needs."

ACCOUNTANCY Recruit

**We'll help you find
the perfect candidate**

If you are looking for an exceptional finance or accountancy candidate, please talk to us about your requirements.

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