

ACCOUNTANCY

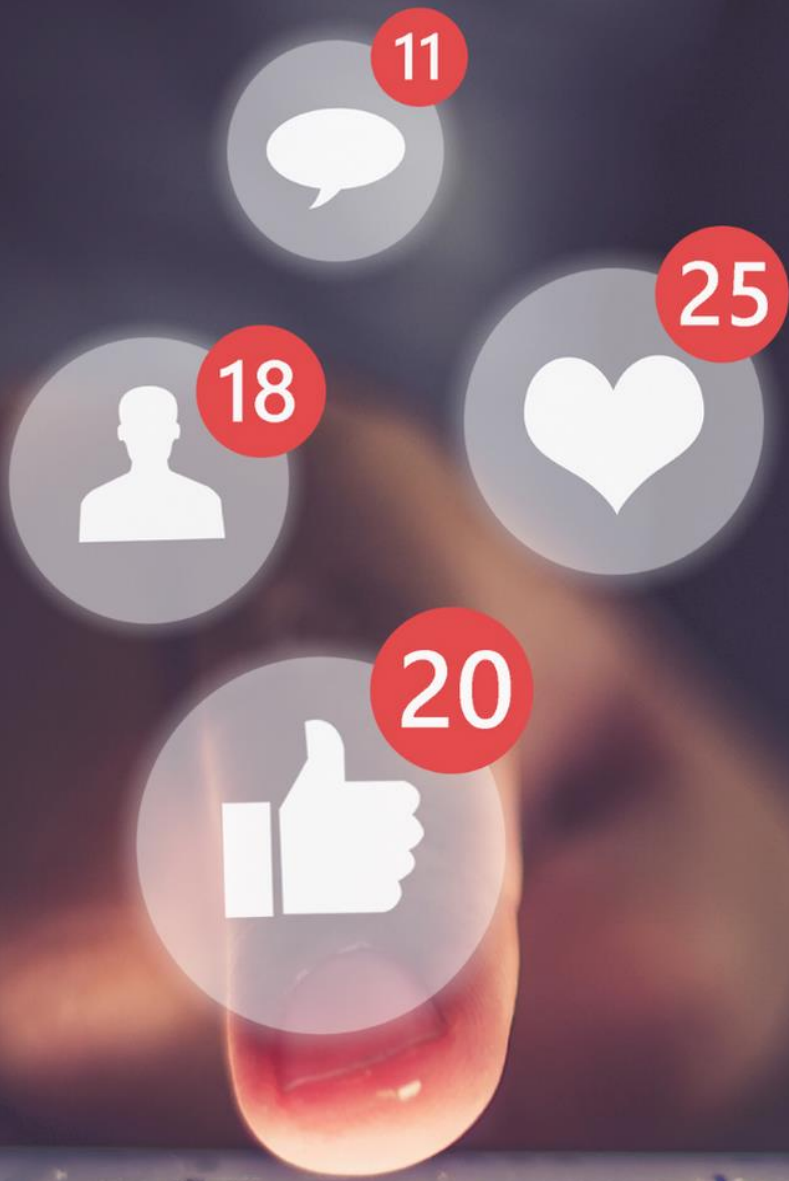
Recruit

Kairos

M E D I A

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Case Study



“If you want a smooth, confident recruitment partner to help you hire a senior financial partner into your business, I would definitely recommend Accountancy Recruit.”

Mark Sweeney, HR Lead at Kairos Media

Key achievements

- Working with Accountancy Recruit, **Kairos Media** found a Financial Controller to lead them through significant financial growth.
- Finding the right person provided the company with the **vision and structure** they needed.
- Accountancy recruit developed a **clear timeline and plan** for the recruitment.
- The recruiter worked with Kairos Media to **efficiently manage the hiring process** and secure the services of the preferred candidate.
- Kairos Media is **extremely happy** with the contributions their new Financial Controller is making to the team.

The Challenge

social

media

Future

Providing financial leadership to guide the growth of the company

Kairos Media is one of the fastest-growing social media marketing agencies in the UK. They had high-velocity growth plans to allow them to plot and sustain a sizeable growth trajectory in both the short and long term. This put them in need of an experienced Financial Controller. They needed a financial leader who could put their experience and expertise to use, facilitating growth in a structured way.

Mark Sweeney, HR Lead at Kairos Media said: “Our agency needed someone to help us mature and grow and bring in some real stability – find new ways of working to help us move forward. We had already attempted to recruit without success.”

“We made the decision to approach Accountancy Recruit thanks to their finance specialism and location in close proximity to Manchester.”

The specialism aspect was a particular attraction as Kairos did not want to work with recruiters who would be distracted by involvement in many different areas. They also felt that finance is a nuanced area so having a recruiter with an understanding of different roles and responsibilities was vital.



The Search

The Recruitment Process

Accountancy Recruit understood that Kairos Media needed to find the right high calibre person relatively quickly. The recruiter developed a transparent plan and time frame. Mark said: “There was a clear time frame. The level of communication was great, and the recruiter was always open and honest. There was a good balance between what we needed and what the candidate needed.”

As a vital part of their plan, the recruiter conducted screening interviews with 19 potential candidates. Eight of these candidates were selected for a potential interview with HR Manager Mark Sweeney. He found that all candidates were of high calibre and selected five that he wanted to interview.

After the final interview, there was a clearly preferred candidate who had experience of leading small companies through significant growth, and her background was a good match for the agency’s requirements. The recruiter and Kairos worked together to manage the process efficiently, with the recruiter providing insights into the current market and what was a fair salary for someone of her experience level. She has been an excellent addition to the team.

Our recruiter said: “It was great to work with Mark to appoint a Financial Controller for Kairos; the process was well managed as Mark was responsive and engaged throughout. He listened and took on board advice and market intel that I provided. Consequently, we successfully recruited the position, and the candidate was so keen and interested that she accepted the role at a lower salary than she had previously operated.”



**Why
Accountancy
Recruit?**

Making recruiting easy

Kairos had a relatively urgent need for a Financial Controller. They felt that Accountancy Recruit were the best people to help with this, thanks to their openness, honesty, and experience in hiring finance professionals.

They also relished the opportunity to work with a recruiter with a finance specialism as this would provide the specific insights required to make the best possible recruitment decision.

Mark said: “Finance can be very nuanced, so specialism is important. Other recruiters don’t have the ability or an understanding of the different financial roles. You need an expert.”

This expertise was a vital aspect of the relationship between the company and the recruiter. It led to Kairos Media hiring the right Financial Controller to lead them through substantial growth, by providing us with the required structure and vision.

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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