

ACCOUNTANCY

Recruit



Expect

Case Study

“Accountancy Recruit was able to easily understand the type of organisation we are and what skills would be needed in our organisation. The market intel our recruiter provided was very helpful and managed our expectations at the outset of the process.”

Dawn Sime, Senior HR Officer



Key achievements

- Accountancy Recruit met with Expect to **understand their urgent need** to hire a Finance Manager to steady the ship, following the departure of the previous holder of the role.
- Due to Expect's status as a charity, Accountancy Recruit agreed to provide their services **for a favourable fee**.
- The recruiter **managed the expectations of the organization**, concerning the level and experience of candidates they could expect given the available salary range.
- Accountancy Recruit interviewed candidates and provided the charity with a **shortlist of the most suitable individuals**.
- Expect are **extremely pleased** with the standout candidate they hired who is doing a great job.

The Challenge



Securing the services of a Finance Director as a matter of urgency

Expect is a charity providing mental health and support services across Merseyside. Its Finance Manager had departed, and they had a backlog in the finance function as a result. This meant that they needed to find the right candidate to fill the role as soon as possible.

Accountancy Recruitment came on board to help the charity find the right person to steady the ship and keep them on track. They agreed to help Expect to recruit a Finance Manager at a favourable fee given their status as a charity.

The budget that Expect had in place for the role was below what would normally be considered the market rate. Therefore, the recruiter provided honest insight to the charity about the level of experience they could reasonably expect from anyone recruited at this salary level.

The provision of this market information meant that expectations were managed right from the outset of the recruitment process.

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 of the laptop is visible below the screen, showing a mix of Latin and Cyrillic characters. The background is plain white.

The Search

The Recruitment Process

There was an initial meeting between the recruiter and Expect where requirements and expectations were outlined, and an understanding was reached.

Dawn said: “We had a very useful initial briefing conversation during which we discussed our needs and expectations and also previous challenges.”

The recruiter made sure to understand the requirements of the charity by asking questions about the responsibilities of the role and the expertise and abilities they were looking for. They also provided Expect with honest insight about the level and experience of professionals they were likely to attract with the available salary range.

Having developed an understanding of the type of professional Expect were looking for, the recruiter interviewed candidates and provided the charity with a shortlist of the most suitable people. Expect were then able to find the ideal person for the position of Finance Manager. The individual has fitted in well with the organisation.

Our recruiter said: “We were able to shortlist two candidates with relevant sector experience, and fortunately, one of the candidates had completed a very similar role within a different charity. The process ran smoothly as the HR Manager, Dawn was engaged in the process and had a very open mindset. We were pleased to be able to appoint someone to help clear the backlog and get the finance function back on track.”

A pair of hands with light-colored nail polish is shown from the left and right sides, holding a grey paper cutout of a group of five stylized human figures holding hands in a circle. The figures are arranged in two rows: three in the back and two in the front. The background is a plain, light-colored surface. The text 'Why Accountancy Recruit?' is overlaid in the center in a dark red, bold, sans-serif font.

**Why
Accountancy
Recruit?**

Why Accountancy Recruit?

The service from Accountancy Recruit was efficient and transparent throughout the recruitment process. The recruiter fully understood the needs of the organisation in finding a new Finance Manager as a matter of urgency.

They shortlisted the candidates quickly and effectively, enabling Expect to interview the most suitable people. One person immediately stood out, having worked within a similar organisation previously.

As a result of the expert help from Accountancy Recruit, the candidate has now taken up the role of Finance Manager within Expect. She has settled well in the team and is doing an excellent job.

The senior team at Expect is very happy with the results of the process and does not hesitate to recommend the services of Accountancy Recruit as a professional and experienced recruitment partner.

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.

EMAIL: enquiries@accountancyrecruit.co.uk

WEB: www.accountancyrecruit.co.uk