

CASE STUDY POST IPO

- ▶ **Initial recruitment focused on compliance needs.**
- ▶ **Senior management to C-suite level.**
- ▶ **5 roles.**
- ▶ **3 locations.**
- ▶ **100% fill rate across assignments.**

POSTS APPOINTED

- ▶ VP Controller – Pennsylvania
- ▶ Director of SEC Reporting and SOX control – New York
- ▶ Senior FP&A Manager – Pennsylvania
- ▶ Senior Accounting Manager – Pennsylvania
- ▶ Senior Cost Accounting Manager – Illinois

UNIQUE CLIENT - POST IPO REFERENCE CASE

- ▶ A high growth, publicly traded, health food production company.
- ▶ Company founded in 2019 and listed on the NASDAQ in 2021.
- ▶ A national footprint with production facilities in California and Illinois.

COMPLEX BRIEF

- ▶ Engaged to assist with upskilling the Finance and Accounting organization post IPO.
- ▶ Initial focus on ensuring the company was adequately equipped from a compliance basis.
- ▶ The company had been working with a number of other recruiters but had found little success.
- ▶ Location and risk profile of the business were significant issue for high calibre employees.
- ▶ High turnover and less than favorable reviews on glassdoor site.

WINNING METHODOLOGY

- ▶ Built a unique marketing strategy to position the company correctly.
- ▶ Emphasised strengths of the employer value proposition.
- ▶ Extensive screening of potential candidates for skills, character and commitment.
- ▶ Ensured shortlist candidates understood the opportunities and the challenges before meeting the client.

DELIVERED OUTCOMES

- ▶ Executed on hiring plan and delivered qualified candidates with genuine interest in the roles.
- ▶ 100% fill rate across assignments.
- ▶ Recruitment to roles including...
 - › VP Controller - Pennsylvania
 - › Director of SEC Reporting and SOX control – New York
 - › Senior FP&A Manager - Pennsylvania
 - › Senior Accounting Manager - Pennsylvania
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