

## CASE STUDY PRE IPO

- ▶ Transformed accounting and tax capability.
- ▶ Senior management to C-suite level.
- ▶ 6 roles.
- ▶ 3 continents.
- ▶ Delivered on time and in budget.

### POSTS APPOINTED

- ▶ Chief Accounting Officer
- ▶ Global Head of Tax
- ▶ Corporate Controller
- ▶ Senior Head - Corporate Accounting
- ▶ Director of Accounting - Europe
- ▶ Senior Tax Manager

### UNIQUE CLIENT - PRE IPO REFERENCE CASE

- ▶ Privately held tech unicorn valued at around \$2bn with over 2000 employees globally.
- ▶ Market leader in decision data and AI to transform enterprise profitability analyzing over 1.3m customer and agent interactions every day.
- ▶ Over 200 patents and working for clients across 18 countries.
- ▶ Named by CBI Insights and Fortune in the top 100 most promising/leading AI companies in the world.
- ▶ In the three years to 2022 revenue grew from \$100m to \$400m.

### COMPLEX BRIEF

- ▶ Transformation of Global Accounting and Tax infrastructure to support IPO readiness ambition.
- ▶ Multi-role project with searches across the United States, Europe and Asia.
- ▶ Identify candidate profiles who will add management capability and support a cross-cultural geographical footprint.

### WINNING METHODOLOGY

- ▶ Rigorous assessment of operational context and company objectives.
- ▶ Clear specification of personal qualities, and skills required.
- ▶ Unique process sourced an initial pool of 150 candidates per search.
- ▶ Built links with relevant, highly talented financial professionals.
- ▶ Provide client with job ready, well-prepared and committed candidates.

### DELIVERED OUTCOMES

- ▶ Appointment of Global Head of Tax and Chief Accounting Officer.
- ▶ Agreed timescales met with 100% fill rate across assignments.
- ▶ Secured trust of senior management and advisers.
- ▶ Appointed to recruit to 4 other roles including....
  - › Director or Accounting for Europe – Ireland
  - › Corporate Controller – Sourced in Dubai
  - › Senior Director of Corporate Accounting – Sourced in Saudi Arabia
  - › Senior Tax Manager – United States.