

## **CASE STUDY**

### **Search for a Senior Accountant, Cash Management**

#### **Client**

A \$270 million, private equity owned urgent care company.

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#### **Challenge**

The company was seeking a highly specific, niche skill set within accounting. The ideal candidate was a Staff of Senior Accountant with at least 2 years performing cash management accounting, preferably working with multiple bank accounts, combined with GL accounting experience (5+ total years of experience). Two critical elements of the skill set needed were as follows – 1) experience performing high-volume cash reconciliations requiring in-depth research and investigation and 2) experience either in cash forecasting (i.e. managing a rolling 13-week cash forecast) or general budgeting/forecasting.

Most candidates did not possess both of these experiences, while several had one or the other. If they did have both, very often the cash reconciliations were low volume (i.e. less than 100 per month vs. the thousands they would deal with in this role). In addition, many of those offering these skills had more experience and required salaries and compensation packages above the company's budget.

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#### **Strategy**

Our search strategy focused on reaching deep and wide into the Staff and Senior Accountant talent pool in the Phoenix metro area, to uncover candidates in the 3-to-8-year experience range and/or coming from smaller to mid-size company backgrounds that might offer a better match to our client's budget.

We also prioritized candidates who had worked for companies with high transaction business models – i.e. other healthcare providers with multiple locations, retailers, restaurants, and other multi-location companies. We were able to engage candidates seeking a niche type role within accounting, who enjoy a down-to-earth, no-drama culture, with strong opportunities for longer-term career growth.

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#### **Results**

We presented the top 3 candidates to our client, all of whom offered at least 7 to 8 years of experience plus experience with multiple bank accounts, high-volume reconciliations, and cash forecasting (all had managed 5 to 13-week rolling cash forecasts).

The client hired a candidate with a very deep accounting background who had varied experience at large, mid-sized, and small companies, who was an excellent culture and personality fit to the team's down-to-earth, non-nonsense, cohesive work style.