

CASE STUDY

Search for a Senior Treasury Manager

Client

A publicly traded, \$2.5 billion digital/software company.

Challenge

The company offered a strong growth story and value proposition, located in Phoenix, AZ. The role required a highly niche skill set in corporate treasury – someone who could manage cash flow forecasting, liquidity, debt raises, share buybacks, foreign exchange risk, capital planning, and a \$1 billion investment portfolio. The Head of Treasury was seeking an existing Manager or Senior Manager with a strong background and experience in capital markets with a preference for a Chartered Financial Analyst (CFA).

This level and skill set is very niche in the Phoenix market, particularly when seeking a CFA. The company posted the job on LinkedIn and sought out help from other recruiting firms, but still didn't see a strong flow of talent with enough of the background required to make a hire.

Strategy

Our search strategy focused on expanding the company's reach to all the Manager/Senior Manager level corporate treasury candidates in the Phoenix market, with supplemental outreach to nearby markets for candidates who would be willing to relocate. We strongly skewed the target list towards candidates with the CFA credential and leveraged our President's status as a CFA to gain entry with these candidates.

We leveraged our deep firsthand knowledge of capital markets to identify and focus on candidates with skill sets that were more diverse and leaned more towards capital markets and investment management vs. those limited to mostly cash and liquidity management.

We also presented the opportunity with an emphasis on the ability of the candidate to perform more complex capital markets, foreign exchange, and portfolio management work, which compelled the right skill sets to engage in the process.

Results

We presented the top 2 candidates to our client, who chose to hire a local to Phoenix Treasury Manager – a CFA who offered 7 years of total experience, including 5.5 years in corporate treasury (1.5 as a Treasury Manager) plus extensive capital markets experience.

The candidate spent over 2 years in the Senior Treasury Manager role before our client promoted him to his current role as Assistant Treasurer.