

ATTRACTING AND SECURING TOP-LEVEL INTERIM TALENT

Strategic Advantages of Interim Accounting and Finance Talent

BOWEN KNARR – PRACTICE LEADER

Operational and strategic business requirements often fall outside the risk tolerance, strategic direction or timing considerations related to securing permanent talent to meet certain business needs. Interim Accounting and Finance talent can provide both results and flexibility to drive business outcomes around initiatives including:

- ❖ Rapid growth
- ❖ ERP implementation
- ❖ M&A integration
- ❖ New lines of business
- ❖ Change management

The dynamics of today's rapidly fluctuating environment actually increases the number and talent level of Accounting and Finance professionals armed with a profound scope of skills, talent, traits and experiences available for interim engagements.

Source:
Senior Management Worldwide
<https://smw-interim.com/the-interim-executive-workforce-global-interim-management-survey-by-smw/>

CATALYZE RESULTS DURING CRITICAL STAGES OF BUSINESS CHANGE

RAPID GROWTH

Decisions about permanent hires become increasingly challenging during times of rapid growth and change. The impacts of rapid hiring can be compounded when a wrong decision in selecting a permanent hire costs months or even years and substantive direct expense.

Prepare a plan to meet business requirements with specific interim talent to ease the short-term burden of sourcing and onboarding permanent talent during a period already focused on growing your business. This might include:

- ❖ Identifying points of high leverage, demand and acceleration
- ❖ Anticipating volumes associated with exponential expansion
- ❖ Flexing workforce availability based on external impacts



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PRE-IPO

Strong accounting and finance departments are critical to pre-IPO activities. Often there are surge needs in the 18-month run up to an IPO that are impractical to address with permanent talent. A combination of foresight and flexible workforce allows the likelihood that necessary accounting and finance expertise is accessible and in place.

Whether financial planning and analysis services, controller oversight, comptroller and treasurer needs, audit, tax, enterprise software integration and/or daily transactional needs, proper planning can ensure that the permanent and interim leadership and muscle needed to succeed is in place. Accounting and finance contractors can be especially beneficial for a special purpose acquisition company (SPAC) given their often-aggressive raise cycles.



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INCREASING INNOVATION AND AGILITY

During times of change and transition, your organization needs great people at a moment's notice.

When innovation is needed, leaders quickly realize that they can't handle every part of their business independently. For some, it is difficult to overcome concerns about non-permanent finance leadership and for that reason overstretched leaders may try to overwork in this area. However, when an organization goes through change and transition, this becomes unsustainable and a distraction from a leader's core job responsibilities.

Suppose you're experiencing rapid growth and expansion, implementing a new ERP, preparing for your IPO, or experiencing a period of rapid innovation and change. In these stages, agility and the ability to pivot and expand are vital for success. That is why building a top-notch accounting and finance team including both permanent and interim talent is essential to organizations looking for a competitive edge.



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Along with the overwhelming majority of the industry, the Big Four have recognized the benefit of broader inclusion in the Accounting and Finance profession. In addition to the presence of diverse professionals, an inclusive culture creates a sense of belonging and values the diversity of thought arising from the spectrum of humanity.

Organizations that make inclusion a focus **attract better talent and perform better**. Multiple studies have shown that teams with more diversity make better decisions about hiring than less-diverse groups. On the other hand, lack of inclusion can be detrimental to an organization. In fact, according to McKinsey research, "39 percent of all respondents say they have turned down or decided not to pursue a job because of a perceived lack of inclusion at an organization".

Not only is inclusion an essential factor for a variety of candidates, but it is also a business opportunity. Inclusive companies have 2.3 times higher cash flow per employee over three years, according to Forbes. This increase can be attributed to diverse and inclusive workplaces earning deeper trust and commitment from their employees. Seasoned recruiters understand the value of inclusion and focus on finding the best talent from diverse backgrounds.

**BETTER
INCLUSION
MEANS
BETTER
TALENT**

REMOTE WORK

Mastering management of remote working environments provides strategic advantages to those firms that can meet their Accounting and Finance needs. Many highly talented and experienced interim and permanent job candidates are available remotely.

Further, flexible thinking about remote work provides employers access to a segment of the talent market that is unable to commute.

This can include, among others, people with restricted mobility, parents with young children, and retirees.



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LEVERAGE RESOURCES

The overall business landscape is moving through tumultuous times. No matter how seasoned you are in your Accounting and Finance Leadership, you don't have to go it alone. Top performing C-Level Accounting and Finance leadership leverage resources in the marketplace to extend the strength of their bench, both interim and permanent.

Topgrading talent and partnering with search firms with deep networks into the best Accounting and Finance talent can be a point of marked differentiation for winning teams and companies. Becoming nimbler, more resilient and more creative in times like these, together with the right recruiting partners can accelerate your organization's realization of strong business outcomes and catalyze a vital and productive workplace.



WE CAN HELP



WORK WITH BOWEN

Bowen Knarr leads the BrainWorks Interim Practice

Bowen was one of the founding members of the accounting and finance recruitment division for the largest privately held staffing firm in the world and now serves Accounting and Finance Leaders in the Denver market and beyond.

ENGAGE BRAINWORKS

BrainWorks is a prominent boutique executive search firm offering a 30-year track record of successfully sourcing and placing top talent. By harnessing proven strategies, collaborating with stakeholders and leveraging a diverse and talented candidate network, BrainWorks helps businesses find, attract, and ultimately hire talented professionals that create differentiated results.

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