

ACCOUNTING RELOCATION PROJECT

Payment technology service provider



Business Challenge

Our client provides a broad range of products and services that allow their customers to accept all payment types across a variety of distribution channels in many markets around the world. In connection with the \$4 billion acquisition & integration of a competitor in 2016, they decided to move the acquired accounting functions from two locations, New Jersey and Maryland, to Atlanta. A few of the 50+ positions were filled with relocated team members however, most of the positions needed to be replaced with Atlanta located talent.

They sought a solution that would quickly identify, recruit and acquire accounting talent for direct hire into their organization. Of significant importance was the technical competency of the partner firm, the ability to engage and secure talent within their salary bands, the efficient use of their hiring managers' time and the outsourced management of the entire hiring process.

“...identify, recruit and acquire accounting talent for direct hire into their organization.”

Direct hires*

- + 4 Accounting Project Leads
- + 1 Accounting Project Lead Manager
- + 1 Director of Technical Accounting
- + 1 Assistant Controller
- + 1 Director of Global Procurement
- + 1 Manager of Procurement Systems
- + 3 Accounting Directors
- + 7 Accounting Managers
- + 3 Application Support Analysts
- + 1 AR Analyst
- + 12 Senior Accountants
- + 10 Staff Accountants
- + 2 Junior Accountants

Strategy

Our customized solution included:

- client specific employment branding campaign to entice qualified candidates
- pre-defined interview days each week for the client’s team to interview, assess and select their new colleagues
- dedicated interview space within our offices to accommodate multiple interviews as needed
- regularly scheduled calibration/debrief sessions to discuss interview outcomes
- the extension and negotiation of all candidate offers and onboarding coordination
- weekly update meetings with our client to discuss project status
- customized weekly recruiting dashboard to map entire process
- regular status checks with TIG leadership and the clients’ CAO to
- discuss the pipeline and make necessary course corrections

Results

Our client is now positioned to move their business forward with minimum disruption to their accounting function. The detailed results achieved by our solution are:

- the acquisition of **47 direct hires***
- an efficient process resulting in a reduction of 704 hiring manager hours to select the new team members
- an interview to hire ratio of 5.8 to 1
- over 90% retention
- the acquisition of 14 contractors including: 2 Jr Accountants, 6 Staff Accountants, 1 Accounting Project Lead
- quality results achieved ahead of schedule