



## Permanent and Interim Search Case Study Accounting and Finance – Engineering Company

A multi-billion dollar engineering consulting company with operations worldwide required both permanent and interim accounting talent.

The client was previously seeking candidates within their industry; however they were not receiving the results they needed. The client then engaged Stephen James Associates. After extensive discussions with the client about their current recruiting process, the types of candidates they were looking for, the work they would be doing and their business goals, Stephen James Associates proposed an alternative approach that would focus on acquiring talent from Big Four public accounting firms. These candidates would possess the right combination of industry knowledge, technical skills, and leadership that would help the client reach their goals.

Stephen James Associates utilized our proprietary search process to develop a customized search plan for the client. Candidates were identified from our exclusive network of talent from Big Four public accounting firms. Stephen James Associates conducted all screening and credential verification, as well as pre and post-interview assessments with the client and candidates to ensure successful placements, and a post-hire review to ensure that all expectations are being met.

As a result Stephen James Associates has successfully placed three senior accounting analysts with the client in the past year, and continues to work with the client for accounting and finance recruiting.

### About Stephen James Associates

Stephen James Associates® is a professional recruitment firm that works relentlessly on behalf of its clients and candidates, cultivating an elite network of professionals in the fields of accounting and finance, banking, human resources, sales and marketing. An operating company of Allegis Group®, the largest staffing company in the U.S, Stephen James Associates has an established presence in Florida, Kansas, Maryland, Massachusetts, Missouri, New Jersey, North Carolina, Pennsylvania, Virginia and Washington D.C. For more information, visit us at [www.stephenjames.com](http://www.stephenjames.com).

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