



Contingent Staffing Case Study

Accounting and Finance - Transportation

A large transportation and engineering company with diverse service offerings required accounting professionals with Big Four experience. The company recently hired a new controller and needed candidates with both technical skills to understand the complexities of their business model and service lines and work ethic to fit in within their culture.

The client was looking for candidates who had Big Four public accounting experience and would thrive in their fast-paced work environment, and a search partner who could deliver quality candidates. Stephen James Associates met with leadership to fully understand their business goals, culture and ideal candidate, and presented search solutions tailored to the client's needs.

Stephen James Associates utilized our proprietary search process to develop a customized search plan for the client. Multiple candidates with the credentials and experience the client was looking for were identified from our exclusive network of talent including big four public accounting firms. Stephen James Associates then 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 were being met.

An accounting manager and analyst were filled as a result of the initial engagement search, and a senior accountant was placed a few months later.

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.

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