

Finance & Accounting Recruiting That Scales With Your Business

From staff accountants to VP Finance—flexible, transparent, expert recruiting when you need it.



The Challenge

Your VP Finance just gave notice. Your audit starts in six weeks. Traditional recruiting firms want \$40,000-\$60,000 in commission fees (20-25% of salary) before you've even made an offer.

Meanwhile, your internal recruiter is managing 12 open reqs and doesn't have the bandwidth to source Controllers who understand revenue recognition, manage multi-entity consolidations, and can implement SOX controls.

The IQTalent Solution

SPECIALIZED FINANCE RECRUITING EXPERTISE

- CPAs, CMAs, CFAs—we understand technical certifications
- GAAP, IFRS, ASC 606, SOX compliance knowledge
- Systems expertise: NetSuite, BlackLine, SAP, Oracle, Workday
- Modern analytics & automation tools: Power BI, Dynamics, Microsoft 365, AI-driven forecasting
- Industry-specific finance (SaaS metrics, healthcare reimbursement, manufacturing cost accounting)

TRANSPARENT HOURLY PRICING

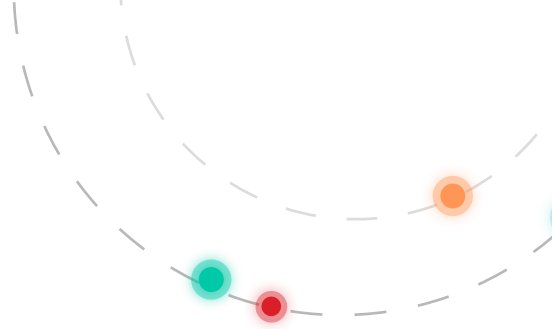
- \$120/hour for full-cycle recruiting
- \$80/hour for research and sourcing
- No commissions based on salary levels
- Typical search investment: \$9,600-\$12,000 vs. \$40,000-\$60,000 traditional fees

SCALE UP OR DOWN INSTANTLY

- Building an entire finance team post-acquisition? Deploy multiple recruiters
- Backfilling one controller? Right-size to exactly what you need
- 300+ U.S.-based consultants provide immediate capacity

OWN YOUR CANDIDATE DATA

- All contact information, resumes, and pipeline data stays with you
- Build your finance talent network over time
- No starting from zero with each new search



Finance Roles We Recruit

MID-LEVEL

- Staff Accountant, Senior Accountant
- Financial Analyst, Revenue Accountant
- Internal Auditor
- Senior Internal Auditor
- Tax Accountant
- Senior Tax Accountant

MANAGER/DIRECTOR

- Accounting Manager, Controller
- FP&A Manager, Tax Manager
- Internal Audit Manager
- Director of Internal Audit
- Tax Director

SENIOR LEADERSHIP

- VP Finance, VP Accounting
- VP FP&A, Head of Strategic Finance
- VP Internal Audit / Chief Audit Executive
- VP Tax

SPECIALIZED

- Revenue Recognition Specialist
- SOX Compliance Manager
- Treasury Manager
- Technical Accounting Manager

The Market Reality



Controllers, Heads of Finance, and CFO-track leaders remain among the most difficult finance roles to fill quickly



Organizations using on-demand recruiting for finance roles have cut time-to-fill by as much as 30% compared to traditional models



As finance organizations adopt AI-driven forecasting and analytics, the premium on hybrid “finance-plus-data” profiles is increasing



How It Works

1 Define Your Needs

Collaborate on role requirements, technical certifications (CPA, CMA, CFA), systems experience, and cultural fit.

2 Define Your Needs

Add dedicated recruiters and sourcers based on urgency and hiring volume.

3 Deliver Quality Candidates

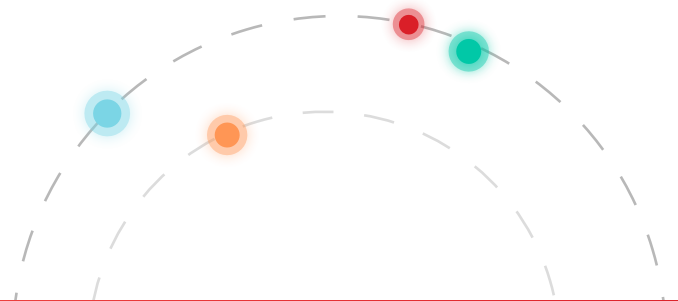
Transparent pipeline visibility—you see every candidate we engage with full contact information.

4 You Own the Data

All candidate information stays with you forever. Build your finance talent pipeline.

Why Finance Leaders Choose IQTalent

- Functional expertise across all finance & accounting specialties
- Predictable costs with no surprise commission fees
- Faster time-to-fill protecting audit and close timelines
- Flexible capacity that scales with your actual needs
- Complete transparency throughout the search process



Next Steps

Calculate Your Potential Savings

See how much you could save on your next finance hire vs. traditional commission-based recruiting.

[Schedule a Consultation](#)