

## 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

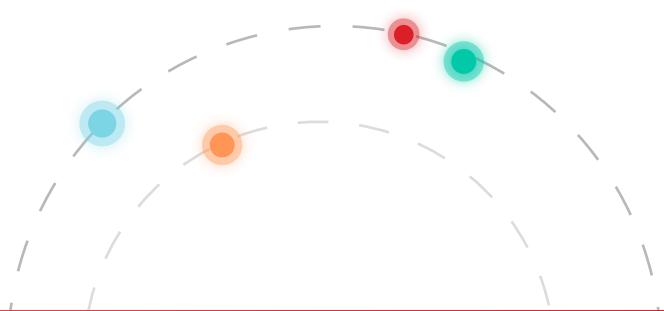
Transparent pipeline visibility—you see every candidate we engage with full contact information.

### 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](#)