
CASE STUDY

Search for a Senior Accountant of International Operations

Client

A mid-sized privately held company operating in the fast casual restaurant business.

Challenge

This company is family-owned, established by 5 brothers that had grown rapidly in the U.S., and was looking to launch an aggressive international growth strategy. This led to the creation of a new role – a Senior Accountant of International Operations, which would serve as a mini-Controller to the company’s international accounting activities under IFRS. This person would take the lead on establishing the right international accounting systems and processes, interface with global staff in multiple countries, and work with multiple currencies.

This search was challenging on multiple levels. The location in northern Virginia was just far enough from Washington D.C. to make the commute undesirable for many living in the area. It also required some experience or exposure to IFRS and working with multiple entities, which narrowed the talent pool. Finally, since our client is a smaller organization and given the unique nature of the role, the opportunity would appeal to a smaller set of candidates than a more traditional accounting role at a large company.

Strategy

Our search strategy focused on reaching out to individuals throughout the state of Virginia, Washington D.C., and Baltimore, MD areas. We targeted accounting professionals with 4 to 8+ years of experience in various industries and in Big 4 and regional public accounting firms, with an emphasis on international accounting and IFRS experience. As the search progressed, we found that the opportunity appealed most to individuals at smaller/regional public accounting firms and smaller to mid-sized private industry companies, and we narrowed the search to these types of entities to dig more deeply into the talent base.

Results

We presented 6 candidates in total to our client, of which 5 were interviewed and 1 was hired. The candidates presented came from a mix of public accounting and industry background, and all but one offered experience or some exposure to international accounting/IFRS.

The individual hired came with extensive knowledge of IFRS, as he was an Accountant for an internationally based company and was already producing financial statements in both IFRS and GAAP. He also came with experience in consolidation and foreign currency translation, had a natural drive to create and improve processes, and was naturally ambitious, having already earned a CPA.

This individual has been with our client for 6.5 years and has been promoted twice to Senior Accounting Manager of International Operations and ultimately to Assistant Controller – International Operations.