

RECRUITING SOLUTIONS

WE SPECIALIZE IN:

EXECUTIVES

All C-Level, All VP-Level

HUMAN RESOURCES

Directors and Managers

FINANCE/ACCOUNTING

Controllers, Directors of Accounting, Assistant Controllers, Accounting Managers

WHY CHOOSE US?

- Work with a recognized leader in the recruiting industry.
- **vcfo** uses the expertise of our own C-Suite employees to evaluate candidates, providing a peer-to-peer evaluation for the client.
- Using **vcfo's** consulting background and specialty in our placement areas, our team can quickly identify the long-term talent needed by a company to support its goals, and to ensure candidates can immediately hit the ground running.
- With an average of 20 years of placement experience, our executive recruiters have an established network of candidates to draw from and utilize the latest recruiting tools to present the most qualified candidates.
- Complete dedication to exceptional customer service.

We save your team valuable time by sending pre-qualified candidates that meet your requirement and will be the right fit for your culture following our **6-Step Success Process:**

SCOPING

In-depth analysis of position specifications, careful gathering of requirements and a value-focused, results-oriented experience which effectively gathers company attributes so the most successful candidates are presented.

RESEARCH

Strategic planning to develop the most effective means for sourcing target candidates. Extensive utilization of industry resources, virtual communities, associations, and proven, cold calling approaches.

RECRUITING

Supported by an extensive database of candidates and companies, and best in class industry tools, potential candidates are actively sought from direct competitors and parallel industries located locally, regionally or nationally.

ASSESSMENT

The most important step in the process. Combining behavioral and targeted interviewing techniques, clients are ensured that the candidates presented possess all necessary, as well as many desired, skill sets and will prove their value as an exceptional performer within the company.

INTERVIEWING

After determining the unique qualifications required for the position with your company, we combine in-depth behavioral interviews with targeted interview techniques to assess candidates. Our **vcfo** consultants will also conduct peer to peer interviews when appropriate. Our process ensures you are receiving only the most qualified candidates that meet all of your required criteria.

ACCEPTANCE

Consultation and negotiation of all elements surrounding an employment offer. Hands-on involvement to ensure that the identified candidate accepts the offer and stays on the team.

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