

Innovative approach to talent selection drives biotech leader's success

Cutting-edge microbiology company in the northeastern region of the United States was searching for a Chief Accounting Officer (CAO) to fill a key role to lead and scale their accounting function.

Challenge

The main challenge stemmed from the microbiology company's unique technology and product offerings. As pioneers in their industry, they sought employees who could not only understand the intricate financial implications of their business but also serve as thought leaders for the brand. They also needed individuals capable of designing their finance and accounting departments for future growth. The Chief Financial Officer (CFO) assigned Addison the responsibility of finding a Chief Accounting Officer (CAO) who could lead the organization through the process of going public and possessed the expertise to scale the company from small to large. Additionally, they sought a leader for their Financial Planning and Analysis (FP&A) team who could oversee the development of their production capabilities. Although other talent solutions firms presented candidates from the biotech industry, this client needed a partner experienced in understanding the nuances of a company's business model.

About Addison Group

For more than 20 years, Addison Group has been a leading professional services firm specializing in talent solutions/staffing, offering a full suite of capabilities (contract, contract-to-hire, direct placement, and executive search) across multiple practice areas.

Areas of expertise:

- Finance & Accounting
- Information Technology
- Healthcare
- Human Resources
- Administrative
- Digital Marketing

Recent accolades:

- *Forbes* / America's Best Professional Recruiting Firms 2022, 2023
- *Forbes* / America's Best Temporary Staffing Firms 2022, 2023
- *SIA* / Largest Staffing Firms in the US 2021, 2022, 2023

Solutions

Addison Group delved deeply into the company's operations to address its unique business processes and discovered that its operations resembled those of a manufacturing company rather than a typical biotech firm. Based on this understanding, our team focused the search on candidates with a comprehensive knowledge of controls and scalability within a large manufacturing setting. For the Chief Accounting Officer (CAO) role, we conducted a thorough, targeted search that resulted in placing an exceptional candidate with a background in the defense industry.

This individual proved to be an excellent fit in terms of control, maturity, and familiarity with the dynamics of a large manufacturing company. In hiring for the Financial Planning and Analysis (FP&A) team, we identified the need for candidates with expertise in managing low-volume and high-complexity processes and a track record of building within larger organizations. We successfully placed a candidate whose experience aligned perfectly with the company's business model and goals. After one year, the Director of Finance remains an integral part of the organization's culture.

"Delivered candidates with expertise in low-volume/high-complexity processes and a track record of building within larger organizations."

Results

When identifying the profiles for these roles (CAO & Director of Finance), the backgrounds of both candidates indicated they had the experience that made them uniquely qualified to accelerate the company's growth. For example, within a short period of time, the CAO successfully led their organization in going public and continues to expand their accounting team. The Director of Finance successfully built out the department and returned to Addison Group to hire two more managers for this team. Initially choosing Addison Group by chance, the fact they continue to come back shows our impact.

The Addison Group difference

We know great teams start with great people. That means we focus on quality, not quotas. It means we're laser-focused on seeing candidates beyond their resumes to understand candidates' goals and ensure they align with your mission. And it means working with you to get detailed insights into your teams so we can find people who fit, not just who's available.

No one gets talent like Addison Group.™

We'll do our best work, so you can do yours

Our Finance and Accounting Talent Solutions practice provides direct support with contract, contract-to-hire, direct hire, and executive workforce solutions.

Let's Talk.