

Elevate Your Finance Leadership Search with Frederickson Partners

Introduction

Welcome to the newly expanded executive search services of Frederickson Partners, a Gallagher company. At Frederickson, we specialize in connecting companies with world-class finance executives who are not just equipped to manage numbers but to shape strategic direction and foster sustainable business practices.



The Importance of Strong Financial Leadership

Financial executives play a pivotal role in guiding organizations through complex financial landscapes. From CFOs to VPs of Finance, these leaders:

- **Strategize for Growth:** Develop and implement financial strategies that align with corporate goals and fuel expansion.
- **Manage Risk:** Navigate economic volatility and regulatory complexities with proactive risk management
- **Deliver Finance Innovation:** Leverage technological advancements and data analytics to drive efficiency and innovation within the finance function.
- **Enable Sustainability and Governance:** Guarantee that financial operations align with principles of sustainability, transparency, and governance, fostering trust with stakeholders.

Our Expertise in Finance Executive Search

Frederickson Partners brings unmatched expertise in finance executive search, ensuring that we identify and secure the best talent for your organization. Our approach includes:

- **Industry-Specific Knowledge:** Deep understanding of financial operations across many sectors, allowing us to match you with leaders who possess both the technical expertise and industry insight required to excel.
- **Comprehensive Candidate Evaluation:** We rigorously assess candidates not just for their financial acumen, but for their strategic thinking, leadership style, and cultural fit within your organization.
- **Network and Reach:** With a vast network of finance professionals and a global reach, we provide access to top-tier talent, whether your need is local or international.

Tailored Search Strategies

We understand that every organization's financial leadership needs are unique. Our tailored search strategies include:

- **Collaborative Process:** We work closely with your team to understand your specific needs, organizational culture, and strategic goals.
- **Proactive Search:** Leveraging our extensive network and cutting-edge search technologies, we proactively seek out candidates who align with your vision.
- **Confidential and Discreet:** We ensure a confidential and discreet process, protecting both your interests and those of the candidates.

Client Success Stories

01

The client is an established private company with a rich legacy. An organization that was undergoing significant digital transformation and disruption.

The partnership with Frederickson:

The client organization was experiencing setbacks with their Chief Financial Officer (CFO) role as recent appointments to this position had been unsuccessful.

By leveraging flexibility, efficiency, and a deep understanding of both the organization's history and current challenges, Frederickson Partners was able to identify multiple candidates for this role rapidly. Within just a month after beginning the search, Frederickson presented a prime candidate, leading to an offer by the client just days after the candidate's introduction. By the end of that same week, the offer was accepted, making a remarkable turnaround time from placement agreement.

Key Successes:

- Continued trust and partnership with an existing client for a second key search
- Swift and efficient candidate sourcing, pinpointing the ideal CFO candidate in a time-sensitive situation.
- Leveraging deep industry and organizational understanding to tailor candidate sourcing.
- Restoring the client's confidence in the hiring process after past setbacks.
- Meeting the dynamic needs of a company undergoing digital transformation.
- Achieving a highly effective turnaround of just over one month from search agreement to successful placement of a new CFO.

02

The client is an innovative, fast-growing private equity-backed company in the technology space.

The partnership with Frederickson:

The client was looking to expand their team. However, they lacked a fully developed talent acquisition function and the vital skillsets required for recruiting and organizational growth. Their needs had also diversified across several functional areas of the business, triggering an urgent requirement to fill key new leadership roles, which the client was unable to execute on as they lacked specialized recruiters. They were resource-constrained and urgently needed critical positions filled to meet growth targets and client demands.

Through our comprehensive search approach and leveraging our experience across many roles, our team tapped into candidate pools the company had overlooked in the past. This also allowed us to source and present a more diverse slate of qualified candidates than the client had typically considered for these leadership positions.

The client quickly recognized Frederickson as a strategic partner who could provide valuable support across key functional areas beyond HR, including finance, operations, product, and service.

- Frederickson Partners was entrusted with multiple important leadership searches in addition to the CFO role, including leadership of HR, product and services areas.
- The Frederickson search team successfully placed a candidate for the Head of HR role who came from the hospitality industry. This leader brought a unique skill set that effectively translated to the client's company, despite their being in a technology space.
- The Chief Financial Officer was recruited from a media background and brought to the company valuable experience in high-growth environments.

Why Partner with Frederickson Partners?

Choosing Frederickson Partners for your finance executive search means:

- **Proven Track Record:** Decades of experience in executive search with a focus on finance leaders who excel in challenging environments.
- **Customized Solutions:** Our bespoke approach assures that the candidates we present are not only qualified but also aligned with your company's goals and values.
- **Post-Placement Support:** Our commitment doesn't end with placement; we provide ongoing support to promote long-term success for both the executive and your organization.

Take the Next Step Towards Financial Excellence

Contact us today to discuss your financial leadership needs. Whether you're seeking a visionary **CFO** or a strategic **VP of Finance**, Frederickson Partners is here to help you secure the talent that will drive your organization's success.

[Contact Us](#)

ARE YOU SEEKING STRATEGIC LEADERSHIP?

Schedule a call with us today.

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