



Accounting & Finance Recruitment Guide

Unlock the secrets to hiring top accounting and finance talent;
your ultimate guide to building high-performing financial teams.

Our Clients

SAMSUNG



DISCOVER

Honeywell

AMERICAN
EXPRESS

octapharma

ThermoFisher
SCIENTIFIC

NORTHROP
GRUMMAN

Coca-Cola

EQUIFAX

scJohnson
A family company
at work for a better world

KraftHeinz

IMAX
THEATRE



DICK'S
SPORTING GOODS

MANN+
HUMMEL

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GRAND VACATIONS

nokian
TYRES

INSPIRE
Brands



SHAKE
SHACK



LI-COR

chewy

Pilot FLYING



Michaels

SEJ SPORTS
BUSINESS
JOURNAL

Röchling

TOSHIBA



Avante Health
Solutions

HERSHEY
ENTERTAINMENT

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our clients

Our Accounting & Finance Division



Overview

At Search Solution Group, we've spent over two decades helping organizations strengthen their accounting and finance functions by connecting them with top-tier professionals. From financial analysts and accountants to CFOs, controllers, and tax experts, our expertise spans every role within the finance sector. With a team dedicated exclusively to accounting and finance recruitment, we know how to identify candidates who bring not just technical proficiency but also strategic financial insight. Whether you're looking to streamline financial processes, or lead your organization to growth, we provide the talent that drives business success.

Our Mission

We are committed to assisting our clients in building world-class organizations by providing top talent, continual support, consultation, and innovation.

Click the icon to
schedule a meeting



Financial Areas of Expertise

Our expertise spans all Accounting & Finance functions, ensuring we can address every hiring need within the department.



Leadership
(CFO, CAO, VP)



Controllers
& CPA



Reporting
& FP&A



Credit &
Collections



AP & AR



Private Equity



Development,
M&A



Tax Accounting
& Audit



Treasury

Click here to view all of our **areas of expertise**

Client Success is our #1 Priority

36

Days is our average
time-to-hire

20+

Years of recruiting
and headhunting
experience

92%

Of placements are
still employed after
one year

88%

Of our business is
repeat business

94%

Of our candidates
are headhunted from
their current positions

Awards and Recognitions



The Charlotte Observer's Best
Staffing Agency
2024



CBJ's List of Largest Temporary
Staffing Companies
2020, 2021, 2022, 2023, 2024



Forbes List of America's Best
Professional Recruiting Firms
2022, 2023



Best & Brightest Award
2019, 2021, 2022, 2023, 2024



CBJ's #1 Executive Search Firm
2023, 2024



LinkedIn Top 10
Most Engaging Staffing Brands

Financial Recruitment Services

Executive Search

The right accounting and finance leader can drive growth, optimize financial strategies, and ensure long-term business success. At Search Solution Group, we specialize in placing top-level executives such as Chief Financial Officers, VPs of Finance, and Directors of Accounting who bring both strategic oversight and hands-on leadership. With over 20 years of experience, we've become a trusted partner for organizations seeking visionary financial leadership. Our targeted search process delivers executives who align with your business goals, strengthen financial teams, and drive operational excellence across the organization.

Direct Hire

Finding skilled accounting and finance professionals who can lead financial strategies, improve efficiency, and support your business goals requires a precise, targeted approach. Our Accounting & Finance Direct Hire division simplifies the process by delivering high-performing candidates for roles ranging from Financial Analysts to Controllers and CFOs. With access to a vast network of both active and passive candidates, we match companies with professionals who not only meet technical demands but also align with your company's culture. Rely on our industry insight and consultative process to fill key positions, so your financial operations continue to grow and thrive.

Staffing

Whether you're managing short-term projects or filling a critical gap, your accounting and finance team can't afford delays. Our flexible staffing solutions cover everything from temporary placements to contract-to-hire roles, ensuring that your team has the support it needs when you need it most. We specialize in quickly providing highly skilled finance and accounting professionals, ranging from audit specialists to financial analysts, ready to contribute and maintain business continuity. With a keen understanding of the urgency in this space, we provide agile staffing solutions that keep your financial operations on track and your business moving forward.

	Executive Search	Direct Hire	Staffing
Employment Duration	Full-Time	Full-Time	Temporary/Project-Based
Seniority Level	VP, SVP, EVP, C-Suite	Entry-Level, Middle Management, Director	Entry-Level, Intermediate, Mid-Level, Fractional Leadership

Our Search Plans



Retained Search

Our retained search service is perfect for high-level accounting and finance positions such as Chief Financial Officers, VPs of Finance, and Directors of Accounting. This service offers dedicated resources and a comprehensive, strategic approach to securing top-tier financial leadership. Payments are structured in three phases: an initial deposit upon contract signing, a second installment after 30 days, and the final payment upon successful placement.

Priority Search

Exclusive to Search Solution Group, our priority search model combines the focus of retained search with the flexibility of contingent hiring. Perfect for urgent or specialized roles like Controllers, Senior Accountants, or FP&A Managers, this approach requires a small upfront fee, with the rest due upon placement. It's a fast, targeted solution for securing top accounting and finance talent.

Contingent Search

Contingent search is a cost-effective way to fill accounting and finance roles with no upfront fees—payment is only due upon a successful hire. Ideal for companies needing to fill mid-level or operational positions efficiently.

	Retained	Priority	Contingent
Search Difficulty	High	High/Medium	Medium
Recruitment Team	Large	Large/Medium	Medium
Payment Structure	3 Installments	2 Installments	1 Installment
Upfront Fee	✓	✓	✗
Replacement Guarantee	✓	✓	✓



Our Search Methodology

Over the years, Search Solution Group has created a four-step search methodology to ensure that all of our client's needs are delivered in a timely fashion and that their expectations are met.

01

Source

We begin each search with a tailored sourcing strategy. Our recruiters employ a blend of traditional recruitment methods, targeted **headhunting**, and the use of our extensive talent network of 1.6 million professionals to find top candidates nationwide.

02

Screen

We thoroughly evaluate candidates through pre-screening, interviews, and assessments. After careful review and team interviews, only the top 7% are presented to our clients.

03

Evaluate

We collaborate with your team to review and discuss detailed profiles of our selected candidates. These profiles can include assessments of the candidate's skills, background, behavior, and compatibility with your team and company.

04

Deliver

Once a candidate is selected, we arrange all closing details, such as the start date, onboarding, and the facilitation of any last-minute questions or concerns.

The SSG Advantage

Better Talent

Access an exclusive network of top-tier passive and active candidates carefully selected to meet your specific requirements. Our expert headhunting techniques and a dynamic talent pipeline ensure you find the ideal match for urgent and specialized positions.

- 92% of our placements are still employed after one year

Superior Vetting

Experience the advantage of our rigorous pre-screening by expert recruiters. We guarantee you engage only with candidates who align with the role's demands, enhancing your time management and focusing on the most suitable candidates.

- On average, 1 in 14 candidates pass our screening process

Faster Hiring

Streamline your hiring with our refined recruitment process, allowing your internal team to concentrate on core business objectives. This method expedites the placement of candidates in urgent, niche, and senior-level roles, optimizing both time and resources.

- Cut down your time-to-hire to an average of 36 days

Trained Experts

Capitalize on our 22+ years of recruitment expertise, gaining access to critical market insights, competitive salary guidelines, and skill trends. Our recruitment services are designed to effectively cater to the varied needs of our clients in multiple sectors.

- Our average recruiter tenure is over 5 years, more than twice the national average



Recruiter On-Demand

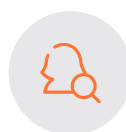
Only Pay For What You Need

Recruiter On-Demand offers a diverse range of hourly recruitment services that are adaptable to your changing needs. Gain the freedom of no long-term commitments and receive support for your recruitment needs anytime, anywhere.



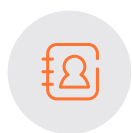
Job Description Writing

Acquire professional job descriptions designed to attract top talent for your open positions.



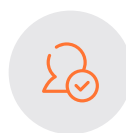
Application Review

Streamline your hiring process by having our team evaluate job applicants on your behalf.



Application Sourcing

We post your job across industry-leading job boards and promptly deliver submitted resumes for your review.



Background Checks

Seamlessly request background checks on your current or prospective employees.



Behavioral Assessments

Utilize top pre-employment tests used by our recruiters to gain insight into candidates' behavior, characteristics, and professional conduct.



High-Volume Applicant Review

When faced with an overwhelming number of resumes, let us handle the review process for you.

Hourly rates are available upon request. Rates vary based on needs.

Fractional Leadership Services

Leadership That Adapts to Your Business

Fractional accounting and finance leaders bring high-level strategic expertise on a part-time, interim, or project basis, offering a cost-effective alternative to hiring a full-time executive. This flexible model gives businesses access to experienced professionals such as Interim CFOs, Finance VPs, and Financial Controllers who can step in to streamline financial operations, lead transformations, or support growth initiatives, without the long-term commitment or overhead of a permanent hire.

Benefits of Hiring Fractional Leadership:

- **Flexibility:** Customizable services based on business needs.
- **Immediate Impact:** Leaders quickly adapt and produce results.
- **Scalable Support:** Adjust services as business needs change.
- **Fresh Perspective:** Outsider insights bring new ideas and improvements.
- **Reduced Risk:** Benefit from expertise without long-term commitments.

What are Fractional Leaders Used for?

- Financial Strategy & Planning
- Cash Flow Management & Optimization
- Budgeting & Forecasting
- Financial Reporting & Analysis
- Mergers, Acquisitions, & Due Diligence
- Internal Controls & Risk Management
- Tax Strategy & Compliance
- Financial System & ERP Integration
- Strategic Cost Reduction & Profitability Analysis
- Financial Team Leadership & Development



Leadership Without Limits

At Search Solution Group, we connect businesses with experienced fractional executives who provide strategic leadership on a flexible schedule. Whether you need expertise to navigate growth, tackle challenges, or drive specific initiatives, our fractional leaders deliver impactful results without the commitment of a full-time hire.

Hear From Our Clients



“Working with the team at Search Solution Group was better than I could have ever hoped for. The team is responsive, accommodating, and highly efficient. Every candidate presented to us was of high quality, and we were able to quickly find the best fit for our needs. The candidates we selected are doing awesome, and I will always reach out if we need anything.”

- Sr. Director of HR, Training & Development 



“The team at Search Solution Group understood our needs and worked diligently to deliver candidates that fit our criteria. They were extremely collaborative, excellent listeners, and really thought outside the box. For us, what set the Search Solution team apart from other search agencies was the level of dedication and responsiveness we experienced. They were able to find the needle in the haystack with the speed that we needed. I recommend them highly and will absolutely work with them in the future.”

- Chief People Officer  SHAKE SHACK



“Over the last year I have partnered with SSG to fill several critical leadership talent gaps within the Memorial Health HR division. My partnership with the SSG team has been incredible, as their recruiters work extensively to truly understand my organization’s needs along with the attributes, experiences and capabilities a candidate needs to lead to future success. I have been impressed with all the candidates SSG has sourced and screened, who have been of utmost quality and have a clear understanding of the role and organization. It is without hesitation that I would suggest SSG as a valued partner to any organization – the entire team will work tirelessly to ensure the needs of their clients are met.”

- SVP & Chief Human Resources Officer 



“I’ve worked in HR for over a decade, and Search Solution Group is hands down the best firm I have ever worked with. The candidates were of excellent quality, and the communication and responsiveness of the team enabled us to fill the positions quickly. They continued to reach out to us to offer assistance with other roles and have truly made our lives easier.”

- Sr. Manager of Talent and Operations 

A Superior Hiring Experience

Achieve seamless recruitment from strategy to placement with Search Solution Group.

1

Schedule Meeting

Set up a time to speak with our team and take the first step toward finding the right talent for your organization.

2

Personalize Your Hiring Plan

Meet your recruitment team for an in-depth consultation to outline goals, define expectations, and answer any questions you may have.

3

Receive Pre-Vetted Resumes

Our team takes it from here, leveraging 20+ years of headhunting and recruiting experience to find the best talent for your business.

4

Hire With Confidence

Hire a qualified candidate that you can be completely confident in.



Scan to Schedule a Meeting

Whether you're seeking top talent, exploring new opportunities, or staying informed on recruitment trends, scan the QR code to get started.



Learn More About Search Solution Group



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