



ADDISON SUCCESS STORY

OVERVIEW

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

About Addison Group

Addison Group is a leading professional services firm specializing in talent solutions, offering a full suite of capabilities across multiple sectors. We have a local presence in cities across the United States to find the perfect candidate for your open roles.

Areas of Expertise:

- Finance & Accounting
- Information Technology
- Healthcare
- Human Resources
- Administration
- 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

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.

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.

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.

WHY ADDISON GROUP

Rather than providing stacks of resumes, Addison listens, identifies, and understands unique business challenges and finds the talent to match.

With more than 20 years of experience, a nationwide reach, a network of millions of qualified professionals, and sector-specific expertise, Addison Group quickly finds you the in-demand talent that fits your unique company needs.

Contact us today!