How I Helped a Client Select the Right Finance Leader

Following my independent operational review, the client decided to hire an internal finance leader to strengthen the organization's finance operations. Because I understood both the existing processes and the areas requiring improvement, the client asked me to participate in the search and selection process.

Candidate Search and Evaluation

- Reviewed the job description to ensure it called for experience relevant to the improvement areas identified in the operational review.
- Evaluated resumes submitted by the executive director to identify candidates for interviews.
- Prepared a written assessment of each candidate, including an interview recommendation and the rationale behind it.

Interviews and Onboarding

- Participating in interviews with the selected candidates.
- Asked targeted questions about each candidate's experience addressing specific operational challenges identified in my review.
- Met with the board and the new hire to discuss my operational review, findings and recommended actions.

Ongoing Implementation Support

I continue to provide guidance and support as the finance leader implements the recommendations and advances the organization's operational improvements.