

CFO and Financial Executives



STANTON CHASE

Stanton Chase is a global leader in executive search and leadership consulting with extensive experience across numerous industries and functions.

Established in 1990, Stanton Chase is a leading global executive search firm. With 350 expert consultants in over 70 offices across 45 countries, Stanton Chase is unique in the field of executive search, offering clients the global reach of one of the world's ten largest executive search firms, complemented by the industry expertise and personal relationships usually reserved for small boutique practices.

Our offices worldwide boast more than 350 senior consultants with unparalleled knowledge of their markets. Our specialists have a thorough understanding of our clients' industries, organizational and corporate cultures, competitive landscapes, strategies, and value propositions.

Strong collaboration and lasting relationships between our senior consultants ensure continued access to world-class candidates for our search engagements.

Internationally renowned research firms continuously rank Stanton Chase among the top executive search firms in terms of reputation and market share.

All of our consultants have extensive experience and key relationships in the industries in which they serve.

They are organized by industry and function to work as a seamless unit to understand client needs, analyze talent landscapes, and ensure an expeditious search process for each and every engagement.

Over 70% of our work comes directly from long-standing clients. We nurture relationships with clients and candidates through knowledge, ethics, professionalism, our consultative process, and our commitment to assembling world-class leadership teams.

CFO and Financial Executives Specialization

CEOs look to CFOs as their trusted business partners.

The role of financial executives is changing, expanding, becoming more complex, with more layers of compliance being added every day. Integrity, ethics, and transparency are increasingly expected by stakeholders and scrutinized by the media. CEOs want a search partner who can help them navigate through these changing CFO roles.

What CEOs and CFOs want

According to the results of our 2015 Global CFO Survey, CFOs identified their relationship with the CEO as the most critical factor in their job satisfaction. Among CFOs who agreed they are “very satisfied” with their job, 78% also agreed that the CEO exhibited traits of a successful mentor and business partner. We have found that CEOs want the same traits in their CFOs.

CFOs also require a team of highly qualified, accomplished professionals to deliver on their commitments. Our Financial Executives Team is a dedicated, specialized cadre of senior experts located around the world, working together with a shared purpose to best serve clients’ recruitment needs.

As thought leaders and seasoned veterans of the industry, our team is committed to finding, assessing, and acquiring the best financial executive talent in the world.

How we deliver

The search for a financial executive requires rigorous and thorough due diligence. We administer executive assessments that take inventory of the unique skills and traits that successful financial executives must possess: leadership, foresight, creativity, good judgment, and emotional intelligence. Our senior consultants have the experience and acumen to discern exceptional candidates with the necessary skills, integrity, and cultural fit to take your organization to the next level.

Our consultants detect and advise on the key performance indicators of effective partnerships and high-performance teams that result in continuous growth and success.

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Our Search Consultants

Our search consultants in this practice group are active and integral members of the global community. Many are CPAs, CAs and/or MBAs. Their collective experience and know-how is second-to-none in the executive recruitment industry.

Focused and exclusive

In order to maintain a close working relationship with our clients and understanding their precise situation and needs, we take on a limited number of

search assignments at any given time. Our response is a deep and rapid study and appreciation of the client company's vision, mission, and culture. Our systematic and comprehensive approach, together with the concerted assistance of our specialty group, enables us to develop a short-list of extremely talented candidates within the desired timeframe.

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Stanton Chase has facilitated the hiring of hundreds of financial executives, including:

Representative Functional Roles:

- » Chief Financial Officer
- » Chief Accounting Officer
- » Vice President
- » Controller
- » Treasurer
- » Director
- » Senior Manager
- » Country Financial Manager
- » Partner/CPA Firm Leaders
- » Audit Committee of the Board

Representative Functional Departments:

- » Accounting
- » Financial Reporting
- » Strategic and Corporate Planning
- » Financial Planning and Analysis
- » Risk Management
- » Compliance
- » Internal Audit
- » Taxation
- » Corporate Development
- » Mergers and Acquisitions
- » Investor Relations
- » Pension Management
- » Procurement/Inventory/Supply Chain
- » Treasury
- » Financial Analyst

Stanton Chase consultants will work with you to define, research, recruit, assess, and hire the right financial executive for your business. Whether you are a startup seeking a new CFO, a mid-market firm looking to expand your financial executive team, or a Fortune 500 company working on your succession plan, we are your leadership partner.

“Stanton Chase met and exceeded our highly-stringent requirements for our CFO search, presenting new candidates until we found someone we fell in love with. Their executive assessments were very insightful.”

Sean L.

\$1 B Global Bicycle Brand

Foundation of Success

Stanton Chase delivers commitment.

More than 70% of our business is derived from repeat business with existing clients. We attribute this to the successful, long-term relationships we have forged with our clients.

True partnership

We consider our relationships with clients to be partnerships. Our senior consultants with the necessary subject-matter expertise interact closely with our clients to execute all searches with precision.

We offer our clients the benefits of a global firm, while we are locally-structured to act and operate as a boutique. Extensive immersion is our policy – we get to know our clients in depth, becoming as familiar as possible with their culture and industry.

Candidates that fit the corporate culture

Our client relationships are not standard business relationships. We are our clients' trusted partner and understand their specific problems, as well as their business and culture, ensuring the selection of the best candidates with the best fit.

We identify the most important factors for success within an organization, involving the senior management team to identify the critical leadership practices. Then we go into great depth to analyze and understand each candidate – not just their past performance and track record, but also their character, background and personality.

The result is fit for purpose leaders who are successful and loyal.

Full transparency

We realize that clear and open communication is paramount in our relationships. To avoid any potential misunderstandings and surprises, we proactively provide clients with complete transparency throughout the entire search process, ensuring the largest measure of integrity, honesty, confidence and trust.

“Stanton Chase has a true understanding of my business; they are an extension of our culture.”

Our Unique Process

Consultative approach

Each engagement begins with in-depth interviews with key stakeholders. A position description is developed to identify the requisite experience, technical skills and critical leadership competencies necessary for top performance.

Once finalized, we use this position description, along with an agreed-upon search strategy, as the foundation for the search. We are in constant communication with the client throughout the entire process, providing insights and analytics for benchmarking.

Talent attraction

Each engagement is customized and uses current research to identify suitable candidates. Our local consultants interact with the candidates in person, taking the utmost care to attractively present the opportunity to the best candidates. In this way, we are able to attract the best potential talent to perfectly fit the position.

Access to top talent globally

Our offices and partners worldwide give us the ability to access top talent across the globe.

Talent assessment

In-depth, face-to-face interviews enable us to further assess the candidate's level of experience, capabilities, and leadership competencies against key selection criteria in the position description. We leverage a range of assessment tools to provide better insight into a given candidate's motivations and odds for success in a specific position. Final recommendations are presented to the client, supported by detailed candidate profiles and evaluations of the candidate's strengths, weaknesses and motivations.

“Stanton Chase really cares about us. They go the extra mile at every step of the process.”

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Talent acquisition

With top talent at a premium, a meticulous presentation of our client's organization and the available opportunity is vital. We carefully represent our clients in the marketplace and make the available position as attractive as possible for each identified candidate.

Based on the personal relationship our senior consultant forges with each candidate, we are able to gain a deep understanding of these individuals. We take great care in ensuring a perfect match between the candidate and our client's opportunity.

Candidate on-boarding, integration and coaching

We work to understand the undercurrents of your organization and the implicit effect of policies and procedures. We identify the stewards of your corporate culture, the formal and informal influences, and the prevailing mind-set of your company as an institution. This helps to ensure the successful on-boarding of executive hires.

By means of early-stage engagement assessment, we make the necessary adjustments, manage expectations, and take immediate action to minimize gaps. We obtain feedback from trusted sources in order to help new team members become as effective and efficient as possible in the shortest period of time.

Our undivided attention

Specializing in senior executives, we accept only a limited number of engagements. This allows us to avoid conflict-of-interest issues and to focus on filling these highly exacting positions. As such, we are at our best when we function as trusted advisors to our most demanding clients.

If your company is seeking an expert consultant with the leadership skills to deliver more than just sound advice, Stanton Chase stands ready to fulfill your needs, every step of the way.

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Your Leadership Partner