



Finance & Accounting Center of Expertise

Identifying an organization's next generation of leaders is critical to driving business success today and in the years to come. We help our clients build their organizational talent depth in support of succession planning initiatives by identifying, attracting and securing key professionals at the mid-to-upper levels of management.

As one of Korn Ferry's central talent acquisition segments, our Professional Search practice leverages an international team of consultants, the most extensive candidate database in the industry, and innovative recruitment technologies to perform our searches. Korn Ferry's assessment platform, KF4D, complements the functional and industry expertise of our consultants by measuring traits, drivers, and competencies to ensure the right cultural fit for our clients. We follow a time-tested and consultative process to identify, screen, present and place emerging leaders in both single-search and multiple managed search projects.

Specialized Finance & Accounting Recruitment Support

Dramatic industry shifts prompted by increased regulation, new calls for transparency and rapid advances in technology as well as uncertain economic and geopolitical conditions are exerting increasing demands on finance teams. As convergence, consolidation and globalization redefine the entire function, the need to balance planned growth with shrinking margins means organizations are looking for agile, strategic finance leadership that can excel in the face of change.

FUNCTIONAL EXPERTISE

- Chief Financial Officer
- Chief Accounting Officer
- Controller
- Vice President of Finance
- Financial Planning and Analysis
- Audit
- Tax
- Treasury
- Strategy & Transaction – Corporate and Business Development
- Risk Management and Compliance
- Investor Relations
- General Accounting

MARKET COVERAGE

- Consumer
- Finance
- Healthcare/Life Sciences
- Industrial
- Technology
- Not-for-Profit & Higher Education



Futurestep's Finance & Accounting Center of Expertise brings together a team of consultants who leverage their deep functional expertise and market knowledge in Finance & Accounting to meet our clients' specialized talent needs. The team operates as a seamless extension of Korn Ferry's Financial Officer Practice, employing the same rigor and discipline in the search process, and leveraging Korn Ferry's cutting-edge tools and deep intellectual property.

Areas of Expertise

Finance Leadership

Leveraging industry and functional expertise, we assist clients in building best-in-class finance organizations by placing key leaders in Chief, Vice President, Director, and Manager roles. With proprietary databases, methods and tools focused on talent sourcing, development and assessment, we identify and engage the right "emerging leaders" to support each client's unique business goals.

Once we have found talent with the right skills and experience, we look to ensure a cultural fit. Studies show that one of the primary reasons leaders fail on the job is not a lack of skills but a poor cultural fit with the organization. By delivering a full picture of the candidate - one that takes into account who he or she is in addition to what they can do - KF4D enables us to gauge cultural fit and increase the likelihood of a successful placement.

Individual Contributor

We apply the same rigorous methodologies, tools and processes to identify high-potential, critical talent at the Junior and Mid-Level levels across all areas of the finance function. We deploy our deep functional expertise to assess technical skills at an individual contributor level, and are also well positioned to map and benchmark finance talent broadly across various industry verticals to truly hone in on rising stars.

Our team operates as a cohesive unit with one principal interest: to be a trusted advisor to clients in all aspects of recruiting Finance & Accounting professionals and leaders who will deliver lasting impact.

We focus on achieving real business outcomes for our clients and emphasize solutions tailored to their unique needs and requirements.



Key Contact

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About Korn Ferry

Korn Ferry is the preeminent global people and organizational advisory firm. We help leaders, organizations and societies succeed by releasing the full power and potential of people. Our more than 7,000 colleagues deliver services through our Executive Search, Hay Group and Futurestep divisions.