

Here's your resource!

Start-ups often thrive with generalists who can juggle many tasks. But as a company grows, so does the need to invest in specialized hires in finance (and throughout the business). Although every company is different, there are clear best practices for how successful growth companies hire. The scope of roles and sequencing will vary based on your industry, risk, complexity and future goals as a company.

On the following page is a recommended approach to organizational chart planning, based on company revenue, to guide Tech/SaaS companies on their finance hiring strategy and structure.

Reporting & Transactions

Management Reporting • VC/PE/Public • Tax • Compliance • Payroll/Transactions

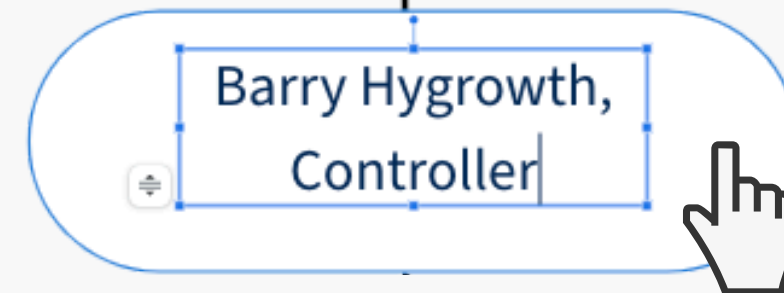
Financial Planning & Analysis

Budgeting • Forecasting • Cashflow • Analysis

Growth Projects

Systems Planning/Implementation • IPO • Series A/B • M&A

Each department is grouped by function



Edit the following organizational charts to reflect your current structure and plan your ideal finance team.

1

Where are you now?

2

Where would you like to be?

3

Who should you hire to help you get there?

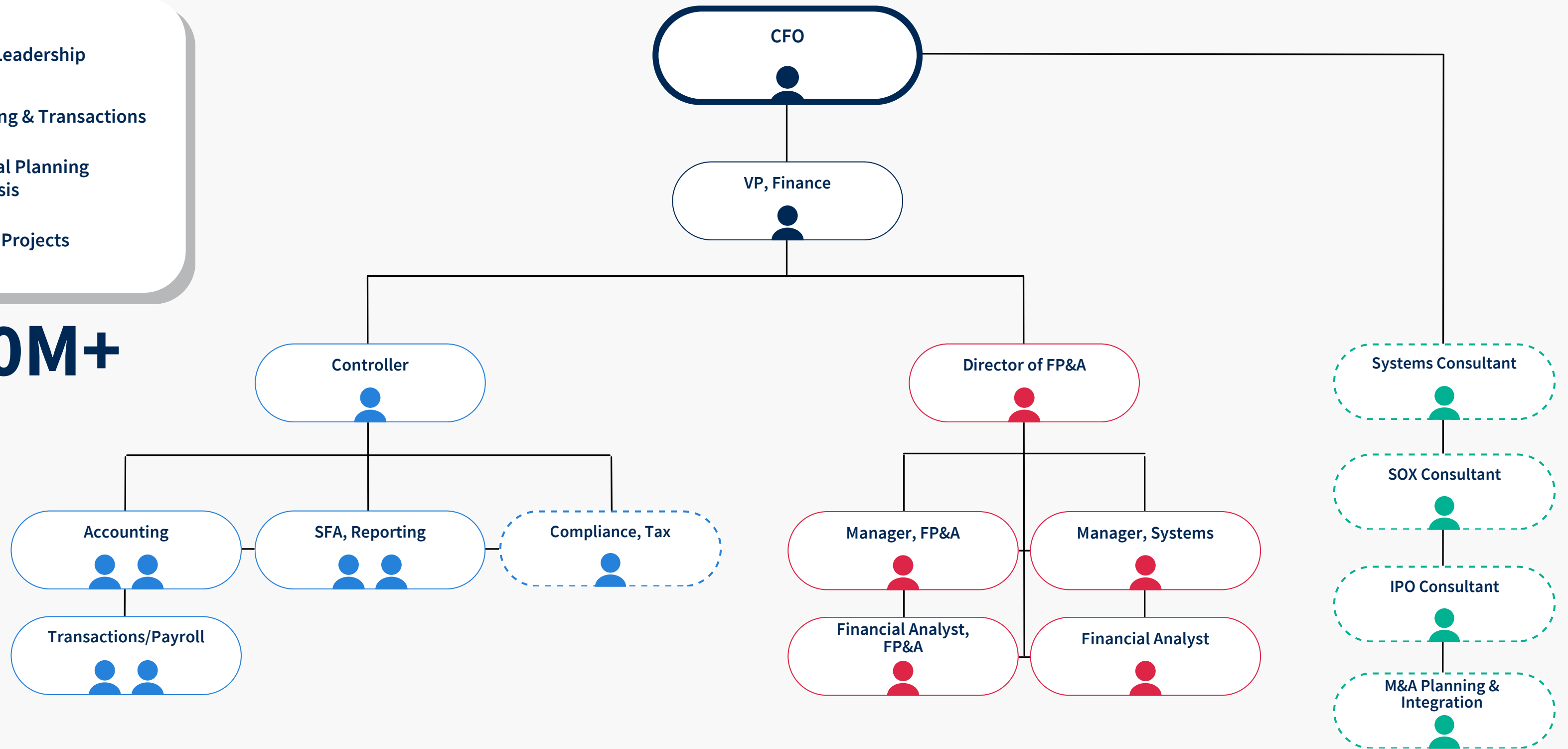
CONTACT US TO FILL YOUR FINANCE AND ACCOUNTING TALENT NEEDS.

Permanent Search • Project & Interim • Executive Search
www.findingclarity.ca



- Senior Leadership
- Reporting & Transactions
- Financial Planning & Analysis
- Growth Projects

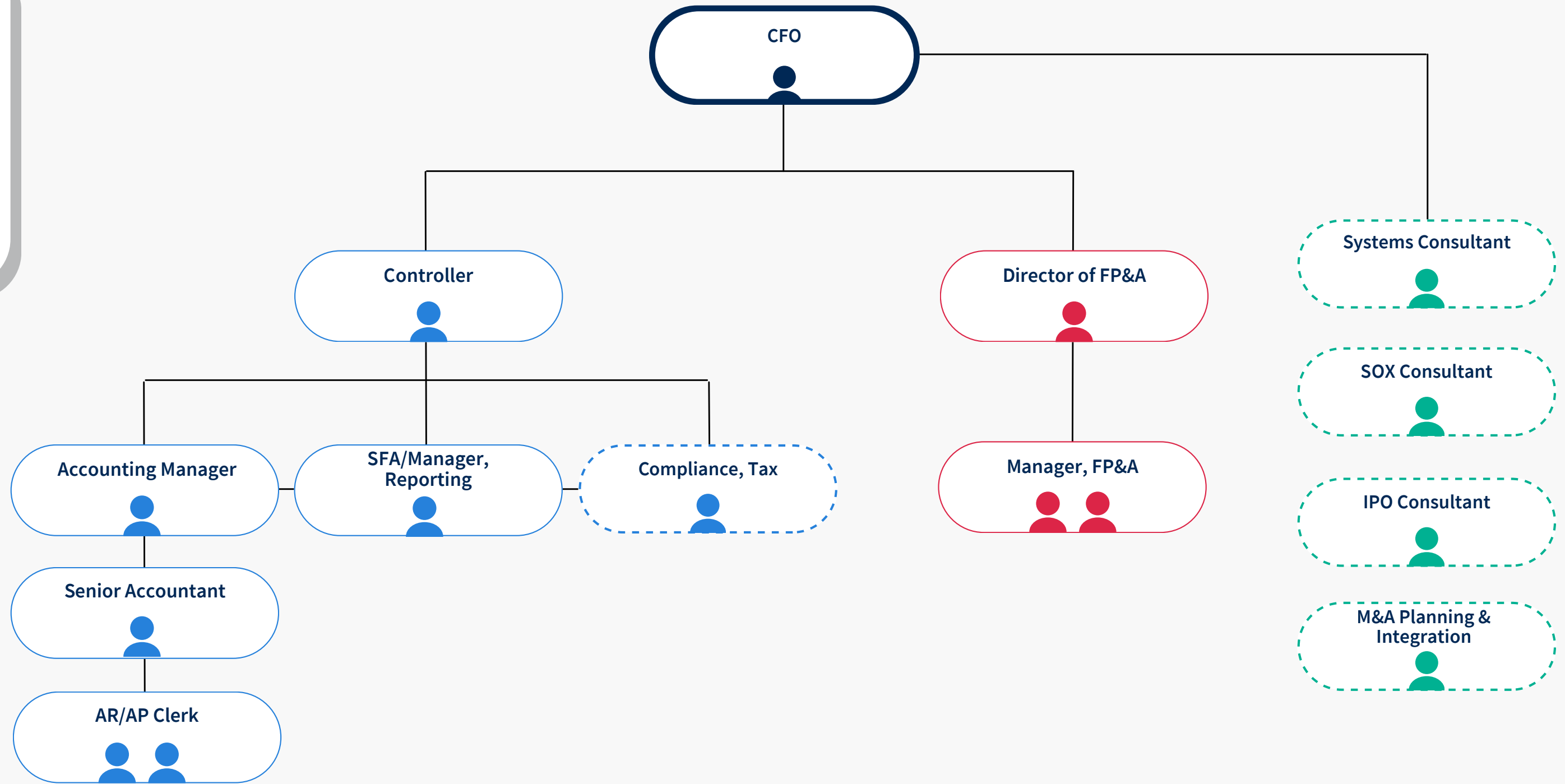
\$250M+



CONTACT US TO FILL YOUR FINANCE AND ACCOUNTING TALENT NEEDS.

- Senior Leadership
- Reporting & Transactions
- Financial Planning & Analysis
- Growth Projects

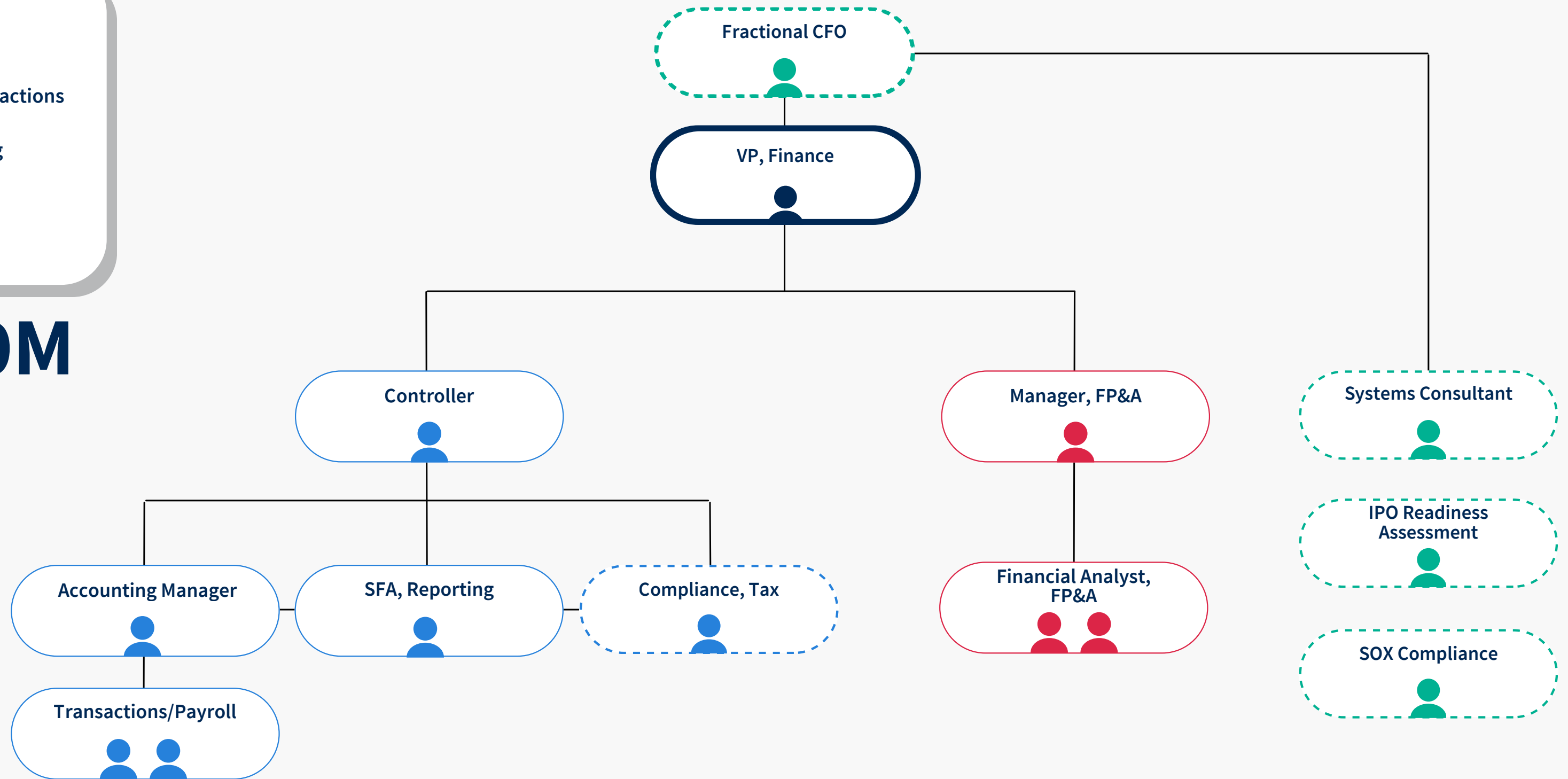
\$100-250M



CONTACT US TO FILL YOUR FINANCE AND ACCOUNTING TALENT NEEDS.

- Senior Leadership
- Reporting & Transactions
- Financial Planning & Analysis
- Growth Projects

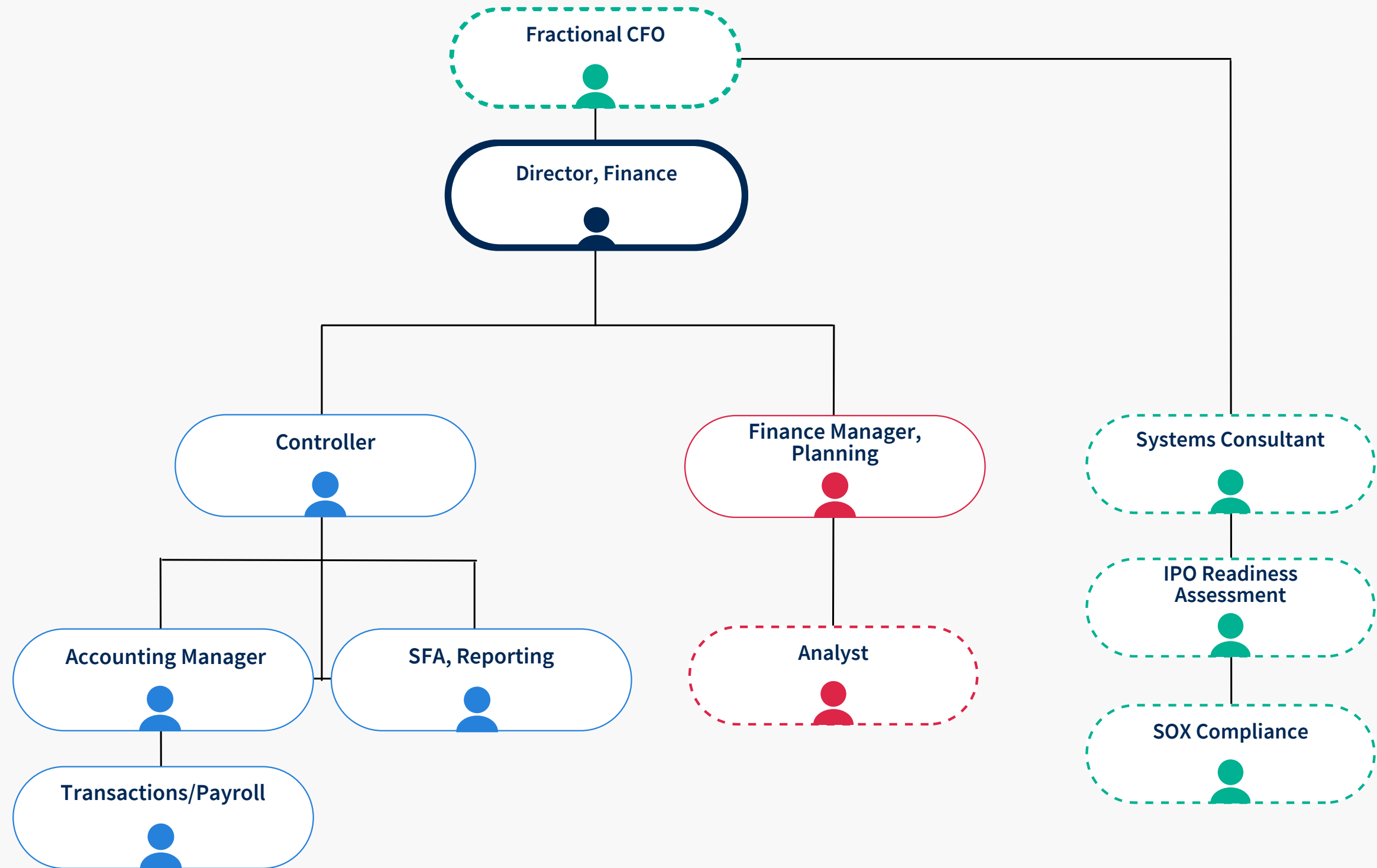
\$50-100M



CONTACT US TO FILL YOUR FINANCE AND ACCOUNTING TALENT NEEDS.

- Senior Leadership
- Reporting & Transactions
- Financial Planning & Analysis
- Growth Projects

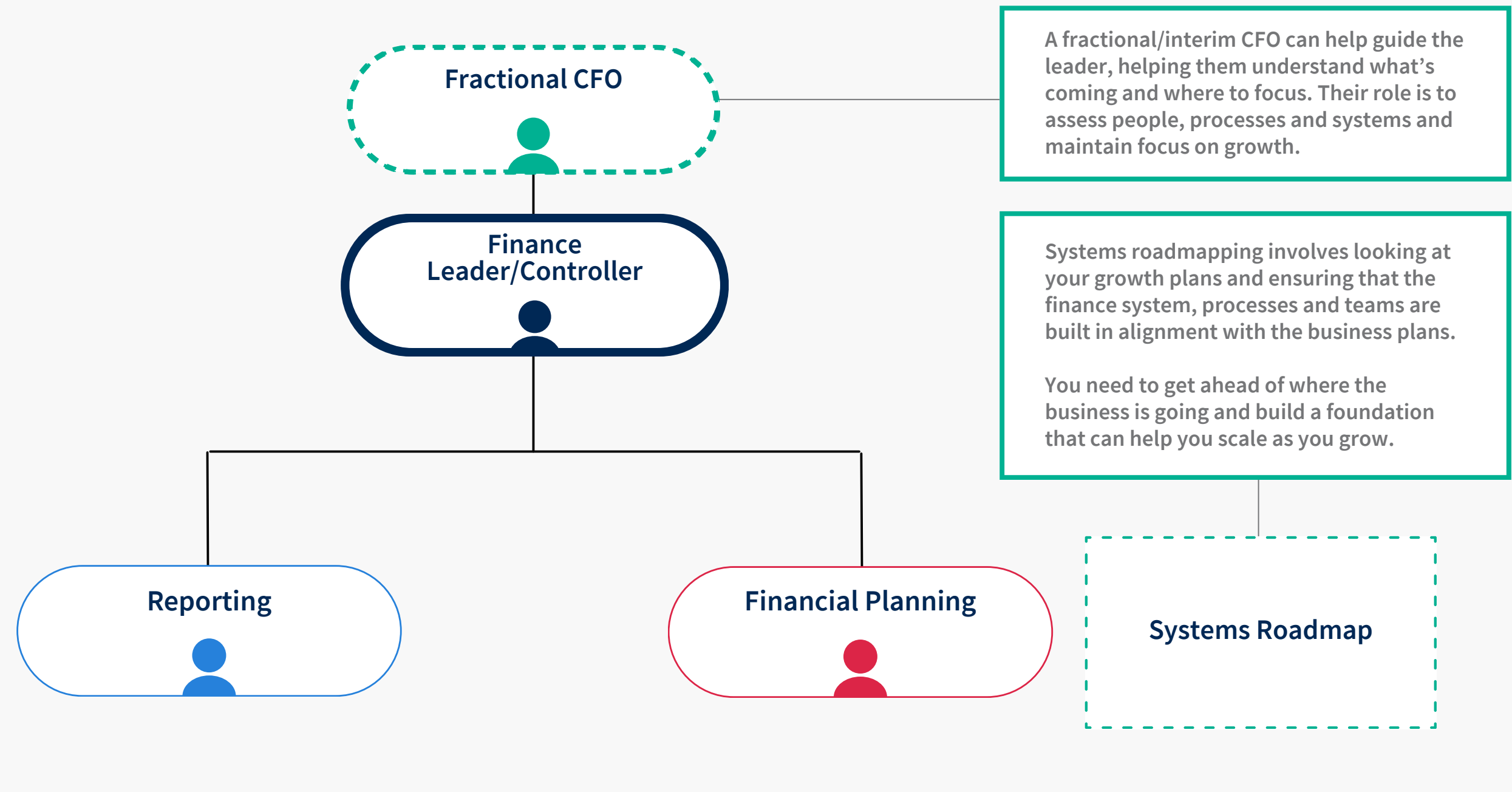
\$10-50M



CONTACT US TO FILL YOUR FINANCE AND ACCOUNTING TALENT NEEDS.

- Senior Leadership
- Reporting & Transactions
- Financial Planning & Analysis
- Growth Projects

<\$10M



CONTACT US TO FILL YOUR FINANCE AND ACCOUNTING TALENT NEEDS.

Hire Smarter and Faster



We help fast-growing businesses make better hiring decisions and reduce bias using proprietary technology, a process rooted in behavioural science, and relentless dedication to being finance and accounting experts.

DATA-DRIVEN RECRUITMENT

Our behavioural science frameworks and proprietary technology, Luma-Fi, reduces bias in hiring and delivers advanced screening to predict the candidate's on-the-job success.

PERFORMANCE GUARANTEE

Your hire is covered by a replacement guarantee if the candidate resigns or does not meet your performance commitments. Replacement guarantees range from 6-12 months.

FINANCE SPECIALISTS

We're experts at building finance teams that evolve as new growth targets are achieved. We consult on the evolving skill sets needed to resource your high-growth objectives.

Trusted by:

PEOPLE2.0 TealBook

StackAdapt amp[∞] Mind Beacon

NextHydrogen Achievers

ORGANIGRAM INTELEX



Accounting & Controllership



Financial Planning & Analysis



Financial Reporting



Internal Audit & Risk Assurance



Treasury



Corporate Development

Permanent Search · Project & Interim · Executive Search

www.findingclarity.ca