

Dedication, efficiency, professionalism and results that exceed expectations

FINANCE SHARED SERVICE CENTRE

The challenge

A prominent **global consultancy firm** embarked on a major transformation of its finance function. With finance professionals operating across 11 countries, the organisation sought to improve operational efficiency and streamline processes by **establishing a Finance Shared Services Centre (FSSC)** in the Southwest of the UK.

Given the geographical spread of the business, there were significant challenges related to time zone differences and varying levels of language proficiency. The immediate priority was to establish the FSSC and bring it into operation within four months. This ambitious timeline included the **recruitment of 48 finance specialists** across key functions; payables, receivables, financial accounting, FP&A, data and systems & transformation.

The solution

1 - Candidate Pool Creation

We developed a robust and diverse talent pipeline by utilising job boards, social media, referrals, and our internal database. Candidates were pre-qualified against detailed job specifications to ensure alignment with the client's requirements.

2 - Sifting and Screening

Our team conducted thorough CV reviews and pre-screening calls, followed by tailored assessments where appropriate. This process enabled us to identify high-calibre candidates and present a refined shortlist for further consideration.

3 - First Interviews by SRM

SRM carried out structured first-round interviews to assess cultural fit, communication skills, and role suitability. Detailed feedback was compiled and shared with the client to support informed decision-making.

4 - Client Interview Days (on-site)

We organised and managed multiple dedicated interview days at the client's premises. SRM oversaw all logistics, ensured seamless scheduling, and provided real-time support to both candidates and interviewers. This approach significantly accelerated the interview process and enhanced stakeholder satisfaction.

5 - Offer Management

Once final selections were made, we managed the offer process end-to-end. This included drafting and issuing offers, handling negotiations, and ensuring timely acceptance. Our proactive communication helped reduce offer withdrawals and improved conversion rates.

The result

48 vacancies filled

All roles successfully filled on time and within budget

100% interview day attendance

Excellent scheduling and candidate commitment

98% offer acceptance rate

Strong candidate engagement and compelling offers

-45% time-to-hire reduced by

Streamlined processes and efficient coordination



"I just wanted to sincerely thank you and recognise the incredible work you've done. Successfully recruiting over 40 people in such a short period of time is no small feat - it's a **remarkable achievement** that speaks volumes about your **dedication, efficiency, and professionalism**. Your ability to manage such a high-volume recruitment process while maintaining quality and speed has made a significant impact on our team and the business. You've not only met expectations - you've exceeded them."

Head of Financial Operations

Need help to hire for your finance team?

Contact Danny Savino on 07375 409089
or dannysavino@srmrecruitment.com