

## CASE STUDY

# Enhancing Federal Financial Management Through Strategic Staffing

A federal civilian agency (the Client) required assistance with staffing for a critical project within its financial management office. The initiative aimed to improve resource management within the agency's information technology (IT) office, a key division responsible for overseeing both financial operations and decision-making processes.

The Client utilized Cherry Bekaert's **Outsourced Accounting Services** advisory line, alongside Cordia Resources by Cherry Bekaert's **Staffing & Recruiting Services**, to secure a professional services contract. Our team was able to leverage existing partnerships, deep industry knowledge and expanded services to provide talent solutions in a timely manner.

## Addressing Urgent Federal Budgeting Needs With Financial Management Acumen

The Client urgently needed a teaming partner to support the financial management project. The agency was looking for staff and strategic guidance to help with the analysis and execution of future financial decisions. Specifically, the Client required financial data analysts and other full-time equivalent (FTE) positions to fulfill the contract quickly.

The Client was about to embark on a high-visibility study to examine how its information technology office managed resources. MetaPhase, a management and IT consulting firm that serves federal clients, was engaged in dialog with the Client to secure a sole-source award for the five-month study, which was comprised of:

- ▶ Financial analysis
- ▶ Financial forensics
- ▶ Data analysis
- ▶ Business process analysis and reengineering
- ▶ Program reviews
- ▶ Business case development



### CLIENT

Federal Civilian Agency



### INDUSTRY

Government  
Contracting



### OUR ROLE

Talent Sourcing

While MetaPhase is a highly regarded small business, it does not specialize in financial management. The MetaPhase team contacted Cherry Bekaert to find out if we could help complement their capabilities. Initially, the engagement between MetaPhase and Cherry Bekaert provided finance and accounting services, but has since evolved into a process analysis regarding federal budgeting. Having successfully teamed up on multiple opportunities in the past, MetaPhase immediately turned to Cherry Bekaert for assistance when presented with an opportunity to serve the Client's needs. Cherry Bekaert engaged with the Cordia Resources by Cherry Bekaert team, leveraging their track record in finance and accounting staffing, to collaborate on finding the right staff to fill these positions.

## Providing Tailored and Timely Staffing Solutions



12

Qualified candidates presented within 72 hours.



4

Candidates placed on the five-month project.



<30 Days

Talent sourcing process took less than 30 days.

With over 30 years of combined experience supporting government clients, Cordia Resources by Cherry Bekaert Managing Director **Doug Smith** and Cordia Resources by Cherry Bekaert Client Relationship Director **Bryant Covelli** worked with the Cherry Bekaert team to identify labor categories, develop project ranges for each role and identify several candidates.

The Cordia Resources by Cherry Bekaert team reached out to 40 candidates within 48 hours and put them through a quality process. Within 72 hours, they provided the Client with 12 qualified candidates with the financial analyst and data analyst skills required for the project.

### About Cordia Resources by Cherry Bekaert

Cordia Resources is a leading executive search, recruiting, and temporary staffing agency. We specialize in placing accounting, finance, human resources, information technology, contract administration, pricing, and operational support professionals throughout the Washington, DC area and nationwide. Our tailored solutions support business growth in the commercial and not-for-profit markets, including government contracting, technology, professional services, hospitality, real estate, and more.

### About Cherry Bekaert

"Cherry Bekaert" is the brand name under which Cherry Bekaert LLP and Cherry Bekaert Advisory LLC, independently owned entities, provide professional services in an alternative practice structure in accordance with applicable professional standards. Cherry Bekaert Advisory LLC is not a licensed CPA firm. Cherry Bekaert LLP is a licensed CPA firm that provides attest services, and Cherry Bekaert Advisory LLC and its subsidiary entities provide tax and advisory services.

For more details, visit [cbh.com/disclosure](https://cbh.com/disclosure).

Within that list of candidates, the Recruiting & Staffing Services team provided the Outsourced Accounting Services team with valuable information, including:

- ▶ Resumes
- ▶ Hourly rates
- ▶ Citizenship status
- ▶ Security clearance
- ▶ Short description of how candidates fit the labor category
- ▶ Availability to start on the project

The Cherry Bekaert team then worked with MetaPhase to select the right candidates for the role and fulfill our commitment to staff our share of the engagement.

As a project subcontractor, the Cordia Resources by Cherry Bekaert team ultimately placed four candidates on the five-month engagement. From prospect initiation through candidate deployment, the process took less than 30 days.

## Serving As Your Guide Forward

Cherry Bekaert leveraged the Outsourced Accounting Services team and Cordia Resources by Cherry Bekaert to provide tailored staffing solutions for a new client. With the addition of our recruiting and staffing arm, Cherry Bekaert is able to go to market with a more comprehensive range of services and solutions, including:

- ▶ Executive Search Services
- ▶ Management Consulting Interim Solutions
- ▶ Temporary Staffing Solutions
- ▶ Permanent Hire Search & Placement

Contact us today to discover how our experienced professionals and technology-driven approach can aid your organizational goals.

[cordiaresources.com](https://cordiaresources.com)

