

# Scaling Smart: Talent Solutions for Rapid International Growth



## CLIENT

AI Company



## INDUSTRY

Private Equity/  
Technology



## OUR ROLE

Temporary & Permanent  
Placement

A fast-growing, private equity (PE)-backed artificial intelligence (AI) company (the Company) with operations across North America, Europe and South Asia faced a pivotal moment. With over \$150 million in revenue and a rapidly expanding international footprint, the organization needed to overhaul its finance function to support its next phase of growth. Cherry Bekaert's Recruiting & Staffing team helped the Company find quality talent to revamp its finance department, allowing for swift scalability.

## Navigating Growth Challenges

When a new chief accounting officer (CAO) joined the Company, she quickly recognized that the existing accounting team lacked the structure, expertise and agility required for evolving needs.

She and the newly appointed chief financial officer (CFO) collaborated to assess the existing finance function. Recognizing the need for a more agile and structured team, they made the strategic decision to rebuild the finance department from the ground up in order to scale quickly and strategically. The challenge was twofold:

1. **Immediate operational continuity** to meet pressing audit deadlines and maintain financial controls during a period of transition.
2. **Long-term team building** to hire high-caliber permanent staff capable of operating in a complex, multinational and PE-backed environment.

This required a staffing and recruiting partner that could move fast, understand the nuances of global finance and deliver talent that aligned with both the Company's technical requirements and cultural expectations.

*When my organization went through a restructuring, triggering an immediate need for seven permanent placements on the accounting team and numerous temporary resources to cover other financial operations and regulatory compliance needs, Cherry Bekaert was my first call."*

**- CAO at the Company**

## A Dual-track Solution

### 1. Rapid-response Consulting Support

Cherry Bekaert's temporary placement team, led by Recruiting & Staffing Services Managing Director Doug Smith, responded within hours. A first consultant was identified within 48 hours and onboarded within a week, with additional consultants deployed soon after to:

- ▶ Support UK and Irish statutory audits and Luxembourg filings
- ▶ Fill critical gaps during paternity leave in the European office
- ▶ Create and review account reconciliations and audit support schedules
- ▶ Provide remote-first support with occasional in-office presence as needed

The consultants brought deep international experience and were able to step into high-stakes roles with minimal ramp-up time.

*We identified candidates within 48 hours and had someone onboarded within a week. That kind of speed is only possible when you deeply understand the client's needs."*

**- Doug Smith**

### 2. Strategic Permanent Placements

Simultaneously, Recruiting & Staffing Services Director Matt Antine led the permanent placement effort. Working closely with the CAO, our Firm helped define the ideal candidate profiles, identified as professionals who were not only technically strong but also eager to build, improve and lead in a dynamic environment.

#### Our team successfully placed:

- ▶ A Director of Accounting
- ▶ A Senior Manager of Intercompany Transactions & Consolidation
- ▶ Multiple Accounting Managers

#### Each candidate brought:

- ▶ CPA credentials and a blend of public and corporate accounting experience
- ▶ NetSuite proficiency
- ▶ Experience in multi-entity, international environments
- ▶ A proactive, collaborative mindset aligned with the Company's culture

*My long-standing relationships with Matt and Doug gave me confidence in their ability to source appropriately qualified resources quickly."*

**- CAO**

## Delivering Results, Exceeding Expectations

Consistently delivering three to five high-quality candidates per role, our efforts exceeded the Company's expectations in a variety of aspects, including:

- ▶ **Speed & Agility:** The first consultant was onboarded in under a week; permanent roles were filled in two months or less.
- ▶ **Precision & Fit:** Every hire met high standards for technical skill, global experience and cultural alignment.
- ▶ **Trust & Exclusivity:** The Company granted the Firm exclusive access to future roles, recognizing our ability to deliver both speed and strategic value.

*I'm impressed with the caliber of candidates and temporary resources we were presented with within a few business days of my original call, and continue to be impressed by the quality of work and value added by our new permanent team members and temporary assistants."*

**- CAO**

## Why Our Model Works

Cherry Bekaert's success wasn't just in filling roles — it was in scaling smart. By aligning closely with the Company's leadership, understanding the demands of a global, PE-backed business, and leveraging a collaborative internal team, our professionals delivered a tailored, high-impact solution.

*This was one of the best recruiting experiences I've had. The team effort, the quality of candidates and the alignment with the client's vision — it all came together."*

**- Matt Antine**



## About Cherry Bekaert

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