

Unified Advisory and Resource Solutions Resolve University Staffing Challenges To Achieve Audit Readiness

Staffing Crisis Jeopardizes Year-end Audit Preparation

A four-year private liberal arts university (the University) faced significant staffing challenges after the turnover of two critical positions, including the Controller and Assistant Controller. With the controller-level position vacant for over a year, the University's remaining accounting staff struggles to cover operations.

As the University's year-end approached, the vacancy became a more pressing concern. The University felt underprepared for its upcoming audit, and when an offer for the controller position was ultimately declined, the University knew it needed to find an immediate interim solution.

Combined Advisory and Workforce Solutions To Provide Tailored Staffing Support

As a long-standing nonprofit client of Cherry Bekaert, the University's primary contact swiftly assembled a "surge team." The team comprised audit and accounting advisory professionals familiar with the University to assist with immediate, complex and technical accounting reconciliations to prepare for their financial statement audit.

The team also assisted the University by providing critical information regarding the value of a long-term land lease as it negotiated with its lessee regarding a potential sale. These efforts from the surge team allowed the University's remaining finance team to focus on other areas necessary to be audit-ready.

At the same time, Cherry Bekaert introduced the University to the Firm's Recruiting & Staffing Services practice, which offered them an interim controller solution. The University sought a local candidate willing to work on-site five days a week with previous experience in nonprofits, particularly within a college or university setting.



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Private University



INDUSTRY

Not-for-Profit, Higher Education



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Interim/Temporary Solutions



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By educating the University on the employment market and showcasing the success of consultants working remotely with other Recruiting & Staffing clients, the Firm identified an exceptional remote consultant. This interim CFO consultant was a CPA and former Big Four audit manager with controller experience in a large nonprofit, significantly bridging the workforce gap until a permanent controller could be hired.

Combining Cherry Bekaert's technical skills with a strong controller-level consultant, the University was provided with a robust solution to manage day-to-day accounting operations and prepare for their audit. The consultant was willing to travel as needed for meetings and to be on-site with the surge team auditors, providing seamless integration into the University's operations.

Successful Resolution: Achieving Audit Readiness and Operational Stability

The consultant remained on board for approximately six months, leading the audit and transitioning responsibilities to the newly hired permanent controllers once the University successfully completed its search. Ultimately, this comprehensive approach allowed the University to adequately meet audit requirements and stabilize its finance department operations. However, the local market lacked candidates with these specific criteria, as anticipated from similar talent searches conducted for other colleges by the Recruiting & Staffing Services team.



"The client could not have been happier with the solution put together for them. This project was a great example of how Cherry Bekaert works cross-functionally across engagement teams."

– Cherry Bekaert Management Consultant
Director Dale Grossman

Serving As Your Guide Forward

Cherry Bekaert leveraged the combined power of its Not-for-Profit industry group, Accounting Advisory Services practice, and Recruiting & Staffing Services to provide tailored staffing solutions to an existing client.

Cherry Bekaert Recruiting & Staffing Services provides a comprehensive range of supplemental 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.

About Cherry Bekaert

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