

Recruiting & Permanent Placement

Locating and securing the top talent in the marketplace can be challenging and time-consuming. At Bridgepoint, we specialize in contingency-based finance, accounting and IT recruitment in the Texas market to help organizations of all sizes efficiently hire talented professionals to augment their teams. We partner with hiring managers and recruiting teams to quickly put our experience, insights and resources to work to provide experienced staff to C-level professionals that specialize in Finance, Accounting, Audit and Tax and Information Technology.

Let Bridgepoint do your legwork.

Leverage our expansive network of contacts and candidates.

The Bridgepoint team has developed a comprehensive talent network consisting of hundreds of finance and IT professionals with all levels of experience and expertise. Utilizing the latest outreach tools, we have a demonstrated track record of locating and recruiting exceptional candidates that others could not access through traditional channels.

Tap into our industry-rich expertise. In addition to a wide-ranging network of contacts, the Bridgepoint recruiting team collectively has decades of financial and recruitment industry experience. We have up-to-date knowledge of the marketplace, business trends, as well as a deep understanding of departmental and organizational hierarchies.

Secure the top talent with our proven placement process. The Bridgepoint recruiting approach is needs-based and customized for each client but also rooted in industry standard fundamentals. We endeavor to drive clear, ongoing communications with clients and candidates to ensure the recruiting process is efficient, transparent and moves steadily toward a successful placement.



ASSISTING COMPANIES OF ALL SIZES

Bridgepoint places candidates in Fortune 500 companies and start-ups, as well as mid-sized and emerging growth companies. We're also a trusted partner to public accounting firms to help them secure the top audit and tax professionals in the market.

FUNCTIONAL SPECIALIZATIONS

Finance

- CFO/VP of Finance
- FP&A Manager
- Experienced Staff/Senior Financial Analyst

Accounting

- Corporate Controller/Director of Accounting
- Assistant Controller/Accounting Manager
- SEC Reporting
- Cost Accountant
- Senior Accountant

Internal Audit

- VP/Director of Internal Audit
- Internal Audit Manager
- Senior Internal Auditor

Corporate Tax

- VP/Director of Tax
- Corporate Tax Manager
- Experienced Staff/Senior Tax Accountant

Public Accounting

- Auditor (Experienced Staff up to Sr. Manager level)
- Tax (Experienced Staff up to Sr. Manager level)

Information Technology

- Chief Information Officer/Chief Technology Officer
- VP/Director of IT
- IT Manager

The Bridgepoint Recruiting Approach

ASSESSMENT

- Interview hiring manager(s) to understand client's business, culture, and other intangibles that are important for the organization. Begin compiling the organizational pitch for the prospective candidate(s).
- Identify, qualify and prioritize key selection criteria including candidates' skills, experience, characteristics, compensation, benefits, etc. Develop or fine-tune a detailed job description.
- Understand strategic industry targets and identify prospective companies to target.
- Source database and activate our internal and external networks to surface prospective candidates. Leverage our referral bonus program to incentivize the effort.
- Summarize short list of potential candidates and move these individuals to the next step in the process.

CANDIDATE DEVELOPMENT

- Contact, qualify and pre-screen prospective candidates.
- Conduct in-depth, face-to-face interviews and observe responses/demeanor for a match to the criteria identified in the position description. Conduct reference checks on the best prospects, and assemble a candidate profile.
- Submit profiles, resumes and analysis of the most qualified candidates to the client.
- Coordinate the location, scheduling, preparation and debrief of first-round client interviews.
- Conduct thorough debrief with client and candidates to determine next steps.

DECISION & OFFER

- Assist with client selection of "short-list" candidates for subsequent interviews. Understand the factors that influenced the decision for future placement purposes.
- Collectively assess relative strengths and "fit" of each candidate to narrow the field.
- Conduct additional detailed reference checks on finalist(s).
- Collaborate with client on compensation package, make offer and successfully close placement.



AUSTIN DALLAS HOUSTON

Bridgepoint Consulting is a leading Texas-based professional services firm that provides strategic services and highly qualified professionals to solve complex financial, management and technology challenges. Since 1999, we've been helping executives and management teams reduce their business and operational risks, bridge resource gaps and improve overall performance. Whether an organization needs interim or permanent expertise to improve infrastructure and processes, or strategic management of a major transition or transaction, Bridgepoint's team of qualified professionals can help.

Contact us today. Let Bridgepoint help you find the top finance, accounting and IT talent for your organization.

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