

Finance Staff for the Recruitment Sector



Balanced People is a specialist recruitment consultancy and a wholly-owned subsidiary of top 20 Chartered Accountants Kingston Smith LLP. Since 1998 Balanced People has been recruiting accountants for the staffing sector and has become a recruiter of choice for a variety of small, medium and large businesses.

Research has shown that hiring the wrong employee can cost a company 2.5 times the salary of that person. At Balanced People, our specialists are fully focussed on finding the most relevant and skilled person for your role.

With confidence returning to the UK job market, your business needs to be in a strong position and your back office team need to be robust to ensure that the growth is well funded, managed and controlled.

At Balanced People, we aim to fully understand your requirements and company culture and tailor specific solutions to find the best candidates for you. Balanced People has a significant number of placed candidates coming through referrals from candidates and clients; good people tend to know other good people!

Having built an extensive database of experienced Finance professionals within the staffing sector we can respond rapidly to a brief. In the past, we have even recruited for staffing businesses with in house financial recruitment capability and have delivered quick effective results due to our sector focus.

All of our consultants are highly trained and have been placing accountancy staff in the recruitment sector for a number of years so you can be assured that your new hire will have the right skill set and experience to succeed within your organisation.



We can create a specific recruitment process for you which may entail all or some of the following:

- Helping to develop or review a job brief and candidate specification.
- Plan your advertising campaign including drafting advertisements for your approval.
- Using our expansive database of existing candidates.
- Carrying out an executive search through cold and warm headhunting.
- Conducting initial interviews to assess suitability for your role and organisation.
- Assist you with final interviews.
- Help you take up references.
- Keeping in touch with client and candidate post-placement to build longstanding relationships.

Recruitment consultancies that use Balanced People to find their accounting staff:

- Have access to a niche recruiter who understands their sector and organisation. Our quality over quantity approach ensures they receive only suitable candidates, saving valuable time and effort.
- Will be working with a specialist with a proven track record and an ongoing focus on recruiting senior finance executives for staffing companies.
- Will be offered a low risk, cost effective and competitive fee structure.
- Receive excellent service from skilled recruiters with expertise in dealing with complex recruitment and personnel issues.
- Have a long term business partner who can quickly react to briefs ensuring the hire of top calibre individuals at all levels in finance.



Balanced People – Examples of assignments in the recruitment sector

Alexander Mann	Commercial Manager
Alexander Mann	Business Analyst
Astbury Marsden	Finance Director
Badenoch & Clark	Senior Finance Manager (x 3)
Badenoch & Clark	Senior Business Analyst
Badenoch & Clark	Business Accountant (x 2)
Badenoch & Clark	Business Analyst (x 2)
Badenoch & Clark	Head of FP&A
Boyden	Financial Controller
Capital Group	Financial Controller
Capital Group	Payroll Supervisor
Eden Brown	Credit controllers (x2)
Green Park	Finance Director
iQ Education	P/T Accountant
IT HR	P/T Finance Director
MPSGI	Payroll Supervisor
Parity	Management Accountant
Penta	International Finance Controller
Pure Recruitment	Financial Controller
Quorum / Kenexa	Financial Controller
Servoca Plc	Group Finance Controller
Shortterm Engineering	Payroll Supervisor
Spring	Group Finance Controller (Now FD of Adecco)
Spring	Commercial Finance Manager
7 Fifty Two Solutions	Accounts Assistant

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Testimonials

“I would certainly recommend the services of Balanced People as they took the time to understand my requirements in detail and only put forward candidates that matched. The team take very much a quality and not quantity approach which streamlined the recruitment process for me and allowed me to conduct interviews very efficiently.”

Ian Storrer, Finance Director of Penta Consulting.

“Balanced People were recommended to us and I am pleased to say that they embraced the challenge and delivered the solution to our problem by providing candidates who were well screened and specific to our needs. We were able to recruit within the timetable which we laid down and ended with a very capable controller.

The team kept us fully aware throughout the process including all related employment issues which arose out of this and completed the project on time and within our budget. We were very impressed with the diligence and hard work of the team and would certainly recommend them for any financial recruitment needs.”

Glenn Swaby, CFO of Servoca.

“The team at Balanced People proved to be a valuable partner in providing recruitment solutions to MPS Inc. They were able to identify excellent candidates who met both the technical and personal specifications we provided. The recruitment process was always well managed ensuring we were informed, they also adopted a honest and open approach providing value added advice enabling us to make well informed decisions that helped strengthen our business.

They had an uncanny knack of finding the right candidates which I interpreted as meaning they had great long term candidate relationships and did not overly rely on the job-boards. I would have no hesitation in recommending Balanced People as a recruitment partner.”

John Melbourne, COO of MPSGI plc.