



CASE STUDY:

Transforming the Finance Team to Power Growth in a Specialist Technology Business

Overview

A fast-growing UK-based technology business faced critical resourcing challenges as it embarked on a finance function transformation. With a large client base and complex operations in telecoms and infrastructure, the organisation required rapid support to maintain business continuity during an internal restructure.

Challenges

- The company was undergoing a significant transformation of its finance function.
- Immediate operational cover was required to ensure business-as-usual finance processes were maintained.
- There was an urgent need for transactional finance resource, with no capacity to wait out standard notice periods.
- Executive-level finance expertise was also needed to lead strategy and ensure stability during the change.

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This project really showcased the full extent of Headstar's capabilities – we were able to quickly place a range of interim transactional staff, before going on to support the recruitment of both the Financial Controller and a permanent Finance Director. It marked the start of a long-standing partnership, and we've continued to support this client through various stages of growth ever since.

James Roach, Managing Director, Headstar

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Our Approach

The Headstar team quickly developed a strong working relationship with the business directors, reviewed the proposed finance team structure, and advised on a fit-for-purpose setup – enabling fast-tracked recruitment for multiple urgent roles.

- Sourced and placed four transactional finance professionals at speed, including two Accounts Assistants, a Purchase Ledger Assistant and a Reconciliation (Cash) Assistant.
- Ensured all interim hires were available immediately, allowing continuity of finance operations while the restructuring took place.
- Placed a highly capable Financial Controller to provide day-to-day leadership of the finance function.
- Subsequently delivered the successful permanent appointment of a Finance Director to drive long-term strategy.

Zero operational downtime

The immediate placement of interim staff ensured uninterrupted finance processes during a critical transitional period.

End-to-end support

The business could rely on Headstar to supply top talent from board-level roles right through to transactional staff.

Established long-term stability

The appointment of a permanent Finance Director brought clear leadership and direction to the finance team.

Ongoing trusted partnership

This initial engagement marked the beginning of a multi-year consultative relationship, with Headstar continuing to support strategic finance hires.

Ready to transform your business?

Contact us today to find out more about how Headstar can help.



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