

How to build a world-class finance team



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JAMES ROACH | MD OF HEADSTAR

If you're a CFO, FD or business leader, you know exactly how hard it is to build a world-class finance team. You need people that don't just 'do the job' but add real value, guiding your business forward with smart, strategic financial insight. But finding and hiring the right people? That's the hard part.

Foreword

I know this because I've lived it. I was a Finance Director before shifting to Finance Recruitment, and what I learned in those early years still rings true today: numbers tell a story. In finance, we measure everything – margins, year-on-year growth, cost efficiencies. But when recruiting, too many businesses rely on gut feel rather than a measurable hiring process. And that's where things start to go wrong.

A weak finance team is costly. Misaligned strategy, slow decision-making, compliance risks – the hidden costs add up quickly. A great finance team, on the other hand, is the backbone of a successful business.

At Headstar, we take recruitment seriously. We don't just find candidates – we build teams that fit your business, your culture, and your ambitions. Over the years, we've refined our approach to hiring, focusing on what really matters: capability, character, and cultural fit. It's a rigorous process, but the results speak for themselves.

That's why we've put this guide together. It's packed with insights, strategies, and actionable steps to help you build a finance function that drives your business forward. Whether you're hiring your first Financial Controller or refining an established team, this guide will give you the clarity and confidence to get it right.

Because when you hire well, everything else falls into place.

The finance team pyramid and industry roles

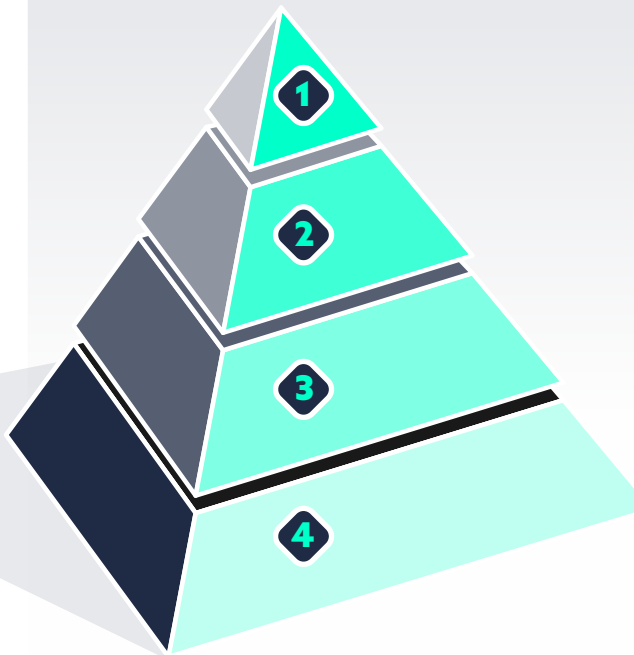
A world-class finance team doesn't happen by accident. Get it right, and you've built a strong foundation for growth, stability, and a business that runs like clockwork. Get it wrong, and you'll feel the impact everywhere – cash flow bottlenecks, reporting delays, compliance risks, and missed opportunities.

So how do you make sure your finance function is built for success?

At Headstar, we use the **Finance Team Pyramid** to help businesses assess their finance teams and structure them for growth. It's a simple but essential framework that clarifies the four levels of a high-performing finance function.



THE FOUR LEVELS OF A STRONG FINANCE TEAM



1 WISDOM The Strategic Layer

At the top of the pyramid sit CFOs and finance directors – leaders who don't just report on the numbers but use them to guide business strategy, forecast future trends, and drive long-term success.

2 INFORMATION Turning Data into Insights

Raw numbers are meaningless without interpretation. Financial controllers, management accountants, and finance business partners translate data into valuable insights, providing the business with the financial intelligence it needs to make informed decisions.

3 CONTROL Keeping Things on Track

A great finance function needs robust processes to minimise errors. Finance and credit control managers, accounts supervisors, and senior transactional roles ensure that reporting is accurate, risks are managed, and nothing slips through the cracks.

4 DATA The Foundation

Every strong finance team starts with a rock-solid base layer of reliable data. This is where credit controllers, bookkeepers, and payroll administrators come in, meticulously recording transactions, processing invoices, and ensuring financial accuracy. Without robust data, everything above it crumbles.

The finance team pyramid and industry roles

Continued

SIZE MATTERS UNDERSTANDING YOUR OWN FINANCE TEAM

Every business needs all four layers, but how they're structured depends on the size of the organisation. A start-up might have one finance professional covering all levels, while a large enterprise would have a full team with specialists at each stage. The key is recognising the roles and expertise within your existing team and making sure nothing is missing.

TECH, AUTOMATION AND AI THE GREAT ENABLER

The finance function has changed dramatically in recent years, and technology is now a key player in streamlining finance processes. Automation can take care of the heavy lifting – handling routine admin, reconciling transactions, and flagging anomalies – freeing up your finance team to focus on higher-value work. But the real magic happens when tech-savvy finance professionals work with these tools – to make themselves more efficient.

Put bluntly: AI can enhance efficiency, but it's not a substitute for strategic thinking.

- ◆ AI can automate analysis, but understanding context is an irreplaceable human trait.
- ◆ A finance team should be human-led, tech-enabled—not the other way around.
- ◆ Training is essential – businesses further behind the curve may need to invest in upskilling their teams.

With so many tools and technologies emerging, finance has never been more efficient – but the adage 'rubbish in, rubbish out' has never been more relevant. As such, this guide will focus on foundational aspects of financial management – where technology can enable but not replace a qualified, talented team member.



The process of building a world-class finance team


The mindset shift

The smartest businesses don't see their finance team as a necessary cost. They see it as a strategic asset - one that doesn't just track the numbers but actively supports business growth.

Like it or not, a company's approach to finance contributes to its overall culture. Budgets, investments, and cost-cutting send clear messages about priorities. A finance leader who only appears when there's bad news reinforces old stereotypes. But one who is **engaged** and **visible** strengthens confidence - even in tough times.

Business leaders and finance executives know that a finance team shouldn't just be keeping the lights on - they should be steering the company forward.

Delivering numbers is the foundation of the job, but a finance leader's real value lies in shaping what happens next. Their focus should be on where the business is going - driving strategy, identifying opportunities, and working with the CEO to turn vision into reality. That's why it's so important to get the right people in the right roles - to free up your finance leaders to add the strategic value the company needs.



Thinking of hiring a Financial Controller when you really need a Management Accountant? Or recruiting for transactional roles when you should be automating? These are avoidable mistakes, and this guide will help you learn to spot them.

The Finance Team Pyramid is a proven way to frame your finance function. But knowing the framework is one thing - getting the right talent in place is another.

Let's get started.

Step 1: Assess your current team and needs

Before you can build a high-performing finance team, you need to know where you stand. What's working? What's missing? Where are the gaps that could be holding your business back?

Many organisations hire reactively - filling roles based on immediate pressures rather than long-term needs. But without a structured approach, you risk duplicating responsibilities, neglecting critical skills, or overloading key people with tasks outside their expertise. If your team can't operate at their best, you may miss future opportunities for growth.



How strong is your finance team?

To help you assess your existing team, we've put together a simple test. This will give you clear insights into strengths, weaknesses, and areas for improvement.

Each statement is scored on a scale of 1-10, with 1 meaning "this is a serious weakness" and 10 meaning "this is a major strength."

The statements are split across the four levels of the **Finance Team Pyramid**:

- ◆ **Data** - Is financial information recorded accurately and efficiently?
- ◆ **Control** - Are financial processes and reporting structured and reliable?
- ◆ **Information** - Can your team turn numbers into meaningful insights?
- ◆ **Wisdom** - Is finance influencing business strategy effectively?

By the end of the test, you'll have a clear picture of how well your finance function is operating, and where improvements need to be made.

DATA		SCORE 1-10
1	Our accounting system software is running on the latest version.	
2	There are clear job descriptions and expectations of performance for those responsible for entering data into the system.	
3	Our financial data is entered accurately and on a timely basis.	
4	Our transactional team are regularly trained on optimal system use.	
5	We employ the highest calibre people in transactional roles, rather than see it as a "least cost" approach to these employees.	
TOTAL		

Step 1: Assess your current team and needs

Continued

CONTROL		SCORE 1-10
1	There is clear segregation of duties between the stages of a transaction, i.e. the posting of a purchase invoice through to payment.	
2	All balance sheet items are reconciled monthly.	
3	All "sundry" accounts are cleared monthly.	
4	There are no conflicts of interest between members of the team through a transaction cycle, i.e. relationships.	
5	Every penny that enters and leaves the business can be accounted for in a transparent, methodical manner.	
TOTAL		

INFORMATION		SCORE 1-10
1	We receive detailed and clear reports on company financial performance on a regular basis.	
2	The information we receive is insightful and helps us make better decisions.	
3	All reports are accurate, timely and have written explanations so that non-finance employees can understand and use them.	
4	We train our team on the latest reporting software and advancements in technology.	
5	Our reporting is clearly broken out between profit and loss, balance sheet and cash flow.	
TOTAL		

WISDOM		SCORE 1-10
1	We receive commentary and insights on the analysis and reporting we receive which helps our decision making.	
2	We have someone here who challenges our thinking and helps us understand the consequences of alternative courses of action.	
3	We have sufficient wisdom around the boardroom table to aid our decision-making in all areas.	
4	We are forward-looking and have a firm grasp on the risks to our business.	
5	The interests of the shareholders and the future plans for the company are always aligned.	
TOTAL		

Step 2: Define success and create a hiring plan

Building a strong finance team starts with clarity. Before you begin hiring, ask: what does success look like?

Too many companies recruit based on a sudden need rather than following a structured plan. The result? Gaps, inefficiencies, crossover, and a team that isn't aligned with the company's goals.

Start with the end in mind

The best finance teams don't just keep the numbers in check—they drive growth, resilience, and smarter decision-making. To get there, ask yourself:

- ◆ **What should your finance team achieve in the next 12-24 months?**
- ◆ **What skills and expertise will you need to support your business strategy?**
- ◆ **Where are the gaps between your current team and your ideal future team?**

Your answers will shape the structure of your finance function and help you prioritise **which roles to hire first**.

Developing a hiring plan

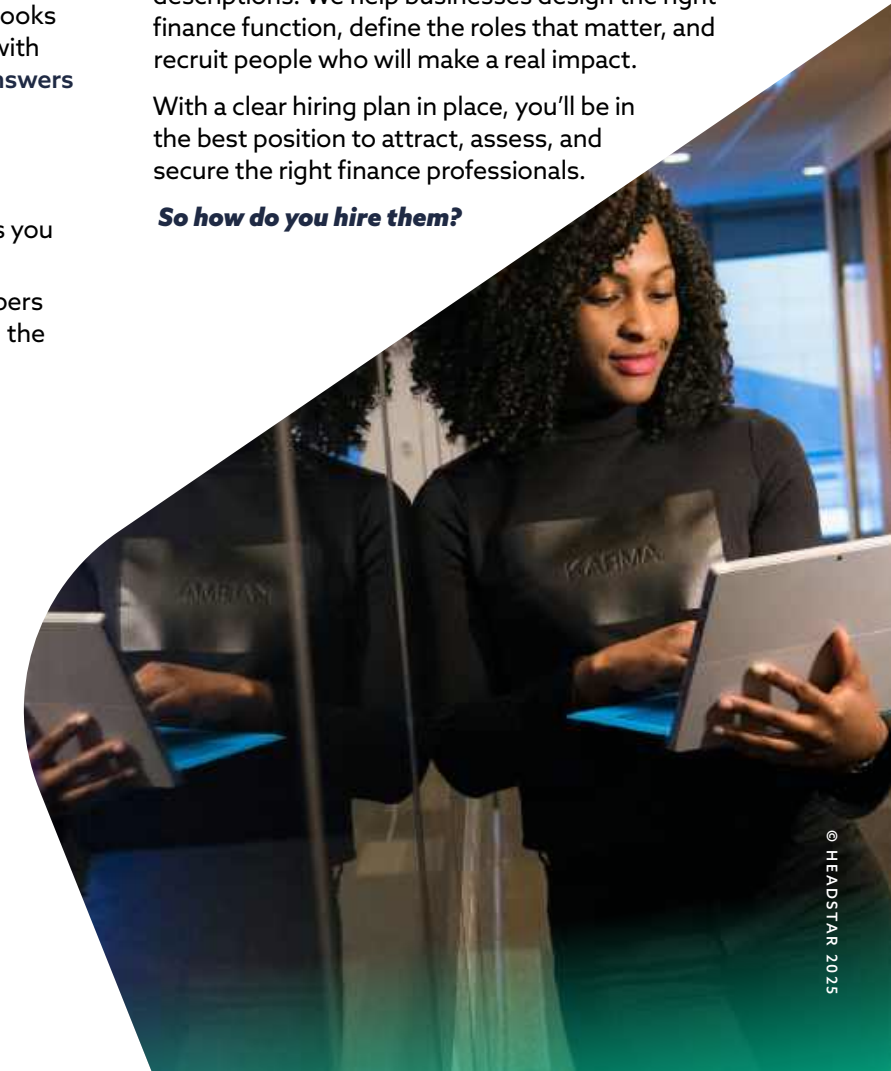
Once you have a clear picture of what success looks like, it's time to create a hiring plan that aligns with your business objectives. A good hiring plan answers three key questions:

- 1 **What roles do you need to hire, and when?**
 - ◆ Identify critical hires based on the gaps you identified above.
 - ◆ Consider whether existing team members could grow into more senior roles with the right training.
- 2 **What balance of skills and experience do you need?**
 - ◆ Finance functions need both technical expertise and commercial acumen.
 - ◆ Make sure you're not just hiring for today's needs, but for the skills your business will need in the future.
- 3 **What type of person will thrive in your business?**
 - ◆ Cultural fit is more important than technical ability.
 - ◆ The best hires align with your company's way of working and bring fresh thinking to the table.

At Headstar, we don't just match CVs to job descriptions. We help businesses design the right finance function, define the roles that matter, and recruit people who will make a real impact.

With a clear hiring plan in place, you'll be in the best position to attract, assess, and secure the right finance professionals.

So how do you hire them?



Step 3: Attract top talent

The best finance professionals aren't just looking for a job—they're looking for a chance to make an impact. If you want to build a world-class finance team, you need to become a magnet for talent. That means positioning your business as a place where top candidates want to work. Instead of chasing people, they're queuing up to join you.

You won't attract top talent with just a great salary or impressive job title. You have to understand what motivates the best candidates, what makes your company stand out, and how to communicate that effectively.

Why cultural fit matters more than technical ability

Does your company encourage innovation? Do you focus on sustainability? How do you approach flexible or remote working? How does your company give back to the community or support charitable initiatives? Does your industry look to you as an example?

These questions may seem arbitrary, but they (and many more) say a great deal about what you're trying to achieve. That's why it's important to first reflect on what truly defines your business before bringing new people on board.

Why?

Because the best leaders are transparent with their teams about precisely these kinds of decisions. In short: where is the organisation going, and how will it get there?

This confidence allows team members to understand their roles, their restrictions, and their responsibilities.

Your company's approach to finance informs almost all decisions. A strong finance team will lead by example, and contribute to a culture of clarity, trust and confidence. The opposite is also true – the stereotypical ruthless cost-cutter who leaves everyone in a state of uncertainty.

Hiring the wrong person can cause friction, slow down decision-making, and impact the effectiveness of the entire team. Worse still, a poor new hire can disrupt morale to the point where even your best people start looking for the exit. That's why cultural fit is more important than technical ability.

A highly skilled finance leader who doesn't align with your culture can do more harm than good.

Plus, bad hires are costly. According to the Society for Human Resource Management (SHRM) replacing a poor hire can cost up to five times their annual salary when factoring in recruitment, training, and lost productivity costs – not to mention team disruption and indirect costs like damaged culture or reputational harm.

Step 3: Attract top talent

Continued

Better written adverts = Better candidates

To attract top talent, you can't rely on a standard job description. The best candidates are often in high demand, and they need to see why your business is the right move for them.

That's where compelling recruitment advertising comes in. Think of it like a magnet for the talent you're looking for – a well-written job ad attracts the right people, and repels the wrong ones. It ensures that those who apply are not only qualified but also aligned with your company's way of working.

At Headstar, all of our consultants are specially trained in creative copywriting to ensure our clients' job adverts stand out, engage, and attract the most sought-after candidates. This is a crucial step in modern recruitment, and businesses that get it right fill roles faster, with better long-term results.

Bad example

If bad job adverts like this seem familiar – that's because they are. Bad recruitment agencies use this approach – a lot. Littered with meaningless clichés, hyperbole and always focusing on the company, rather than what is in it for the candidate. It's a fitting example of what **NOT** to do.

TOP TIP

When researching what recruitment agencies to use – make sure you request to see examples of how they write their job adverts.

BAD EXAMPLE

GROUP FINANCIAL CONTROLLER | LEADS | COMPETITIVE SALARY 1

- 2 I'm thrilled to be partnering with an amazing client who is going from strength to strength. They are a well-established, highly regarded business that is committed to growth and innovation.
- 3 We've got the perfect role for an ambitious finance professional to support their growth plans. The company is at an exciting stage of their journey, and this varied and dynamic role will be crucial in ensuring they continue their impressive trajectory.
- 4 This is a brilliant opportunity to join a forward-thinking organisation where you'll play a key role in helping them achieve their ambitious goals.

6 Key responsibilities:

- ◆ Working closely with the leadership team to support business objectives.
- ◆ Providing strategic financial insight to ensure ongoing success.
- ◆ Taking responsibility for financial reporting and controls.
- ◆ Leading and developing the finance team.

What we're looking for:

- ◆ A finance professional with a can-do attitude.
 - ◆ The ability to work in a fast-paced environment.
 - ◆ A results-driven individual with a passion for finance.
 - ◆ Must be proficient in Microsoft Excel.
- 7 This is a not-to-be-missed opportunity to work in a fast-moving and dynamic organisation.
 - 8 I'd love to connect with you to discuss this exciting opportunity further! Reach out to me today to explore this role in more detail.

- 1 **Not upfront about the salary**
Job ads receive 60% more applications if they include a salary.*
- 2 **Generic opening line**
Instead of giving insight into the company or why the role is compelling, it simply starts with *"thrilled to be partnering with..."*
- 3 **Lack of insight into the business**
"Well-established, highly regarded business" means nothing. What do they actually do? Who knows.
- 4 **No differentiation in the role**
Vague phrases like *"varied and dynamic role"* could apply to any job.
- 5 **All about the company**
Instead of telling the candidate what's in it for them, it's just a lot of vague flattery about the company's achievements.
- 6 **Weak responsibilities section**
The bullet points are vague and could apply to any finance role.
- 7 **Buzzwords and meaningless jargon**
"Fast-moving and dynamic," and *"not-to-be-missed opportunity,"* are all generic phrases that don't provide actual information.
- 8 **Overuse of recruitment clichés**
Phrases such as *"the perfect role for you"* and *"exciting opportunity"* don't add any real value.

GOOD EXAMPLE

GROUP FINANCIAL CONTROLLER
| LEEDS | £100K

1 Some people like safe, steady jobs where they inherit a well-oiled machine and keep it ticking over.

This isn't for them.

This engineering and fabrication SME is family-owned, highly profitable, and planning to double in size over the next five to ten years. **That growth needs structure.** They need a Group Financial Controller who can do more than just report the numbers—they need someone who can shape the financial future of the business.

3 And here's the big opportunity: this role isn't just about leading the finance team today. **It's a succession plan to CFO**, so if you've got the ambition, the drive, and the leadership skills, this could be the next big step in your career.

4 You'll be more than a number-cruncher – you'll be the financial backbone of the company, overseeing a team of nine and reporting directly to the CFO.

As their first dedicated Group Financial Controller, you'll take ownership of the numbers, introduce proper financial controls, and start asking the questions no one else is.



8 If you want to be the financial glue in an innovative, fast-moving company and have your sights set on becoming a CFO, **apply online now** or get in touch today on [telephone number] or [email address].

Here's what you'll be doing:

- ◆ **Making sure everything adds up** – from financial reporting to tax compliance, cash flow management to audits.
- ◆ **You'll put controls in place**, ensure reporting is accurate and timely, and make sure the business is financially rock solid.
- ◆ **You'll also be a key player in strategic decisions** – working alongside the CFO and FP&A team to make sure growth is profitable and sustainable.
- ◆ **Guiding the finance team** to up their game while hitting deadlines with precision.
- ◆ And, given the succession plan in place, **you'll be shaping the finance function** not just for today, but for the future.

What you need:

- ◆ **A proper qualification** – ACA, ACCA, or CIMA.
- ◆ **Serious, commercially sharp reporting skills** – IFRS knowledge is a must.
- ◆ **A track record of leading teams** and getting the best out of people.
- ◆ **An eye for improvement** – this business is growing fast, and they need someone who can streamline finance processes, not just maintain the status quo.
- ◆ **Leadership potential** – this isn't just a Group Financial Controller role; it's a clear pathway to CFO.

The perks:

- ◆ **Flexible and Family-Friendly Working** – hybrid options to fit your lifestyle.
- ◆ **Generous Pension and Life Assurance** – to help you plan for your future.
- ◆ **25 days holiday + bank holidays** – and more if you stick around.
- ◆ **Private medical insurance** – because getting ill is bad enough.
- ◆ **Birthday leave** – because working on your birthday is rubbish.
- ◆ **Long service awards** – loyalty shouldn't go unnoticed.
- ◆ **A supportive team** – including Mental Health First Aiders and an Employee Assistance Programme.

1 Strong hook grabs attention
Immediately filters out the wrong candidates and speaks directly to ambitious finance professionals who want a challenge.

2 Provides real business context
Helps candidates understand why the role matters (e.g. providing structure to support the fast growth).

3 Defined career progression
Sells the bigger picture – this isn't just a job; it's a stepping stone to CFO.

4 Conversational, human tone
Uses plain English, avoiding corporate jargon and recruitment clichés.

5 Responsibilities are clear and impact-driven
Instead of a dry generic list, each bullet explains why the task matters and ties it to wider business goals.

6 Specific, meaningful requirements
These set well-defined expectations while keeping the door open for strong candidates.

7 Transparent and attractive benefits
42% of job seekers are more likely to apply for roles that list the benefits*. This ad details real perks and explains why they matter.

8 Persuasive call to Action
Instead of just saying "apply now", it reinforces why the role is exciting and provides straightforward instructions on how to apply.

Source: Survey commissioned by Reed.co.uk consisting of 2,004 UK adults in 2024.

Step 3: Attract top talent

Continued

What makes a business a talent magnet?

If you want to attract high-calibre finance professionals, you need to offer more than just a competitive salary.

Businesses that successfully become magnets for talent focus on:

- ◆ **Clarity**
A well-defined role with a clear impact on the business.
- ◆ **Culture**
A working environment where top talent can thrive.
- ◆ **Progression**
Clear career development opportunities.
- ◆ **Flexibility**
Competitive benefits, hybrid working, and a people-first approach.

When we work with clients at Headstar, we take time to uncover and amplify what makes your business unique, so you don't just hire great people, you attract them. *By the way, this is what makes us unique. We were founded by Finance Directors and focus purely on recruiting finance roles. We live in opposition to generic one-size-fits-all recruiters who lack the specialist knowledge to add real industry insight. We're your partner, not order-takers.*

With the right strategy in place, the next step is assessing and securing the best candidates.



Step 4: Test and onboard effectively

Attracting top-tier finance professionals is only half the battle. The real challenge is identifying the right person and setting them up for success. A bad hire can be expensive—not just financially, but in terms of lost productivity, team disruption, and culture damage. That's why a rigorous testing and onboarding process is essential.

Finding the right fit: Beyond the CV

A world-class finance team isn't built on technical ability alone. Character matters. Someone can tick every box on a job spec but still be the wrong fit for your business.

The first part is relatively straightforward: **Identify the top 5 candidates.**

You should be able to do this more-or-less from their CV and an initial chemistry call.

But once you've identified the strongest candidates, a robust selection process is crucial to making the right choice – and that's where testing comes in.

Why testing matters

Too many businesses rely on unstructured interviews, leading to poor hiring decisions. We mentioned research from the Society for Human Resource Management (SHRM) earlier. **Replacing a poor hire can cost up to five times their annual salary** when factoring in recruitment, training and lost productivity, plus team disruption and indirect costs like damaging culture or reputation. A structured approach reduces this risk.

A thorough testing process ensures that candidates don't just have the right skills—they have the mindset and behaviours to thrive in your business.

This includes:

- ◆ **Strategic interviewing techniques**
Helping hiring managers ask the right questions and identify the best fit.
- ◆ **Skill-based assessments**
Measuring technical competencies relevant to the role.
- ◆ **Character and culture evaluation**
Ensuring the candidate aligns with your company values.

For instance, if a core character trait you need in your people is resilience, then don't just ask "give me an example of when you were resilient", get them to actually demonstrate it. Put them in a scenario where their actions will speak louder than words. During a presentation from them, you could deliberately probe and criticise some of their findings and watch how they react. Do they carry on with no loss of enthusiasm (the definition of resilience) or does it throw them off?

Step 4: Test and onboard effectively

Continued

Onboarding: Setting up for success

Hiring the right person is just the beginning. A well-structured onboarding process accelerates performance, helping new hires integrate quickly and contribute from day one.

When Headstar supports a business in recruiting finance professionals, we help the organisation create an onboarding process that allows the new hire to flourish.

There are lots of things to consider – and much of it depends on the size and sector of the business.

But these are three golden rules:

- ◆ **Provide clarity**
Ensuring new hires understand expectations and how their role fits into the bigger picture.
- ◆ **Build relationships**
Connecting them with key stakeholders from the start.
- ◆ **Offer early wins**
Setting clear, achievable goals in the first 90 days.

Done right, onboarding turns a good hire into a great long-term asset for your business.

With the right testing and onboarding process in place, the final step is ensuring continuous development and retention – which we'll cover next.



Step 5: Continuously develop and retain talent

Building a world-class finance team doesn't stop at hiring the right people – you need to keep them engaged, develop their skills, and ensure they grow with the business.

The best teams are nurtured.

Many companies focus heavily on recruitment but fall short when it comes to retaining top talent. In today's market, that's a costly mistake. Employees now (rightly) expect well-defined development opportunities, a strong workplace culture, a healthy work-life balance, and a transparent route for career progression. Without these, even your best hires will start looking elsewhere.

Engaging the next generation of leaders

A new challenge is emerging in leadership pipelines: a reluctance to take on management roles. Often called '*conscious unbossing*', over half of Gen Z avoid middle management, seeing it as a high-stress, low-reward path.

To engage them, businesses need to rethink leadership development. Instead of presenting management as a burden, it should be positioned as an opportunity to mentor, innovate, and make an impact.

Training plays a key role here. Many managers lack formal leadership training, leaving them unprepared to lead effectively. By investing in development programmes that focus on both technical skills and softer leadership competencies like communication and emotional intelligence, businesses can encourage younger employees to step up with confidence.

Creating a culture that retains top talent

Pay is only part of retaining your best employees. They also need an environment where they want to spend time.

A culture of flexibility and wellbeing is increasingly a dealbreaker for candidates. According to Reed.co.uk, 62% of job seekers state that flexible working hours are the most important factor when considering a job. Remote working options, work-life balance, and mental health support also rank high.

Companies that fail to adapt to these expectations will struggle to retain their best people. Forward-thinking businesses are already embedding flexibility into their roles, offering hybrid work options and wellbeing initiatives that keep employees engaged and motivated.

Step 5: Continuously develop and retain talent

Continued

Unlocking the power of multigenerational teams

By 2030, over-50s will make up half the workforce. This growing talent pool brings unmatched experience and knowledge, yet many businesses overlook their potential.

Creating opportunities like:

- ◆ **Job shares.**
- ◆ **Part-time roles**
- ◆ **Tailored training programmes.**

...allows businesses to bridge skills gaps and foster stronger, multigenerational teams.

The bottom line

Retaining and developing talent means more than preventing turnover. A resilient, future-proof finance function is created by providing an environment where every employee can thrive. When businesses invest in their people, they don't just improve retention—they boost performance, innovation, and long-term success.

A strong finance team is an evolving one. The businesses that prioritise development will be the ones that attract, engage, and retain the best talent, now and in the future.



Next steps: How Headstar can help

You now have a clear framework for building a world-class finance team. But knowing what to do is one thing – putting it into action is another.

Many businesses struggle to find the right finance professionals. The best candidates aren't always actively looking, job descriptions alone don't cut it, and wrong hires can be costly. That's where we come in.

At Headstar, we go beyond filling vacancies to help businesses build high-performing finance teams. Alongside recruitment; we advise on team structures, challenge assumptions, and ensure every hire is the right fit.

Why Headstar?

- ◆ **Decades of finance recruitment expertise**
We've built a large network of top-tier finance professionals, giving you access to talent you won't find elsewhere.
- ◆ **In-house finance director expertise**
Originally founded by Finance Directors, we understand what makes a great finance hire because we've been in your shoes.
- ◆ **A tailored, hands-on approach**
We take the time to understand their business and find candidates who are the right fit for your team and culture, not just your job spec.
- ◆ **Specially trained in creative copywriting**
All our team are highly experienced in writing compelling job adverts to ensure that yours stands out from the crowd.
- ◆ **The go-to consultancy for expert advice**
Headstar directors are regularly sought after to provide their opinions on a range of business topics in the press, meaning you can be confident in their expertise.

3-STEPS to building your world-class finance team

STEP 1:

Get in touch

We'll start with a discovery call to understand your needs, challenges, and vision for your finance team. Together, we'll define what success looks like.

STEP 2:

Become a magnet for talent

Using a tailored headhunt and creative advertising campaign, we attract top-tier candidates who align with your team's requirements and culture.

We'll collaborate with you to:

- ◆ Identify the skills, experience, and character traits you're looking for.
- ◆ Create a compelling job advert that appeals to the best talent.
- ◆ Curate and agree a shortlist of the top candidates.
- ◆ Fully brief candidates, gather feedback and manage the offer process.

STEP 3:

Build your world-class finance team

We manage the final steps, from thorough testing to onboarding the ideal candidate. With your new hire in place, you'll enjoy the benefits of a strong, high-performing finance team that empowers your business.



Next steps: How Headstar can help

Continued

We're highly rated... but don't just take our word for it.

Headstar

5.0 ★★★★★

powered by Google

“The **service is first-class**, underpinned by the team’s knowledge of the market and a very professional approach.”

“Headstar has never let us down. They **took the time to understand us as a client**, and also our culture. We quickly came to rely on their quality work and effort.”

“One of the best recruitment partners I have ever come across. They simply have the right candidates and the **best balance between professionalism and practicality** in the market.”

We're high achievers.



Trusted by companies across the UK...



Guaranteed Results

We're so confident in every hire we make, we even offer a free replacement guarantee within an agreed time period.




Let's build your world-class finance team
If you're ready to take the next step, we're ready to help.

Get in touch today, and let's start building the finance function your business needs to succeed.

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