

CASE STUDY:

Delivering a SOX-Experienced International Finance Director for a Complex, Global Matrix Organisation



Overview

A long-established global distributor operating across more than 16 countries required senior finance leadership to support its international operations. With a centralised finance team of 30 and turnover exceeding £2.5bn, the organisation needed a finance leader with significant multinational and multi-site experience.

Challenges

- Following a global reorganisation, the business required a dedicated Finance Director for its EMEA region to **strengthen strategic and operational oversight**.
- As a US-owned organisation, candidates needed **prior experience working within a similar US ownership structure** and familiarity with associated reporting requirements.
- **Sarbanes-Oxley (SOX) experience was essential**, which is relatively uncommon in the UK and further restricted the available candidate pool.
- **The role operated within a matrix organisation**, requiring someone capable of navigating dual reporting lines to both a UK Managing Director and a US-based global CEO.

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Our chosen candidate is a **leader with a proven track record in driving growth, profitability and efficiency** and we're delighted to welcome them to the team.

Their expertise and experience will ensure that the organisation is better positioned than ever for success and we're looking forward to working closely with them to advance our exciting growth plans.

Vice President of Global Finance Operations

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Our Approach

- Headstar undertook a **comprehensive executive search** to identify senior finance leaders with strong backgrounds in multinational, multi-site and manufacturing environments.
- A **targeted headhunting campaign** was delivered alongside a focused advertising strategy to attract candidates with the required technical expertise and cultural fit.
- A **shortlist of six candidates** was presented to the Board, which was refined to three preferred individuals for final interview stages.
- A **structured recruitment process** ensured rigorous competency assessment, stakeholder alignment and a smooth progression from longlist to appointment.

Global Finance Leadership Appointed

A senior international finance director was placed to oversee financial strategy across multiple regions worldwide.

Enhanced Strategic Capability

The appointed leader brings extensive experience in multinational environments, supporting the organisation's long-term growth plans.

Strengthened Multi-Territory Oversight

The new hire leads a centralised finance team supporting operations across Europe, the Middle East, Africa and Asia-Pacific.

Rapid Appointment with Minimal Downtime

The recruitment process was completed swiftly, ensuring the business maintained momentum without operational disruption.

Ready to transform your business?

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



www.headstar.co.uk



0113 457 9990



info@headstar.co.uk



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