

# executive search

As financial experts for nonprofit and social enterprise communities, Veris knows financial talent when we see it. And as executive search and on-boarding specialists we know how to find that talent in the first place, then transition it onto your team. When you combine these skills with over a decade of experience providing outsourced accounting and CFO services, you get a well-rounded executive search.

Finding top-tier financial talent is more than filling an empty seat. It's part of your success strategy. Finding the right CFO starts with asking the right questions before your search. Our professionals, with years of first hand experience hiring corporate staff, know the key to finding the best full-time financial executive for your nonprofit or social enterprise is through a deep understanding of what you really need. While most firms focus on collecting resumes, we focus on collecting information - the kind of "under the radar" details that ultimately result in finding exceptional candidates with the most appropriate skill set and personality type for your organization.

At Veris we understand you need qualified, strategic, motivated leaders to run your financial operations because that's exactly what our outsourced and interim CFOs have been providing to our clients for more than a decade.

***Search solutions you can only get when a CFO is on your team.***

We also know what it's like to sit in your chair, on the hiring side of the desk. After all, the most effective person to assess CFO candidates is another CFO - someone who has been there, done that. Your top candidates will be fully vetted so you can rest assured each candidate will possess the intelligence, core - competencies and technical skills needed to perform the job from day one.

Hiring the best financial executive is hard enough without having to deal with accounting issues, trouble-shooting and the lack of financial leadership during the transition. Veris' full circle search offers a comprehensive solution to resolve accounting issues, improve processes and hold down the "financial fort" during your transition by integrating a customized mix of executive search, financial assessments, process refinement, new hire preparations, and financial management.

EXPERTISE / *experteēs* / *n.* thorough competence and requisite ability or qualities