



finance and  
accounting  
finance and accounting

// When numbers count:  
We have experienced  
experts

Information about our Finance business line

The experts in finance and accounting

// We make you more flexible:  
Gain more freedom of action  
with us.



Personnel expenses are a tremendous cost factor for any business. We make it possible for our clients to turn fixed personnel costs into variable ones – based on their actual needs. Our extensive services portfolio lets us provide demand-driven solutions that really pay off.



*Your partner for qualified staffing, JOBSFORFINANCE is part of JOB AG and the brand behind its Finance business line. JOB AG is the expert in human-resource and job management with offices throughout Germany. Week for week scores of companies and hundreds of job-seekers benefit from our expertise.*

*JOB AG's range of service excellence includes these business lines*

- ▶ Production, Logistics & Trades
- ▶ Industry, Craft & Technologies
- ▶ Office & Management
- ▶ Customer Care (JOBS'n'CALLS)
- ▶ Finance (JOBSFORFINANCE)
- ▶ Engineering (ENGINEER-ING)
- ▶ Fashion Logistics (JOBS4FASHION)

### **If you need specialized staffing, then we can help**

Business is booming and your company is expanding to the point where you've got a shortage of people. This is when you need a rapid and workable solution – on a temporary or long-term basis. We can help, whether it's because you want to enhance a team or because people are out temporarily or have left

### **We're the experts in the field of finance**

JOBSFORFINANCE specializes in the demanding field of finance and accounting. Human resources decision makers across Germany count on our experience in their search for qualified professionals, executives and interim managers. Offices throughout Germany and an extensive network of contacts enable us to find just the right solution for all your needs.

### **Our efficiency is built on four strong pillars**

- ▶ We specialize on the Finance segment
- ▶ Longstanding expertise and professionalism
- ▶ A needs-based and flexible services portfolio
- ▶ Guaranteed perfect matching

### **Flexible services portfolio**

One important thing that makes us so successful is our flexibility when it comes to the length of the employment or assignment. After all, there is a big difference between filling a permanent job position and just needing some temporary assistance. You tell us what you need, and we'll respond.

Our services portfolio includes:

- ▶ Direct placement
- ▶ Interim management
- ▶ Temporary staffing
- ▶ Executive search
- ▶ New placements / outplacements

### **Partnership for the long term**

As far as we're concerned our partnership doesn't have to end once we've found a fast solution for one of your acute staffing problems. There is a lot more that we can do for you, and, who knows, sooner or later you might need our help again. Let us offer you a permanent partnership – from human resource marketing to recruiting, utilizing, leading and motivating the workforce all the way to personnel development. All of this combined is what makes for excellent human resources management. Our advisors can provide valuable support to your company and save you time, money and effort.

# // We have the people you're looking for: Our employees fulfill the highest expectations



## Actual Case Study (1)

An auto parts supplier acquired several companies throughout Europe. As a result, controlling and reporting had to be adapted to the structures of the German parent company. Because the organization's permanent staff was overloaded with work, we provided a former commercial manager with many years of international management experience. He succeeded in putting the changes into action thanks to his loyalty to the German headquarters and lots of tact and sensitivity in dealing with the other European colleagues. His experience and fluency in English also helped make the effort a success – yet another important reference for follow-on projects.

## Direct Placement: We do the work, you reap the benefits

Are you looking for just the right people to fill regular full-time vacancies, but don't want to burden your personnel department with all the paperwork and administrative hassle? Our experts can help you in your search for the perfect candidates. All you have to do is concentrate on making the selection while otherwise focusing on your core business.

We coordinate closely with your company and, as part of our direct placement services, we:

- ▶ Place the classified ads
- ▶ Prepare profiles
- ▶ Do screening interviews
- ▶ Conduct structured interviews
- ▶ Run tests based on your requirements

At the end of this process you receive a list of "hand-picked" candidates based on your specifications. Your company reaps double the benefits: less effort on your part and greater cost security. And there is only a charge for our services if an actual employment agreement is signed.

## Interim Management: We find experts for your projects

Do you need to entrust a highly qual-

ified professional with a specific task over a limited period of time? Such an interim manager can work as a group moderator brought in from outside or can even handle specific tasks on his or her own. In either case, such an expert must have skills and experience that are far above average, not to mention a strong personality.

- ▶ We have a pool of available executives with proven experience and effectiveness as interim managers.
- ▶ Our experienced advisors are the bridge between your company and outstanding candidates.
- ▶ You benefit from an ideal solution that perfectly responds to your needs.

## Executive Search: Finding that needle in the haystack

We'll find that superbly qualified finance or accounting executive you need – naturally with the utmost of discretion.

## New Placements / Outplacements: Professional separation management

We can advise you on implementing the kind of separation management that is a living example of social responsibility, fosters a positive image of your organization and avoids protracted and costly legal disputes.

As our client you'll benefit from the outstanding network we've established over the years. We have many contacts within the world of finance to go along with our impeccable reputation in the industry. Our corporate clients and the professionals who work for us know and appreciate the value we place on ensuring the perfect match. This demand for quality will pay off for you.



// First-class support:  
We deliver individual  
solutions



Temporary staffing is a sensible business option during a short-term labor crunch or in those times when you just need to expand your workforce. We have well-trained and versatile finance and accounting specialists that can give your company added flexibility and a competitive edge in experience and expertise.



#### Actual Case Study (2)

*A real estate investment company had to lay off a large part of its workforce to meet the savings targets set forth by the parent group company. Although the accounting department was not affected by the cuts, the uncertainty led many of its regular staff to leave the company. Temporary associates and interim managers were employed as replacements to handle the fund accounting work and to clarify a variety of accounting issues. Several of our service associates were hired permanently based on their proven track record, while others were replaced by newly recruited staff. Despite all the personnel changes, the department successfully fulfilled all its tasks in the required quality.*

#### Temporary staffing: Full performance with no long-term commitment

Do you need qualified staffing for a limited period of time but don't want to make any long-term commitment? Even within the realm of finance and accounting, this problem can be easily solved with classic temporary help. Temporary staffing has proven itself in these professional fields as well. The number of service associates with professional qualifications or college degrees has been rising continuously and, experts agree, will continue to increase.

We have a pool of experienced professionals, managers and executives under contract with us whose special skills and abilities we can precisely assess. We draw from this core of permanent staff to provide your company with exactly the people you need – from finance clerk all the way to international chartered accountants.

#### “Temp to perm”: Field tested then hired full time

Should the situation in your company change and you wish to permanently hire one or more of our service associates who are already familiar with the work and your organization, then of course we will make that happen. This smooth transition from temporary to

permanent employment has proven to be an invaluable benefit to both our clients and associates.

#### You can count on these kinds of professionals

- ▶ Accounts receivable, accounts payable and financial accountants (industry/office management assistants, tax consultants)
- ▶ Registered accountants (domestic and international)
- ▶ Controllers (college degree)
- ▶ Accounting executives and commercial managers (college degree)
- ▶ Bankers and banking executives (vocational or college trained)

More information is available at [www.jobs-for-finance.com](http://www.jobs-for-finance.com)

#### A partnership that pays off for you

Some of the benefits that JOBSFORFINANCE delivers are

- ▶ A partnership with a professional services provider that knows the finance and accounting market segment inside out
- ▶ Qualified advice from experienced consultants
- ▶ Solutions that fit perfectly
- ▶ Relief of your overburdened administrative staff
- ▶ Savings of time and money
- ▶ Minimal risk and extremely fair terms

Your local office:



[www.jobs-for-finance.com](http://www.jobs-for-finance.com)

With our offices, we are for you nationwide on the spot.  
More informations on our homepage!

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**JOB AG**  
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JOB AG is an equal opportunity employer.