

“Following a competitive pitch process, we chose to retain Harmonic Finance to recruit for our CFO, in July 2019. I was most impressed with how Harmonic acted with great integrity throughout the process- I felt at all times that they were really doing the right thing by our business. Would highly recommend.”

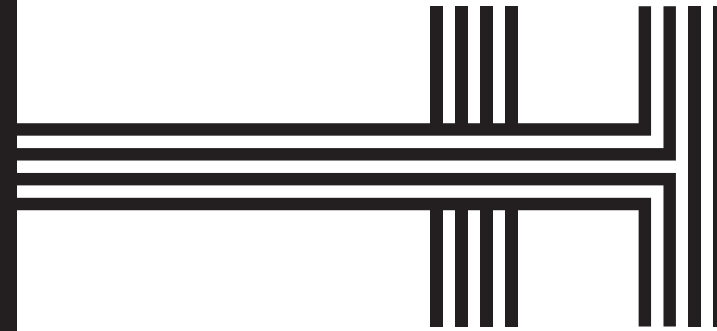
Steve Phillips, Founder and CEO, Zappi

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"Harmonic supported Arrival with the build out of our Finance function hiring at multiple levels across the team. They really understood the importance of identifying people with a real scale-up mentality who could deal with challenging stakeholders, significant change and limited resources as we successfully pushed towards a unicorn valuation which was achieved this year."

Natalie Aistrope, CFO, Arrival

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**Harmonic**  
Recruiting for  
Accountancy & Finance



# What we do. How we do it. And why we do it.

## **WHAT**

We find the Accountancy and Finance professionals who enable your organisation to be brilliant.

## **WHY**

Our founder's direct experience of supporting a Finance team in-sourcing led him to a realisation: these people were the real heroes. Sure, driving sales was critical, but it became clear that the organisation's success depended on them. Asking established recruitment firms in the market to help, he found the services unresponsive: poor candidate care and low quality networks seemed to be the norm. While their communications and offering treated all Accountants as dull number-crunching automatons.

Harmonic was born as a response to this. We're a disruptor brand, so we're not here to make up the numbers. Our mantra: think and do things differently.

## **HOW**

Candidate care is king. And funnily enough, that translates into fantastic client service. Every Harmonic candidate is treated to the same rock-star standard, whatever their seniority. Communications from us are fun, fast and honest. And we build long-term relationships over lunch, not just via email. The result? Our networks of specialist workers are unrivalled, with an unprecedented volume of referred business from happy customers. Married to this, our colleagues are targeted on long-term delivery objectives and displaying our values. Rejection of a fast buck might seem a little strange in recruitment-land. But we can prove that it works.

# Our recruitment services. And how we deliver them.

Looking to partner with an agency who have the brains to really understand your job briefs? Check. Need to be certain that your values and vision are communicated effectively to candidates? It's a given. If you like the sound of what you hear, we're ready to help with three types of service:

## **INTERIM / CONTRACT RECRUITMENT**

This is where the Harmonic know-how really kicks in. From Interim CFO's, through to contract Systems Accountants, we have relationships with the best people in your area. You won't just receive a short list from us based on skills, but also a synopsis on why each candidate wants your role based on our detailed interviews.

Worried you might need emergency cover at short notice? We're happy to burn the midnight oil to get you a candidate short list ready for when you're back at your desk in the morning.

## **PERMANENT RECRUITMENT**

Ever worked with an agency that has real, hands-on experience of leading Finance and Accounting departments? Didn't think so. Through partnering with Harmonic you now have the opportunity, with our experienced leadership team giving us a unique, first-hand understanding of what makes a great candidate. Not just what makes a good resume. As a result, our success rate is through the roof, enabling you to focus your time on leading your team.

We deliver your permanent recruitment campaigns from our Boston office or- at no extra cost- support you from your offices to really get to understand your needs and culture. As standard, each of our short listed candidates are

interviewed, qualified and evaluated on a technical level to an exacting standard. It makes no difference whether they're based in NYC or Singapore.

## **SERVICE #3 EXECUTIVE SEARCH**

If you need a high level of planning and discretion applied to your C-Suite or Senior Hire campaigns, our Search team can accommodate this with ease. We may be a little less stuffy than your average Accountancy and Finance staffing business, but that doesn't mean we scrimp on providing rock star-level service to attract the top leadership talent on the market. With access to meeting spaces in 12 unique member's clubs across 5 countries, we host the very best C-suite talent in a manner befitting their skills and status.

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## **ROLES THAT WE RECRUIT FOR**

### **Accountancy & Finance**

Chief Financial Officer  
VP Finance  
Director of FP&A  
BI & Analytics  
Controller  
Finance / FP&A  
Manager  
Accounting Manager  
Finance Analyst  
Assistant Controller  
Senior Accountant

### **International Tax & Compliance**

Head of Tax  
Director of Tax  
Head of Tax  
Financial Reporting  
SEC Reporting  
SOX 404 Compliance  
UK Head of Compliance

### **Transactional & Support Services**

Payroll Manager  
Commission & Billing  
Managers  
Credit Control  
Staff Accountant  
Accounts Payable  
Accounts Receivable

# Our values and how we work by them



## **KNOWLEDGE**

At Harmonic, we believe that 'brains beats brash' every time. Colleagues are encouraged to impress you with their specialist knowledge, not with how much business jargon\* they can drop into a sentence.

Supported by a Leadership team who have direct experience of managing Accountancy and Finance professionals, we're unique in our understanding of what makes a great hire. Or which role best suits your career development goals.

\*saying 'game-changer' or 'touch base' is practically a disciplinary offence.

## **RESPECT**

We're here to help, whatever your level of experience or the size of your organisation. You won't be kept waiting for updates or information and it's our mantra that nothing is ever someone else's problem to resolve.

Celebration of difference and diversity is ingrained into our company culture (it's no coincidence that our HQ is in Camden!). It keeps the Harmonic camp happy, but also keeps our horizons broad enough to support 21st Century customer needs.

## **COMMUNITY**

We take our responsibilities seriously to our local community. From offering monthly pro-bono business mentoring to young entrepreneurs, through to our partnerships with the charities English for Action and Last Night a DJ Saved My Life, it's important to us to have an impact broader than pure profit.

At Harmonic we also shape the dialogue in our candidate communities. Hosting events and debates twice a year, we connect our customers to support peer-to-peer learning (we also pick up the bar tab!).

# Leadership team

## **Charlie Walker**

The youngest-ever recipient of the prestigious Recruitment International 'Entrepreneur of the Year', Charlie was something of a recruitment prodigy having built his last award-winning company at age 24 to over \$40 million turnover in under 7 years.

With 11 years experience in the industry, he is now greyer (and heavier), but brings a wealth of experience to the leadership of Harmonic Group. Charlie is passionate about best practice within the sector and has an incredible track record in developing trainee talent into elite consultants and managers.

Almost unique among recruitment leaders, he has direct experience of managing and recruiting senior Finance & Accounting professionals. As a result, our customers spend more time getting great service, as opposed to explaining what EBITDA means.

Charlie is a huge music fan and is also passionate about politics and sport. He is currently undergoing a premature mid-life crisis as a semi-professional DJ.

Education: University of Oxford (Wadham College),  
Modern History and Politics

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