

**THE  
ACCOUNTANCY  
& FINANCE  
EXPERTS.**

**Butler Rose<sup>®</sup>**

ACCOUNTANCY  
& FINANCE

AN NGAGE TALENT  
COMPANY



# SHAPING THE FUTURE OF FINANCE.

SPECIALIST ACCOUNTANCY & FINANCE RECRUITERS

Connecting experienced  
accountancy and finance  
professionals with roles that  
drive innovation, operational  
excellence, and long-term  
success.

# SECURING TALENT

**At Butler Rose we specialise in securing the best and most suitable talent in the accountancy and finance market for our clients.**

Every consultant at Butler Rose is an expert in their market. We employ only the best finance recruiters in the industry, putting them through an industry-leading training programme. When you work with Butler Rose, your consultant will seek to fully understand your business and your roles - building a strategic partnership with you to ensure we find you the very best talent.

Our consultants are prolific networkers in their specialist markets. We share connections with a vast array of accountancy and finance professionals, built up over many years. This means that we provide our clients with unique candidates that our competitors simply cannot access.

We complement this specialist approach with the latest digital talent attraction tools to ensure we are delving as deeply as possible into our talent pools. We utilise targeted digital marketing techniques to ensure no stone goes unturned. And via our Insider Intelligence platform we can build campaigns to target passive candidates by role and location. Whilst we don't take away the human approach, we can also screen initial volumes of candidates for larger recruitment campaigns utilising robotics, ensuring longlists are made up of suitable talent. And we can also use candidate profiling tools to further ensure the candidate you ultimately recruit is your perfect fit.







## OUR MARKETS

We employ dedicated consultants to focus on specific markets. We believe that specialism is important if our consultants are to be true market experts. Therefore, each consultant in Butler Rose focuses on a niche market (e.g. Transactional Finance or Public Practice) and will focus on either Permanent or Temporary/Interim roles within that market. Many of our consultants specialise in certain geographical markets. But with flexible working options becoming much more common, we also have teams of resourcers who focus on identifying niche skillsets across the UK.

### Typical roles we recruit for include:

- Executive/Senior Finance roles (CFO/FD/FC)
- Part-Qualified & Qualified Accountants
- Analysts and Business Partners
- Audit, Risk and Compliance
- Tax & Treasury
- Accounts Payable & Receivable
- Payroll
- Credit Control
- Practice - Trainees through to Partners

## OUR SERVICES

### Contingent Recruitment

Need a new permanent employee or temporary/interim contractor? No problem. One of our specialist consultants will tap into our talent pools and find the right person for you - once they've taken the time to fully understand what you need.

### Search & Selection

For more senior/niche finance roles we will work with you to put together a specific talent attraction campaign to ensure we find THE very best candidate for you. We can utilise a mix of targeted advertising supported by the latest digital techniques, and headhunt from our extensive talent pools. Importantly - particularly in today's highly talent short market - when we run a retained campaign for you, you 'own' every application or headhunt exclusively. We won't submit them to any other clients until such a time as you decide they're not right for your role. We never fail to complete a Search & Selection campaign.



"From the first moment to today, I have found my Butler Rose consultant to be courteous, proactive, personable, professional, understanding, efficient, considerate, responsive, solutions-orientated, a great communicator and more."

Managing Director,  
May 2022

### High volume delivery

We work with a number of large clients who look for high volumes of accountancy and finance talent. We dedicate teams of resourcers to these clients, sourcing for active roles as well as building relevant talent pools for them. We'll also give you a dedicated account manager as one point of contact who will fully understand your business.

### Candidate Profiling

We can provide a range of skills and behavioural tests for your chosen shortlist. This can include profiling your role and the behaviours needed for it, then assessing candidates against these criteria - ensuring that candidates are a good match for your business and role before you even speak to them. You'll receive a detailed report on each candidate. We provide this as a free service as part of our Search & Selection packages - ask your consultant for details.

## Benchmarking & Consultancy Services

Need some salary benchmarking for your team? Or need to get an idea of talent availability for certain roles in a certain market? Or a deep dive into your business to ascertain what your true recruitment spend is and how we could save you money? Or maybe some advice on your Employer Value Proposition? No problem. Utilising a blend of our own market data and our Insider Intelligence platform, we can provide this and more for you. We can either do this as a piece of standalone consultancy work at a reasonable cost, or for clients who commit to using us for their recruitment we can provide this as a free service.

“Right from the start, my Butler Rose consultant made me feel that they wanted to ensure this role was right for me and that they were working for both the client and me. This is rare to find. Communication is key in any relationship and my consultant has never let me down when managing my expectations. They always call, message or email when they say they will.”

**Head of Finance,  
May 2022**



## Managed Service & RPO

Need to outsource your accountancy & finance recruitment? We can implement our Retinue solution and manage your full recruitment process for you on an outsourced basis. If you're looking to outsource more than just your accountancy & finance recruitment then we can procure a supply chain for you via our Retinue tool. This supply chain can include sister companies from within our wider group (nGAGE Talent) – all guaranteed to be experts in their chosen markets – or other external suppliers who you may wish to work with. And we'll guarantee to save you money off your recruitment spend in the process.

### Features of our proprietary Retinue technology include:

- Mobile and tablet enabled for on-the-move management
- Supplier and cost management
- Shortlisting and approval of candidates
- Seamless digital compliance
- Digital timesheet submission and approval
- Flexible payments



# OUR VALUES

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## EXPERTISE

With extensive experience and a deep understanding of the finance sector, we specialise in connecting skilled professionals with leading organisations within the finance sector.

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## PROGRESSIVE

We continuously evolve, adapting to the needs of the finance sector. We constantly seek to improve the recruitment experience and the solutions we provide for our clients and candidates.

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## INTEGRITY

We hold ourselves accountable and always act upon our principles with honesty and fairness towards our clients and candidates.

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## EXCELLENCE & DELIVERY

We are committed to delivering excellence, ensuring that every single placement meets the highest standards and delivers tangible value to our clients.

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## DIVERSITY & INCLUSION

We embrace differences, fostering an inclusive environment where every individual feels valued, supported, respected and empowered to contribute and deliver successful outcomes for our clients and candidates toward the success of our clients and candidates.



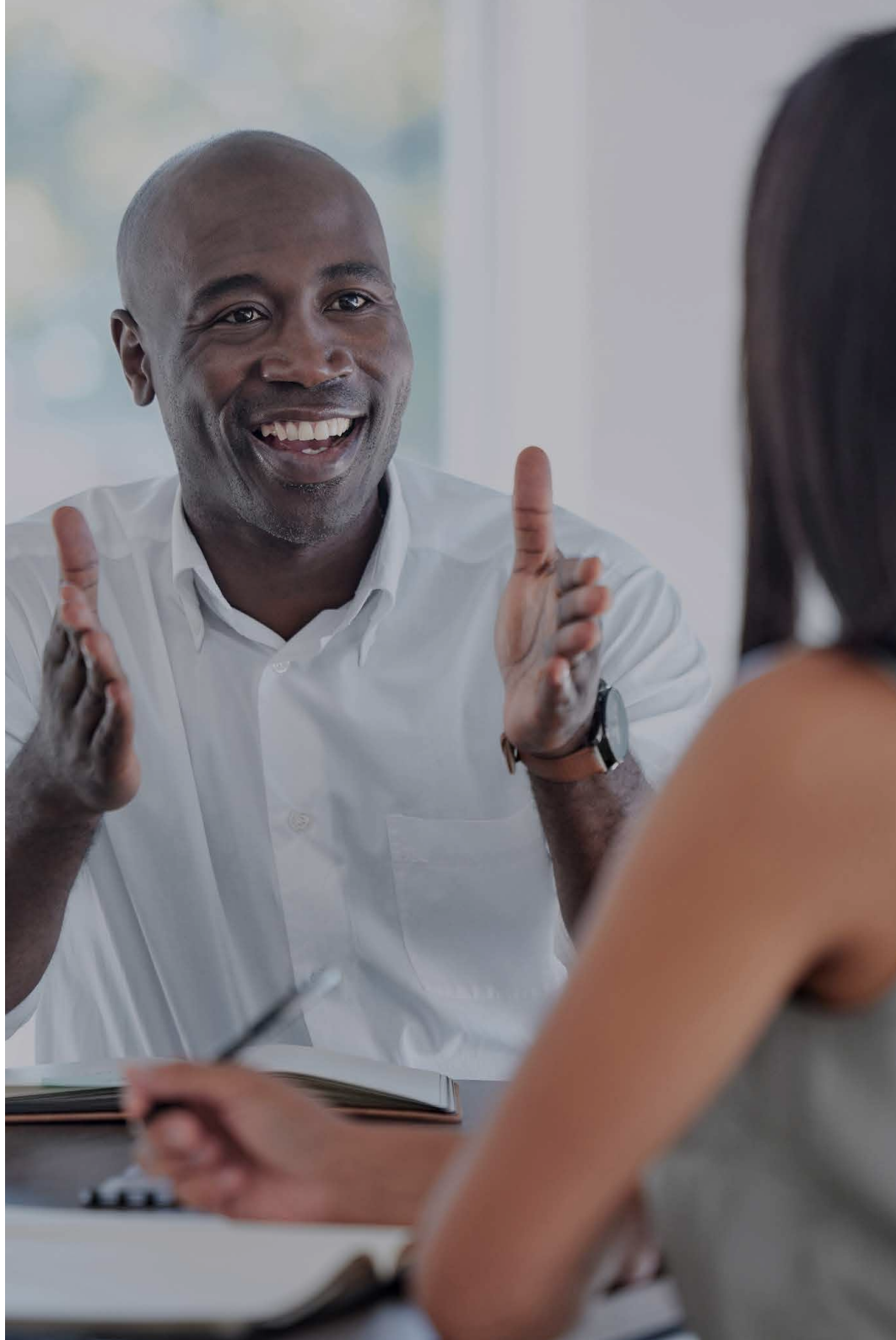
# OUR ASSURANCES

## Compliance

Compliance with employment law and ensuring that candidates are fully screened is, of course, vitally important in the recruitment industry. All our consultants go through vigorous compliance training and are kept up to date on changes in legislation as well as with refresher courses utilising our Meta Compliance portal. We also have a dedicated compliance team who screen every candidate we place, whether temporary or permanent.

We are members of the Recruitment & Employment Confederation who expect the highest standards when it comes to recruitment.

We are also ISO9001 accredited, meaning you can rest assured that we have the highest quality Management Systems in place.



## Diversity & Inclusion

We hold ourselves and our clients to the highest standards when it comes to D&I.

We support the inclusion of people who experience a distance to the labour market, for instance because of gender, age, ethnicity, or disability. We strongly promote equal opportunities and respect and safeguard human and labour rights to maximise future employment for as many people as possible.

We're proud to be accredited as a Disability Confident employer. Disability Confident is creating a movement of change, encouraging employers to think differently about disability and take action to improve how they recruit, retain, and develop disabled people.

Within Butler Rose we have a diverse workforce, encompassing high proportions of employees from minority groups. Not only do we believe this is the right thing to do, but also passionately believe this creates a diversity of thoughts and ideas that are instrumental to our successful growth.

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