EXECUTIVE SEARCH

Multinational Energy Company

ENGAGEMENT OVERVIEW

The client was in the midst of securing billions in investment from global banks and private equity firms to fund the development of multiple production facilities. As part of their rapid growth strategy, the executive team identified a critical need for a Chief Accounting Officer to establish a robust Controller's function capable of delivering accurate financial reporting, enhancing IPO readiness, and building confidence with both investors and the board. The ideal candidate would bring significant multinational public company experience, lead large-scale financial reporting and technical accounting teams, and attract top talent within the competitive market.

> *"Alliance was an invaluable partner during a pivotal moment in our growth. Their deep relationships in the market and ability to understand the caliber of executive we required made the search highly effective. Within weeks, they connected us with the right leader who has since been instrumental in driving our IPO and strengthening investor confidence."*

ALLIANCE SOLUTION

As a fully integrated talent partner, Alliance delivered strategic solutions like:

01 Strategic Partnership
Leveraged existing relationship with the Controller and knowledge of the finance team's needs to ensure alignment.

02 Structured Search Process
A defined timeline guided sourcing, interviews, finalist selection, and offer negotiations to keep the engagement on track.

03 Market Access
Tapped into its extensive network of CAO-level executives in the market to quickly identify top candidates.

04 Seamless Execution
Partnered with leadership to navigate compensation, manage the offer process, and support the candidate's transition into the role.

CLIENT OUTCOMES

- Alliance surfaced a strong pool of qualified candidates aligned with requirements.
- The client successfully hired their first CAO within the 6–8 week engagement window.
- The CAO has since played a key role in supporting IPO readiness and strengthening the organization's external reporting credibility.

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