

# Financial Controller

For Carbon Composites Inc. a Manufacturing Company



## Client Background

Founded in 1985, Carbon Composites, Inc. (CCI) is a leader in the world of high temperature graphite furnace insulation and carbon/carbon composites.



## The Brief

As the result of an acquisition by new ownership with ambitious growth plans, a number of Department Head positions had opened up.

CCI was looking to recruit a Financial Controller to work 100% onsite and oversee the Finance and Accounting arm of the business which is charted for revenue growth, from \$15M in 2022 to \$100M in annual revenue by 2032.

## Search Methodology



### Engagement

CCI was an existing client of our sister brand Michael Page, where our team facilitated many managerial level hires on the manufacturing side. Our colleagues referred Page Executive to CCI to support with the Financial Controller assignment.

Page Executive partnered with CCI's CEO and HR Manager to drive the end-to-end recruitment process forward. Given it was their first time working with an executive search firm, we began by understanding the company, its growth agenda, culture, and role-specific assessment criteria and responsibilities. We also set expectations with regards to process and timelines.



### Sourcing

The Financial Controller candidate would need to be a Certified Public Accountant who came from the manufacturing industry, had ERP implementation experience, and exhibited a track record of managing and growing an accounting team.

Adding a layer of complexity to the search, however, was CCI's desire to hire a candidate who would hit the ground running, be hands-on, and be willing to work onsite 5 days a week from their office located 50 miles outside Boston. With targeting parameters clearly defined, we commenced our search for candidates using LinkedIn Recruiter and Indeed.

Crucially, we also tapped into our own database; having specialized in filling many Financial Controller roles within the manufacturing industry in and around Massachusetts, leveraging our existing connections with these professionals in our database helped us move quickly. We delivered the first shortlist to the HR Manager within just 5 days of commencing the assignment.

The shortlist included candidates who were actively looking for new opportunities as well as those who were open to considering a move after we pitched the role.



### Assessment

Within 3 days, we scheduled video interviews with the HR Manager who met all the 5 high calibre candidates from the shortlist. Once the candidates were assessed on their experience and culture fit, the HR Manager had a strong preference for one of the candidates. We scheduled his second interview with the CEO.



### Delivery

This candidate matched all the criteria and was offered the position 2 days after his meeting with the CEO. Not only was the candidate ideal from a technical and leadership point of view, but he was also based close to CCI office and willing to work onsite.

## The Results

The candidate accepted the job offer and was excited to start a role in a company which was set to enter an exciting growth phase. He is currently identifying an ERP system and will be responsible for its roll-out. He manages a team of 3 accountants based across multiple offices in the U.S. and will soon be growing his team.

**7 candidates shortlisted 5 candidates interviewed**  
**34 days to complete the placement**

This case study demonstrates the speed and precision with which we as an executive search firm deliver on an assignment.

### Client Testimonial

"The candidate is amazing! He has moved into his role seamlessly...so much so, it feels like he has always been here!"

- HR Manager  
Carbon Composites Inc.

If you would like to discuss your recruitment needs, please contact:

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