

FINMORE

INTERIM MANAGEMENT & RECRUITMENT

'Quality and expertise in financial and business administrative management roles'

Finmore is a specialist in recruitment and interim management for financial and business administrative roles for middle and senior management levels. As our client, you can rely on our own extensive experience in various financial roles and in our recruitment expertise of selecting the right professional for the right (interim) role. Moreover, due to our carefully built network, Finmore is very well informed about the labour market for financial professionals.

We can offer you both flexible and structural solutions, due to our combination of recruitment and interim management activities. This, of course, depends on the type of vacancy. We are well-equipped to fill in your (temporary) vacancy quickly and effectively, and thus contribute to the success of your company.

'Keeping pace, while maintaining quality'

Mutual commitment is essential for an assignment to be successful. Only when an intake process has taken place thoroughly, careful and successful recruitment or interim management is attainable. We aim for an open and sustainable relationship with our clients.

Finmore highly values personal engagement: our relationship with our clients as well as with candidates and interim managers receive substantial time and attention. We study the structure and culture of our clients' companies extensively. We also employ the same definitions for competencies as our clients do.

During the matching process, we aim to partner with our client. Optimising and attuning the process ensures an efficient and professional approach.

'Finmore: your partner for temporary and permanent employment of financial and business administrative professionals and managers'

An assessment offers a more complete picture of a candidate and supports the decision about a potential temporary or permanent appointment. This serves several objectives: it provides insight into the self-image of the candidate and in his or her abilities, and into development potential. In addition, it objectively assesses the impression of the candidate and the potential match with the vacancy within your organisation.

Our assessment centres offer insight into the strengths and further to be developed qualities of the candidate. Apart from an estimate of someone's personal and intellectual qualities, the assessment provides a well-founded impression of the behavioural skills that are essential to perform well.

'Type of assessment depends on wish for greater understanding and certainty'

At Finmore, we distinguish ourselves because we identify the personal drive of candidates and their authentic willingness to develop themselves. Only if candidates recognise the importance of our approach, and act accordingly, permanent change and a sustained impact are feasible.



INTERIM MANAGEMENT

In the past, interim management was mainly associated with complex turn around situations and extensive reorganisations. This notion belongs to the past. Nowadays, interim managers are often deployed to step in, in cases of long-term illness or of staff in key positions taking leave unexpectedly, for substantial projects or during peak pressure. Interim managers are also valuable to fulfill specific professional needs.

‘Financial professionals ensure results’

Finmore is characterized by a result-driven approach. We take on your assignment as soon as we have a clear understanding of your situation and if we believe that interim management is useful to your organisation. We draw from a highly qualified network of interim managers who can fulfill roles ranging from the operational to strategic levels.

OUR APPROACH

Defining the mandate

After analysing the situation within your company or your department, we get a clear picture. As soon as we have reached an oral agreement with regard to the proposed solution, we draft the mandate of the assignment.

Drafting the profile of a candidate

Our next step is to make an inventory of the requirements the interim manager has to meet. We then draft the profile for the candidate.

Selecting the interim manager

We look for suitable candidates in our extensive network. It goes without saying that a candidate has experience and professional qualities. But a candidate must also possess clear communication skills, be result-driven and have organisational perceptiveness.

Proposing candidates

Finmore presents its candidates ‘on paper’ with an extensive résumé, including their fee and availability. We will personally introduce the interim managers you have selected, so that you can choose the most suitable candidate.

Guidance during the assignment

After you have made your final selection, clear objectives will be defined and an agreement will be drafted. During the assignment, Finmore will stay involved in the progress and the quality of its execution. If necessary, the assignment and the foreseen period of time can be adjusted in time.

Finalising and evaluating the assignment

We pay attention to embedding the assignment within your organisation. If desired, the final part of the assignment can include the introduction of a successor. Finally, we evaluate the execution of the assignment with you and we discuss any additional points to follow up on.

RECRUITMENT

Finding and contracting an eligible candidate is, in most cases, quite a complex and time-consuming process. In addition to the right professional qualities, a candidate must also match the company culture. Moreover, qualified Financial professionals are - and will remain - scarce.

‘Our extensive experience enables us to accomplish an optimal match between a candidate and a vacancy’

Finmore believes in a pragmatic approach: each assignment requires a specific way of recruiting. Result and integrity are intertwined: we first assess a potential assignment frankly with our client regarding feasibility.

OUR APPROACH

Defining the mandate

In consultation with our client, the approach of the assignment, the timeline and the method of evaluation are defined. During the intake, we analyse the role, the profile of the candidate and the contextual factors. Next, we draft a description of the role and a profile.

Consultation regarding the recruitment method

For each assignment, Finmore offers a file search in its current and extensive candidate base. In case this search doesn't yield any suitable candidates, we consult on the most appropriate recruitment method. This might imply advertising through the internet, social or printed media, or we might turn to executive search. In case of advertising campaigns, we consult you on the type of media to be preferred and we draft a text which addresses the target group.

Selection of the candidates

By applying criterion-related interview techniques, we test the predetermined competencies during selection interviews. After checking a candidate's referrals, a shortlist is made. We then introduce the candidates by means of a written profile to the client.

Final selection

Finmore supports the client during the final selection process. If required, we play a role during the appointment phase and we consult on labour conditions.

Evaluation of appointed candidate

In a personal meeting, we will evaluate the performance of the candidate, three to six months after the appointment, depending on the level of the role.

During the entire recruitment and selection process, we remain closely involved with the client and the candidates.

ASSESSMENT

Finmore offers consultancy and assessments in the following fields: selection, estimating potential, recruitment, interim management and coaching. We supply these services as an individual product as well as during the interim management and recruitment processes.

‘A candidate’s success depends highly on a good culture match’

Finmore carries out assessments through the internet as much as possible. These are transparent and effective. Another important factor is that candidates can complete an assessment from a location of their choice through our website. In many cases, we can provide the main results to the candidate and the client the next day.

Not only candidates for permanent roles, but also interim managers and clients may be asked to carry out a concise assessment. Our experience tells us that the results are informative and sometimes quite surprising. They serve as a basis for the cooperation during the assignment.

For a more extensive and tailor-made assessment, the intake is more in-depth. That process additionally contributes to mapping specific requirements. In that case, we will immerse ourselves even more in the culture characteristics of your company. At Finmore, we are convinced that a culture match is an important, or even essential basis for a candidate to succeed in a future role.

The candidate will consequently take a range of tests which have been especially assembled for the role. Finmore meets the requirements of NIP, the Dutch professional association of psychologists. Also in case of the extensive assessment, you can ask for prompt and concise feedback by email or telephone.

OUR APPROACH

Intake of the assignment

The initial meeting with our client is aimed at determining the cause and the objective of the assessment centre. We then define the contents of the role or the assignment, the optimal personality profile and the culture specifications of the organisation.

Advice regarding assessment techniques

Finmore offers tailor-made assessments in the field of selection, estimating potential, recruitment, interim management and coaching. Based on your needs, we consult you on the most suitable approach.

Assessment centre

We carry out assessments through the internet as much as possible. These provide results promptly, and they can be made through our website from any location, after a personal pin code is supplied. In case of an in-depth analysis, the candidate is presented with a number of specific tests in a testing environment.

Reporting on the results

In most cases, an initial report on the main findings can be provided the next day. A detailed report will be available within five workdays after the assessment centre has taken place. This will be presented in a clear and tailor-made report with conclusions and recommendations.

The assessment process, including the reporting, takes one to one-and-a-half weeks, on average. During the process we stay in touch with our client and the candidates.

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