

By the Numbers: Meeting Your Accounting Needs

In a 2007 Harris Interactive survey of 1,000 hiring managers—conducted for CareerBuilder.com and Robert Half International—52 percent of managers having difficulty recruiting cited a shortage of qualified professionals, like accountants, in the marketplace. “It can be a challenge to find skilled and experienced accounting staff,” said Patty McGrail, Regional Vice President of Leddy Group. “But the good news is that these professionals certainly are out there.”

Leddy Group is recognized primarily for its exceptional work as a staffing service specializing in administrative and light industrial placements but the company also fills short term and direct placement accounting positions. “Not many generalists work in this area,” said McGrail. “But we’ve successfully placed qualified candidates in accounting positions for some time now, and have been really focused on developing the discipline for the past year and a half.”

Whether a client is a small company looking for a single bookkeeper or is a large company with a full accounting department, Leddy Group has the protocol, resources and accounting evaluation process already in place to find the right candidate, including:

- Diversified recruitment activities to attract a large pool of candidates in a variety of sources to attract a large pool of candidates—in some cases, Leddy Group already works with potential candidates with the right skills and experience to meet the qualifications of the client’s accounting position;
- Software skill assessments that specifically test different levels of accounting proficiency, as well as ten-key, Excel and basic office skills;
- A screening procedure that’s customized for each client—for instance, one client may want a criminal background check, one may want a credit background check and one may want both;
- Two positive work references; and
- A face-to-face interview.

“When Leddy Group presents a candidate to me to interview, I know that the candidate is one that I may likely decide to hire,” said Jeanne C. Prendergast, Vice President and Controller of Work Opportunities Unlimited, Inc. Jeanne’s corporation has multiple offices throughout New England as well as Maryland and Florida, and her accounting department in Dover, NH handles all financial, accounting and payroll operations for the entire company.

“I want the staffing agency to be able to understand the level of accounting needed for the position and have a general understanding about the type of accounting position that I’m trying to fill,” she said. “Leddy Group aggressively advertises for and carefully

prescreens candidates so that I don't waste my time [and] only presents candidates they believe will be qualified. The team at Leddy Group is comprised of dedicated professionals who place a high value on finding the right candidate that will meet and exceed the client's expectations. Leddy Group has found several great employees for me.”

For more information on how Leddy Group can help you fill your accounting staffing needs, please visit www.leddygroup.com or contact your local office below.

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