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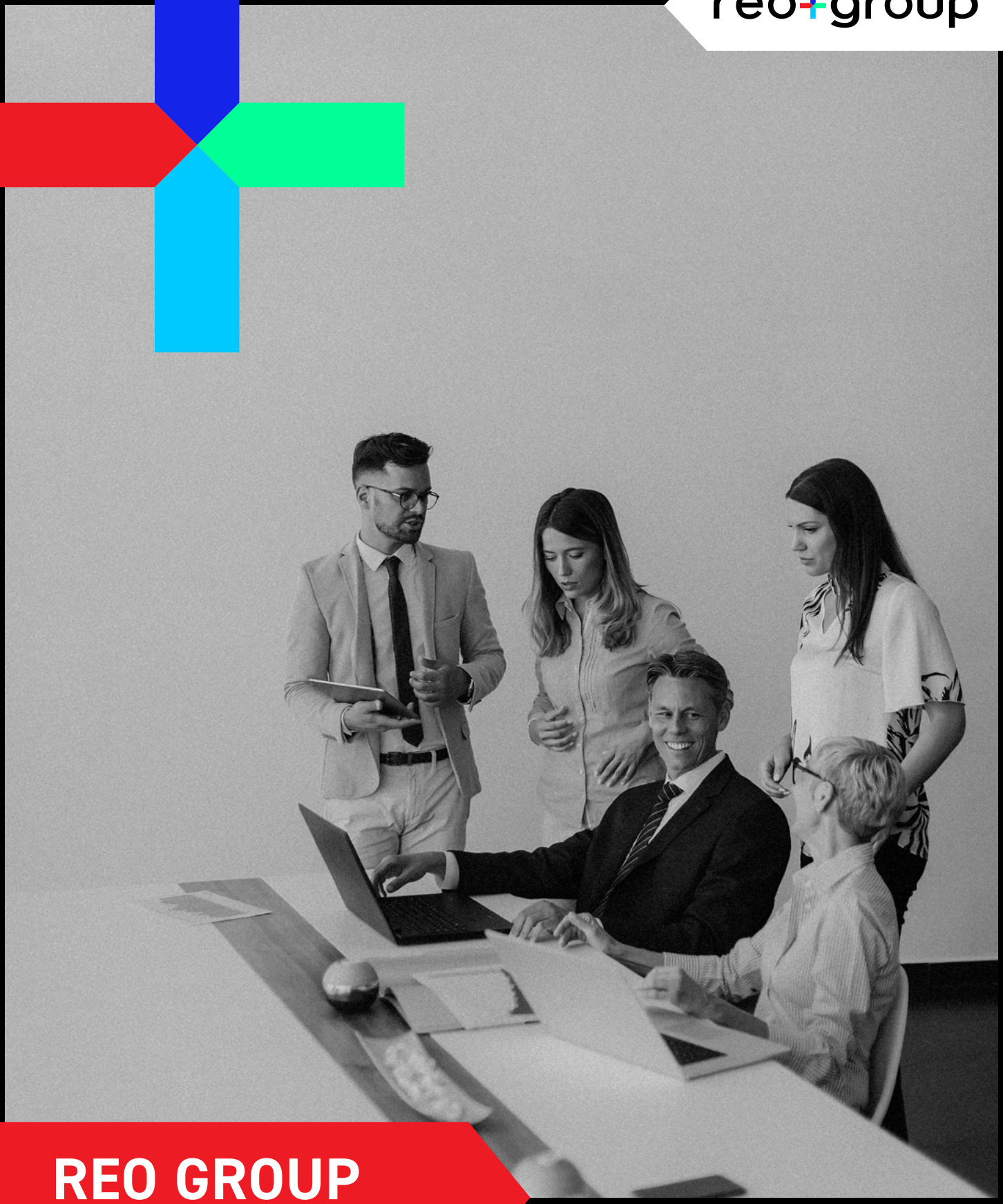


REO GROUP

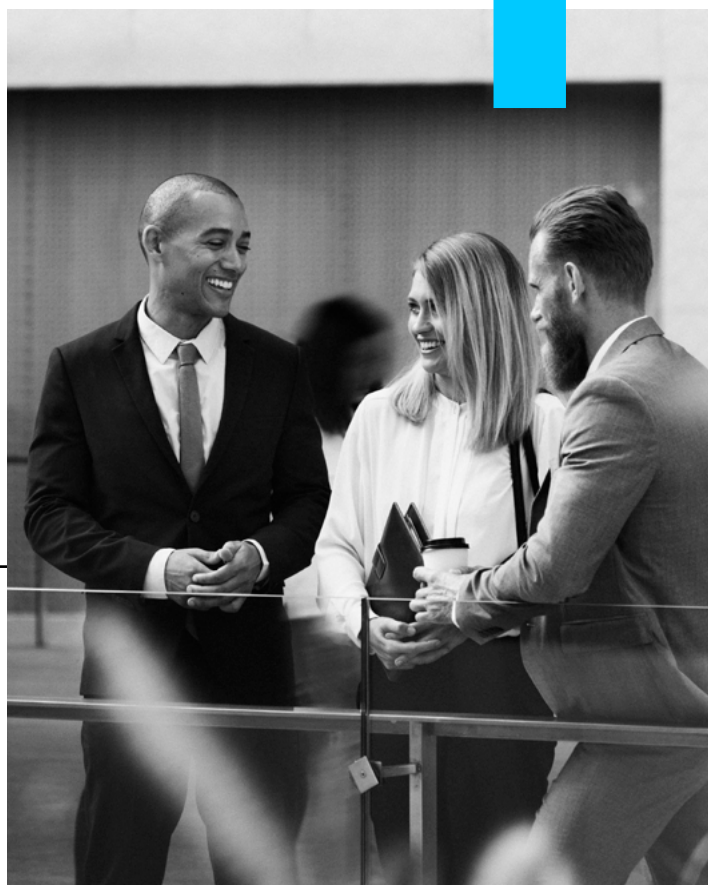
FINANCE & ACCOUNTING

FINANCE & ACCOUNTING RECRUITMENT AT REO GROUP

After over a decade of working in partnership with some of Australia's biggest brands, Reo Group's Finance & Accounting business has a wealth of industry insight and a broad network of finance professionals at its fingertips. Our consultants are problem solvers first and foremost, routinely elevating finance teams by connecting them with the hidden talent best placed to meet the specific requirements of their business.

The right person in the right role can transform a finance department and our unique approach to recruitment and exceptional eye for talent allows us to deliver that transformation. Our Evidence Based Recruitment method takes a deep dive into the dynamics of your team and a 360-degree view of the candidate attributes that will provide the best fit in your next hire. Shortlisted candidates are benchmarked against the agreed criteria, providing you with the insights you need to make the right choice for the role.

Our service is among the best in the business, driven by consultants who have immersed themselves in your industry and whose mission it is to elevate human potential and facilitate growth. We cover recruitment across a broad range of finance and accounting roles, all of which are essential to the smooth and successful operation of your organisation.



AREAS OF FOCUS

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SENIOR FINANCE

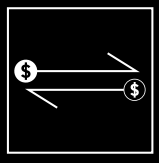
- Chief Financial Officer
- Finance Director
- Financial Controller
- Commercial Manager
- FP&A Manager
- Finance Manager
- Head of Tax
- Tax Manager

COMMERCIAL FINANCE & ANALYTICS

- Business & Commercial Analyst
- Data Analyst
- Business Analyst
- FP&A Analyst
- M&A Analyst
- Finance Business Partner
- Finance Analyst

GENERAL ACCOUNTING & TAX

- Financial Accountant
- Cost Accountant
- Tax Accountant
- Management Accountant
- Project Accountant



TRANSACTIONAL FINANCE & PAYROLL

- Accounts Payable Officer/ Manager
- Accounts Receivable Officer/ Manager
- Credit Controller Manager
- Accounts Officer
- Accounts Assistant
- Payroll Administrator/Officer
- Payroll Team Lead/Manager

OVERVIEW

Reo Group are a national recruitment, executive search and professional services agency, with offices on the East, South and West coasts of Australia.

OUR BRANDS:

reo+group recruitment partners

- reo+group temporarystaff
- reo+group permanentstaff

Reo Group specialise in permanent, temporary and contract recruitment across a wide range of functions, **including:**

Finance & Accounting | Technology | Supply Chain & Operations | Business Support | General Insurance | Human Resources | Sales & Marketing

reo+group executive search

Reo Executive focus on the full leadership lifecycle, from the complete spectrum of C-suite roles to senior managers and divisional heads. We bring exceptional talent to your door; executives ready to take them helm and senior staff who aspire to that level, enabling you to successfully navigate into the future.

reo+group professional services

Our on-demand subject matter experts augment your existing IT function, or form a dedicated project team, mobilising quickly to align with your strategy and help you realise your goals.

We provide:

Solution Architecture Services | Data & Analytics Services | Application Development Services | | Project Delivery Services | Health ICT

OUR SISTER BRANDS:

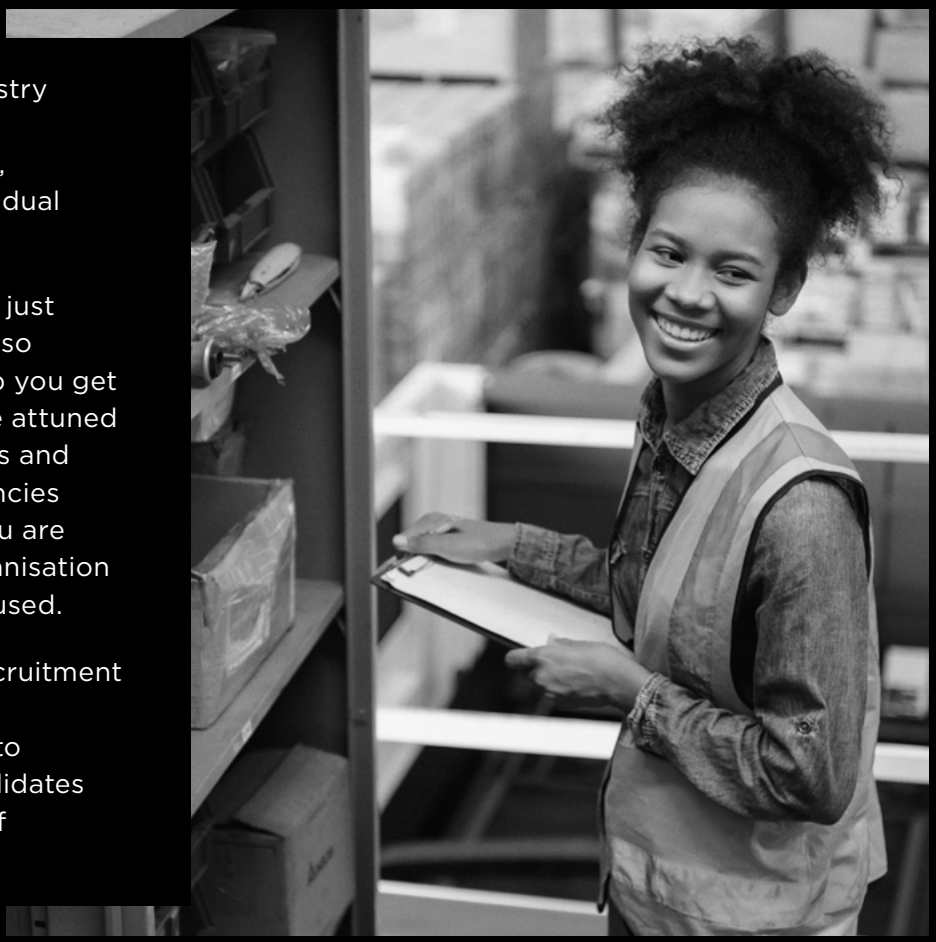
HIVEQ

HiveQ is an executive development and networking firm, bringing leaders together to network, collaborate and grow as a community of peers.

STELLA PETROU CONCHA

Reo Group CEO Stella Petrou Concha is an expert in self mastery. Through her writing and workshops, Stella teaches businesses and individuals how to develop some of the most sought after skills in today's business world.

OUR EXPERTISE



Reo Group service Commerce & Industry and the Banking & Financial Services sector, helping to build agile, resilient, and diverse teams, aligned with individual company culture and purpose.

We take time to get to know you, not just understanding where you're at, but also where you want to go, so we can help you get there. Our specialised consultants are attuned to changes in their respective markets and can help you build the core competencies of a new role to suit, ensuring that you are bringing the right skills into your organisation to remain competitive and future focused.

Using our unique Evidence Based Recruitment method and extensive networks, we operate as one interconnected team to curate a shortlist of high-quality candidates for your role, bringing the right mix of skills and experience to your door.

WE COVER:

- FINANCE & ACCOUNTING
- EXECUTIVE SEARCH
- TECHNOLOGY
- SALES & MARKETING
- BUSINESS SUPPORT
- HUMAN RESOURCES
- INSURANCE
- SUPPLY CHAIN & OPERATIONS

REO GROUP'S EVIDENCE BASED RECRUITMENT METHOD

Recruitment decisions are routinely derailed by unconscious biases that lead us astray. At Reo Group, we are guided by evidence and our unique Evidence Based Recruitment Method™ eliminates the risk of unconscious bias.

Across 4 distinct phases (Insight, Influence, Identify and Integrate), our 4-step method combines qualitative and quantitative inputs with unique profiling tools for unparalleled alignment with what clients are looking for.

1 INSIGHT

Our talent diagnostic tools allow us to unpack potential risks and take a step back to consider the broader end-to-end talent management cycle, ensuring you are set up for success.

2 INFLUENCE

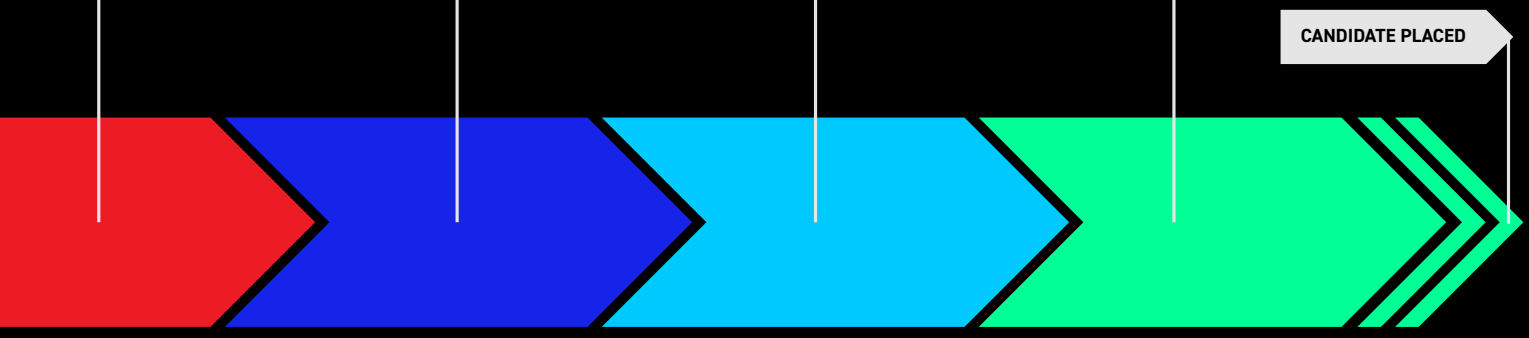
We help you design the role, ensuring its responsibilities and outcomes are clearly aligned back to your business strategy. The detailed description then creates the benchmark to measure your candidates.

3 IDENTIFY

Candidates most closely aligned with your business needs are presented for selection, alongside evidence that allows you to make an informed choice that is based on more than just gut feel.

4 INTEGRATE

We set your new starter up for success by supporting your onboarding and providing clarity of expectations. Having found the right person for your role we work together to ensure their smooth integration into your business.



KEY CONTACTS

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Meet the full Reo Group team

DE&I AND CORPORATE SOCIAL RESPONSIBILITY

OUR COMMITMENT TO DIVERSITY, EQUITY & INCLUSION

Embracing cognitive and demographic diversity across your team is fundamental to our approach.

- All Search Partners follow an established process for building inclusion into every assignment.
- We are not passive observers, we address potential barriers to inclusion, call out unconscious bias and challenge the composition of selection panels to adequately reflect diverse representation.

CORPORATE SOCIAL RESPONSIBILITY IN ALIGNMENT WITH THE UN SDGS

Reo Group are actively engaged in projects that support the UN Sustainable Development Goals (SDGs), with particular focus on SDG #4, Education.

As businesses transform and automate their processes, remote Indigenous communities still do not have adequate access to the basics of fast internet, computer equipment and software and the educational opportunities required to make their career goals a reality. SDG#4 inspired the creation of our ‘Elevate a Nation’ project with the aim of addressing this issue.

Every time we place a candidate in a permanent role, Reo Group give the equivalent of 50 days of technology education to remote Indigenous communities across Australia, translated into action on the ground by our partners at Dot Com Mob.

Through this project we are focused on reducing the digital divide across Australia.

Our vision is an inclusive and equitable education for all.

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SYDNEY | PARRAMATTA | ADELAIDE | PERTH