

YOUR SPECIALIST RECRUITMENT  
CONSULTANCY FOR  
FINANCE & CONTROLLING



TREUENFELS

Finance & Controlling Careers



## BERNHARD VON TREUENFELS

Founder of the TreuenFels Group, born in Brazil in 1952, Business Economist, MBA (INSEAD, Fontainebleau)

### EXECUTIVE POSITIONS HELD PRIOR TO FOUNDING TREUENFELS GROUP:

- Managing Director of a subsidiary of one of the world's leading recruitment consultancies, Hamburg
- Interim CEO of a multinational trade and service group subsidiary, São Paulo
- Divisional Controller of a leading cosmetics producer, Hamburg
- Controller in the environmental division of an international steel corporation, Amsterdam



FINANCE & INTERIM MANAGERS




ACCOUNTING PROFESSIONALS

# TREUFELS – SPECIALIST RECRUITERS FOR FINANCE & CONTROLLING

EXPERT ADVISORY SERVICES, CUSTOMISED SOLUTIONS, RELIABLE CUSTOMER SUPPORT

We specialise in recruiting and staffing personnel in finance and accounting, banking, insurance and controlling. Skills and job requirements of CFOs, controllers and financial analysts, to name but a few, are changing just as rapidly as the trends in finance and accounting. Our consultants keep pace with these changes as they take place on their doorstep.

RELY ON OUR EXPERTISE,  
EFFICIENCY AND EXPERIENCE.

 At TreuenFels, we are familiar with the requirements and particularities of the German and European markets and are well positioned to judge their developments. We pass our experience on to our clients – within a constructive dialogue. We provide a comprehensive overview of the job market, thus increasing the chances of finding the ideal candidate. By pursuing various recruiting channels, we can quickly find the best candidate for both temporary as well as permanent positions.

TreuenFels is an independent service provider, which allows us to act very flexibly in achieving innovative and creative recruiting solutions. We have been an established brand in the recruiting market since 1999. We co-operate with the finance departments of over a thousand national and international clients covering all industries, comprising large enterprises, small and medium-sized businesses, public sector institutions and non-profit organisations.

Due to our cooperative approach, our clients and consultants work together as partners in their quest for success. Working together, we release creative potential to find the fastest, most efficient and successful route to recruitment. This is the decisive factor that has earned us the profound trust that our clients pay us.

Feel free to contact us and let us take care of your staffing needs!

## FINANCE & CONTROLLING TRENDS:

- Merging management accounting and financial reporting
- Financial accounting challenges through transparency legislation are increasingly demanding  
(e. g., SOX, national corporate governance laws, etc.)
- Internal competition of finance departments for top management attention is on the rise
- International accounting rules are becoming a global standard
- Growing recognition of intangible assets reported on the balance sheet
- Ongoing improvement of planning and control procedures
- New standards are being implemented globally
- Capital requirements increase pressure on banks and borrowers
- Capital market focus demands business flexibility



## FINANCE & INTERIM MANAGERS

### RECRUITMENT SERVICES

#### POSITIONS (M/F)

- Senior Controller
- Accounting Manager
- Chief Controlling Officer
- Internal Auditor
- Risk Manager
- Finance Manager and Managing Director
- CFO
- Finance Project Manager

### PROJECT & INTERIM MANAGEMENT

#### FIELDS OF APPLICATION

- Accounting department consolidation, e.g. after a merger
- Audit and compliance projects
- Optimisation accounts receivable management
- Building up a controlling function
- Fast close implementation
- Adoption of international financial reporting standards
- SAP customising
- Change management in finance operations
- Balanced scorecard implementation



## ACCOUNTING PROFESSIONALS

### STAFFING POSITIONS

#### POSITIONS (M/F)

- Assistant Tax Consultant
- A / P and A / R Clerk
- Financial Accountant / General Ledger Accountant
- Loan Officer
- Bank Clerk
- Junior Controller
- Financial Analyst
- Finance Director

### PREMIUM TEMPORARY SERVICES

#### FIELDS OF APPLICATION

- Peak workload support
- Establishing new business units
- Sick leave cover
- Maternity leave cover
- Probationary period before permanent employment
- Replacement after resignation


# THE BEST SOLUTION FOR ALL PERSONNEL DEMANDS

COMBINATION OF RECRUITMENT SERVICES, INTERIM MANAGEMENT, STAFFING AND TEMPING

In situations of radical change within finance and controlling departments that arise through legal demands, change of personnel, leadership difficulties, recruitments or mergers, building an optimum staff network does not always prove an easy task. It is often essential to determine what expertise is required within which stretch of time.

For this reason, we offer differentiated and integral advice in providing our clients with choice solutions which, when needed, combine various services for example, recruiting services, interim management, staffing and temping.

## DEFINED STRUCTURES, RESPONSIBILITIES AND CUSTOMER ORIENTATION

 In order to obtain a custom-fit service for our clients, we have created two divisions to deal with the various demands which depend on the complexity of the position to be filled. The intensity of advice, speed and depth of the candidate search are unique in each case.

### FINANCE & INTERIM MANAGEMENT DIVISION:

Our Finance and Interim Management specialists place managers, executives and experts for specialised positions. The highest levels of integrity and discretion are maintained here, as is a profound understanding of the clients' business aspects and demands of the position. Our particular focus lies on the analysis of existing market conditions and the tailored search to find the best know-how within a set period of time. You can rely on our creativity and our exceptional attention to your needs.

### ACCOUNTING PROFESSIONALS DIVISION:

Our Accounting Professionals Division maintains a pool of pre-selected candidates for short notice, temporary or long-term positions as junior management staff or specialist clerks. We are here to assist you whenever the situation calls for swift employment measures. If you are looking for a professional, 360° service to find your appropriate candidate, contact us and let your personnel issues become ours.

## OUR SERVICES, OUR KEYS TO SUCCESS:


- FINANCE & INTERIM MANAGERS DIVISION  
Highest level of expert, eye-to-eye consultancy and profound understanding of our clientele in order to provide targeted and all-round recruiting measures.
- ACCOUNTING PROFESSIONALS DIVISION  
Fast-reacting, good-value recruiting with a substantial portfolio of qualified profiles



# OUTSTANDING RECRUITING SUCCESS AND SUSTAINABLE PERSONNEL SOLUTIONS

RELIABLE ADVICE, CREATIVE SOLUTIONS AND CLEARLY TARGETED METHOD OF APPROACH

As a result of our specialisation in finance, our quality product image that has grown over a period of many years, numerous major assignments and the combination of different services (temporary and permanent appointments), we are able to offer our applicants unique career opportunities. We have access to the best and to those whose aim it is to become the best. This is just one advantage that our business clients value through successful appointments. Please contact us. We are here to take care of your needs!

 TreuenFels is more than a recruitment consultancy. We are the career portal for all finance professionals. We bring together specialists and support knowledge transfer for example through our line of events “TreuenFels-Kolleg”, as well as by holding specialised workshops or due to our membership of diverse professional associations. Furthermore, we publish surveys on current labour market topics and advise companies on vocational training issues. As regards service and customer orientation, we, at TreuenFels, go that extra mile for our clients.

Ever since our foundation, we have remained in close contact with all of our applicants. It is our principle to accompany our applicants throughout their career. An applicant remains our concern – beyond the period of the current position to be staffed. Consequently, we have got to know a vast number of specialist and executive personnel, and are pleased to offer professional career advice throughout their entire working life. Our daily updated job pages have helped our pool of candidates to increase to more than 15,000.

This enables us to approach candidates even years after their initial application for consideration towards vacant positions.

## TREUENFELS HAS A LOT TO OFFER:

- More than a recruitment consultancy – the career portal for all finance professionals.
- Advice on par with the applicant’s skill – from accounting clerk to CFO.
- Building complete team structures – made possible by a powerful infrastructure.
- Sustainable partnerships based on trust, honesty and reliability.

YOU HONOUR CAPABILITY,  
TRUSTWORTHINESS, HONESTY AND  
STRONG CUSTOMER VALUATION.

The combination of our lengthy experience, both in finance and personnel recruiting, results in the right understanding of our business.

Our range of temporary and permanent solutions offers the highest available degree of flexibility, depending on the individual job description. Our infrastructure, modern IT, skilled consultants and a professional project administration team, ensure that more candidate searches can be completed efficiently – for example with multi-tiered positions, even within tight time frames.

Thanks to a powerful applicant management system, the OktoCareer, we not only find the basic qualifications but the specialists amongst specialists – for example the Turkish speaking IFRS expert with insurance experience.

We, at TreuenFels, aim to establish long-term business relations. The most important aspects of our working relationships are built on mutual trust, honesty, appreciation, capability and reliability, which enables us to operate swiftly and with a minimum of formalities for our clients, covering all levels of hierarchy.

CONTACT US, YOUR NEEDS  
ARE OUR ISSUES.

UP-TO-DATE CONTACT DETAILS AVAILABLE AT  
[WWW.TREUFELS.COM](http://WWW.TREUFELS.COM).



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