



**THE
CLIENT**

Not-for-Profit Organization

A regional not-for-profit organization providing various healthcare, disaster relief, and legal aid services to the needy.



**THE
SUPPORT**

Accounting

- Not-for-profit expertise
- Working within Compensation parameters



**THE
CHALLENGE**

Finding financial professionals excited to work for the mission of a not-for-profit client for a compensation package which is slightly below the commercial market for their talents and skill level.



**THE
SOLUTION**

Jane Myers (currently Director of Resource Management at The Squires Group) spent time understanding the culture, goals, and overall compensation offerings of the Not-for-Profit and translated those features into what would appeal to experienced accounting professionals. Flexible work options, comprehensive and varied benefits packages, the opportunity to see first-hand how your contribution made a difference in the life of others were enticing to candidates open to exploring options outside of the for-profit sector.



THE SUCCESS

Talented accounting candidates who were seeking a change of industry or work/life balance were successfully placed with the organization. The skills from the new hires' previous unrelated experience brought new perspective and operating suggestions to the not-for-profit. As importantly, the candidates placed there reaped the benefits of a new position while gaining a balance of new professional challenges and a new level of personal satisfaction.