

# CASE STUDY

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## Urgent Interim CHRO to Spearhead Departmental Change

**INDUSTRY:** Healthcare Services

**BUSINESS TYPE:** B2C

### CHALLENGE

A PE partner came to us with a vital need for a recruiting firm to place an interim controller in their software portco. The recent departure of their previous controller and senior accountant left the PE firm in urgent need of an interim controller who could come in, take the reins, and assess the function while the PE firm searched for a fulltime hire. With the task beyond the internal recruiter's reach, the firm was seeking a recruiting service that could identify interim candidates who had controller experience in other PE-backed portcos, familiarity with the company's systems, relevant industry experience, the ability to quickly ramp up in the role, and the potential to be a rent to own hire.

### SOLUTION

Leveraging our founder's 20 years in private equity and our experience working on thousands of projects with 500+ PE firms, we have extensive frameworks for assessing PE-grade recruiting needs. BluWave utilizes technology, data, and human ingenuity to pre-map, assess, monitor, and maintain deep pools of recruiters that uniquely meet the private equity standard. We interviewed the PE firm to understand their specific key criteria, and then connected the client with the select pre-vetted recruiters from our invitation-only Intelligent Network that fit their exacting needs.

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## RESULT

The day after the initial scoping call, the PE firm and portfolio company were introduced to a PE-grade recruiting firm that specialized in finance and accounting with experience recruiting for SaaS businesses. The PE firm engaged the provider and was able to quickly source a controller with relevant experience for the SaaS portco.

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Through BluWave, we were able to quickly be connected to a top recruiting firm that understood the role, industry, and level of talent we were recruiting for.”

- Partner @ PE Fund

