

RECRUITMENT & SELECTION

Hiring skilled finance professionals for long-term success

Attract top finance talent and accelerate growth

Talent scarcity is one of the biggest challenges for finance teams today. In a high-paced environment of constant change and growing complexity, **finding skilled professionals to fill your open positions quickly** is crucial for sustainable success. With our Recruitment & Selection services, TriFinance helps you hire the right finance experts who deliver lasting impact and help your organization thrive.

How we can support you

We specialize in searching and selecting **highly skilled finance professionals**, ensuring the **right long-term fit** for your permanent positions and supporting the sustainable growth of your organization.



Our focus is exclusively on key finance functions:

- Financial Control
- Business Control
- Treasury
- Consolidation
- Finance Management
- CFO & Executive Finance roles

Flexible search models tailored to your needs, always on a 'no cure, no pay' basis:

- **Dedicated search:** exclusive commitment to your vacancy
- **Executive search:** for Director, VP, and C-level roles
- **Proactive search:** open model, accessible to competitors

We offer a unique combination of services, combining intelligent capacity, pragmatic advisory & implementation, people solutions and training.

For a complete overview, visit trifinance.be/portfolio-of-services



Our approach

Acting as an extension of your talent acquisition team, we combine structured methodology with deep market insight.

Our proven four-step approach ensures precision and long-term success



INTAKE & STRATEGY

Define the role, align expectations, and build a strategic search plan.



SEARCH & HEADHUNTING

Tap into our network of 45,000+ finance professionals and proactive outreach through diverse channels.



SELECTION & OBJECTIVITY

Assess technical and soft skills using finance-specific assessment tools and a consistent interview framework, guaranteeing transparent and reliable hiring decisions.



FOLLOW-UP & ONBOARDING

Ensure a smooth candidate journey with timely feedback and onboarding support.

Why clients choose TriFinance

Three powerful reasons why organizations rely on TriFinance for their most important finance recruitment challenges:

01

Exclusive focus on finance

Our recruiters combine **strong HR expertise and deep finance knowledge** for accurate evaluation of skills and cultural fit, far beyond generalist agencies.

02

Objective validation beyond resumes

We offer **proprietary finance-specific assessment tools** to move beyond gut feeling, ensuring data-driven hiring decisions and long-term success.

03

Trusted career partner & employer brand guardian

We attract top talent while protecting and enhancing your employer brand through a **superior candidate experience**.

Finding the right finance talent is about much more than filling a position. Our mission is to secure a strong match in skills and culture, creating the foundation for a lasting and successful working relationship.

*Annelore Rombouts
Talent Partner*



Interested to know more?

Reach out to us & we will get back to you!

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