

CAREER MATRIX

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Position Title	Industry	Location	Base Salary	Bonus	Description / Requirements	Status
Director of Internal Audit	FINANCIAL SERVICES	Orange County	\$150k - \$200k	Yes	This is a ground floor opportunity within a large corporate environment. The IA Director will initially collaborate with the external Big Four Partner in establishing the internal audit framework and enterprise risk environment. The successful incumbent will have four direct reports and will be responsible for managing the audit functions for a specialized segment with national operations. The IA Director will work closely with senior management and external constituents to identify opportunities to enhance risk mitigation and internal efficiency initiatives and to provide counsel in enhancing the internal controls of field offices. This unique position requires 15+ years of related experience including progressive responsibilities in internal audit, fraud examination, and regulatory compliance. A proven track record in managing a large team of field examiners at a publicly traded (Fortune 500) company is highly preferred. A Bachelor's degree in Accounting, Finance, IS, or a related field is required. A CPA license is preferred, with a CIA and/or CFE professional designation required. Industry experience in financial services, insurance, or banking is strongly preferred.	
Chief Accounting Officer	MANUFACTURING	Orange County	\$150k - \$175k	Yes	This position will serve as the chief accounting resource for the company, responsible for managing all corporate and division accounting functions. Reporting directly to the Chief Financial Officer, the successful incumbent will manage a team of highly trained CPAs at corporate and plant locations. This position requires a blend of public accounting and private industry experience, including an excellent command of US GAAP. Requires manufacturing	

					industry and prior controllership experience. A CPA designation is also required. Excellent benefits and compensation incentives will be provided. This is a time-sensitive search as our client would like to have someone on board by April 2010.	
Director of Finance	PROFESSIONAL SERVICES	Orange County	\$140k - \$150k	Yes	Excellent opportunity with a financially sound and acquisitive company headquartered in Orange County. This unique position will manage a team of CPAs and MBAs responsible for supporting the fastest growing segment of the company. This position will work directly with the President from a business partnering perspective, providing sound financial analyses and decision support. This high profile position will provide management and strategic alignment between finance and operations with a primary focus on accounting, financial reporting, forecasting, budgeting and operational metrics either by performing said duties or through highly competent subordinates. This position requires prior experience supporting marketing and/or sales executives within a large company environment (preferably Fortune 500). Must have prior experience working as a Director or Senior Manager within a Fortune 500 Company, including management of highly talented MBAs and CPAs. Must have a stable and progressive work history in the areas of both finance and accounting. MBA and/or CPA required.	Very active
Controllership	PUBLIC COMPANY	Orange County	\$140k - \$150k	Yes	We have secured a firm partnership with a fast growing public company. They are looking for a public company controller with advanced SEC and technical accounting skills. Knowledge of complex financial instruments, including derivatives is strongly preferred. Must have previous controllership or senior management experience within a public company. Also requires recent SEC experience. A	Very active

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					blend of public accounting and private industry experience is required. CPA required.	
Director of Tax and Treasury	MANUFACTURING	Orange County	\$130k - \$150k	Yes	Responsible for the overall management of the company's tax, treasury and credit and collections functions. Prepares global tax provision calculations, FIN48 support and all tax related financial statement disclosures and footnotes. Prepares domestic and foreign income tax returns, manages Federal and state audits, calculates R&D credits, and various international tax transactions. Requires a CPA with eight to twelve years of Big 4 public accounting and/or tax experience.	Very active
Finance Manager / Controller (Director level)	HIGH TECHNOLOGY	Orange County	\$140k - \$170k	Yes	This highly visible role will support a specific segment of a large public company. Responsible for business planning, financial modeling, financial forecasting, support financial systems and internal controls, and establishes and/or maintains key performance indicators and operational metrics. This position requires experience operating as a Senior Manager or Director within a large semiconductor company. Must have solid career progression, large company experience, and extensive experience managing FP&A functions and the business unit level. MBA required.	Very active
Director, Corporate Internal Audit	PUBLIC COMPANY	Orange County	\$140k - \$200k	Yes	This is a high profile position is responsible for managing the internal audit function and will be responsible for ensuring a rigorous and constructive assessment of the company's financial reporting, operational and internal controls. The IA Director will possess the leadership skills necessary to navigate, influence and collaborate in a fast-paced, dynamic organization and to be an influential member of the	Very active

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					company's management team. This director will work closely with management throughout the organization to identify opportunities to enhance organizational risk mitigation and efficiency initiatives and to provide counsel in enhancing the internal control environment, as needed. Requires previous directorship or senior internal audit management experience within highly regulated environments, preferably financial services or insurance. A CPA designation is required and additional designations (CIA/CFE/CISA) would be great. Must be adept with U.S. GAAP, COSO, COBIT, IIA Standards, and SOX 404. Must have a strong grasp of auditing IT systems controls and a proficiency to detect significant impact on the company. Must have a solid understanding of audit fundamentals, including risk assessment. The successful candidate will have an opportunity to rebuild the department from a staffing perspective. As such, strong team building and coaching experience is required.	
Assistant Fund Controller (2 positions!)	INVESTMENTS	Los Angeles	\$120k - \$150k	Yes	We are managing a confidential search campaign on behalf of a multinational company that is also traded on the big board. These unique positions require fund accounting and/or REIT experience, along with a blend of public accounting and private industry experience. Experience with real estate fund accounting and partnership accounting is required. A CPA designation is also requires. Real estate or investment management industry experience is highly desired. Must have prior management experience within the Big 4 or a large corporate environment.	Very active
Tax Manager	SERVICE	Orange County	\$100k - \$120k	Yes	Our client is a PE backed company that generates revenues in excess of \$1 billion. They are financially sound and operate on a national platform. Reporting to the Director of Tax, the successful candidate will	Very active

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Internal Audit Director (Forensic Audits)	PUBLIC COMPANY	Orange County	\$140k - \$190k	Yes	The Director of Internal Audit (Forensic Audits) will be responsible for developing, implementing and leading a global fraud prevention, detection and investigation program to effectively combat corporate and agent defalcations, information security breaches, employee embezzlement, and accounting irregularities while prompting antifraud initiatives and ensuring compliance with the corporate code of conduct and corporate policies and procedures. This position requires 10-15 years of related experience, including experience in developing and implementing fraud prevention and detection programs in a large, financial services organization. A strong management background is required, including experience leading complex investigations (Foreign Corrupt Practices Act, embezzlement, accounting, etc. Requires a BS in Accounting, Law, Criminology or Sociology. CPA, CFE, CIA, CISSP and/or CFA designations highly preferred.	Very active

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Senior Manager, Technology Audits	PROFESSIONAL SERVICES	Orange County	\$120k - \$150k	Yes	This is a newly created position responsible for leading the development, recruitment, management and execution of a de novo information technology audit practice, with a focus on information security, change management, cyber threat management, business continuity management, privacy & security, and data operations management. This unique position requires at least ten years of experience in conducting integrated IT audits; with part of the experience obtained with a Big Four public accounting/consulting firm. Requires a proven track record in business and IT Audit Integration within the financial services industry; insurance or banking. CISA, CIA and CISSP designations strongly desired.	Very active
Controller	CONFIDENTIAL	South Los Angeles County	\$100k - \$115k	yes	This is a confidential search campaign that we are managing on behalf of a fast growing manufacturing company based in South Los Angeles. This company is backed by private equity and generates revenues of just under \$100M. Reporting to the CFO (CPA), the successful incumbent will manage four professionals and be responsible for managing the day-to-day accounting functions, financial statement preparation and analysis, month end close process, management of employee benefits and administrative items, assist with management of banking relationships, cash flow analysis and forecasting, and serves as a liaison with CPA firms for audit and tax matters. A CPA is required along with 5 or more combined public accounting and private industry experience. Experience within a manufacturing or distribution company is strongly preferred. Experience with standard costing is a huge plus.	

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International Accounting Manager	SERVICE	Orange County	\$95k - \$110k	Yes	This newly created position will be responsible for international accounting and reporting functions and will become the resident technical expert on IFRS issues. Requires international accounting and reporting experience. Strong preference for hands-on IFRS experience. Will consider an audit manager with recent Big Four experience or an experienced manager with a blend of corporate accounting and public accounting experience within a larger organization with international operations. A CPA is required.	Very active
Manager, Accounting (Joint Ventures & Equity)	REAL ESTATE	Orange County	\$85k - \$100k	Yes (20% bonus)	This is a newly created position within a large public company environment. This position will manage a staff of two CPAs responsible for partnering and joint venture accounting, equity and stock compensation accounting, and financial reporting. The ideal candidate will have a blend of public accounting and private industry experience. A CPA designation is required. Will also consider a supervising senior auditor or first year audit manager from the Big Four. Experience within the real estate or financial services industry is a huge plus.	
Finance Supervisor/Manager	HIGH TECHNOLOGY	North Orange County	\$85k - \$115k	Yes	Our client is a multinational manufacturing conglomerate with a large division located on the border of North Orange County. They have engaged us to search for and secure a Manager of Finance Planning & Analysis with manufacturing industry experience. Will also consider a CPA with manufacturing industry experience from public accounting. Position based on experience and compensation will be commensurate with the level of experience each candidate offers.	Very active

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Controller/CFO	CONSTRUCTION	South Los Angeles County	\$90k - \$110k	Yes	Reporting directly to the President of the Company, the successful incumbent will manage financials for several individual entities. This position is responsible for all finance, accounting, administrative, and IT functions for the company. Requires experience operating as a Controller or CFO of a construction company. A Bachelor's degree is also required.	
Finance Team Lead (Financial Systems)	PROFESSIONAL SERVICES	Orange County	\$90k - \$120k	Yes	This is a unique position within a large corporate environment. Our client is going through a major systems conversion and process automation initiative. As such, they are seeking an experienced accounting professional with advanced knowledge of Oracle Financials Suite of software applications. Advanced knowledge of Oracle is a firm requirement. Experience with an Oracle systems conversion is a huge plus. This position will oversee the accounts payable portion of the company and requires at least 3 years of general ledger and fixed assets accounting experience. Must have mid to large company experience, preferably within a public company environment.	Very active
Project Manager / Senior Project Manager	PUBLIC COMPANY	Orange County	\$95k - \$110k	Yes	This is a newly created position that will be part of a newly formed Project Management Office (PMO). The PM oversees one or more projects on an ongoing and regular basis. Individually, or as part of a team, responsible for project planning and statusing, risk management, and issue resolution. Oversees various projects of a complex nature and develops project plans specifying goals, strategy, and staffing, scheduling, identification of risks, contingency plans, budgets and allocation of available resources. Requires a Bachelor's degree and 4 – 8 years of relevant experience. Requires conceptual understanding of current technologies and	On hold

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Senior Analyst (Investment Operations)	INVESTMENTS	Orange County	\$85k - \$95k	Yes	This unique opportunity is with a multinational national company in the investments industry. This highly visible role will work within the private equity group and requires a strong background within the investments industry. Our client is seeking a financial professional with a blend of public accounting and private industry experience along with strong verbal and written communication skills. Excellent bonus incentives and comprehensive medical benefits will be provided.	Very active
Division Controller	RETAIL	Orange County	\$85k - \$100k	Yes	Excellent opportunity with a financially sound company with global operations. This position is available due to a promotion and will have significant upside potential. The successful incumbent will support one or two divisions and manage a small team of support staff professionals. Responsible for managing the preparation of financial statement packages for executive management, managing the monthly close process, ensuring SOX compliance related to internal controls, and other day-to-day accounting functions. Requires 5 – 7 years of relevant experience, a hands-on management approach, and large corporate experience. A CPA designation is a big plus.	Very active
Assistant Property Controller	REAL ESTATE	Orange County	\$80k – \$95k	Yes	This position is with a stable and progressive real estate company that manages a portfolio of assets valued at approximately \$5 billion. The successful candidate will possess strong attention to detail and organization skills with excellent communication and management skills. This individual must have the	Very active

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Senior Financial Planning Analyst	INVESTMENTS	Orange County	\$95k - \$105k	Yes	Our client has been one of the top employment destinations for professionals and executives in Orange County for many years. They offer generous benefits and financial incentives, a great work environment, and excellent opportunities for long-term professional growth. This position requires a high level senior analyst or finance manager with strong analytical skills and project management skills. A strong blend of finance and accounting experience within sophisticated companies is highly desirable.	Very active
Senior Financial Analyst (Sales)	HIGH TECHNOLOGY	Orange County	\$85k - \$95k	Yes	This is a unique position responsible for support a large sales organization. This highly visible role will support cross functional teams in the areas of marketing, operations, and sales. The ideal candidate will have at least seven years experience supporting sales and/or marketing functions. An MBA is also required. Experience within the manufacturing or high tech industries is a strong plus.	
Accounts Payable Manager	RETAIL	Orange County	\$75k - \$85k	Yes	Our client has a countercyclical business in that they continue to thrive despite the broader economic conditions. They have engaged us to manage, on an exclusive basis, a highly confidential search campaign. What they are looking for is an experienced Accounts Payable Manager to manage a team of highly tenured employees. This position requires at least two years of recent management	Very active

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Senior Accountant	REAL ESTATE	Orange County	\$70k - \$80k	Yes	Our client has a billion dollar portfolio and is publicly traded. This is a newly created position that will work with several professionals responsible for timely monthly close and general accounting activities. The ideal candidate will have three to five years of corporate accounting and general ledger experience within a large company environment. A Bachelor's degree in Accounting is required.	Very active
Senior Financial Analyst	HIGH TECHNOLOGY	Orange County	\$80k - \$90k	Yes	We have been engaged by a multinational company to manage a highly confidential search campaign. Our client is very acquisitive and needs a strong analyst to support a broad range of financial analysis and reporting activities. They are offering an imminent career path to financial management within an accelerated time period along with plenty of exposure to executive management. This exciting role requires a minimum of four to seven years experience in financial planning and analysis, financial reporting, and accounting. Must have very strong system skills and good career progression. Must have experience working for a company with global operations and a complex environment	Very active
Special Investigations Senior Analyst	HEALTH CARE	Orange County	\$75k - \$85k	No	Our client is well established and employs over eight hundred professionals in Southern California and Arizona. This unique role will report directly to the VP of Internal Audit and performs various investigations of healthcare related data events to support the Anti-Fraud program. This position will assist the VP of Internal Audit with special projects and investigations as required. This unique but highly attractive role	Very active

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					requires a minimum of two years experience in healthcare with specific experience in healthcare fraud. The ideal candidate will have previous exposure to fraud prevention, investigations, auditing, claims processing, provider services and operations.	
Senior Financial Analyst	FINANCIAL INSTITUTION	Orange County	\$75k - \$85k	Yes	This is a unique position with a rapidly growing organization. This exciting role was just created and will support a new REIT division, lending and corporate finance. Responsible for evaluating ALM strategies for current and forecasted financial investments, financial reporting for funds and interest income, oversee budgets and forecasts for corporate G&A, develop a Credit Risk Matrix to assist the VP of Underwriting on loan deals, and assist the accounting group with reconciliations/variance analysis and special projects as needed. This excellent role requires at least five years experience supporting investment finance in the REIT, banking or mortgage industries. Knowledge of ALM (Asset Liability Management) is a huge plus. Also, knowledge of commercial lending and credit risk management would be great.	Very active
Senior Business Analyst	MEDICAL TECHNOLOGY	Orange County	\$75k - \$85k	Yes	Excellent opportunity to support the sales and marketing functions of a large medical device company. Requires recent experience supporting sales and marketing functions within a large company environment. Must have strong financial modeling skills and proficiency with SAP. Excellent compensation and benefits package will be provided.	Very active
Senior Accountant	PUBLIC COMPANY	Orange County	\$70k - \$85k	Yes	Requires 4 – 7 years of corporate accounting or a blend of public/private exp. A CPA is strongly preferred. A Bachelor's degree in Accounting is required.	Very active

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Business Analyst or Senior Business Analyst	PROFESSIONAL SERVICES	Orange County	\$70k - \$80k	Yes	This is a unique opportunity to serve as a “change agent” within a progressive and very dynamic company. The Business Analyst will help deliver in-depth analysis of company financial, operating and online metrics to evaluate and influence numerous aspects of the company’s business performance. The Business Analytics department develops financial models to evaluate and prioritize strategic and tactical initiatives. The team will serve as key business advisors to senior business decision makers translating analytic insights into concrete business building initiatives. This is a hands-on analytical role in a fast-paced environment. Requires 6+ years experience in business analytics, forecasting or business planning with emphasis on analytical modeling, quantitative reasoning and metrics reporting preferably from an internet environment.	Very active
Senior Cost Accountant/Plant Accountant	MANUFACTURING	Inland Empire	\$70k - \$80k	Yes	This position will support a \$100 million division of a large privately held company. The company has an excellent reputation and this division will serve as the growth engine of the company over the next five years. This exciting role requires a minimum of four years experience in cost accounting and manufacturing finance. Understanding of general accounting and ability to work in fast paced entrepreneurial environment	Opening 4/10
Senior Tax Accountant	PROFESSIONAL SERVICES	San Diego County	\$75k - \$85k	Yes	Our client is a diversified professional services company that has operations in over 50 countries across six continents and employs more than 2,000 associates worldwide. They are seeking a Senior Tax Analyst to join their corporate offices and help provide hands-on support to multiple areas of the business. The successful candidate will be responsible for assisting in the preparation of U.S. Federal Income Tax Returns and State Income Tax	Very active

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					Returns as well as assisting in the preparation of FAS109 schedules. The position requires expertise in various areas of taxation including federal and multi-state and accounting for income taxes. This position will report directly to the Senior Manager of Global Tax.	
Accounting Manager	SERVICE	Orange County	\$70k - \$80k	Yes	This is an amazing opportunity to join a division that has been growing at a 40% clip! This division is also part of a large company that is very profitable, growing, and based in the local area. This position reports to the Controller and will be responsible for a blend of accounting and financial analysis responsibilities. This position requires a blend of public and private industry experience. Big Four preferred.	Very active
Senior Accountant	REAL ESTATE	Orange County	\$70k - \$80k	Yes	We have secured a firm partnership with a company that has several billion dollars in assets under management. This role will perform prepare financial packages that are distributed to executive management, prepare and/or review budgets, prepares and reviews financial statements, and performs other accounting functions of an analytical nature. Requires at least four years of accounting experience within a large public accounting firm or a sophisticated company. Experience within the professional services or real estate is a huge plus.	Very active
Senior Property Accountant	REAL ESTATE	Orange County	\$55k - \$65k	No	Our client is very stable and expanding through acquisition of commercial properties throughout the United States. Reporting to the Assistant Controller, this individual will perform general accounting duties that require strong attention to detail and organizational skills. This person will support the field Property Managers from an accounting perspective. Requires at least two years of public accounting experience. A CPA designation is preferred and a	Very active

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					Bachelor's degree in Accounting is required.	
Senior Accountant	FINANCIAL SERVICES	Orange County	\$65k - \$75k	No	This is a newly created position within a publicly traded financial services company. The ideal candidate will have three to five years of accounting experience within a financial services or mortgage banking company. A Bachelor's degree is also required.	
Corporate Accountant	HEALTH CARE	Orange County	\$50k - \$60k	No	Excellent opportunity to work for an acquisitive company that's also publicly traded. Requires at least one year of public accounting experience with recent general ledger experience.	Very active
Accounts Payable Specialist	REAL ESTATE	Orange County	\$50k - \$55k	Yes	This is a unique position that handles full cycle accounts payable and advanced clerical functions within a highly regulated and publicly traded environment. The ideal candidate will have five years of related experience along with a Bachelor's degree.	

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