

CASE STUDY

Enhancing Federal Financial Management Through Strategic Staffing

A federal civilian agency (the Client) required assistance with staffing for a critical project within its financial management office. The initiative aimed to improve resource management within the agency's information technology (IT) office, a key division responsible for overseeing both financial operations and decision-making processes.

The Client utilized Cherry Bekaert's **Outsourcing & Resources Solutions (ORS)** advisory line, alongside Cordia Resources by Cherry Bekaert, to secure a professional services contract. Our team was able to leverage existing partnerships, expertise and expanded services to provide talent solutions in a timely manner.

Addressing Urgent Federal Budgeting Needs with Financial Management Expertise

The Client urgently needed a teaming partner to support the financial management project. The agency was looking for staff and expertise to help with analysis and execution of future financial decisions. Specifically, the Client required financial data analysts and other full-time equivalent (FTE) positions to fulfill the contract quickly.

The Client was about to embark on a high-visibility study to examine how its information technology office managed resources. MetaPhase, a management and IT consulting firm that serves federal clients, was engaged in dialog with the Client to secure a sole-source award for the five-month study, which was comprised of:

- ▶ Financial analysis
- ▶ Financial forensics
- ▶ Data analysis
- ▶ Business process analysis and reengineering
- ▶ Program reviews
- ▶ Business case development



CLIENT

Federal Civilian Agency



INDUSTRY

Government Contracting



OUR ROLE

Talent Sourcing

While MetaPhase is a highly regarded small business, it does not specialize in financial management. The MetaPhase team contacted Cherry Bekaert Partner **Bob Misch** to find out if we could help complement their capabilities. With nearly 30 years of experience supporting Government & Public Sector clients, Bob is well-connected in the space and had an existing relationship with MetaPhase.

Initially, engagement between MetaPhase and Cherry Bekaert provided finance and accounting services, but has since evolved into a process analysis regarding federal budgeting. Having successfully teamed up on multiple opportunities in the past, MetaPhase immediately turned to Cherry Bekaert for assistance when presented with an opportunity to serve the Client's needs. Bob engaged with the Cordia Resources by Cherry Bekaert team, leveraging their expertise in finance and accounting staffing, to collaborate on finding the right staff to fill these positions.

Providing Tailored and Timely Staffing Solutions



12

Qualified candidates presented within 72 hours.



4

Candidates placed on the five-month project.



<30 Days

Talent sourcing process took less than 30 days.

Last September, Cherry Bekaert added ORS to its Advisory service line, which involved the acquisition of Cordia Partners and Cordia Resources. A leading provider of recruiting and staffing solutions, Cordia Resources provided a completely new additive recruiting service to our current offerings. ORS offers holistic, integrated solutions, including sourcing talent, optimizing business processes, and adapting technology to commercial businesses, government contractors, and nonprofit organizations.

With over 30 years of combined experience supporting government clients, Cordia Resources Managing Director **Doug Smith** and Cordia Resources Client Relationship Director **Bryant Covelli** worked with Bob to identify labor categories, develop project ranges for each role and identify several candidates.

About Cherry Bekaert

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The Cordia Resources team reached out to 40 candidates within 48 hours and put them through a quality process. Within 72 hours, they provided the Client with 12 qualified candidates with the financial analyst and data analyst skills required for the project.

Within that list of candidates, the Cordia Resources team provided Bob with valuable information, including:

- ▶ Resumes
- ▶ Hourly rates
- ▶ Citizenship status
- ▶ Security clearance
- ▶ Short description of how candidates fit the labor category
- ▶ Availability to start on the project

Bob then worked with MetaPhase to select the right candidates for the role and fulfill our commitment to staff our share of the engagement.

As a project subcontractor, the Cordia Resources team ultimately placed four candidates on the five-month engagement. From prospect initiation through candidate deployment, the process took less than 30 days.

Serving As Your Guide Forward

Cherry Bekaert leveraged the Outsourcing & Resources team and Cordia Resources by Cherry Bekaert to provide tailored staffing solutions for a new client. With the addition of the ORS team and our recruiting and staffing arm, Cherry Bekaert is able to go to market with a more comprehensive range of services and solutions, including:

- ▶ Executive Search Services
- ▶ Management Consulting Interim Solutions
- ▶ Temporary Staffing Solutions
- ▶ Permanent Hire Search & Placement

Contact us today to discover how our experienced professionals and technology-driven approach can aid your organizational goals.

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