

A MANAGEMENT RESOURCES STUDY

HOW WE SUPPORTED A FAST-GROWING HEALTHCARE SERVICES ORGANIZATION

Who

A rapidly growing healthcare services organization operating in the regulated medical waste and compliance industry was experiencing increasing financial complexity as it expanded. With annual revenue of approximately \$50 million, the organization's leadership needed stronger financial infrastructure, more accurate reporting, and deeper visibility into operational performance.

Need

As the company scaled, leadership sought a Controller who could strengthen financial reporting, improve operational visibility, oversee cost management, support profitability analysis, and establish the financial controls and compliance framework necessary to support continued growth.

Solution

Brilliant Management Resources partnered closely with the organization to define the scope of the Controller role, emphasizing the need for a strong accounting leader who could enhance financial visibility while building scalable processes and controls. The search strategy focused on finance professionals with experience in complex, service-based, and operationally intensive environments.

Brilliant targeted candidates with demonstrated expertise in financial reporting, budgeting, cost analysis, process improvement, and internal controls, while also evaluating their ability to thrive in a fast-paced, growth-oriented organization.

Throughout the engagement, Brilliant delivered a structured and consultative search process that included role calibration, candidate screening, interview coordination, and ongoing feedback loops with the client to refine the requirements, as needed. This collaborative approach enabled an efficient hiring process and resulted in the successful placement of a Controller who was highly aligned with the organization's financial and operational objectives.

Outcome

With the right Controller in place, the organization gained greater visibility into its financial performance, cost drivers, and profitability. Equally important, it secured a financial leader who strengthened reporting accuracy, enhanced internal controls, and built the foundation for continued growth.

“ Finding the right leader goes beyond matching skills on paper. By understanding the organization's priorities and growth goals, we were able to connect them with a candidate who could make an immediate impact and support future success. ”

- Jennifer Nuara,
Client Solutions Manager