



# Recruitment and Search Solutions

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G S P   I N T E R N A T I O N A L

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*Learn about us...*

*J*n June 1989, Tony Glennon CPA, John Sicilia CPA, and Raymond Pirre CPA, founded GSP International (GSP), an Executive Search, Professional Recruiting and Consulting firm specializing in the permanent placement of Accounting and Financial Professionals. From the beginning, GSP has placed a strong emphasis on a commitment of

***"providing an unparalleled level of professional service to the client companies and the accounting and finance professionals we represent."***

Today, many years later GSP has evolved into one of NJ's largest and most prominent providers of recruitment solutions for the Accounting and Financial professions. GSP consists of 13 partners with over 150 years of collective experience all of whom hold professional credentials of either CPA, MBA, MS or Certified Placement Consultant. Each partner at GSP is supported by the high-quality service of market research analysts and administrative personnel, which enables high-tech search capabilities, data-based strategic marketing campaigns and customized search programs to be performed thoroughly and effectively.

## *Our Professional Commitment...*



**A**t GSP, we consider ourselves "uniquely qualified to serve the client companies, and the accounting and financial professionals we represent," and here are some of the reasons why we think so.

- As a result of our partners gaining their initial business experience within the largest public accounting firms and corporations in the world we have developed our client service skills in environments, which vigorously embrace the principle of customized service being second to none! Therefore, we naturally commit to our clients in the same manner.
- We take great pride in recognizing the importance of our professional responsibilities in advising our client companies and the professionals we represent to make the best hiring and career decisions.
- At GSP, relationship management is top priority. We treat executive search, professional placement, and consulting as a knowledge based service and provide our client companies and candidates with the very best resources in order to form a valued and long lasting relationship. The secret to GSP's success is very simple; it is the result of over 25 years of our partners constantly developing their search capabilities, confidential contacts, and established sources which enables us to identify the most appealing career opportunities and the best qualified candidates in the NJ and NYC marketplace. Our approach to solving an organization's hiring needs are unique, we combine a well defined search plan with professional judgment and a sense of urgency that leads to success for both parties.
- We act as both a consultant to and an extension of the hiring company. We guide the company in formulating position descriptions and specifications, we learn the corporate culture and the identifying factors that lead to an employee's success....and failure.

- Through our uniquely developed series of thought provoking questions each candidate is interviewed in person by our partners who will evaluate a candidate's attributes such as credentials, experience, skills, talents, career goals and potential company-candidate chemistry.
- After the initial search process begins, we provide the hiring company a professional summary of the candidates that we have qualified for the specific opportunity.
- A GSP "Partner-in-charge" will serve as a single point of contact to ensure proper relationship management with a hiring company.
- We provide valuable post interview feedback from the candidate highlighting their impression of the opportunity.
- We conduct thorough professional references.
- We assist in negotiating and presenting the offer.
- We advise and guide the candidate in resigning from their current employer gracefully and expeditiously.

*Professionalism*



In representing professional candidates, we will guide them carefully through each and every step of the job search process. We will personally meet and assist candidates in developing an understanding of their specific career goals and employment needs.

We will:

- Perform an individualized search program.
- Provide in-depth interviewing strategies highlighting tips and winning techniques (including role playing and motivational confidence building).
- Assist in securing the best possible employment offer and compensation package.
- Recommend proven resignation methodologies.

Our client companies are among the leaders of the world in their respective marketplaces, and GSP has introduced and placed thousands of professionals with them during the last several decades.

# Commitment

Our clients range in size from Fortune 500 companies to start-up ventures and everything in between, and also includes small to Big 5 public accounting firms. GSP's search capabilities are varied and are not limited to any one specific industry. We do, however, concentrate in recruiting for the following professional functions:

**Public Accounting**

**Internal Audit**

**Taxation**

**Financial Analysis**

**General Accounting**

**Cost Accounting**

**Treasury**

**Credit & Collection**

**Controller**

**Chief Financial Officer**

The industries we serve include:

**Pharmaceutical**

**Financial Services**

**Telecommunications**

**Consumer Products**

**Energy**

**Transportation**

**Biotechnology**

**Retail**

**Manufacturing**

**Professional Services**



In addition to gaining a thorough understanding of a specific hiring need, our clients expect us to possess the knowledge to be able to locate top talent for their organization. The following are just some of the organizations in which our membership and affiliation allows us to broaden our networks and identify high quality professionals.

**American Institute of CPA's**

**New Jersey Society of CPA's**

**Institute of Internal Auditors**

**Institute of Management Accountants**

**Rutgers University**

**Fairleigh Dickinson University**

**Rider University**

**The College of New Jersey**

**Seton Hall University**

**Montclair University**

**Kean University**

## *Conclusion....*

*A*s corporate America's employment outlook continues to change dramatically, GSP International recognizes now more than ever our responsibility to address the hiring needs of corporate America and the career aspirations of accounting and financial professionals.



Our partners welcome you to visit our website at [www.gspintl.com](http://www.gspintl.com).



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