

ProfessionallySpeaking

The Perfect Fit

Securing Your Dream Job In The Queen City

WITH 25 YEARS COMBINED EXPERIENCE, Amy Noland and Patty Comer, founders of AccruePartners, are experts when it comes to pairing strong candidates with outstanding clients for both permanent and temporary employment. The firm specializes in placing candidates in accounting and finance, corporate administrative support and human resources. “‘Good people refer good people’ is the motto for AccruePartners’ recruiting process,” says Noland. “There are no blind ads in newspapers or online. Everything is done by referral. This provides clients with the best candidates, and candidates with the best service.”

Finding employment is a race against the clock. Appointments with candidates and clients are scheduled shortly after first contact. However, to ensure top-quality candidates and clients, AccruePartners never presents a candidate to a client without a thorough initial interview, and never sends a candidate to a client without understanding that client’s business.

Searching for a job is more than just perusing the classifieds and posting your résumé on an online job-search site. It’s about finding the perfect fit for each candidate, and taking into consideration their personal expectations. Noland and Comer call these expectations “WNDs”— wants, needs and desires.

The key to AccruePartners’ success is their subjective approach to the WNDs. Two candidates’ résumés might show that they have equal qualifications for a job, but if their WNDs are very different, only one may be right for a particular position. By taking the wants, needs and desires of both candidates and clients into consideration, the result is a win/win situation. This philosophy, along with innovative recruiting methods enhanced by a technology-driven operation, puts AccruePartners a cut above their peers.

“My experience with AccruePartners was very positive,” says Angela Prince, director of financial services, Hospice & Palliative Care



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Charlotte Region. “They really listened to what I was looking for and didn’t try to ‘sell’ me a position that didn’t meet my criteria.”

“As a passive job seeker in Charlotte, I was looking for the right opportunity, one with

growth and exposure,” says John Dee, who found his position as controller at Rodgers Builders through AccruePartners. “They kept me abreast of only the best of companies in the area. When AccruePartners told me about this job, I knew they had listened to my needs. I knew the position would take me to the next level of my career. After I started working at Rogers, I went back to AccruePartners when I needed to find exceptional staff. They truly understand that clients are candidates, and candidates are clients.”

AccruePartners coaches candidates on how to market themselves to clients by taking the time to prepare them for each interview. This groundwork includes going over buzz words to get the client’s attention, role-playing and phone prep sessions the night before an interview. AccruePartners also excels in evaluating achievements from past employment to enhance the job-seekers’ current résumé to make them more appealing to prospective employers.

“The most outstanding aspect of AccruePartners is our honesty,” notes Comer. “We always share honest feedback on interview performance — whether good, bad or indifferent — with our candidates. It’s the only way one can improve.”

“I appreciated AccruePartners’ honesty, the information they provided on potential employers and their follow through,” says Johnathan Montgomery, recruiting project manager, Sunbelt Rentals. “My position has been everything they described — and more.”

GetToWork

Newspapers and Internet job-search Web sites cannot differentiate you from the crowd. Here are tips to finding a job that fits.

Get connected with the community. Whether it’s a church or an industry association like the American Payroll Association, the Institute of Administrative Assistant Professionals, the Institute of Management Accountants or the Society for Human Resource Management, get your name and face out there.

Find a good recruiter. Recruiters know the landscape of employment, who the good employers are, and where you can receive the best benefits. Working with a recruiter increases your odds of finding a position quickly.

Get out and temp. Temporary employment is a great way to make connections, and it gives you firsthand experience in different work environments.