

RSM UNDERSTANDS
WHAT I WANT – AND
ARE PASSIONATE
ABOUT GETTING ME
THERE.

RESOURCING SOLUTIONS

We can solve your resourcing problems.

THE POWER OF BEING UNDERSTOOD
AUDIT | TAX | CONSULTING



OUTSOURCING

CO-SOURCING

INSOURCING

EXECUTIVE
RECRUITMENT

RESOURCING SOLUTIONS

We provide staffing solutions to our clients to help them address resource problems in their business; such as, managing a resignation, completing a specific project, managing headcount limitations (recruitment embargo) or dealing with a skills shortage.

We can solve these problems for our clients in one of the four following ways:

OUTSOURCING

RSM uniquely provides a turnkey service to new, and growing, businesses seeking to meet all their compliance needs (payroll, accounting and VAT, virtual financial controller) with the minimum of fuss. We'll help you with the latest cloud accounting, POS and eCommerce solutions that work. There's no need to spend your time or money installing software or maintaining expensive servers. All you need is a computer, smartphone or tablet and you're ready to go – from anywhere.

CO-SOURCING

Co-sourcing allows our clients to use our expertise to work directly with their internal teams in transferring knowledge over a specified time period. The benefit to our client is that they receive expert on the job training while simultaneously adds to their capacity to complete the work.

INSOURCING

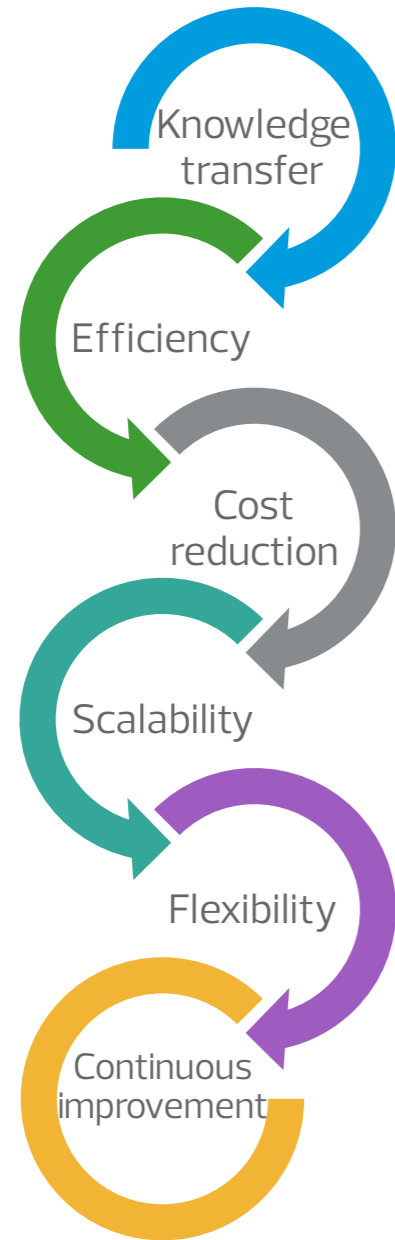
Insourcing involves assigning RSM staff to complete the entire piece of work on site. This solution can often provide short term capacity to fill resource gaps or supplement project teams. This benefits our clients as they can considerably reduce the amount of time or company resources on the project and they are confident that the project will be delivered as per their brief.

EXECUTIVE RECRUITMENT

Recruitment allows us to meet a client's need to fill a vacancy. Our expert knowledge of clients' businesses means that we have the ability to find the right match for their requirements. We have recently provided recruitment services to organisations across both the public and private sectors including FDI clients and SME's. Our services have helped clients in the manufacturing, pharmaceuticals, banking and engineering industries.



BENEFITS OF RESOURCING SOLUTIONS



RESOURCING SOLUTIONS CONTACT



Karl McLaughlin

FCCA

Karl is a fellow of the Association of Chartered Certified Accountants and has over 23 years' experience in practice. His portfolio of clients ranges across retail, software development, manufacturing and investment sectors.

He also provides small and medium size companies with a virtual outsourced finance director service. This involves preparing projections and business plans that will meet all of their compliance needs in a timely manner and ensure management are provided with the information which will assist them in making key decisions.

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CASE STUDY: QUEST SOFTWARE INTERNATIONAL

Background

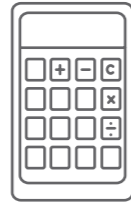
Quest Software International are a global systems management and security software solutions provider headquartered in Aliso Viejo, California and Cork, Ireland. Quest has more than 100,000 customers worldwide spanning information management, data protection, endpoint systems management, identity and access management, and Microsoft platform management. They were acquired in 2016 from Dell Inc. by Francisco Partners, a global private equity firm specialising in the technology sector.

Process

Following the acquisition, Quest embarked on a global corporate restructuring project that immediately required additional general ledger accounting resources on a short-term basis.

Outcome

RSM Ireland partnered with RSM US to provide a team of 16 accounting professionals, split equally between the Quest offices in California and Cork, who took responsibility for up to 40 group entities worldwide. The project ran for 6 months with some personnel remaining in place for an additional 2 months to serve client requirements.



CASE STUDY: CENTRAL REMEDIAL CLINIC (CRC)

Background

The CRC through its specialist, medical, therapeutic, social supports and expertise makes a difference every day in the lives of people who use our services. CRC's philosophy is to ensure continual communication with the people who use their services, their staff, their funders and supporters.

Process

Following a resignation, the CRC had an urgent need to find an interim Finance Manager to help manage their finance function. This has given them the necessary time to start the process to select the right candidate for their Head of Finance vacancy.

Outcome

RSM Ireland reacted quickly to the CRC's resource requirement and found them a suitably qualified professional with experience in the not for profit sector. Resourcing Solutions understood the need to have the person in place as soon as possible. The resourcing team in RSM worked closely with the CRC to best understand the technical skills needed and the type of person that would be the best cultural fit for their organisation.



CASE STUDY: NON-COMMERCIAL STATE BODY

Background

Our client is a relatively young non-commercial state body, operating under the aegis of a large Government department, with approximately 90 employees.

Process

Our work with this client is the provision of generalist Human Resources services which spans advisory services in employee relations matters, employment law, recruitment, training and development, performance management and change management. We have been working closely with this client since late 2015, which commenced with a recruitment project.

Outcome

In addition to offsite support, RSM made an initial placement of a part time individual on site to provide administrative and advisory support. This individual has since been assigned as implementation lead for the clients new Human Resource Information System on a full-time basis. Due to resourcing needs, and success of the initial placement, and additional resource has been placed to assist with generalist HR duties.



CASE STUDY: FOREIGN DIRECT INVESTMENT COMPANY

Background

Our client established itself initially in France, offering online services to its customer base throughout France, Spain, Italy and Portugal. The directors approached RSM Ireland in 2013 with a view to incorporating an Irish subsidiary which would recruit locally and service markets in the UK, Northern Europe and the US.

Process

RSM Ireland offered a full outsourcing solution to the client which fulfilled the role of an internal finance function. This solution was tailored specifically for the client's needs, integrating with existing processes that fed into centralised reporting requirements.

Outcome

RSM Ireland provides bookkeeping, management accounting and payroll services to the client. Our service integrates our team into the core of the client's internal finance function, delivering detailed management accounts to the directors within days of month end and attendance at quarterly board meetings. Our solution ensures a continuity of service with a variety of our outsourcing team providing different elements of the service engagement.

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