

Kirsten Dugan

Principal Consultant – Accountancy & Finance

About Method

Method Recruitment Group offers a unique service proposition to counteract the challenges and gaps that our clients are facing, including lack of transparency, recruiters over-promising and under-delivering or by being transactional in nature.

Method provides Technology, Finance, Sales and Marketing recruitment, dealing with startup businesses through to SME / Enterprise organisations with a long-term mindset to deliver above expectations.

Why Method



Specialist Approach
(No Advertising)



Transparent Process



Quality Focus



Reduced Time



Community Focused

Mission

Go beyond, be creative and exceed all expectations

Vision

To elevate the reputation of the recruitment industry.



About Kirsten

I am a **Principal Consultant** in the **Accountancy & Finance** team at Method, specialising in sourcing qualified (CPA/CA) accounting professionals across the Melbourne market. I am **skilled** at providing contract and temporary solutions to my clients, as well as partnering with them on permanent positions and providing **strategic support** through retained partnership campaigns.

I have built a **strong track record** in Melbourne as a recruiter who works with **honesty and integrity** and I'm always aiming to provide the best possible service to both my client and candidate community. Prior to working in recruitment, I worked in the Not-for-Profit sector for **nine years** within social housing, cancer research, and a children's hospice and palliative care service. I have maintained a **strong passion** and interest in the **NFP sector** since migrating to Australia in **2015** and have built my career in recruitment around partnering mostly with organisations with a social purpose. Having previously worked in the NFP sector, I feel I bring a **unique point of view** and understanding in terms of cultural and values fit.

I hold a Master of Arts in **Business & Management** from the University of Glasgow. In my free time, I like keeping fit, **travelling** as much as possible, and enjoying all the **culinary delights** of Melbourne.

Kirsten Recruits

- Financial Accountant / Management Accountant
- Finance Business Partner
- Project Accountant
- Systems Accountant
- Finance / Commercial / Business Analyst
- Financial Strategy / Modelling
- Audit / Risk / Compliance / Governance
- Board / Company Secretary
- Finance Manager / Business Manager / Financial Controller / CFO

Kirsten Partners With

Not-for-Profits: I have experience working with organisations focused on disability / NDIS, mental health, refugee and migrant issues, sport, homelessness and other social issues, health and research, unions, and the environment.

Education: I have partnered with all the major universities in Victoria, TAFEs, colleges, and schools.

Health and Aged Care: including public and private hospitals, and aged care organisations.

Public Sector: including local councils and any other government organisations.

I frequently partner with organisations with specific systems requirements including Technology One, Microsoft Dynamics, XERO, Synergetic, SAP, Oracle, and WorkDay.

Case Study

Kirsten partnered with a client focused on **mental health services** who were going through a period of growth and were undertaking a review of their **finance team structure**. She met with the **GM of Finance** and consulted them on their plans and was then engaged to recruit a number of key roles, including Financial Controller, FP&A Manager, Finance Business Partners and a **newly created Systems Accountant position**. The roles were a mix of permanent and temp to perm roles, and all required **urgency** and a **bespoke** recruitment strategy.

As part of the recruitment strategy, Kirsten engaged with her own network and database, candidate referrals, advertising and **utilised** passive networks through resources like LinkedIn Recruiter. As the Systems Accountant role was **extremely niche**, she also used keyword searching around 'Technology One' to send an email mailer through the database and networked with users in LinkedIn groups to get the most exposure possible. All the roles were **successfully placed** by Kirsten, and she ensured the client and candidate experience throughout with regular and clear communication, as well as **on-going aftercare** post-placements.

Testimonial

*I have worked with Kirsten on **both sides of recruitment**. Kirsten placed me in my previous role and I have worked with her to employee team members. I've always found Kirsten to be **extremely helpful, friendly and professional** in every interaction. She has a high level of **integrity** and is **always responsive**. Kirsten has a strong understanding of the Not-for-Profit space and is keen to **make a difference** and help people.*

- Candidate and client – placed in GM Finance temp to perm role

Contact Kirsten

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