



TaxForce Bridge Staffing: The Cost Effective Alternative for Engaging Highly-Qualified Independent Tax Professionals for Interim Projects

“TaxForce is the leader in specialized bridge staffing solutions for the tax profession. Our access to top candidates coupled with an extensive screening process provide corporate tax departments with the best independent interim staff solution in the most cost-effective manner.”

How did TaxForce evolve to become the bridge staffing solution for tax?

TaxForce initially began as a service within TaxTalent, the world’s largest network for tax professionals. This unique bridge staffing model has proven successful in many other industries by providing higher-quality independent assignment contractors for less than the traditional loaner staff solution.

The combination of the TaxTalent professional community coupled with the high level screening methods of TaxSearch, Inc. provide the professional basis for delivering a new kind of independent staffing solution to corporate tax departments that recognize a need for strategic alternatives.

Many of the retained executive search clients of TaxSearch, Inc express a genuine need for a new alternative in securing better quality tax professionals for interim contract engagements. TaxTalent’s extensive pool of tax professionals seeking independent assignments combined with the world class candidate screening and management services of TaxSearch create a new and exciting staffing alternative which operates as TaxForce.

How does TaxForce tap into the market of independent tax professionals?

Between TaxTalent and TaxSearch, there are nearly 100,000 active tax professionals in a highly organized database that identifies potential independent contractors for interim assignments. Bridge staffing professionals can come from several different areas. First, there are a large group of tax professionals that simply enjoy the lifestyle benefits of project based assignments. Second, there are individuals between positions that have the unique ability to bridge their own career path by taking on an interim tax assignment. Lastly, there is an increasingly large number of Boomers that view bridge staffing as a way of balancing out a path to retirement without a complete separation from the tax profession. These seasoned individuals represent a very valuable resource to tax departments in need of quality and experienced talent.



How does TaxForce provide top independent tax professionals?

The TaxForce business model is focused on proven performance. Our goal is to provide the very best tax professional for virtually any interim tax department project. Our unique process covers nearly all of the costs, efforts and time associated with locating, screening and preparing the best independent tax professional to fulfill the assignment.

TaxForce has a unique market advantage that other loaner staffing or temporary staffing solutions cannot provide. Our process takes the same world-class retained search methodology of TaxSearch and applies that to matching bridge staffing needs with the most qualified tax professional available.

The TaxForce process includes:

1. Obtaining a clear and concise project scope and assignment needs-analysis to properly match with the right tax professional. This is achieved through direct interviews with client companies and may include basic to highly specialized tax assignments, both short and long term.
2. A comprehensive industry-wide search of potential candidates that match specific project needs and have direct interest and capability of fulfilling the requirements of the bridge assignment.
3. The development of a short list of properly screened and vetted candidates, compiled first on a local or regional level. In many cases, however, we can locate the perfect match elsewhere in the country who is willing to relocate on a temporary basis.
4. Complete administrative oversight of introducing bridge candidates to clients, setting up interviews and managing all contract negotiations.
5. Once engaged, TaxForce is responsible for all compensation to the bridge contractor, in addition to serving as the administrative liaison between the client and contractor throughout the life of the project.
6. Follow-up upon assignment completion to ensure that expectations, scope and needs of the project were properly met. This follow-up also serves to obtain any further information or insight that may improve the opportunity to provide similar bridge services in the future.



Why is TaxForce a better and more effective solution than loaner staffing?

Unlike many of the traditional loaner staffing solutions provided by the “Big 4,” national tax firms, and even local and regional boutique firms, TaxForce is 100% specialized in providing the most highly-qualified candidate for any bridge staffing project. The following are among the key reasons why TaxForce is the best and most logical alternative for interim tax assignments.

1. **Larger Pool of Candidates** – TaxForce is in the business of providing independent tax professionals to corporate tax departments. Our biggest advantage is the size and quality of the independent candidate pool, which we constantly update and monitor for resource availability on each project.
2. **Better Tax Professionals** – Unlike many of the loaner staff solutions, our bridge staffing professionals have a personal interest in contract assignments. Most candidates have extensive corporate tax experience and represent the top 20% of all available professionals on a national level.
3. **Significant Savings** – TaxForce operates with a much lower overhead than other firms that are forced to add compensation rate multiples on every loaner staff to recoup their brick and mortar operations. TaxForce provides a “just in time” solution, where we absorb all upfront costs until the right candidate starts the engagement. These savings are considerable to the client and are shared through a higher compensation structure with the bridge contractor. Additionally, we generally tie in a project bonus at the end of the assignment to further enhance motivation and focus.
4. **Augments Tax Service Providers** – TaxForce operates seamlessly with other tax service providers that a tax department may be utilizing. In busy times, loaner staffing pools are constrained and finding available resources are difficult. TaxForce can work in conjunction with other providers helping to round out a team or satisfy an isolated project need in a more cost-effective manner.

With one simple call, TaxForce can immediately identify your project requirements, canvass our extensive independent bridge staffing database, and provide your tax department with the highest quality candidate in the most cost-effective solution. Give us a call for your next interim assignment at 843-216-7444 or visit us on the web at www.TaxForce.com.