

Case Study:

Scaling Finance Leadership at Raven Controls through a Fractional Talent Partner Model



The Challenge

Scaling fast as they were transitioning their Finance function to bring in a highly capable Finance partner who has worked in a similar environment and can work across our business within the UK and Globally.

They wanted to:

- Hire a Global Financial Controller with deep SaaS experience and knowledge of data rooms.
- Free up founders' and board members' time spent on recruitment operations.
- Achieve results without paying high one-off agency fee

The Solution

Enter **Yvonne Miller**, who joined as an embedded **Fractional Talent Partner**, operating as part of the Raven Controls team to design and execute a fast, targeted hiring process.

Key actions:

- Took ownership of the full candidate funnel from careers inbox triage to shortlist and candidate communications.
- Delivered a **high-touch candidate experience**, ensuring all applicants received timely, personalised feedback.
- Ran precision sourcing and rapid screening focused on must-have criteria: SaaS finance leadership and data room expertise.

The Impact

Raven Controls gained a faster, more cost-effective route to securing a senior finance leader who can:

- Professionalise financial operations and support future funding rounds.
- Contribute immediately at board level.
- Benefit from a **repeatable, transparent hiring model** that enhances candidate experience and strengthens employer brand.



Why It Worked

- **Embedded Partnership, Not Outsourcing** – Acting as a fractional talent partner within Raven Controls meant I operated with full context on culture, pace, and expectations. That allowed for faster, more accurate candidate assessments and seamless communication with the founders.
- **Sharp Focus on Must-Haves** – The search criteria (SaaS finance experience + data room familiarity) were tightly defined and consistently applied, cutting out wasted effort and ensuring candidates met real business needs, not just job description keywords.
- **Operational Efficiency** – Taking ownership of the career's inbox, screening, and scheduling freed the co-founders and board to stay focused on business growth. It also created a structured, transparent recruitment process that could be reused.



“Yvonne has felt like an extension of our team from day one. Her fractional approach meant we could move fast, keep costs low, and still attract exceptional talent. We’ve been impressed by her pace, communication, and results.”

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