



Helping You Grow With The Best Talent

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Accountancy & Finance
Recruitment

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20

YEARS

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Introduction to Accountancy & Finance with Eden Scott

Eden Scott is one of Scotland's leading accountancy and finance recruitment businesses, successfully working on various roles for organisations of every size across diverse industries, including FMCG, Manufacturing, Engineering, Energy, Utilities, Financial Services and Higher Education.



Accountancy and Finance Recruitment Specialists

Since 2003, thousands of organisations have hired their ideal accountancy and finance candidates through *Eden Scott*. With a team of over 40, *Eden Scott* works across three offices in Edinburgh, Glasgow and Aberdeen, supporting organisations in the public and private sectors.

We have a strong track record of delivering recruitment at every level, from graduate to Director and board-level appointments. Our team covers all aspects of accountancy recruitment, including permanent placements, temporary support, and contracting, to support your business's financial health and long-term growth.

Our forte lies in sourcing high-calibre candidates for business-critical finance positions. Our work is guided by two core principles: partnership and quality.

We listen carefully to our clients, taking the time to understand their assignments on a granular level. This, coupled with the rigorous standards we set for ourselves, means our clients receive exceptional service every time.

Our rich talent pool is critical to our success. It spans professionally qualified accountants via

ICAS and ACCA (and equivalent), those still on their qualification journey and those qualified by experience. The roles we recruit for cover the entire end-to-end accounting process, including transactional roles vital to your business, management, financial accounting, and statutory reporting.

Eden Scott also finds the right talent to support project work such as ERP upgrades/implementation, automation of processes and creating efficiencies, commercial finance, and M&A work. And because we have strong ties to highly skilled accountancy professionals with experience in every major sector, we can often draw on existing connections to fill time-critical vacancies.

In addition to search, our tailored support also includes extensive promotion. With a social media following of over 50,000, our online profiles reach thousands of accountancy professionals each month. We publicise our clients' vacancies with paid and organic promotions to ensure we reach the most suitable candidates for each position.

We are proud to enjoy long-lasting working relationships and repeat assignments with some of the UK's leading organisations, which we attribute to the meaningful connections we build with our clients and candidates and our unwavering commitment to excellence.



19 dynamic sectors

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- Accounts and Finance
- Business Support
- Engineering
- Executive Search
- Financial Services
- Food and Drink
- Hospitality and Tourism
- Human Resources
- Industrial
- Legal
- Life Sciences
- Manufacturing and Technology
- Production and Operations
- Property and Construction
- Public Sector
- Renewable Energy
- Sales and Marketing
- Supply Chain and Procurement
- Tech and Digital

Meet the Team

Bespoke Support to Grow Your Business

Lucy Nicoll | Associate Director



Lucy Nicoll

Associate Director, Accountancy & Finance

Lucy joined Eden Scott in 2011 and leads and manages the team at our Aberdeen office.

With over 10 years specialising in recruiting within Accountancy and Finance, Lucy covers temporary, permanent and contract hires across the Northeast at mid-senior level appointments.

Having a reputation for delivery and a clear focus on service levels, Lucy has developed strong relationships and created a wide-reaching, valuable network and is often seen as the “go-to” for clients and candidates alike.

Lucy has a record of accomplishment of recruiting within Oil & Gas – Service, E&P and Midstream and Decommissioning; Renewables; Non-Oil & Gas (Food & Drink, Manufacturing); and Private and Public practice – covering Tax, Audit, Business Advisory and Corporate Finance. Please don't hesitate to get in touch with Lucy directly, to discuss how she can best help you.

Paul Buchan | Business Manager



Paul Buchan

Business Manager, Accountancy & Finance

Paul has worked in the recruitment sector since 2005 and specialises in Accounting & Finance appointments. Paul delivers a mixture of Search & Selection and advisory services across a wide range of industries with a focus on Qualified Accountants, Senior Finance, and C-level hires.

Most notably these have been delivered in sectors as diverse as FMCG, Manufacturing, Engineering, Energy, Utilities, Financial Services and Higher Education where he has worked with large corporate businesses and SME-scale organisations. If you need to hire a Qualified Accountant then Paul has vast experience including the delivery of highly-specialised and niche solutions.



Nicky Johnston | Senior Recruitment Consultant



Nicky Johnston

Senior Recruitment Consultant, Accountancy & Finance

Nicky has been part of the Eden Scott team since February 2017. With a wealth of experience in recruitment and account management, Nicky has developed a strong network in Aberdeen.

She recruits for Accountancy & Finance and Financial Services roles across the Northeast on a permanent, interim and temporary basis.

Nicky's strong business background ensures she has a good understanding of the technical elements of the roles she recruits for and the value of the right personality fit for an organisation.

Katrina Davis | Recruitment Consultant



Katrina Davis

Recruitment Consultant, Accountancy & Finance

Katrina works in the Accountancy and Finance team, helping to support the recruitment of permanent roles in the Edinburgh, Midlothian, and West Lothian areas. Her responsibilities involve handling a diverse range of vacancies within the transactional area, which includes roles such as Accounts Payable/Receivable, Payroll, and Credit Control.

Additionally, Katrina is involved in recruiting for Qualified by Experience (QBE) and Part Qualified (PQ) opportunities. These opportunities span various roles, including Management Accountants, Financial Accountants, and Finance Business Partners. Her expertise extends to supporting clients in multiple industries, showcasing a broad understanding of business needs and requirements across different sectors.

Mark Stein | Recruitment Consultant



Mark Stein

Recruitment Consultant, Accountancy & Finance

Mark joined Eden Scott in October 2023 as a Consultant focusing on entry-mid level Accountancy and Finance roles. Mark covers a wide range of vacancies from various industries and has gained a fantastic insight into many different sectors, covering roles throughout Fife, Dundee, Perth & Glasgow, ranging all the way down to the Scottish Borders.

Mark has a strong background in business development, customer service and sales; working predominantly throughout his career in the banking and financial services industry – which helped him to quickly understand customer needs.

Mark decided to pursue a career in Recruitment (as cliché as it may sound, he loves helping people in any way he can) and looks to help individuals achieve their goals and ambitions. Mark always strives to match the best possible candidates to their dream roles.

Emma Dalgetty | Associate Recruitment Consultant



Emma Dalgetty

Associate Recruitment Consultant, Accountancy & Finance

Emma has a diverse background in healthcare and pensions investment and joined Eden Scott in October 2023 as an Associate Recruitment Consultant.

Emma works within the Accountancy and Finance team with a focus on temporary vacancies. With her background in healthcare, Emma has a passion for helping others. Emma specialises in recruiting temporary contractors at all levels within the non-qualified/part qualified/qualified A&F space across all industry sectors, covering Edinburgh, Glasgow and surrounding areas.

Emma understands the importance of clear and efficient communication, and of strong positive relationships when supporting her clients and candidates alike. Having worked within financial services in previous roles, she understands the importance of compliance and ensuring that all candidates are onboarded and ready to start their temporary assignments quickly.



CASE STUDY – University Of Edinburgh



THE UNIVERSITY
of **EDINBURGH**

The Company

The University of Edinburgh is a £1.2BN income organisation who have been going through a period of significant transformation by building a whole new way of delivering Finance services within the organisation. This included their teams, processes and a new Oracle ERP system underpinning it all.

The Challenge

To support this, Eden Scott was asked to help support the formation of the new Finance Business Partnering team by recruiting around 12 new colleagues across Finance Business Partner and Senior Finance Analyst roles to join with their existing team and support the delivery of the new service. This covered the 3 main Colleges and the other teams, including their Accommodation, Catering and Events (ACE) services.

The Process

We met with the team at the University to understand the culture of the organisation and of the team. The challenge was to find people with the right skills and experience but who also bought into their vision to deliver world-class finance services to their colleagues across the University.

We needed people with skill, experience, passion and the capacity for problem-solving who can play a role in delivering Strategy 2030.

Success

In order to fill 12 positions, we needed to consider at least 100 candidate profiles to narrow the hunt to those who fit with that vision. We implemented an extensive headhunt utilising a range of sources and channels. We also developed an extensive promotional campaign, which involved creating various digital assets, including an optimised landing page, video and design content for various social channels to raise awareness of the University amongst the target market.

Candidates were assessed using a combination of in-person interviews and video presentation assessments to help streamline the activities, ensuring we were able to deliver a successful outcome for the University.

Recruitment on this scale can be a daunting task, but through a combination of new technologies and more tried and trusted methods, we were successful in delivering for the University.



Featured Clients

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Eden Scott support organisations, from large corporates to fast growing startups to find the right executive appointments. Some of our latest clients include:



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“I’d just like to note that Nicky has been superb throughout this process.

Purely from a professional perspective, she has presented an excellent pool of candidates, all of whom have met the brief and would have been suitable fits for our team. The process has been streamlined and efficient, and it is evident how much time and effort Nicky has applied to get us to this point, and so I would like to note my gratitude. She is a credit to Eden Scott.”



Suzanne Cameron,
James Gibb Regional Director, Aberdeen
James Gibb Residential Factors

“I’ve really enjoyed working with you and Eden Scott. I’ve always felt that you all manage to blend professionalism and warmth (for lack of a better word!) to a tee, which makes it so very smooth and easy. It seems both the people and culture are just right.

I’ll be very happy if there is more opportunity for me to work with you all again in the future”



Diane Houston,
Finance Projects Manager,
Total E&P & BrewDog PLC

“Katrina was very supportive, caring and professional in all my interactions with her and she had belief in me that I will get the job.

I am grateful for the assistance she gave me through the whole job application and interview process and I highly recommend Eden Scott to any jobseekers out there. Katrina you’re a 🌟”



Accountancy Candidate



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