

How to Hire a Fractional CFO

A business owner's guide to asking the right questions and aligning with an outsourced CFO provider.



| Question | Keep these elements in mind |
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| How long have you worked as a fractional CFO? | Fractional CFO work requires a slightly different skillset than in-house F/T CFO roles. Experience as a fractional CFO will ensure they are up and running quickly, that they have processes and procedures that are flexible and effective across industries, and that they are not stuck in one methodology or another. |
| Do you have an expertise in one specific industry? | Being a CFO for a company in manufacturing as opposed to service is very different. Ask them if they specialize? if not, how do they change their processes to account for the differences in complexity and structure? |
| How long will it take you to ramp up & start providing value? | Look for timelines, deliverables and ranges here. Companies will vary in complexity but your fractional CFO should have a clear onboarding process they can share with you. |
| How do you bill? | Hourly? Retainer? Project based? Quarterly? Monthly? Weekly? There should be a clear outline of how pricing is calculated, what factors can alter that pricing, when you will be billed, how long you have to pay, what overage charges there are. Ask how often the CFO goes over projected hours. What if they don't need all that time? |
| Who is the employer of record for tax and insurance purposes? | Does the company providing the fractional CFO's services take care of payroll, workers comp and insurance coverage or will that be your cost? |
| What if I want to hire you full-time? | Having a CFO is an asset to any organization (above certain revenue thresholds). So, what if you want more, what if you want them all to yourself? Most fractional CFOs choose to work this way because it suits them better than being in house, but sometimes its just the right fit. What are the costs if you decide to "put a ring on it". *these will likely be hefty. |