



ProNexus invites qualified candidates to apply for the position of:

DIRECTOR OF PRACTICE OPERATIONS

Total Compensation: \$130,000 - \$175,000

Location: Rochester, NY (Hybrid)

Reports to: Co-Founder & President



ProNexus Overview

Smarter Finance. Smarter Business.

A **Trusted Advisor** in Moments that Matter:
Uncertainty, Transition, Transformation, and Growth.



Who We Are

A **non-attest finance and accounting advisory firm** founded in 2012 by former Deloitte and PwC leaders.

Unlike CPA firms that focus on attest services (such as audits, reviews, and compilations), **our firm specializes in the controllable side of finance** — delivering solutions across interim staffing, retained and executive search, outsourced accounting, CFO advisory, analytics, and project-based consulting.



Value Proposition

Whether clients are navigating change, addressing a staffing gap, tackling special projects, preparing for an audit, or scaling operations, **our firm serves as the hands-on extension** of the accounting and finance function, bringing people, insights, and execution needed to stabilize today and build for tomorrow.

We empower executive leadership to focus on strategic priorities — from driving growth to maximizing shareholder value — and are **trusted by CEOs, CFOs, and Boards during moments of transition, transformation, and uncertainty.**

Our Services

Complete Talent Solution

Seamless transitions start here. Our interim talent maintains stability while we secure your next great hire.



Projects & Consulting

People, insights, and execution of mission critical projects from assessments to year end close, audit readiness, software selections & implementations, process improvements, project management, M&A support, regulatory compliance, and financial transformations.



Fintech & AI SaaS Solutions

By leveraging best-in class technology solutions, we implement and support platforms like NetSuite, LeaseCrunch, and Bill to streamline operations and enhance financial visibility. Then, with our proprietary analytics platforms Biz360 and Grants360, we break down data silos, creating a single source of truth all under one roof.



Outsourced Accounting & Analytics

Scalable end-to-end solutions from Bookkeeping to FP&A, Controller services, Analytics, Reporting, and fractional CFO leadership.



Interim & Loan Staff Services

Flexible staffing solutions, from AP/AR roles to C-suite executives for short-term projects, gaps in staff, interim leadership, and transitional roles.



Retained & Executive Search

Comprehensive & targeted permanent placement recruitment from mid-level finance & accounting to executive leadership roles, including CEO, CFO, and COO.

The Opportunity



As ProNexus continues to scale, we are seeking a strategic, operationally minded leader to serve as our **Director of Practice Operations**. This role is central to building the systems, processes, training programs, and operational infrastructure that support our growth across multiple practices.

You will work directly with the Co-Founder & President and collaborate with Practice Leaders across Outsourced Accounting, Interim Staffing, Retained Search, and Consulting.

This is a rare opportunity to influence the operational future of a high-growth professional services firm.

What You'll Lead

Firm-Wide Operations

- Build and maintain the ProNexus operating system (playbooks, workflows, SOPs).
- Lead weekly cross-practice operations meetings and ensure alignment.
- Drive operational consistency, efficiency, and execution across practices.

Enterprise / Back Office Oversight

- Provide leadership over HR, IT, Marketing & Lead Generation, Internal Finance, and Office Management.
- Ensure all internal teams operate in alignment with practice needs and firm strategy.

Systems, Data & Reporting

- Own and optimize the operating systems including CRM, HRIS, ERP & PSA (Professional Services Automation).
- Develop dashboards for utilization, profitability, capacity, and operational KPIs.

Training & Development

- Build and launch ProNexus Academy including technical, leadership, and certification pathways.
- Partner with Directors to support career progression frameworks.

Resource Planning

- Lead firm-wide capacity and resource planning.
- Improve cross-practice coordination and workload balance.

Strategic Initiatives

- Oversee operational improvements, system enhancements, and scalable process development.

Who You Are



- 10+ years of operations leadership in a professional services environment (consulting, accounting, finance services, IT services, engineering, or similar).
- Highly organized, process-minded, and experienced in building operational frameworks.
- Strong PSA, KPI, and performance management experience.
- Able to lead through influence and collaborate across multiple practice lines.
- Exceptional communication and executive presence.

Bonus Points For:

- Experience with accounting/finance service models
- Experience building training or development programs
- Background in multi-practice or multi-service organizations

Why Join ProNexus?



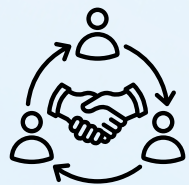
Key leadership role with broad impact



Strong partnership with the Co-Founder
& President



Opportunity to build operational
infrastructure at a high-growth firm



Collaborative, flexible, relationship-
driven culture



Professional development and
advancement opportunities



Competitive compensation and
performance-based incentives

Experienced. Efficient. Expansion-Ready.

ProNexus delivers high-margin, scalable services through CPA-level talent, tech-enabled execution, and partner-led delivery. It's a differentiated model that drives efficiency, continuity, and superior client outcomes—at a lower cost than traditional firms.

DIFFERENTIATORS

What Sets Us Apart

ProNexus, LLC	Staffing Firm	Big 4 / CPA Firm
<ul style="list-style-type: none">• Defines the scope of work with the client.• Provide client with a letter of intent.• Limitless resource availability.• Quickly assign a resource.• Resources can be hired.• Continuity.	<ul style="list-style-type: none">• No scope of work - define skills/experience• Deliver multiple resumes based on keyword search.• Resumes are not all necessarily qualified candidates.• Continuity is at risk.	<ul style="list-style-type: none">• CPA firm defines scope of work with the client.• Provide client with a letter of intent.• Limited resource availability.• Slow to assign a resource.• Resources can't be hired.• Continuity.



VALUE DRIVERS

How We Deliver



Trusted Talent
Big 4-level talent with a reputation for integrity, accountability, and results



Unmatched Service
Direct access to partner-level leadership - no handoffs, no layers



Deep Expertise
15+ years of average industry experience across finance, accounting, and IT



Consistent Continuity
We don't rotate staff - clients get consistency and long-term partnership



Flexible Delivery
We work on your timeline, adapting to your pace and priorities



High Value
Superior service and outcomes - at a fraction of traditional consulting rates



Proven Results
Our solutions-based approach is built to drive measurable, strategic impact

How to Apply

This recruitment effort is confidential, and all contracts, inquiries and communications will be treated as such throughout the process. This position is considered open until a final selection is made.

- Expressions of interest should be sent via email and should include a cover letter, resume, and list of three (3) references.

All materials should be sent, in confidence, to Erin Biegel, Director of Retained Search and Client Services: ebiegel@pronexusllc.com with the subject line: **ProNexus - Director of Practice Operations**

