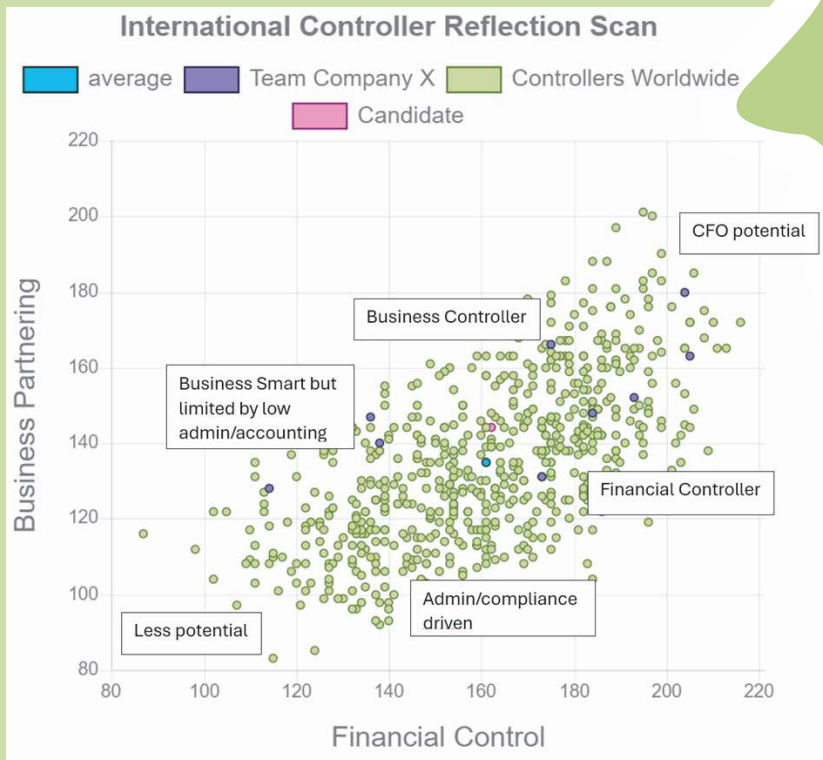# BUSINESS CONTROLLER.NU

Subject-Matter Assessment of and for Finance Professionals. Worldwide. For Financial Controllers, Business Controllers, CFOs and Finance Teams.

- Objectification of strengths in Recruitment & Selection
- Team analysis and team building
- Development questions / talent identification
- Resource in training programmes

International Controller Reflection Scan

Unique scans

- www.businesscontroller.nu has developed dozens of unique subject-matter scans for Finance professionals.
- Not only for Business Controllers, but also for Controllers and CFOs worldwide.
- Their strength also lies in the ongoing peer comparison on subject-matter situations with other candidates who have already left their test results.
- The database now contains more than 12,000 results. This makes the outcome of the test highly powerful in itself. Its value increases even further when the candidate receives a thorough feedback session in which the results are interpreted within his or her context (relevant education, acquired exposure, and future challenges).

Examples of subject-matter scans

- Talent scans for starters, either short or broader in scope, including digital finance.
- Scans for operational administrative roles.
- Scans focusing purely on accounting / financial control, or on BI Data / Digital Finance.
- Scans that broadly assess strengths, talent and type (e.g. Financial Control versus Business Control). Example visuals: *International Controller Reflection Scan.*
- Scans focusing purely on business partnering / business control.
- CFO scans / in many variations. Example visual: *CFO Scan.*

Languages available

- Dutch, French, English, Spanish.
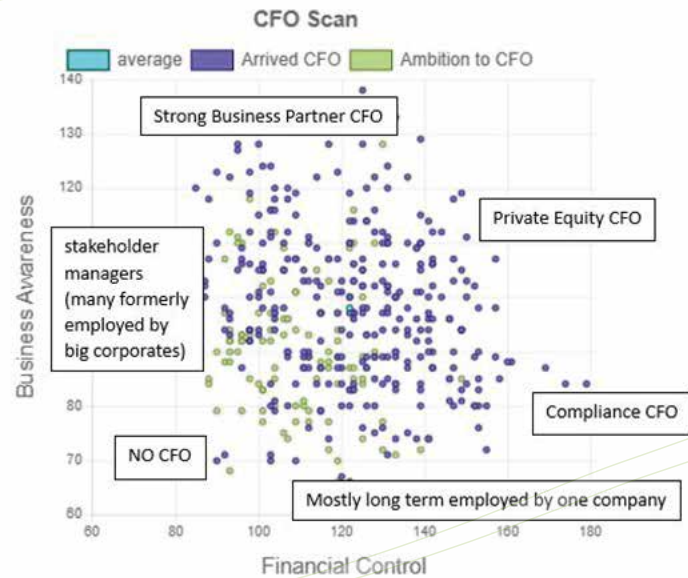- Italian and German planned for 2026.

Business Partners

- BusinessController.nu works with both direct clients and business partners.
- Thanks to these partners, the number of test results (and therefore the power of the data) grows exponentially. Together with them, we work on further translations, updates, and develop additional niche scans.
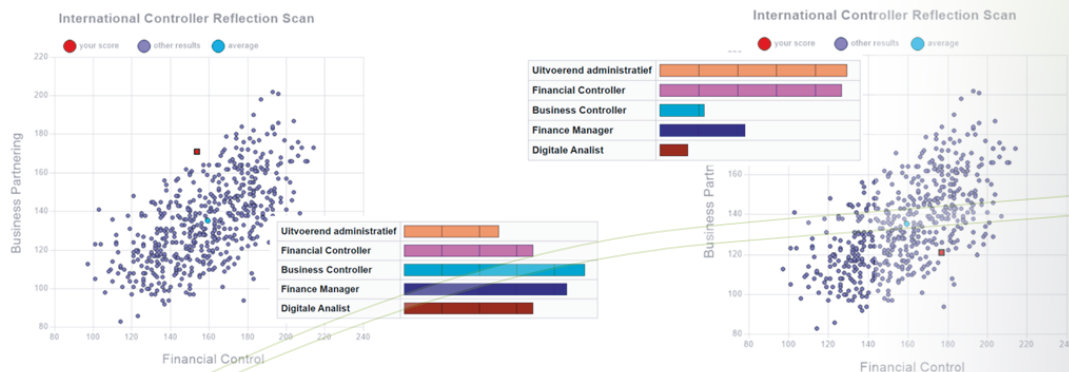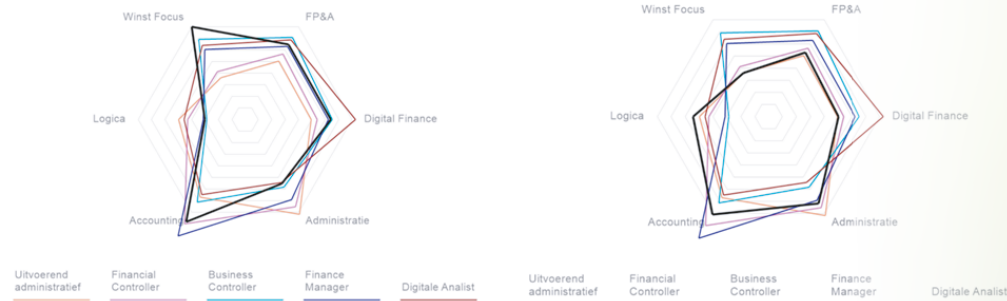
Founder

- Paul Kramer studied, lived and worked (as Controller, CFO) for 20 years in various countries. Since 2013 he runs BusinessController.nu.
- The business is centred around these online scans. In addition, Paul regularly takes the stage to share his experiences and engage audiences.
- The combination of his own extensive hands-on experience in Finance with the objectification of the strengths of many thousands of candidates make him an expert in his field.

CFO Assessments

In addition to thousands of controllers, we also have experience with 1,000+ CFOs. Our database for peer comparison is powerful and one of a kind.

CFO Scan

average | Arrived CFO | Ambition to CFO

Strong Business Partner CFO

Private Equity CFO

stakeholder managers (many formerly employed by big corporates)

Compliance CFO

NO CFO

Mostly long term employed by one company

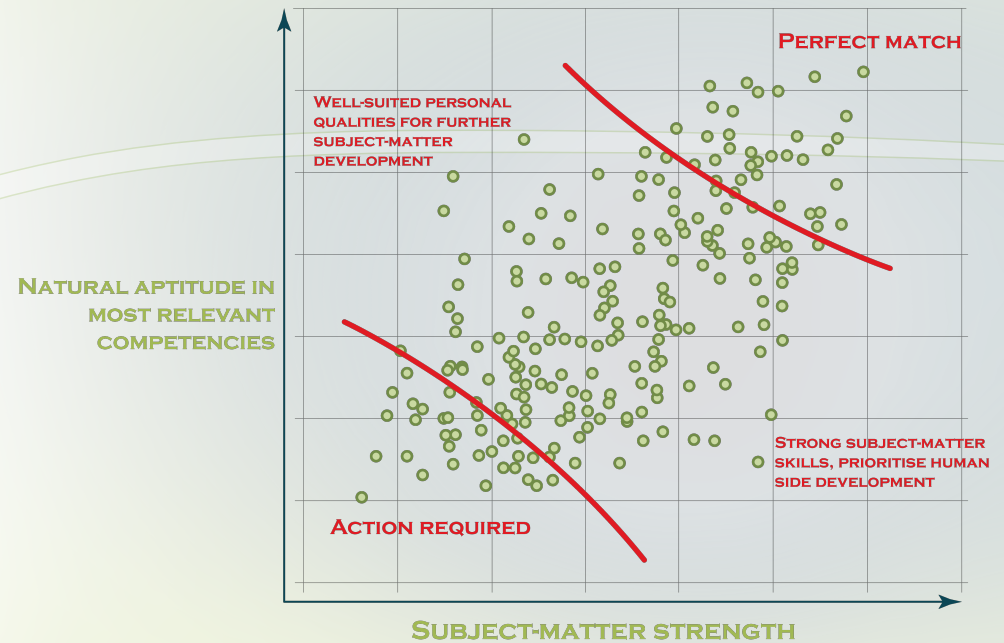Business Awareness

Financial Control

Examples of the represented strengths of two candidates via the *International Controller Reflection Scan*. The candidate's score is represented by the black line and compared with peers. On the left a strong Business Controller, on the right an executing Financial Controller.

Combination with tests on the human side

- Success in a role requires of course more than merely subject-matter strengths. These are often already known and/or the client uses a separate test for them.
- We also deploy human-side tests ourselves if required, fully complementary. We have gained extensive experience, together with various business partners, in combining our tools with the most widely used human skills assessments.
- *Example:* In a group of Business Controllers within the non-profit sector, where specific human-side talents were deemed highly important, these talents were identified using a test on the human side, which was administered by a business partner.

PERFECT MATCH

WELL-SUITED PERSONAL QUALITIES FOR FURTHER SUBJECT-MATTER DEVELOPMENT

NATURAL APTITUDE IN MOST RELEVANT COMPETENCIES

STRONG SUBJECT-MATTER SKILLS, PRIORITISE HUMAN SIDE DEVELOPMENT

ACTION REQUIRED

SUBJECT-MATTER STRENGTH

Clients & Publications

- Hundreds of organisations and companies, including many renowned national names, both profit and non-profit. Private equity, integrations, and change management projects.
- Several publications, including CFO Magazine and Controllers Magazine (in Dutch). Articles can be found at the bottom of our website www.businesscontroller.nu