

ANDREWS & ASSOCIATES

Working together to build your SALT department

Who

ANDREWS & ASSOCIATES

Who We Are

Andrews & Associates is an established national executive search firm working exclusively in state and local tax. Since 1992, our firm's sole purpose has been to serve the state tax community's career needs.

We are known for our commitment to client satisfaction. With extensive industry knowledge and a clear understanding of the intangibles required to create strong state tax departments, Andrews & Associates has identified, attracted, and hired successful leaders for dynamic companies throughout the nation.

Our reputation has been built with integrity, quality results and professional service, which has resulted in the Andrews & Associates' name being synonymous with the state and local tax job market.

“Working together to build your
State & Local Tax department”

It's not just a slogan; It's our
commitment to you!

Why

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Why Call Us

Expertise — Our partners have extensive state tax knowledge and executive search expertise.

Reach — Since 1992 we have built a nationwide state & local tax network of over 42,000 SALT professionals. We know the untapped sources of hidden talent and we have access to them.

Communication — Andrews & Associates communicate progress, issues and solutions regularly and in a forthright manner.

Commitment — Andrews & Associates provides our clients with the highest quality executive search available anywhere for state and local tax professionals.

Local to National Candidates — We focus first on local candidates to help clients minimize relocation expenses and maximize candidate productivity.

We know the untapped sources of hidden state tax talent and we have access to them

What is our search process

What

ANDREWS & ASSOCIATES

Initial client meeting

Develop recruiting strategy

Targeted recruiting

In-depth candidate interviews

Final candidate selection

Candidate presentations to client

Client interviews

Offer & acceptance

Follow up to ensure a smooth transition

The key to a successful search process is regular communication between our consultants, our candidates, and our clients

Clients

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Selected Clients



We are proud to count these companies as our clients



Success Stories

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“A key element of our recruiting strategy has been to utilize the services of Andrews & Associates to identify, screen, and ultimately assist us in hiring the talented state & local individuals we seek.”

GE Corporation

“Andrews & Associates made the recruiting process much easier and gave us the results they promised. The first state tax person interviewed was a perfect fit with just the qualifications we were seeking.”

McLane Company, Inc.

“It has been a pleasure working with Andrews & Associates for the last decade to assist First Advantage Tax Consulting Services in recruiting quality candidates to open positions in our various state tax and consulting departments.”

First Advantage Tax Consulting

Let Andrews & Associates make
your next hire a success story

Call us today

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