

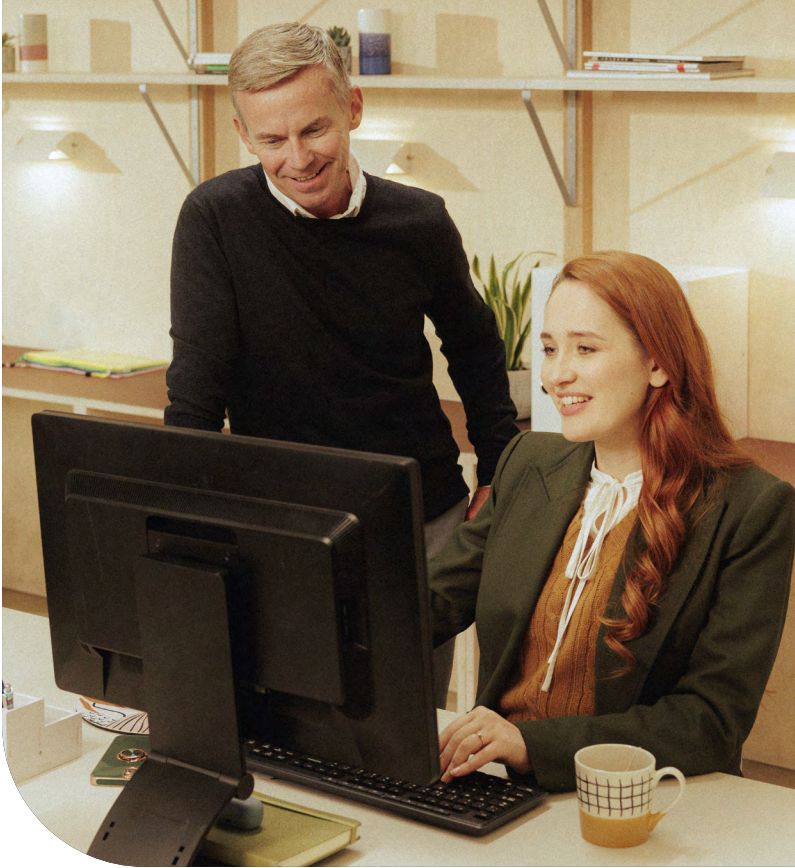
STAFFING AND RECRUITING FINANCE, SIMPLIFIED

Every week, staffing finance teams run the same sequence: reconcile time, process payroll, build invoices, post to GL. When that flow runs clean, it is nearly invisible. When it breaks the consequences show up fast. Wrong rates. Late invoices. Disputed hours. Payroll that goes out while billing is still catching up. The fire drill is not a bad week. It is a broken workflow.

Where the workflow should go

A staffing firm’s financial engine runs in a single, connected sequence: **ATS (placement, rate, assignment) → Time capture → Payroll → Billing/invoicing → AR → GL → Close**

When each handoff is clean the cycle runs fast. Rates match, time entries are complete, approvals are current, and billing rules are encoded correctly. Invoices go out on time. Cash comes in on predictable terms. The close reflects what the business actually earned and sets up success for the future.



What in-period visibility changes

Most staffing firms discover margin problems after the close. By then, the recruiter has already filled the next round of positions at the same rates. The invoice has already gone out. The payroll has already funded.

In-period visibility means the margin truth arrives while the business can still act. When a client’s contribution drops in week two, the team can address rate, mix, or scope before another four weeks of payroll runs at the wrong economics. When billing readiness slips, the team can intervene before the invoice delay becomes a DSO problem. **The difference is not just cleaner reporting. It is earlier control.**

The handoff failures that break it

Margin leakage in staffing almost always traces back to one of 5 handoff failures:



Misrated hours. When bill or pay rates in the ATS do not match what is loaded in payroll or billing, the error does not surface until reconciliation by which point the invoice may already be wrong, the payroll may already be out, or both.



Stranded time. When time entries are incomplete, unapproved, or attached to the wrong assignment, they cannot be billed until corrected. Each day of delay extends DSO and increases the odds of a dispute.



Late adjustments. When rate changes, scope modifications, or client corrections come in after the billing cycle opens, they create rework that delays the invoice run and pushes cash collection further out.



Manual journal entries. When data cannot flow automatically from ATS to payroll to billing to GL, manual journal entries fill the gap. Each one is a source of error, a break in the audit trail, and a drag on the close.



Commission disputes. When commission logic is opaque or misaligned with actual billing rates, disputes follow. They consume recruiter and finance time, undermine trust in the reporting, and often take weeks to resolve.

What better looks like

64
hours/month

cut from payroll and
billing processing

—Epitec

5
day close

maintained at scale, as
transaction volume grew

—Epitec

11% margin improvement
after adding commission and margin
visibility dashboards

—TrainingPros

The bottom line

When ATS, payroll, billing, and accounting are connected—and margin is visible by client, recruiter, and job type before the close—finance stops being the function that explains last month and starts being the function that protects next week.

Ready to cancel the fire drill?

Take a product tour to see how Sage Intacct can take your staffing and recruiting finance team from putting out fires to being a strategic lever for business growth.



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