

## Make Better Hires with Key Performance Objectives (KPOs)

As businesses evolve, so do the roles within them. When updating job descriptions, defining Key Performance Objectives (KPOs) is pivotal, not just a formality. KPOs clarify what success looks like in a role, guiding recruiters, managers, and candidates towards mutual understanding and alignment from day one.

Focus on KPOs for the next 1-2 years to ensure relevance and impact. By "beginning with the end in mind," you'll start making better hires and driving targeted success!

### Why KPOs Matter:

**Strategic Alignment:** Align job expectations and technical skills with organizational goals for direct business impact.

**Performance Measurement:** Enable objective evaluation, fostering accountability and continuous improvement.

**Candidate Fit:** Enhance understanding and retention rates through clear role expectations.

### Sample KPOs for Controllers:

- **Financial Reporting Accuracy:** Achieve 98% accuracy in financial reports, ensuring compliance with all regulatory standards within quarterly audits.
- **Budget Adherence and Cost Management:** Reduce operational costs by 10% over the next fiscal year while maintaining adherence to the approved budget.
- **Internal Controls Excellence:** Implement and maintain internal controls that result in a 20% reduction in audit findings within the next 12 months.
- **Strategic Financial Guidance:** Provide quarterly financial projections and insights that support a 15% increase in revenue growth over the next 18 months.

Clear KPOs provide a roadmap for achieving short and long-term success. From hiring to performance evaluations, they guide every step. For candidates and employees, well-defined KPOs are motivating because they clearly outline what is required to meet job expectations.

Remember to regularly update KPOs to keep pace with evolving business needs!

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