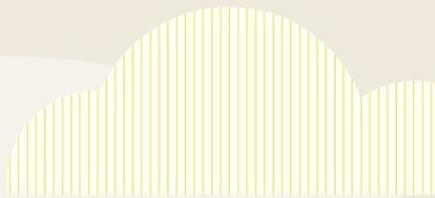




# Sector Spotlight

Accounting & Finance



OCG<sup>®</sup>



## About OCG

As careermakers, our business and passion is people. With this sector spotlight, we aim to educate Candidates and Hiring Managers to make informed decisions, and align what Candidates are looking for with what businesses need to succeed.

# Accounting & Finance Sector Spotlight

The Accounting and Finance sector is going through a change, with lower level jobs becoming automated, candidates looking for commitment, and Covid-19 helping to digitally transform businesses to make working from home a more viable option going forward.

With the rise in automation, candidates are looking to upskill, and businesses are putting an emphasis on the need for people skills such as interpersonal communication skills, and higher-level project management skills to make sure they keep the human aspect in their team.

Covid-19 taught us businesses cut down on costs in tough times, which means ready-to-move candidates are looking for businesses to commit to them, offer fair compensation, flexibility, work-life balance and stability, otherwise they will stay put.

As with most sectors, accounting and finance have also embraced the ability to work from home, with both increase in candidates requesting it, and in businesses offering it.

# Vacancy Trends

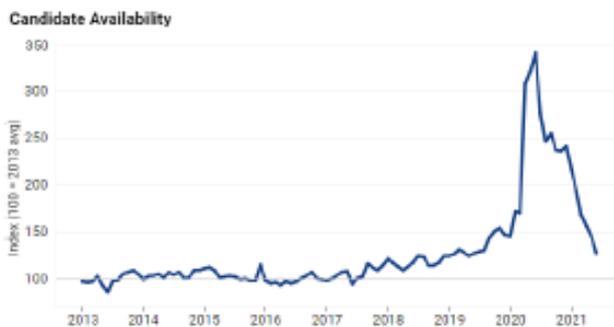
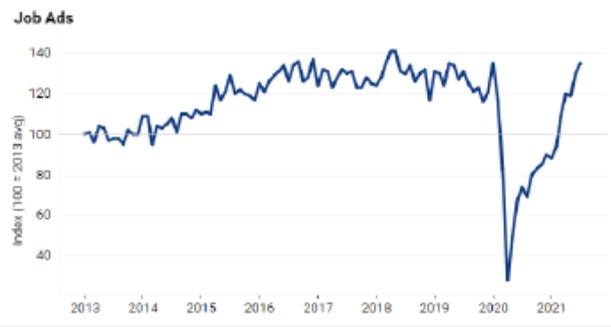
Let's first have a look at what going on in the overall job market. Seek, because of its dominance in the NZ market is a good barometer of the health of the advertised jobs market.

As we can see from the charts below, when Covid hit, total jobs dropped dramatically down around 50% on what would be deemed a normal week on Seek with around 20k jobs advertised. But what has happened since is then is probably even more surprising, not only have the total jobs bounced back to normal levels, but is now

operating at levels never seen before in the NZ market, recording at least 3 weeks of total jobs exceeding 30k jobs advertised each week.

When we look at the Accounting jobs, we can see that Accounting jobs took a much steeper fall back in May '20 but since then have pretty much followed the same pattern as Total Jobs and are now running at levels similar or high than what was deemed an average week on Seek.

fhisjkidxs



Ad Growth

100.8%

Candidate Availability (vs 5 year avg)

Low Typical High

Trend (vs last year): Fewer candidates

Salary Growth

↓ -0.8%

## What are employers looking for?



Accounting qualifications



Communication Skills



Project Management

With an increase in roles and a decrease in active candidates, if you're looking for a role and have sought after skills - you've got your pick of opportunities!



Melanie Cropp  
Associate Consultant  
and Candidate Manager

# Salary/Remuneration Trends

Here's a look at our "Salary Checker" candidate salary data. Salary Checker is our give and get web data where thousands of our candidates have loaded in their own salary data and in return, we report back to them comparable data from their sector and role type.

In this month's report we have reported on role data of the highly sought-after Analyst/Senior Analyst positions and compared these roles across various sectors.

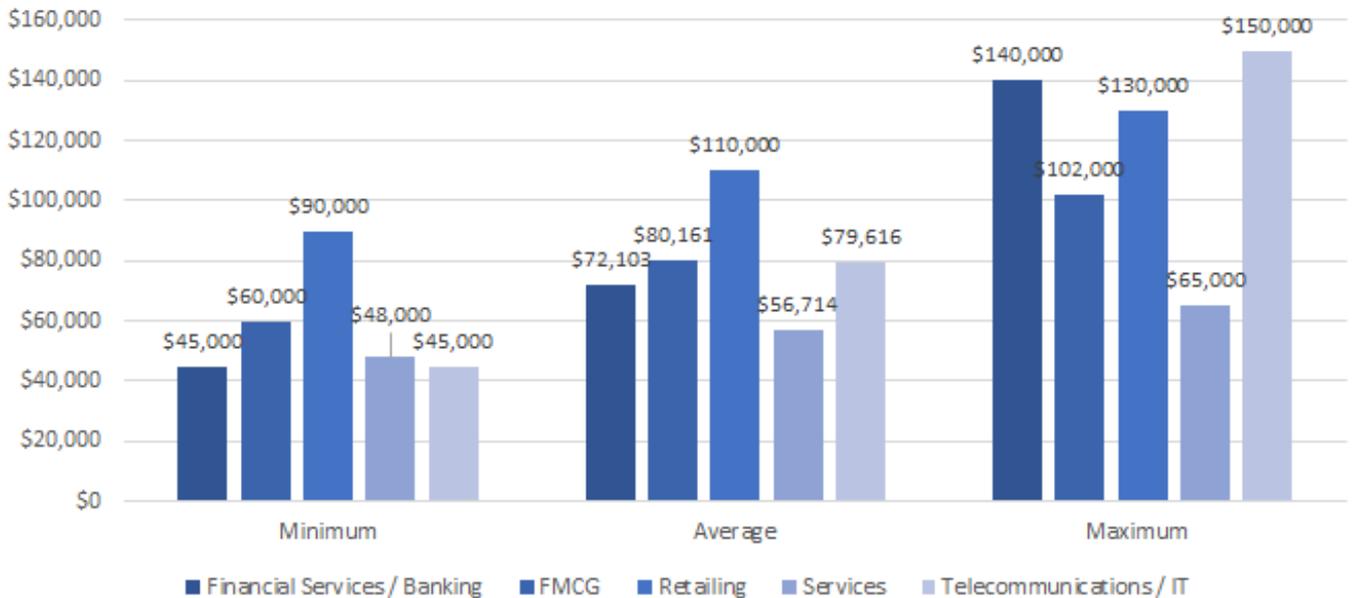
What stands out is the Telecommunications/IT sector where the maximum salary's lead the way. Also interesting are the high average salaries in the Retailing sector.

Salary guides allow you to make sure you are offering your preferred candidate a competitive salary, which puts you at the top of their mind.



Vishal Rajani  
Senior Consultant  
Accounting & Finance

## Analyst



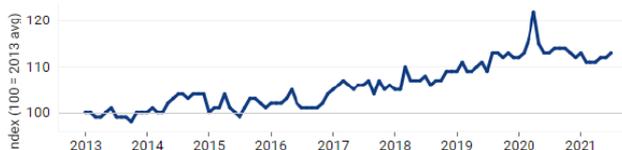
For more information on current market drivers, candidate movements, and salary information, get in touch with our Accounting & Finance team now.  
[www.ocg.co.nz/team/accounting-finance](http://www.ocg.co.nz/team/accounting-finance)

# Salary/Remuneration Trends

In recent months we have seen a continued reduction in the availability of good quality candidates, and because of the high number job advertised this has resulted in almost all candidates being in the position of having more than one job offer when they decide to explore the job market (see our recent blog article [The need for speed](#)). This in turn is driving up Accounting salaries again.

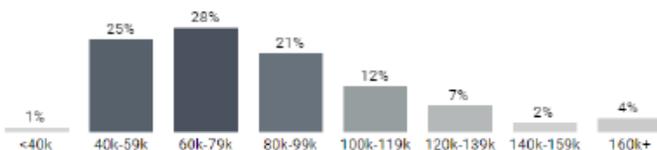
- Salaries have started to plateau since peaking during 2020
- The average salary in Accounting advertised on Seek in the last 12 months is \$84k
- Candidates in accounting are more likely to apply locally, although Auckland candidates are also applying in Wellington

Avg Advertised Salary



With candidates in the driver's seat, this creates an effect on salary brackets - candidates have the power to negotiate.

Salary Distribution (\$) 12 months to July 2021



Jo Jossevel  
Consulting Manager  
Accounting & Finance

Salary Growth

Avg Salary

| Category                                | Salary Growth | Avg Salary |
|---|---------------|------------|
| Company Secretaries                     | 31%           | \$78k      |
| Taxation                                | 21%           | \$91k      |
| Inventory & Fixed Assets                | 15%           | \$93k      |
| Systems Accounting & IT Audit           | 15%           | \$111k     |
| Cost Accounting                         | 11%           | \$99k      |
| Treasury                                | 10%           | \$123k     |
| Strategy & Planning                     | 9%            | \$125k     |
| Financial Managers & Controllers        | 4%            | \$128k     |
| Accounts Payable                        | 4%            | \$58k      |
| Management                              | 3%            | \$115k     |
| Business Services & Corporate Advisory  | 2%            | \$80k      |
| Assistant Accountants                   | 2%            | \$62k      |
| Accounts Officers/Clerks                | 2%            | \$57k      |
| Bookkeeping & Small Practice Accounting | 2%            | \$63k      |
| Payroll                                 | 2%            | \$72k      |
| Management Accounting & Budgeting       | 2%            | \$100k     |
| Accounts Receivable/Credit Control      | 1%            | \$60k      |
| Forensic Accounting & Investigation     | 0%            | \$95k      |
| Audit - External                        | 0%            | \$79k      |
| Financial Accounting & Reporting        | -1%           | \$89k      |
| Audit - Internal                        | -1%           | \$104k     |
| Analysis & Reporting                    | -9%           | \$93k      |
| Other                                   | -13%          | \$83k      |
| Compliance & Risk                       | -13%          | \$94k      |
| Insolvency & Corporate Recovery         | -26%          | \$96k      |
| Total                                   | -1%           | \$84k      |

# Accounting & Finance Sector Specialists

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