



# ACCOUNTING & FINANCE

## INDUSTRY TRENDS

Financial landscapes are constantly changing, forcing organisations to look for adaptable professionals strong in strategic thinking as well as technical expertise. With advances in AI and automation, accounting tasks will continue to become more automated, streamlining repetitive processes and reducing manual labour. As a result, accounting & finance professionals will be able to do more value-added activities, such as financial analysis, strategic planning, and consulting.

Facing widespread talent shortages, organisations must take a multi-faceted approach to be successful in attracting and retaining the technical financial experts they need. This approach must combine recruitment marketing, professional development opportunities and supportive work environments to ensure short- and long-term success.

## TALENT ACQUISITION TRANSFORMATION



# 58M NEW JOBS

Analysts predict that automation will result in an increase of 58 million new jobs, two-thirds of which will be highly skilled.

## THE OVERALL WORKFORCE CHALLENGES OF THE ACCOUNTING & FINANCE INDUSTRY

🎯 Finding the ideal candidate in today's market conditions can be difficult. We have found that employers who are open to hiring international professionals, who don't speak Dutch, are more likely to be successful in hiring the talent they need. It's essential to formulate the most important, ideally not more than 3 selection criteria, and to be flexible in converting the remaining selection criteria into 'nice-to-haves'.

- ▶ Greater emphasis on social impact
- ▶ Environmental awareness
- ▶ Ethical and meaningful work
- ▶ Positive work cultures
- ▶ Hybrid work opportunities
- ▶ Flexible work schedule

## OUR EXPERTISE

The Hays Accounting & Finance team has hands-on experience recruiting driven people within leading organisations of all sizes. We recruit from entry-level positions to senior management roles across all of the following disciplines:

- |               |  |
|---------------|--|
| 🎯 Accounting  | 📁 Financial Analysis & Business        |
| 👥 Controlling | ⚙️ Risk & Compliance                   |
| ✅ Audit       | 💰 Financial Markets                    |
| 📈 Tax         | 👤 Financial Planning & Analysis (FP&A) |
| 🔍 Analysis    | 🏢 Corporate Finance                    |
| 📄 Treasury    | 🏠 KYC / CDD / AML                      |



## HAYS-SERVICES WITH ADDED VALUE



International team experienced in hiring and placing both national and international candidates from diverse backgrounds.



Dedicated consultants acting as single points of contact for our clients, working with wider teams of recruiters to deliver candidates for your openings.



Talent solutions for both permanent and temporary hires (secondment & interim staffing) in all our focus areas.



Advisory services for clients, including consultation on all aspects of hiring talent beyond borders as e.g: work permits, - 30% ruling, partner visa, student visa.



Vacancies in other sectors or departments? Hays offers you a full team of specialists in different recruitment areas as such: HR, Technology, Finance, Supply Chain, etc.

## RECRUITMENT MARKETING AS A SERVICE

We have combined our recruitment expertise with our marketing know-how for the sector to ensure you have access to the talent you are looking for. We provide tailor-made recruitment marketing campaigns for our clients in order to attract the best talent in the market and promote employer brands.

Our DCS (Digital Creative Services) packages have a varied portfolio of activities that can be put in practice.

Learn more about our DCS packages [HERE!](#)

# HAYS - YOUR STRATEGIC PARTNER, EVERY STEP OF THE WAY





## WORKING FOR YOUR TOMORROW

With more than 55 years of business success and a team of more than 10,000 staff across 32 countries, we have a reputation as the world leader in specialist workforce solutions. Hays Netherlands has more than 150 experts across the country.

**50%**

of placement successful rate

**>7M**

followers on LinkedIn

**91%**

of clients would recommend us

We offer a full package of services, covering recruitment, employer branding, marketing consultancy and many other solutions to help you secure the talent you need.

**REGISTER YOUR VACANCY HERE!**

Want to know more? Contact one of our Accounting & Finance Experts!



Tom Schraeverus