

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 shortand 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, a 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

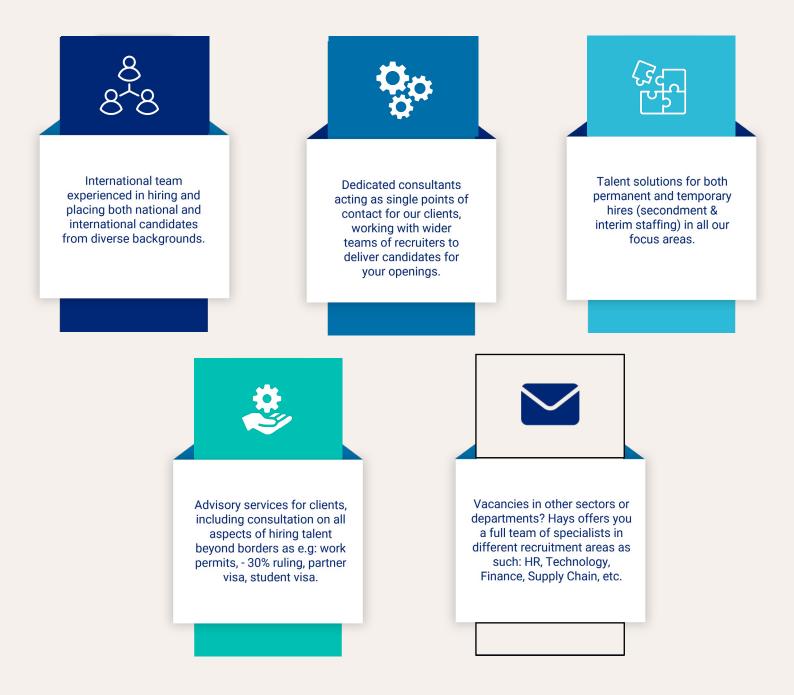
The Hays Accounting & Finance team has hands-on experience recruiting driven people within leading organisations of all sizes. We recruit from entry-level positions to senior management roles across all of the following diciplines:

- Accounting
- Controlling
- 🖉 Audit
- 🔏 Tax
- Analysis
- Treasury

- Financial Analysis & Business
- Risk & Compliance
- Financial Markets
- 🕸 Financial Planning & Analysis (FP&A)
- Corporate Finance
- KYC / CDD / AML



HAYS-SERVICES WITH ADDED VALUE



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



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After care: we keep in touch and build longterm strategic partnerships



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.





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 <u>Schraverus</u>