

## FINANCE & ACCOUNTING

# LOOKING BACK INTO THE LAST 6 MONTHS



### SKILLS IN DEMAND WITHIN FINANCE & ACCOUNTING

Recruiting activity for Finance and Accounting remained high in the last 6 months. Alongside a high demand for operational accounting staff, the market has seen a need for qualified professionals with strong business partnering and forecasting experience. On top of accurate forecasting and stakeholder management, employers are looking for individuals with the ability to demonstrate great financial knowledge regarding the meaning and consequences of financial data.



### EXPERIENCE WITH LARGE CORPORATE ERP SYSTEMS PRIORITISED

At junior to mid-level positions, employers have been prioritising candidates with strong interpersonal skills with the potential to internally promote them to become future potential to be internally promoted become future leaders of the firm. Experience with large corporate ERP systems are normally added advantages as it allows for faster integration and performance within the firm.



### FINANCE PROFESSIONALS NOW TO ACT AS BUSINESS PARTNER

For senior management positions, employers are seeking candidates with relevant industry or project experiences. This is mainly due to the requirements of a finance professional to act as the business partner hence relevant industry experience allows for better understanding of the business' needs. The continued need for strong leadership skills, ability to manage and structure teams have not changed.

Hiring activity has remained strong for junior to middle level roles, primarily driven by replacement openings and occasional new headcount. Towards the end of the year, most essential roles are usually filled while newer or less urgent role recruitment to be resumed the following year.

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# LOOKING INTO 2019



## HIRING TO PICK UP AFTER FESTIVE SEASON

Recruitment activity will gradually pick up after the festive season and will remain high throughout the first half of the year. This is due to an increasing number of Chinese and Fintech firms setting up offices in Hong Kong.

Traditional businesses and listed companies will continue to re-vamp their corporate strategy and finance teams to meet the demands of the ever-changing business landscape.



## ADVISORY FUNCTIONS HIGHLY VALUED

The same fundamental principles stand true in that employers will focus on the job seekers' interpersonal skills and reliability when hiring for junior level and entry level staff. At the senior management level, forming business partnerships along with the ability to function as an advisor are valuable skillsets for finance professionals.



## CORPORATE WORLD REVAMPING RECRUITMENT PROCESS

To ensure that top talent is attracted and hired, companies should be aware that speed and candidate experience are the most critical aspects. As the corporate world becomes more integrated and information flow increases in speed, top talent no longer require weeks or even months to secure offers. Having an efficient, candidate-driven recruiting strategy will enable firms to secure the best people in the market.

## SALARY REPORT FOR H1 2019\*

Job Title	Years of Experience	Annual Salary Range (HK\$)
<b>Audit / Internal Control</b>		
Head of Audit	12+	1.2M+
Senior Audit Manager	8–12	720K–1M
Internal Audit Manager	5–8	540K–850K
Senior Internal Auditor/Internal Auditor	3–5	300K–520K
<b>Financial Accounting</b>		
CFO	15+	1.5M–2.5M+
Finance Director	12–15	1.0M –1.6M
Regional Financial Controller	10–12	800K–1.2M
Financial Controller	8–10	720K–850M
Finance / Accounting Manager	6–10	480K–660K
Financial Accountant	3–6	270K–420K
Accounts Payable / Accounts Receivable Accountant	Up to 8 years	144K–348K
<b>Management Accounting</b>		
Manager	8–10	540K–660K
Senior Management Accountant	6–8	420K–540K
Management Accountant	3–5	300K–450K
<b>Financial Planning &amp; Analysis</b>		
Head of Financial Planning & Analysis	12+	840K–1.4M
Financial Planning & Analysis Manager	8–12	580K–840K
Senior Financial Analyst	6–8	420K–540K
Financial Analyst	3–6	312K–480K
<b>Tax</b>		
Vice President / Head of Tax	12+	900K–1.6M
Tax Manager	8–12	540K–900K
Tax Accountant	3–7	300K–480K
<b>Treasury</b>		
Head of Treasury	10+	800K–1.6M
Treasury Manager	8–10	540K–800K
Treasury Accountant	4–8	240K–540K

Job Title	Years of Experience	Annual Salary Range (HK\$)
<b>Corporate Finance</b>		
Corporate Finance Director	12+	1.2M–1.8M
Corporate Finance Manager	8–12	600K–1M
Investor Relations Director	10–12	900K–1.4M
Investor Relations Manager	8–10	550K–850K

**\* Notes about salary table:**

1. Titles and levels vary from organisation to organisation.
2. The salary ranges given are only approximate guides. For tailored salary advice, please contact us directly.
3. 12-month base salaries are assumed.
4. All other benefits and bonuses are in addition to these figures.
5. Bonus ranges can vary significantly from company to company and will be influenced by market conditions, business and individual performances. Bonus ranges from 1 month at the low end to 100%+ at the upper.
6. Holiday entitlements range from 12–25 days with senior executives not usually receiving less than 18 days. Less than 15 is very rare and 20 days is becoming the norm.
7. Healthcare policies are standard.
8. Pension plans vary with some companies offering greater than the standard contribution. Top up schemes can increase employer contribution levels as much as 15–20% of the base salary for senior executives.