

FINANCE & ACCOUNTING

BUILDING BETTER FUTURES

ambition

Finance and accounting recruitment has been strong since the start of 2018, mainly due to the momentum carried over from the second half of 2017. Apart from tactical recruitment for reasons such as staff attrition, most of the hiring in the first 6 months have been strategic hires.

This is a result of improved market conditions, increased level of investments as well as more aggressive expansion plans by businesses in the past 6-12 months. This created an active recruitment market across nearly all finance and accounting functions.

POTENTIAL GROWTH IN RETAIL AND FMCG

The retail and FMCG sectors have made a strong recovery since the latter part of 2017 and businesses are making strategic adjustments that allow them to capitalize on growth opportunities in the current bullish market. With that, we have seen an increasing demand for FP&A professionals.

ANALYTICS, SYSTEM MIGRATION & IMPLEMENTATION, AND PROJECT MANAGEMENT SKILLS IN DEMAND

Employers are not only expecting candidates to possess outstanding data and analytical skills but also great commercial sense and business acumen. As more businesses move to cloud-based accounting systems, there is also an increase in job opportunities as employers are in need of talent with backgrounds in system migration and implementation. Such candidates will also need practical knowledge in accounting as well as experience in end-user training and robust project management skills.

EXPERIENCE IN CHINA AN ADVANTAGE

China has been, for many years, an important market within Asia. Employers are increasingly looking for candidates with regional exposure, particularly experience in China, in relations to accounting standards, regulations and taxation practices.

GREATER EMPHASIS ON GOVERNANCE AND INTERNAL AUDIT

Internal audit is also an area many companies are looking to expand this year. As businesses continues to grow, senior management and the board are keen to ensure risks are being mitigated and processes are being properly governed.

COMPANIES LOOK FOR ALL-ROUNDED AND CAPABLE CANDIDATES AT ALL LEVELS

Forecasting the coming 6 months, we predict recruitment activity will continue to be strong as overall market sentiment remains positive. Accounting professionals should be reminded that, in the current job market, many employers are looking beyond accounting qualifications and operational finance experience. At the entry level, employers tend to focus on the candidate's attitude, maturity and reliability. At the junior management level, stakeholder management and an adaptive leadership style will be important. At the senior management level, business partnership skills and the ability to offer strategic advice are attributes employers will be looking for. To capture suitable talent in the market, it will be essential for companies to pre-determine the core skillsets of each role. Employers can benefit from effective branding and speedy recruitment processes, as well as by having a pipeline of talents for certain high-risk roles.

SALARY REPORT FOR H2 2018*

Job Title	Years of Experience	Annual Salary Range (HK\$)
Audit / Internal Control		
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
Financial Accounting		
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
Management Accounting		
Manager	8–10	540K–660K
Senior Management Accountant	6–8	450K–540K
Management Accountant	3–5	300K–450K
Financial Planning & Analysis		
Head of Financial Planning & Analysis	12+	900K–1.4M
Financial Planning & Analysis Manager	8–12	580K–840K
Senior Financial Analyst	6–8	480K–600K
Financial Analyst	3–6	312K–480K
Tax		
Vice President / Head of Tax	12+	900K–1.6M
Tax Manager	8–12	540K–900K
Tax Accountant	3–7	300K–480K
Treasury		
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\$)
Corporate Finance		
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.