Four Hiring and Salary Trends in 2019
Key Trends in Hiring and Compensation

1. The hiring market is tight — and getting tighter.

2. Technology continues to transform the workplace.

3. Job seekers’ expectations are changing.

4. Staff sizes are growing at larger firms.
1. The Hiring Market Is Tight — and Getting Tighter
The Candidate Shortage

- Accounting and finance professionals are in demand in nearly every industry.

- 91 percent of finance leaders report challenges in finding skilled professionals for job openings.
What’s Driving Hiring?

Corporate accounting:

- Revenue recognition standard and lease reporting standard
- U.S. tax reform
- System implementations
- Heightened M&A activity
What’s Driving Hiring?

Public accounting:

- Severe candidate shortage
- Additional consulting and business advisory work
What’s Driving Hiring?

Financial services:

- Tax reform
- Increased lending activity
- New regulations, especially in data privacy
What’s Driving Hiring?

HIRING IN THE HEALTHCARE INDUSTRY

- Healthcare organizations face multiple challenges:
  - Growing patient and membership loads
  - Declining reimbursement rates
  - Changing reimbursement models
  - Need to improve profitability

- They require assistance in:
  - Revenue cycle and disbursement functions
  - Billing and collections functions
  - Reimbursement
  - Cost transparency
Companies Are Meeting the Challenge

- Salaries are on the rise across the board.
- Bonuses are becoming more common.
- Work-life balance is a priority.
Companies Are Meeting the Challenge

- Firms are relaxing the job description.
- They are open to:
  - Hiring less-experienced candidates
  - Considering candidates from outside the area
Retention Is More Important Than Ever

- Companies know they can’t afford to lose a top performer

- To keep them on board, firms are:
  - Benchmarking salaries
  - Investing in career development
  - Enhancing work-life balance offerings
The Most In-Demand Positions

HOT POSITIONS

- Accounting manager
- Controller
- Financial analyst
- Internal auditor
- Payroll manager
- Senior accountant
- Staff accountant
2. Technology Continues to Transform the Workplace
Technology Is Coming Home

- IT alone no longer drives technology considerations.
- Now, finance teams are involved in all tech decisions and implementation.
- Firms seek accounting and finance professionals with technology expertise.
Digital Transformation Drives Hiring

DIGITAL TRANSFORMATION’S EFFECT ON HIRING

17% of companies are expanding staff levels
59% of companies are maintaining staff levels
9% of companies are freezing staff levels
3% of companies are reducing staff levels
12% Not Sure
The Most In-Demand Tech Skills

HOT TECH SKILLS

- Artificial intelligence
- Cloud-based systems (NetSuite, Workday)
- Construction project management software (Timberline)
- Enterprise resource planning systems (SAP, Oracle, Microsoft Dynamics GP)
- Excel
- QuickBooks (for small and midsize businesses)
- Real estate software (MRI, Yardi)
- Robotic process automation
3. Job Seekers’ Expectations Are Changing
Positive Company Culture Is Crucial

- Firms are:
  - Making efforts to enhance the workplace environment
  - Using it as a selling point in the hiring process

- Millennials and Gen Z professionals look for:
  - Telecommuting
  - Free meals
  - Relaxed dress code
Speed to Hire Can Be the Deciding Factor

- Job seekers won’t wait long for a hiring decision.
- Companies must move quickly to land the top candidates.
Most In-Demand Benefits and Perks

IN-DEMAND

Benefits
Health insurance: 88%
Paid time off: 80%
Retirement savings plan: 52%

Perks
Flexible workweek: 62%
Compressed schedule: 17%
Telecommuting: 14%

Incentives
Annual or biannual bonuses: 44%
Profit-sharing plan: 33%
Sign-on bonuses: 19%
4. Staff Sizes Growing at Larger Firms
# M&A, Digital Projects Driving Staff Sizes at Larger Companies

## Number of Internal Staff in Accounting and Finance Functions, by Company Size and Location

<table>
<thead>
<tr>
<th></th>
<th>Less than $25M</th>
<th>$25M-$99M</th>
<th>$100M-$499M</th>
<th>$500M-$999M</th>
<th>$1B-$4.9B</th>
<th>$5B and over</th>
<th>United States</th>
<th>Canada</th>
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<td>8</td>
<td>11</td>
<td>38</td>
<td>117</td>
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<tr>
<td><strong>Median</strong></td>
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<td>7</td>
<td>16</td>
<td>28</td>
<td>73</td>
<td>180</td>
<td>6</td>
<td>8</td>
</tr>
<tr>
<td><strong>Top quartile</strong></td>
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<td>10</td>
<td>25</td>
<td>53</td>
<td>171</td>
<td>475</td>
<td>12</td>
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</table>
Median employment-related costs — including salary, bonuses and benefits — of internal accounting and finance staff as a percentage of revenue are unchanged for the study’s 4th year in a row.
Local Trends
2019 Accounting and Finance Salary Guide

Your all-in-one source for salary and hiring information
How Can We Help?

Let us:

- Help you improve your staffing flexibility by working with highly skilled temporary, full-time and project professionals
- Offer guidance on local hiring trends
- Review salary information with you
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