



# THE DEMAND FOR SKILLED TALENT: SPOTLIGHT ON ACCOUNTING AND FINANCE HIRING

Canada

## HOW HAS COVID-19 IMPACTED THE FINANCIAL EMPLOYMENT MARKET?

Employers were cautious about adding staff in the second quarter, but businesses continue to hire for on-site and remote accounting and finance positions. Employers seek professionals to support day-to-day accounting needs, compliance and reporting requirements, and demands related to credit, collections and lending programs.

## WHERE IS HIRING HAPPENING?

### Industries hiring

- Banking and mortgage
- Construction and real estate development
- Healthcare
- Manufacturing
- Retail and consumer products
- Telecommunications



### In-demand positions

- Accounts receivable/accounts payable roles
- Financial analyst
- Controller
- Payroll manager
- Staff and senior accountant



### In-demand technology skills

- Advanced Excel
- Cloud-based technologies
- Data analytics and database management
- ERP systems
- Industry-specific software

## WHAT ARE LEADERS PRIORITIZING IN THE COMING MONTHS?

Workloads have shifted since the start of the COVID-19 pandemic, and accounting and finance teams are focusing on:

- Accounts receivable and collections
- Accounts payable and disbursement management
- Cashflow projections and treasury management
- Monthly and quarterly financial reporting
- Sarbanes-Oxley (C-SOX) and internal controls

Find out how a [flexible staffing strategy](#) can benefit your business.

## WHAT NONTECHNICAL SKILLS SHOULD EMPLOYERS LOOK FOR?

The need for teams to adapt to both a remote environment and further uncertainty has highlighted the importance of nontechnical skills. Look for the following soft skills when hiring accounting and finance professionals:

- Ability to work independently
- Adaptability and flexibility
- Collaboration and teamwork
- Positive attitude
- Time management
- Verbal and writing skills



## 3 TIPS FOR HIRING REMOTELY

### Cast a wide net

Does this role need to be on-site once you return to the office? If not, consider widening the pool of candidates by searching for professionals in other cities.



### Get camera-ready

For interviews, test your video platform, look professional and minimize distractions. Pay attention to candidates' body language to help assess their soft skills and engagement in the conversation.

### Present your best offer

A comprehensive compensation package is needed to draw talent in any business environment, and you'll likely face competition for your top candidates. Be ready to negotiate and offer attractive nonmonetary benefits and perks, including ongoing remote-work arrangements and flexible schedules.

## SEARCH FOR LOCAL AND REMOTE CANDIDATES

with **Candidate Browse**. It's accessible 24/7, and you can search by job title, skill set or location to see profiles matched to your needs.

