

# Charles Aris Finance & Accounting Mid-Year Update

Since we sent out the Finance & Accounting Offer Report in May, there have been a lot of developments in hiring F&A talent. Some have been continuations of trends we've seen over the past two years, while others are appearing for the first time. Instead of waiting for the next offer report in October, we thought we'd provide some high-level insight now so you'll have it on your radar screen.

## What does current Finance & Accounting hiring look like?

**When making an offer,  
move fast!**

- Every moment you delay opens the door for the candidate to receive other offers – and they will.
- Prepare for a candidate who accepted your offer to call right before their scheduled first day and say they've accepted another offer.

**Make the strongest  
offer possible. Expect  
to go higher.**

- Some private equity partners call hiring for their portfolio companies a "knife fight" – and that isn't going to change.
- In the past year, compensation for hired candidates can sometimes be at least 15% higher than what was targeted.
- Clients can find themselves in bidding wars over candidates.

**Demand for F&A talent  
is at the highest level  
we've ever seen.**

- Supply is much lower than the demand, and the quality of the supply is not currently very strong.
- The best talent have multiple options and they know it.
- Even average talent is being hired and commanding higher than expected compensation.

**You must provide  
equity or equity-like  
opportunities for all  
types of talent.**

- You will compete for FP&A, controllers and other levels below the CFO who are being provided equity or equity-like potential.
- The role doesn't have to demand a seven-figure opportunity, but it must be meaningful and attainable.

**Be flexible with a full  
remote or hybrid  
working arrangement.**

- The COVID-19 pandemic taught us that the expectation for F&A professionals to be in an office five days a week is no longer true.
- A remote or hybrid solution is now expected.