reo group

LEADING CHANGE FOR PEOPLE, THROUGH PEOPLE

MARKET INSIGHTS

FINANCE & ACCOUNTING | **FY 25/26**

ABOUT US

Reo Group is a national recruitment, executive search, and professional services agency, with offices on the East, South, and West coasts of Australia.

With service excellence at the heart of everything we do, we listen, we share our expert knowledge, we leverage our networks, we offer guidance and support, and we act with integrity and transparency at every stage of the process.

Reo Group Recruitment Partners are experts in permanent, temporary, and contract recruitment across the disciplines of Finance & Accounting, Technology, Insurance, Communications Marketing & Digital, Human Resources, Supply Chain & Operations, and Executive Search.

RAGHAV MEHTA
Executive Director - Search
0468 649 299 | raghav@reogroup.com.au

Raghav Mehta is a deeply knowledgable and trusted executive search partner. Over the last 15 years, Raghav has placed countless C-suite professionals and built high performing executive teams across a wide range of industries.

NICOLAS GONZALEZ
Director - Finance & Accounting
0411 303 101 | nicolas@reogroup.com.au

Leading the finance & accounting team at Reo Group, Nic is an expert in both temporary and permanent recruitment and as a result of his consistently strong outcomes was named Recruitment Consultant of the Year Runner Up at the 2021 Seek Sara Awards.

HOW OUR CLIENTS AND CANDIDATES RATE REO GROUP

Reo Group use the Recruiter Insider platform to gather feedback at every stage in the process to ensure that we offer a consistent customer experience of the highest quality every time you work with us.

> I highly recommend Nic for recruitment assistance. We struggled to find quality candidates through the internal process, so I reached out to Reo for help. Nic took the time to thoroughly understand the job brief and conducted a comprehensive needs analysis. The candidates presented were all strong options, showcasing a distinct difference compared to other recruiters I've worked with. Nic's approach truly made a difference in our hiring process
>
> **HIRING MANAGER**

FEEDBACK FROM OUR CLIENTS:

Shortlist fit the brief:	95.3%
We understand the client's business and company culture:	95.5%
We understand the market:	94.2%
We provide regular updates:	98.5%
We followed client hiring process:	96.5%

FEEDBACK FROM OUR CANDIDATES:

We provided advice and research to prepare for interview:	96.9%
We keep candidates up to date on progress and feedback:	99.5%
We help negotiate salary/benefits package:	92.4%
We understand what the candidate is looking for:	94.9%

*data collected through Recruiter Insider from Reo Group clients and candidates shows the 12 month period of FY 24/25

OUR AREAS OF FOCUS

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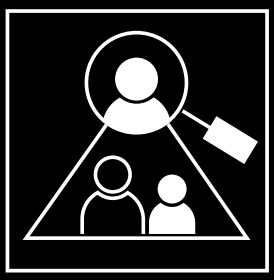
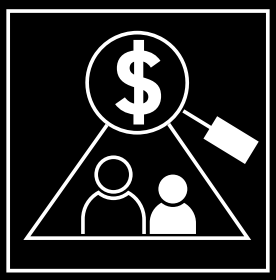


SENIOR LEADERSHIP

CFO
GM Finance
Head of Finance
Head of Tax
Finance Director
Financial Accounting Manager

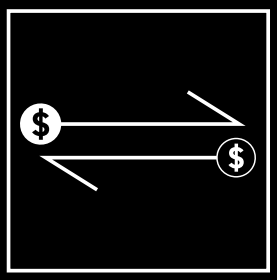
ACCOUNTING & TAX

Financial Controller
Finance Manager
Financial Accountant
Management Accountant
Tax Specialist
Tax Manager
Corporate Accountant
Cost Accountant
System Accountant
Assistant Accountant



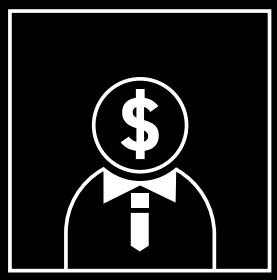
COMMERCIAL FINANCE & ANALYTICS

FP&A Manager
Commercial Manager
FP&A Analyst
Finance Analyst
Commercial Analyst
Finance Business Partner



TRANSACTIONAL FINANCE

Accounts Payable Officer/Manager
Accounts Receivable Officer/Manager
Credit Controller/ Manager
Accounts Officer
Finance Officer
Accounts Assistant



PAYROLL

Payroll Manager
Payroll Team Lead
Payroll Officer
Payroll Administrator

REO GROUP ARE EXPERTS ACROSS PERMANENT, TEMPORARY, AND EXECUTIVE RECRUITMENT

Our **specialised divisions** operate as one interconnected team, sharing our knowledge and networks to provide you with the highest level of service and support.

reo+group executivesearch

Reo Executive cover the full spectrum of leadership roles, from C-suite and C-1 roles to senior managers and divisional heads. We believe that investment in aspiring leaders is as important as appointing the right chiefs, ensuring you are bringing the right skills and competencies into your team that will allow you to successfully navigate into the future.

reo+group temporarystaff

Reo Group's Temporary Staffing team specialise in placing quality candidates in short or fixed-term roles. From leave cover and extra hands during your busiest periods to specialised skills for your latest project, we quickly identify the right fit candidates who will create instant impact.

JOB MARKET OVERVIEW

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*Data from LinkedIn Talent Insights, July 2024 - June 2025

35,240
FINANCE PROFESSIONALS BASED IN THE GREATER SYDNEY REGION

10%
CHANGED ROLES IN A 12-MONTH PERIOD

2.3YRS
MEDIAN TENURE ACROSS THE SECTOR

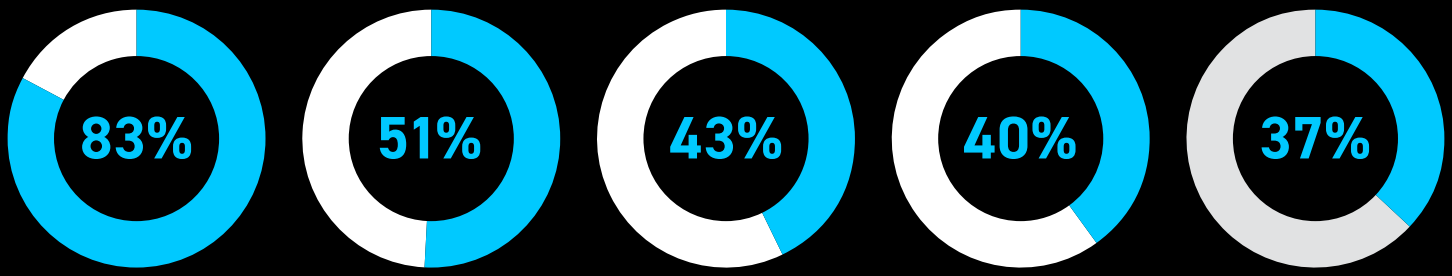
FINANCE & ACCOUNTING SKILLS CURRENTLY IN DEMAND:

1. Leadership & Organisational Skills
2. Digital Proficiency & AI
3. Communication & Stakeholder Engagement Skills
4. Commercial Acumen
5. Resilience & Adaptivity to Change

INDUSTRIES WHERE WE ARE SEEING GROWTH IN HIRING:

1. Engineering Services (↑ 200%)
2. Community Development and Urban Planning (↑ 158%)
3. Consumer Services (↑ 102%)
4. Automation Machinery Manufacturing (↑ 95%)
5. Venture Capital and Private Equity (↑ 95%)
6. Food and Beverage Services (↑ 92%)

WHAT ARE FINANCE PROFESSIONALS LOOKING FOR?



COMPENSATION & BENEFITS | FLEXIBILITY | CAREER GROWTH PATHWAYS | VALUE ALIGNMENT | IMPACTFUL WORK

KEY 2025 TRENDS FINANCE & ACCOUNTING

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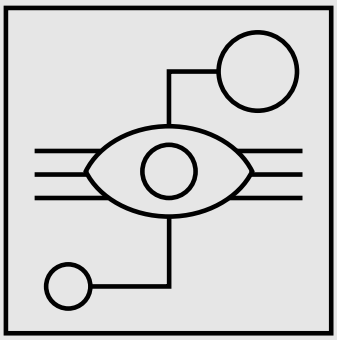
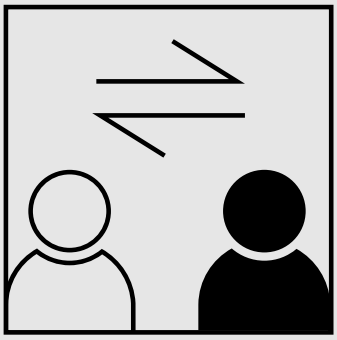


AUTOMATION & AI

Finance departments globally are swiftly embracing digital transformation. Automation is revolutionising the industry by handling tasks such as data analysis, reporting, and even internal auditing, allowing professionals to concentrate on more strategic activities. This is changing the skillsets required across finance teams, increasing the demand for systems experience and programming and reducing the need for headcount focused on manual and repetitive tasks. Upskilling across your team is essential to retain good people, as is being future focused when hiring.

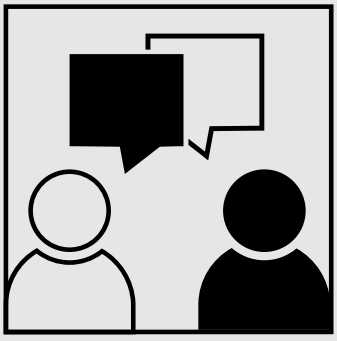
BIG DATA & DATA ANALYSIS

Data analysis has become essential for companies to make informed and strategic decisions both now and into the future. As a result, professionals with the skills to analyse and interpret large datasets and create compelling stories around what this data means, both in real time and into the future, will be highly valued. Expertise in Business Intelligence (BI) tools and data analysis software will also be indispensable, as these technologies play a critical role in processing and interpreting large volumes of data to guide business strategies.



BUSINESS PARTNERING

Senior finance professionals are now expected to straddle more than just finance. You need to be across operations, IT, marketing, human resources and how all functions work together. The lines between what were traditionally more siloed functions have blurred, creating a more interconnected structure and finance taking a more prominent role in other parts of the business.



INTERPERSONAL & COMMUNICATION SKILLS

In tandem with the rise in automation, interpersonal and communication skills have become more critical than ever. Storytelling is fast becoming an essential skill in response to the need to deliver complex data insights in a manner that will influence clients, colleagues, and stakeholders. Resilience, adaptability, and self-management are all now required to thrive in today's workplace, and in leadership are the essential foundation of managing others effectively.

HOW DOES THIS IMPACT HIRING STRATEGIES?

Statistics from LinkedIn Talent Insights indicate a highly fluid job market, with employees frequently seeking new opportunities. This high turnover and short tenure can have several implications for organisations, impacting productivity, continuity, and overall business performance.

> **Candidates with skills in AI, data analysis and the right blend of communication skills are in high demand. What can you do to stay ahead of the competition to effectively attract and retain the right talent?**

1. Only enter the market when fully prepared to hire. Time is crucial in the hiring process. If you start sourcing without a clear understanding of your requirements, you risk delays, losing out to faster competitors, and potential loss of sought-after talent if you need to re-advertise.

2. Ensure your job descriptions are up to date, reflecting the current needs of your organisation. Revise language to resonate with the target audience and highlight the exciting aspects of the role. Craft JDs that not only list qualifications but also communicate your company culture, values, and opportunities for growth. A well-tailored JD can attract the right talent and set the foundation for a successful hiring process.

3. Establish a clear interview process and adhere to it. Adding extra rounds, presentations, or testing can create a negative candidate experience and result in losing the desired candidate. Ensure all stakeholders understand the role's importance, schedule placeholders for C-Suite level stakeholders, and respect candidates' intellectual property, especially when hiring senior talent.

4. Provide feedback consistently. A simple email, even if it states, "we're still reviewing profiles" or "unfortunately, you haven't been selected to progress further," contributes to maintaining a positive candidate experience.

5. Be flexible in your expectations. You may not find a candidate with all the desired skills. Identify transferable skills and areas where compromise is possible. For instance, when seeking talent for data-driven customer experience enhancement, look for individuals who understand leveraging customer insights for personalised marketing.

6. Implement comprehensive onboarding programs that integrate new employees quickly and effectively into the company culture and operations. This can help them feel more connected and committed from the outset.

In a landscape where skilled professionals are in high demand, these strategies can be your guide to building a standout team that make a massive different to your bottom line. Additionally, success is not just about finding the right talent; it's about retaining and nurturing them.

WHAT WILL THE NEXT 12 MONTHS LOOK LIKE?

Last financial year we started to see a surplus in candidates as many organisations were experiencing financial tightness, leading to stringent budget allocations for hiring. This financial year we can expect to see this intensify as economic pressure creates a shift in power in the employers' favour.

There is saturation at the top end, with more senior finance professionals entering the market creating downward and upward pressure within organisations. Mid-level managers may face increased scrutiny and competition as more experienced candidates compete for these roles, which could heighten performance expectations at that level and create job insecurity.

ADVICE FOR JOB SEEKERS:

Recruitment processes have lengthened, often stretching over four weeks or longer. Given tighter budgets, making the right decision on a hire is more important than ever before so expect decisions to take longer to come through. A good recruiter or talent acquisition manager should be transparent about the process and should also be keeping you updated on any progress or changes to the assessment timeline so you are not kept in the dark.

With an influx of talent in the market there is a risk of getting lost in the crowd. It is no longer enough to send a resume directly to a hiring manager, to ensure you are considered for the role, reaching out to the hiring manager once you have applied is a recommended approach. This is particularly true at the senior level where we are seeing the biggest growth in talent pools.

ADVICE FOR HIRING MANAGERS:

We are seeing an emerging trend towards hiring managers conducting all interviews over teams or zoom. Whilst this can be efficient for both parties, there are elements of the assessment process that are lost without true in-person connection. This human approach underpins our ethos at Reo Group and we advise in person elements as part of any permanent recruitment process.

The hybrid working debate continues, regardless of how tired people are of the topic. It remains a hot conversation point in many of our client calls at Reo Group as organisations seek to understand what others are implementing and its success. Our advice is still that candidates want and expect a hybrid option. We have seen the vast majority of a carefully curated candidate shortlist pull out as a result of confirmation that the role will be five days in office. A recent LinkedIn Talent Insights report echoed this, stating that 63% of candidates would reject jobs with no flexibility.

THE TEMPORARY JOB MARKET

We are seeing a noticeable shift in the overall employment landscape, with a rise in temporary and fixed term roles. A desire for flexibility, from both employers and workers, has made temp and contract more appealing to both parties, not just in the finance sector but across the board.

WHY ARE MORE EMPLOYERS HIRING SHORT OR FIXED-TERM STAFF?

1. Headcount freezes and reductions increase demand for temporary staff, particular during busy periods when teams become stretched.
2. A rise in business transformation and other projects increase the need for specialist skills to implement change. These skills can be delivered to your team without the commitment or cost of increasing permanent head count

WHY ARE FINANCE PROFESSIONALS ATTRACTED TO TEMP/CONTRACT WORK?

1. Temporary work can be a great way to build skills or get a foot in the door of a company or industry you are looking to break into. It smooths the transition into a new specialist area for example, building confidence and growing your network to open up opportunities in the future.
2. There is an increase in fractional employment, a move away from a single income to a more freelance style of working. This enables flexibility and work/life balance as well as ability to create diversity of income streams.

THINKING ABOUT HIRING/WORKING AS A TEMP? MEET LIZANNE AND NIC.

NICOLAS GONZALEZ: DIRECTOR
0411 303 101 | nicolas@reogroup.com.au

Nicolas Gonzalez has been instrumental in growing Reo Group's temporary division team. His deep knowledge of the sector makes Nic an invaluable business partner when looking for temporary and fixed term finance talent.

LIZANNE DSOUZA: BUSINESS LEAD
0413 948 558 | lizanne.dsouza@reogroup.com.au

Lizanne has over a decade of experience, specialising in temporary recruitment across Finance & Accounting. She thrives on collaborating with hiring managers to add value and address their immediate staffing needs.

GENDER PAY GAP

The Workplace Gender Equality Agency data explorer tool enables candidates to independently research future employers to assess fairness in relation to gender equal pay. This transparency empowers candidates looking to make a move and makes hiring companies more accountable to putting equity policies in place and ensuring fair remuneration regardless of gender.

ACCESS THE WGEA DATA EXPLORER TOOL

GENDER SPLIT WITHIN THE FINANCE & ACCOUNTING INDUSTRY IN GREATER SYDNEY:

19%

AVERAGE GENDER PAY GAP IN THE AUSTRALIAN FINANCE INDUSTRY

22%

CURRENT NATIONAL GENDER PAY GAP

11%

NEW SOUTH WALES GENDER PAY GAP

SALARY GUIDE

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SENIOR LEADERSHIP

JOB TITLE	LOW	HIGH	MID POINT
CFO (SME)	$195,000	$250,000	**$225,000**
CFO (Med.org)	$270,000	$400,000	**$327,000**
CFO (Large)	$450,000	$800,000	**$600,000**
GM Finance	$300,000	$400,000	**$350,000**
Head of Finance	$175,000	$235,000	**$220,000**
Head of Tax	$220,000	$250,000	**$235,000**
Finance Director (SME)	$190,000	$255,000	**$214,000**
Finance Director (Large/MN)	$250,000	$307,000	**$250,000**
Financial Accounting Manager	$140,000	$170,000	**$156,000**

ACCOUNTING

JOB TITLE	LOW	HIGH	MID POINT
Assistant Accountant	$70,000	$95,000	**$83,000**
Cost Accountant	$110,000	$133,000	**$122,000**
Corporate Accountant	$89,000	$147,000	**$123,000**
Financial Accountant	$89,000	$134,000	**$121,000**
Senior Financial Accountant	$117,000	$177,000	**$144,000**
Management Accountant	$98,000	$155,000	**$123,000**
Finance Manager	$100,000	$199,000	**$153,000**
Senior Finance Manager	$149,000	$222,000	**$190,000**
Financial Controller	$140,000	$250,000	**$190,000**
Group Financial Controller	$200,000	$350,000	**$255,000**

WHAT INFLUENCES A CFO SALARY PACKAGE?

- Venture Capital/Private Equity-backed firms typically offer a lower base but higher upside (equity)
- Owner-managed SMEs may pay competitively but usually with less bonus/equity.
- High-growth industries often attract larger packages.
- Tenure/track record of a CFO can significantly raise the range.

SALARY GUIDE

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TAX

JOB TITLE	LOW	HIGH	MID POINT
Tax Manager	$155,000	$200,000	**$175,000**
Senior Tax Specialist	$200,000	$235,000	**$223,000**
Tax Specialist	$120,000	$144,000	**$133,000**
Tax Analyst	$133,200	$215,000	**$162,000**
Tax Accountant	$120,000	$155,000	**$131,000**

COMMERCIAL FINANCE & ANALYTICS

JOB TITLE	LOW	HIGH	MID POINT
Finance Analyst	$115,000	$180,000	**$139,000**
FP&A Analyst	$100,000	$155,000	**$140,000**
Senior FP&A Analyst	$155,000	$177,000	**$164,000**
FP&A Manager	$140,000	$220,000	**$173,000**
Commercial Analyst	$95,000	$158,000	**$136,000**
Senior Commercial Analyst	$144,000	$172,000	**$157,000**
Commercial Manager	$161,000	$250,000	**$203,000**
Senior Commercial Manager	$200,000	$240,000	**$220,000**
Finance Business Partner	$133,000	$185,000	**$158,000**

SALARY GUIDE

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TRANSACTIONAL FINANCE

JOB TITLE	LOW	HIGH	MID POINT
Accounts Payable Officer	$65,000	$90,000	**$76,000**
Senior Accounts Payable Officer	$90,000	$110,000	**$100,000**
Accounts Payable Team Lead	$90,000	$110,000	**$100,000**
Accounts Payable Manager	$100,000	$150,000	**$140,000**
Accounts Receivable Officer	$75,000	$90,000	**$80,000**
Senior Accounts Receivable Officer	$85,000	$95,000	**$89,000**
Accounts Receivable Manager	$100,000	$140,000	**$125,000**
Credit Controller	$70,000	$85,000	**$75,000**
Credit Manager	$130,000	$140,000	**$136,000**
Accounts Officer	$50,000	$65,000	**$59,000**
Finance Officer	$70,000	$85,000	**$78,000**
Accounts Assistant	$55,000	$65,000	**$59,000**

PAYROLL

JOB TITLE	LOW	HIGH	MID POINT
Payroll Administrator	$60,000	$80,000	**$70,000**
Payroll Officer	$70,000	$100,000	**$83,000**
Senior Payroll Officer	$85,000	$120,000	**$104,000**
Payroll Team Lead	$100,000	$120,000	**$111,000**
Payroll Manager	$140,000	$160,000	**$152,000**

*Salaries shown are exclusive of super and any other benefits, and are representative of the current market in Greater Sydney.

WE ARE A BUSINESS FOR GOOD.

reo+group

OUR GIVING STORY.

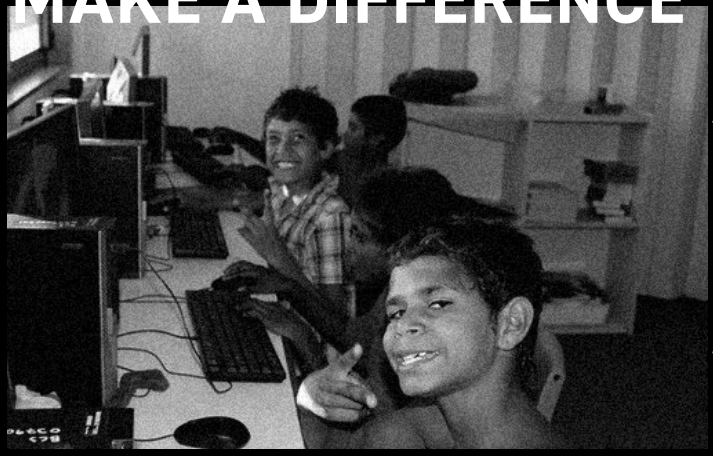
Every time we place a candidate, we give 50 days of technology education to young people in remote Australian communities, in partnership with B1G1 and Central Australian Youth Link Up Service (CAYLUS).

This is our 'Elevate a Nation' campaign, which was created in line with the United Nations Sustainable Development Global Goals. Elevate a Nation supports goal #4, which is to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

We believe that we can empower communities, helping young people develop the digital skills that will enable them to compete, in the future, for the technology-based roles we recruit for. We have the vision and passion to make a difference.

TO DATE REO GROUP HAVE DELIVERED >36,000 DAYS OF TECHNOLOGY EDUCATION THROUGH OUR ELEVATE A NATION PROJECT.

TOGETHER, WE CAN MAKE A DIFFERENCE



B1G1

CAYLUS
Tangentyere Council

SUSTAINABLE DEVELOPMENT GOALS

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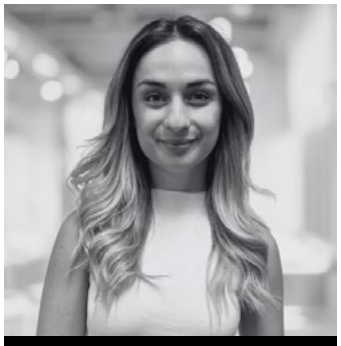

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WEBSITE

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