
Market insights "Finance & Accounting"



Kate Fennelly
Associate Director



Aisling Kinsella ACCA
Associate Consultant

Kate & Aisling are recruiting in **Accountancy and Finance**. Here is what they said about the past quarter and what they think about the current market situation.



"The volume of roles at this level is huge so candidates have more choices than ever right now."

The market is extremely busy for qualified accountants, from newly qualified right up to a senior level. More specifically if we look at newly qualified up to 2 years PQE, the volume of roles at this level is huge so candidates have more choices than ever right now. A lot of candidates we speak to will be interviewing with 5-10 different companies at the same time. This, paired with the cost of living going up, is leading to a definite uplift in salaries in recent months. It's important to have a clear understanding of what you want in your next role and where this will take you in your career journey. This is something we can guide you on.

Market insights "Financial Planning"

Nikki McCabe is our Financial Advice & Wealth Management Recruitment Consultant.

Check what Nikki said about the market in the last quarter.



Nikki McCabe,
Senior Recruitment Consultant



"Recruiting within the financial planning & wealth management sector over the past few months has been challenging to say the least!"

There is a high demand for QFA professionals in Ireland as banks/brokerages are extremely busy and seriously understaffed.

Unfortunately, there is a significant shortage of these individuals, making the job market in this area very competitive. With the cost of living rising, salary expectations are increasing and some are even considering emigration.

Some events over the past six to twelve months have also had their effect on the job market. The announcements of KBC and Ulster Bank pulling out of the Irish market have caused a major surge in banking staff looking for new jobs. While on the other hand, senior staff members may be delaying their departure in anticipation of a lump sum/redundancy package.

Meanwhile, there have been incredible new job opportunities created over the last few months. Most of these jobs have come about due to expansion and acquisition amongst large and reputable financial services firms like Invesco which are now tied to Irish Life.

Market insights "Wealth Management & Financial Planning"

Sean Lillefosse

began his recruitment career in November 2021. Sean specialises in representing Ireland's best Wealth Management & Financial Planning candidates and clients.

Check what he says about the current market!



Sean Lillefosse
Associate Consultant



"For me, it was my first quarter since passing probation, which meant I finally got a proper feel to what the market is like"

Because it was heading into the summer/holiday season, processes moved very fast in April & May. Towards the end of May into June, things slowed down due to people being away frequently.

I've found that it is incredibly competitive and that on average most candidates I worked with during this period were interviewing for at least one or two more places.

This meant that I would have to approach conversations strategically to ensure that I know exactly what candidates were looking for and what was achievable.

All in all, it was a very good experience as I had my best month and performed well, however it was full of ups and downs!

Market insights "Accounting & Finance"

Ian began his recruitment career with Eirkoo in November 2019. He specialises in assisting accounting and finance professionals find new opportunities across all industry sectors.

Ian believes that integrity and outstanding customer service are essential to providing a high-quality experience to both candidates and clients.



Ian Bailey
Senior Consultant



"We've seen newly qualified accountants being offered €65k for their first move into the industry."

The market in the accountancy and finance sector was extremely busy in Q2. There are so many opportunities but so few candidates on the market. If you are unhappy in your current role or feel you are not getting the salary you deserve, well then now is as good a time as any to look around.

We've seen newly qualified accountants being offered €65k for their first move into the industry. Feel free to reach out at any time to have a confidential discussion with us to see if we can assist with your job search, there hasn't been a better time to look around.

Market insights "Accounting & Finance"

Mae Mulholland

began her recruitment career in November 2021.

Mae now Specialises in the Accounting and Finance Industry, assisting candidates in AP, AR, Payroll, Bookkeeping, and Accounts Assistant positions to source new roles.



Mae Mulholland
Associate Consultant



"There are lots of jobs out there like accounts assistants, part-qualified accountants, and graduate accounting roles. "

The market is very busy at the moment. There are lots of jobs out there like accounts assistants, part-qualified accountants, and graduate accounting roles.

Good candidates who are looking to leave their current roles are hard to find but there are definitely a lot out there when you do the right searches. Hopefully, some more placements will be made this month and in the coming months.

Market insights "Practice Market"

Honorata Ochowiak

specialises in the placement of accounting professionals into positions in practice. Her main areas of focus are Audit, Tax, Corporate Finance, Bookkeeping, and Insolvency.

Although based in Dublin she sources new positions for candidates across the country.

Honorata's client base range from a small practice to Big 4 clients.



Honorata Ochowiak
Senior Consultant



"The market is much more competitive compared to the last number of years."

Here are a few trends I've observed over the past quarter:

***Average newly qualified Accountant salary in Dublin increased from €45,000 to €50,000**

***More and more Accountants are looking for fully remote/hybrid options.**

90% of practice candidates we spoke with in recent months were looking for hybrid/fully remote options.

***The market is much more competitive compared to the last number of years. Many candidates we speak to have multiple interviews/offers lined up.**

My advice to hiring managers:

If you like a candidate we present you, move as quickly as you can. Delaying the process by even a couple of days can cause losing the potential hire.

Market insights

"Transactional Accounting"

Jack specialises in transactional accounting within permanent and temporary spaces. Jack uses a number of different methods to source roles and candidates that including headhunting, referrals, advertising, and searching our database. He also utilizes LinkedIn daily as a means of keeping in touch with and expanding his fast-growing network in Dublin and Ireland.



Jack Hastings
Senior Consultant



"It is a good time to be a candidate with an increased number of job opportunities"

Within the transactional market, there is a lot of movement. It is a good time to be a candidate with an increased number of job opportunities along with at least a 5-10% increase in salary compared to this time last year.

The market is candidate short and with every strong candidate interviewing for at least 5/6 other roles. After salary, the work from home option is the most important motivator I have found.

Market insights "Legal/Compliance"



Stephen Ryan
Recruitment Consultant



Niall Murphy
Principal Recruitment Consultant

Both **Stephen & Niall** specialise in sourcing and placing professionals within the legal, compliance, and company secretarial sectors. With a background in retail, sales, and customer service Niall & Stephen built up a great understanding of the current market, which has provided them the platform to provide both knowledge, and understanding to their client's, and candidates.



"There is huge demand for qualified legal professionals in the fintech space. With so many companies setting up in Ireland, particularly in the e-money/payments field, they will be in tough competition for strong qualified professionals. "

The Legal market in the last quarter was very competitive. There is plenty of activity across the Legal/Compliance field, with Company Secretarial candidates being in high demand.

The demand cycle for company secretaries has switched again. We found clients who would normally bite our hand off for a cosec were holding off. There are some great qualified candidates on the market at the moment making it very competitive for candidates. This will reverse again in a few months, no doubt.

Market insights

"Cayman Island - Financial Services"

Aengus joined Cantillon's Barbados office in January 2022 and is focusing on offshore Financial Services recruitment. He has spent the last 4 years in the Cayman Islands, helping offshore companies hire the best talent in Accounting, Finance, Risk & Compliance. He brings with him a wealth of experience and offshore contacts. Prior to moving to the Cayman Islands, Aengus spent a number of years in Tech recruitment in Dublin.



Aengus Byrne
Senior Consultant



"If you are a professional working in any of the areas mentioned above, don't hesitate to get in touch with Cantillon"

The Cayman market is very active with roles for professionals in Risk, Compliance, Audit, Funds, Restructuring, US Tax, Captive Insurance, Reinsurance, Private Banking, and Corporate Banking.

Now that the island has opened up and there are a very few Covid restrictions it has become a lot easier to do business across the board. If you are a professional working in any of the areas mentioned above, don't hesitate to get in touch with Cantillon

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