

Expanding Value & Career Marketability: Insights on Salaries and Compensation

Robert Nealon
Cynthia Ortega

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The Association of
Accountants and
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in Business

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Q&A

Asking Questions



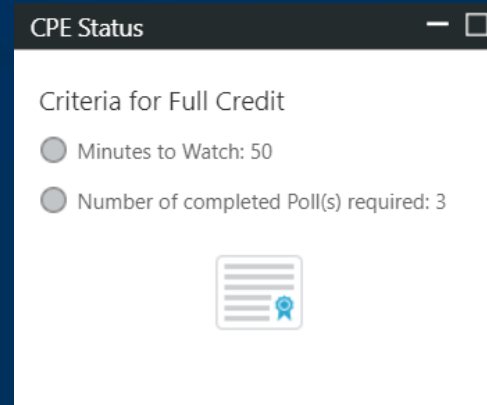
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Moderator

Terry Mormile, CPA, CAE
Director,
International Education & Career Services
IMA



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Featured Presenter

Robert Nealon
District President
Robert Half



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Robert Nealon's Biography

Robert Nealon is a district president for Robert Half, the world's first and largest specialized talent solutions firm. In his role, he is responsible for overseeing practice groups in accounting and finance as well as administrative and customer service in Massachusetts, Rhode Island, New Hampshire, Maine and Upstate New York.

Robert joined the company in 2006, starting as a staffing manager and having worked his way to high-level management positions such as branch director, market director and regional director before assuming the role of district president in January, 2019. He holds a Bachelor of Science degree in mechanical engineering from the University of Rhode Island and an MBA in finance and supply chain management from Syracuse University.

Featured Presenter

Cynthia Ortega
Vice President, Practice Director
Robert Half



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Cynthia Ortega's Biography

Cynthia Ortega is the Vice President and Practice Director for Robert Half's management resources practice group in Southern Florida. After working for 16 years in accounting and finance, Cynthia decided to take her extensive knowledge of the industry and pivot to a new scope, staffing and recruiting. She has now been with Robert Half for almost a decade.

Cynthia has a Bachelor of Business Administration degree and her MBA from the University of Memphis.

Learning Objectives

1. Recognize national hiring trends and how those impact job seekers in finance and accounting.
2. Summarize the latest information on flexible work options and how they're evolving beyond the pandemic.
3. Identify which industries are hiring the most, the hottest jobs in finance and accounting and what skills are in demand.
4. Describe ways to invest in yourself, know your worth and prepare for the future through professional development.

About Robert Half



Agenda

1. Introduction
2. U.S. Hiring Trends
3. Flexible Work
4. Hottest Jobs in Finance and Accounting
5. Investing in Yourself
6. Summary



U.S. Hiring Trends



Poll Question 1

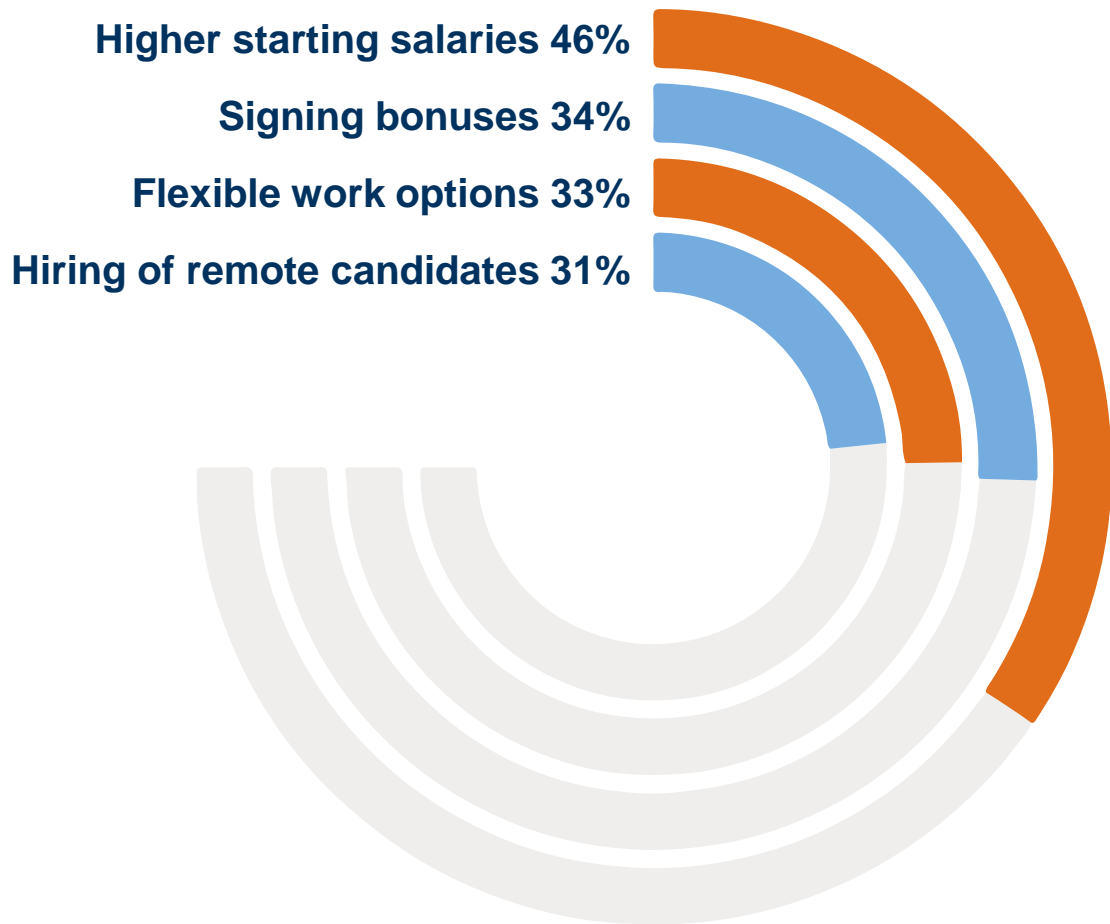
Are you planning to look for a new job?

- a. Yes, I am looking right now.
- b. Yes, I will be looking within the next six months
- c. Yes, I will be looking within the next year.
- d. No, I am not looking for a new job.

Poll Question 1 Results: (Placeholder)

Hiring is Still the No. 1 Priority

How employers are
attracting top talent

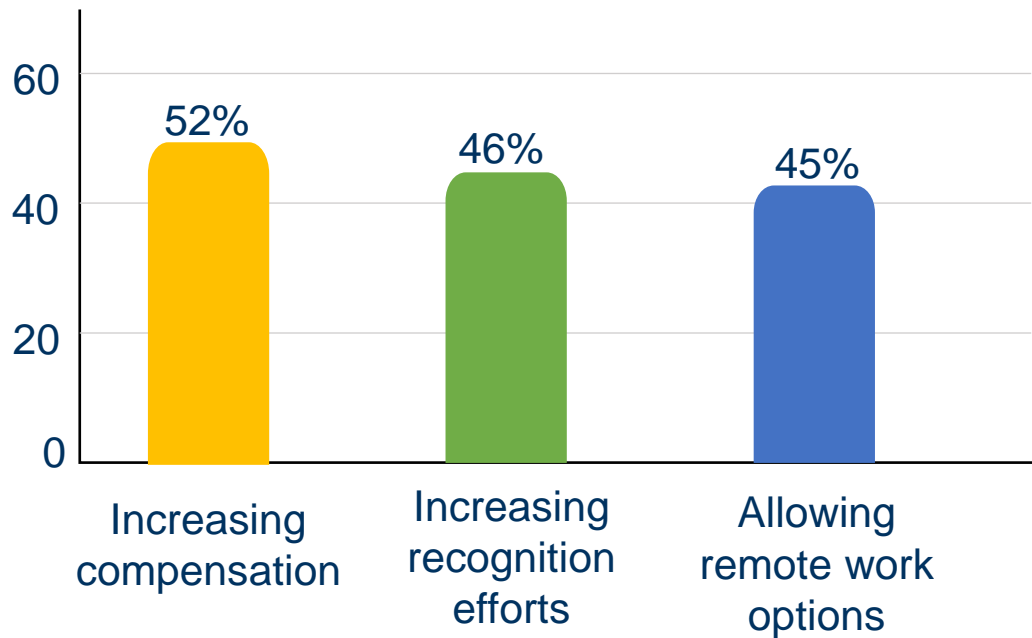


Retaining Top Talent



U.S. Quit Level
4.2 million
(Aug. 2022)

How companies are keeping top performers



Hiring in Finance and Accounting

51%

of senior managers
plan to add new staff.

50%

say their biggest need
is financial planning
and analysis.

54%

are reporting
increased quits.

Flexible Work



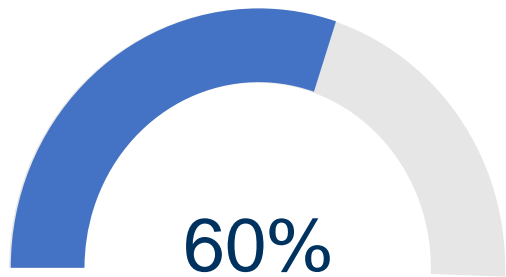
Poll Question 2:

Where is your current office?

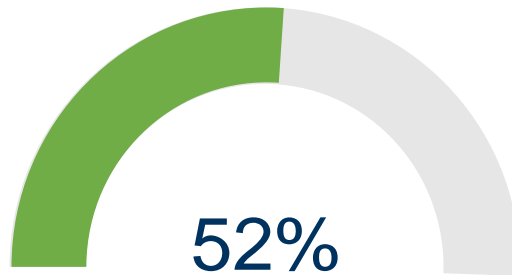
- a. Fully remote
- b. Hybrid (partially in the office, partially at home)
- c. Fully in-person (at the office)

Poll Question 2 Results: (Placeholder)

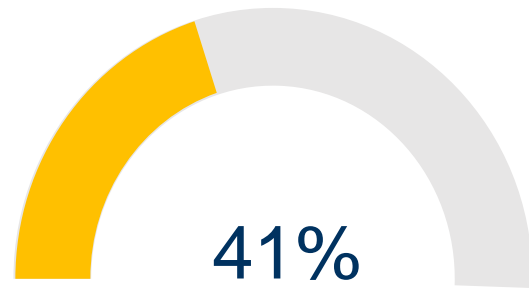
Workers Demand Flexibility



of employees work on a fully remote or hybrid basis.

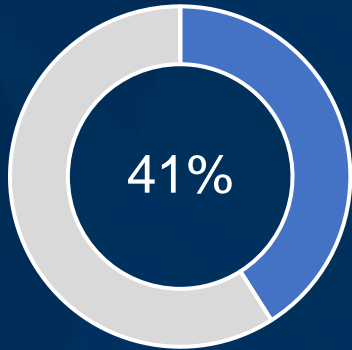


of employees want more flexibility.

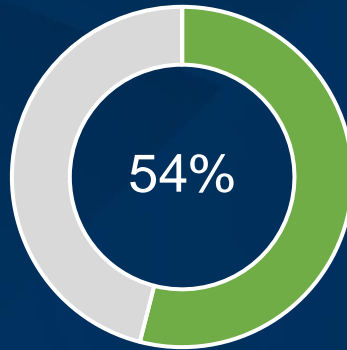


of managers have seen workers quit rather than return to the office full time.

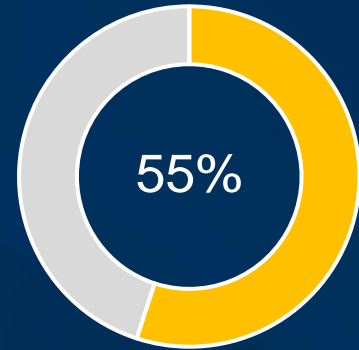
Workers Demand Flexibility



of employees
plan to find a
new job.

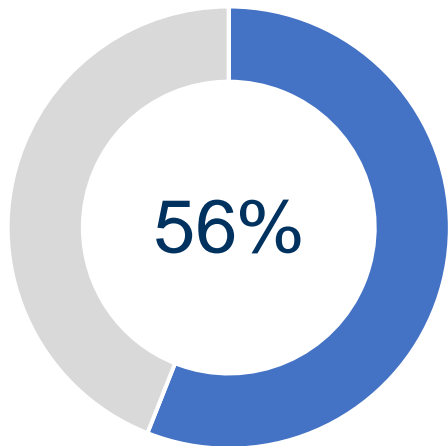


prefer a fully remote
position.

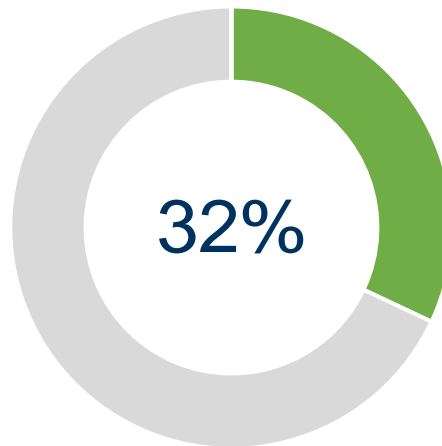


are open to
hybrid schedules.

Flexibility Works



Increased morale



Greater productivity



Poll Question 3

What do you want to focus on for 2023? (please select all that apply)

- a. Embracing new technologies
- b. Enhancing soft skills
- c. Enhancing technical skills
- d. Moving into a leadership role
- e. Obtaining a certification (CMA, CSCA, etc.)
- f. Something else

Poll Question 3 Results: (Placeholder)



BIOTECH CONSTRUCTION/
MANUFACTURING FINTECH INSURANCE NONPROFIT PROFESSIONAL
SERVICES REAL
ESTATE RETAIL/
E-COMMERCE TECHNOLOGY

- AP/AR clerk
- Auditor
- Bookkeeper
- Compliance analyst
- Controller
- Financial analyst
- Payroll manager
- Senior accountant
- Staff accountant
- Tax accountant

Digital Transformation



71%

View automation as a top priority



73%

View data privacy as another priority



Investing in Yourself

Poll Question 4

How often do you pursue professional development courses?

- a. Two or more times per year
- b. Once per year
- c. I have not taken a professional development course in the last year.

Poll Question 4 Results: (Placeholder)

In-Demand Skills and Certifications

- CMA
- CPA
- Certified Payroll Professional (CPP)
- Data analysis and visualization (Power BI)
- ERP software (SAP, Oracle)
- Excel (advanced)
- MBA
- Microsoft Dynamics
- NetSuite
- QuickBooks
- SQL



Leadership Skills

- Avoid/Solve Conflicts
- Mentor Others
- Emotional Support
- Empathy

Self-Branding

- LinkedIn

Summary

- U.S. Hiring Trends
- Flexible Work
- Hottest Jobs in Finance and Accounting
- Investing in Yourself



Questions and Answers



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Vice President, Practice Director
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Terry Mormile, CPA, CAE
Director, International Educational
Initiatives & Career Services
IMA

Thank you to Our Featured Presenters!



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Final Reminders

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- On your screen
- Evaluation Survey icon at the bottom of your console

► **Access to your CPE Certificate** – 2 options

- Click the “CPE” icon at the bottom of your console
or
- Click the link in your post-event e-mail

► Please print a copy of the CPE certificate for your records.

► Your CPE credit will be automatically recorded in your transcript.

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