

Talent *Guide*

“Powering Strategic
Workforce Decisions”

Accounting
& Finance
edition



REAL DATA

REAL STRATEGIES

REAL PLANS

AF

talentpath
RECRUITMENT

2025 2026

Introduction

Powering Strategic Workforce Decisions

This guide is your strategic advantage in planning for the future.

In an era where business success is defined by the strength of its people, workforce planning is no longer just a HR initiative, it's a critical business strategy. As decision-makers prepare for the 2025/26 financial year, having real-time, data-driven insights into talent trends, salary benchmarks, and workforce dynamics isn't just helpful, it's essential.

That's where the Talentpath Talent Guide comes in. **Repurposed specifically for recruitment and workforce planning leaders**, this guide transforms raw talent data into actionable intelligence, helping organisations **make smarter, more informed decisions about headcount planning, budget allocation, and workforce investment.**

This resource is designed to offer critical insight into;

- What is driving the talent market and how your strategy and budget allocation connects to your existing and prospective talent.
- What are the essential workforce strategies to attract and retain top talent.
- Developing people strategies that are financially efficient and have a high ROI.

As businesses navigate talent shortages, shifting employee expectations, and economic uncertainty, the ability to budget effectively for the most important asset, your people, has never been more crucial.

We look forward to partnering with you to build a high-performing and resilient workforce.

Talentpath Recruitment Team

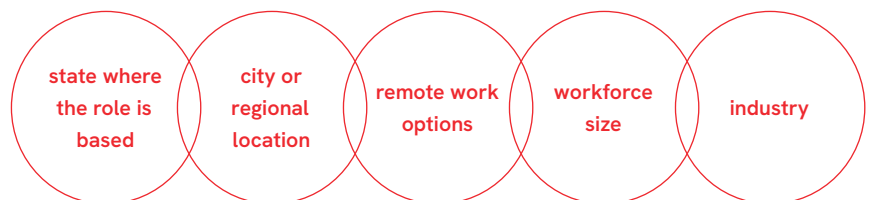
Salary Guide

Accounting & Finance

Accounting Support	24/25
Payroll Manager	\$100 - 150k
Payroll Officer	\$75 - 95k
Accounts Payable Manager	\$85 - 135k
Accounts Payable Officer	\$70 - 92k
Accounts Receivable Manager	\$90 - 135k
Accounts Receivable Officer	\$68 - 90k
Credit Manager	\$75 - 135k
Credit Officer	\$65 - 85k
Bookkeeper	\$72 - 100k
Finance Officer	\$68 - 105k
Financial Management	24/25
CFO/Finance Director	\$180 - 400k
Commercial Manager	\$160 - 250k
Financial Controller	\$140 - 290k
Finance Manager	\$115 - 190k
Accounting	24/25
Finance Business Partner	\$120 - 180k
Financial Analyst	\$90 - 160k
Project Accountant	\$100 - 150k
Financial Accountant	\$90 - 140k
Management Accountant	\$90 - 155k
Accountant	\$75 - 110k
Assistant Accountant	\$70 - 90k

*salary figures are base only - super not included in bands

Our salary banding is based on national data and considers the following factors:



Turning Talent Insights into Strategic Workforce Investment: **A Guide for FY25/26**

As businesses enter planning mode for the 2025/26 financial year, the smartest organisations are taking a people first approach.

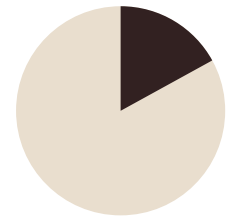
These insights aren't just interesting, they're essential to shaping the talent strategies that will set high-performing teams apart in the year ahead.

Based on exclusive insights from Talentpath's 24/25 Talent Guide survey, we've uncovered critical trends across the Accounting & Finance community that can directly influence how businesses attract, engage, and retain their most valuable asset; their people.

With salaries, workforce development, and retention strategies often making up a significant portion of operational budgets, now is the time to ensure every people decision is informed by real data.

1. *Prioritise Mental Health with Purpose*

Only **14% of men** feel their wellbeing is always prioritised by leadership, compared to **49% of women**. This disconnect impacts performance, with **43% of talent experiencing anxiety, burnout or fatigue**.



Strategic action: Allocate resources in workforce planning for proactive wellbeing initiatives, embed regular check-ins, invest in mental health education, and measure the impact of manager-led support on performance and retention.

2. *Redefine Career Development Support*



With **43%** lacking a professional development plan and **20-22%** unsure of their pathway, there is a clear appetite for structure.

Strategic action: Prioritise investment in structured career pathways, mentorship and external learning options. Budget for upskilling frameworks and align them with quarterly performance planning and succession strategies.

3. *Respect Time Boundaries*

57% of professionals have been contacted outside work hours, yet **only 5%** say this happens “always”.

Strategic action: Embed clear communication protocols into your policy cycle to reduce after-hours fatigue. Set expectations for leaders and track manager compliance to boost engagement.

4. *Close the Confidence Gap*

A&F talent is the **least comfortable** across all divisions when it comes to **expressing ideas, taking risks or making mistakes**.

Strategic action: Build psychological safety into your team culture through structured learning rituals and training for inclusive leadership. Factor this into team planning cycles to lift innovation, idea sharing, and retention.

5. *Reward with Meaning, Not Just Money*

While salary still leads, recognition preferences are clear:

1:1 verbal feedback is 4x more preferred than public praise

Professional development is rising as a reward of choices

Strategic action: Refresh your total rewards strategy to include personalised, non-financial recognition and learning investment. Use your employee surveys to review how benefits, bonuses and development opportunities are weighted.

6. *Attract with Culture, Retain with Progression*

Top attractors:

- 1 Culture
- 2 Values
- 3 Leadership

Top deal-breakers:

- 1 Salary
- 2 Feeling unfulfilled
- 3 Culture misalignment.

Strategic action: Allocate resources to build a compelling EVP grounded in culture and leadership alignment. Include engagement data in your annual attraction strategy to inform recruitment campaign messaging and hiring decisions

These insights aren't abstract, they're a blueprint. Your workforce strategy doesn't just live in your HR team; **it's a line item in your budget, a lever in your growth plan, and a reflection of your values as a business.** We'd love to help you use these insights not only to plan for the year ahead, but to build a workforce ready for what's next.

Accounting & Finance

Forget the stereotypes - your **Accounting & Finance** talent are much more than just number crunchers; they oversee all business activities. They have a knack for spotting trends, excel in managing budgets, shine in solving problems, and can untangle any financial complexity to maintain a healthy bank account.

Invest in them by offering a paycheck that reflects their expertise, flexible working arrangements and robust career development opportunities.

Top three factors that contributed to Accounting & Finance talent leaving their last role:

- 1 Salary
- 2 Feeling unfulfilled
- 3 Culture

Top three factors that would attract Accounting & Finance talent to a new role:

- 1 Salary
- 2 Flexible working
- 3 Team

28%

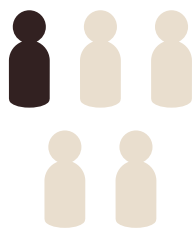
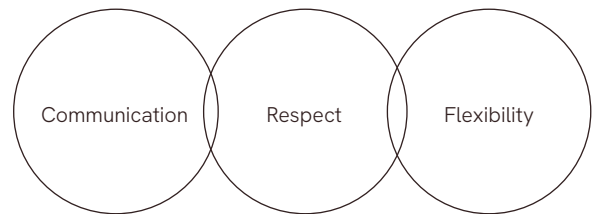
42%

42% of Accounting & Finance talent expect to **change jobs** in the next year with 28% **currently job hunting**.

Top three factors that would attract Accounting & Finance talent to a new organisation:

- 1 Culture
- 2 Employee benefits
- 3 Values alignment

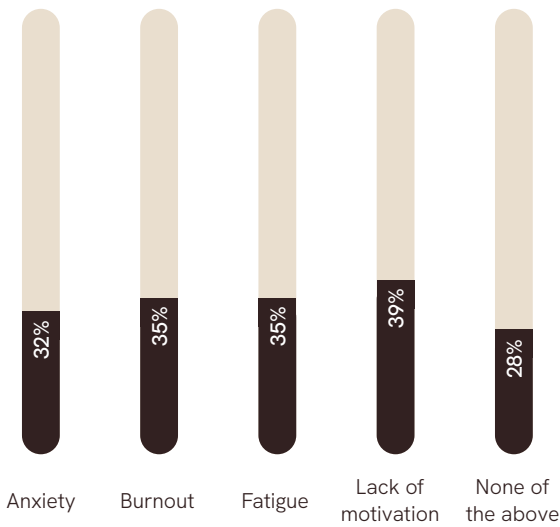
Top three things Accounting & Finance talent think have the most **impact on company culture**:



20%

of Accounting & Finance talent would like to be provided with **better mentorship & coaching programs**.

“In the last 12 months, has your ability to perform your best in your role been impacted by any of the below?”



*These numbers have slightly decreased from last year.

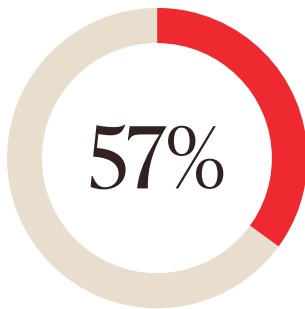
Top three ways Accounting & Finance talent like to be rewarded for their work:



69%



of Accounting & Finance talent think it is **reasonable** to be **contacted by their employer outside of working hours.**



57% of Accounting & Finance talent have been contacted by a manager or colleague for work purposes outside of their work hours in the last 12 months.



of Accounting & Finance talent would like to be provided with better **mentorship & coaching programs.**



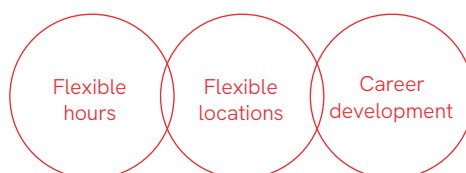
of Accounting & Finance talent say **professional learning and development opportunities** are very important to their job satisfaction.



of Accounting & Finance talent **do not have an understanding of their career pathway** in their current organisation.

Over half of Accounting & Finance talent say professional L&D opportunities are important to job satisfaction but less than a quarter understand their career pathway.

After salary the *top three benefits* Accounting & Finance talent value are:



Your blueprint to *Budgeting* and *Planning*.

