



**FINTELLIGENT**

**DISCOVERING**  
**TOP SENIOR**  
**FINANCE**  
**TALENT**

**FINTELLIGENT**  
**SENIOR FINANCE**  
**SURVEY 2022**

# CONTENTS

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To help navigate the current climate and highlight specific trends, Fintelligent surveyed qualified senior finance professionals across the nation.

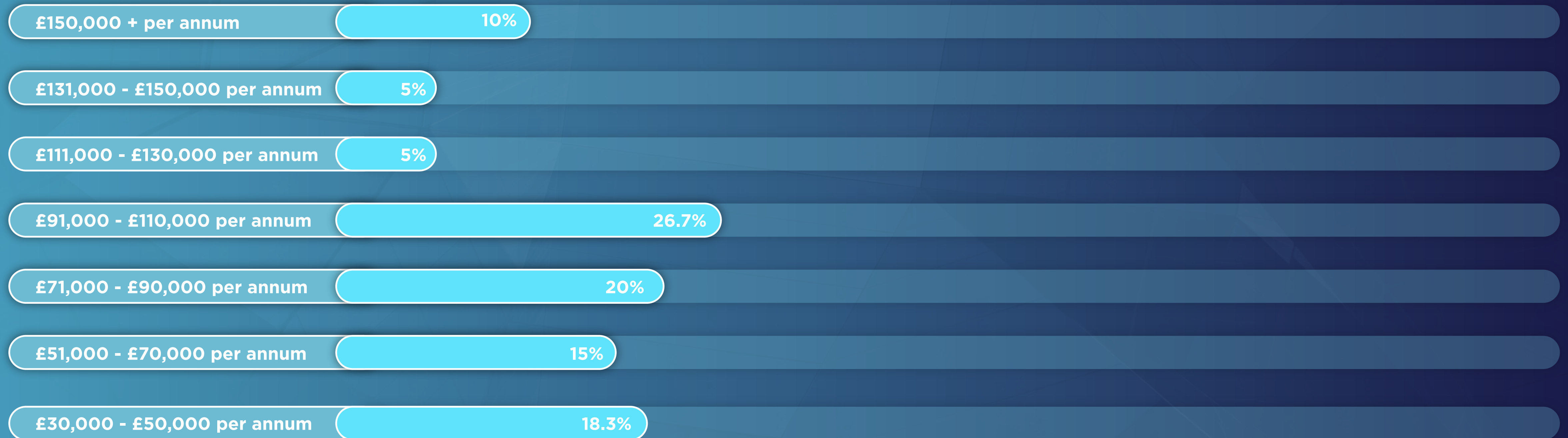
Guided by Fintelligent's expert knowledge, this brochure aims to give you the tools and insight you need to recruit and retain top senior finance talent.

<b>THE SALARY RANGES OF THOSE INTERVIEWED</b>	<b>2</b>
<b>WHAT DO FINANCE PERSONNEL VALUE MOST IN THEIR CAREER?</b>	<b>3</b>
<b>WORK-LIFE BALANCE, PROGRESSION AND LIKELIHOOD OF MOVING</b>	<b>4</b>

# THE SALARY RANGES OF THOSE INTERVIEWED



## What is your current salary?



# WHAT DO FINANCE PERSONNEL VALUE MOST IN THEIR CAREER?



**SALARY**  
33.3%



**FLEXIBILITY**  
40%



**PROGRESSION**  
25%



**EMPLOYEE BENEFITS**  
1.7%

Results show that the vast majority of respondents value flexibility within their role; this is no doubt due to working life in a post-Covid world, in which most have become accustomed to the flexibility of working from home.

Given the market shift, as expected, salaries are still key for a large portion of respondents. In today's economy, the cost of living has significantly increased and due to the challenges faced when hiring talent, salaries have increased across the board.

An example of this can be evidenced by KPMG's annual salary increase of up to £4k, with the firm allocating over £50m towards increasing the pay of staff in the UK. This will inevitably reverberate around the accountancy circles, especially those due to move into industry.

Another key finding was the low preference for employee benefits. Less than 2% of respondents rated benefits (non-financial) as something they value most.

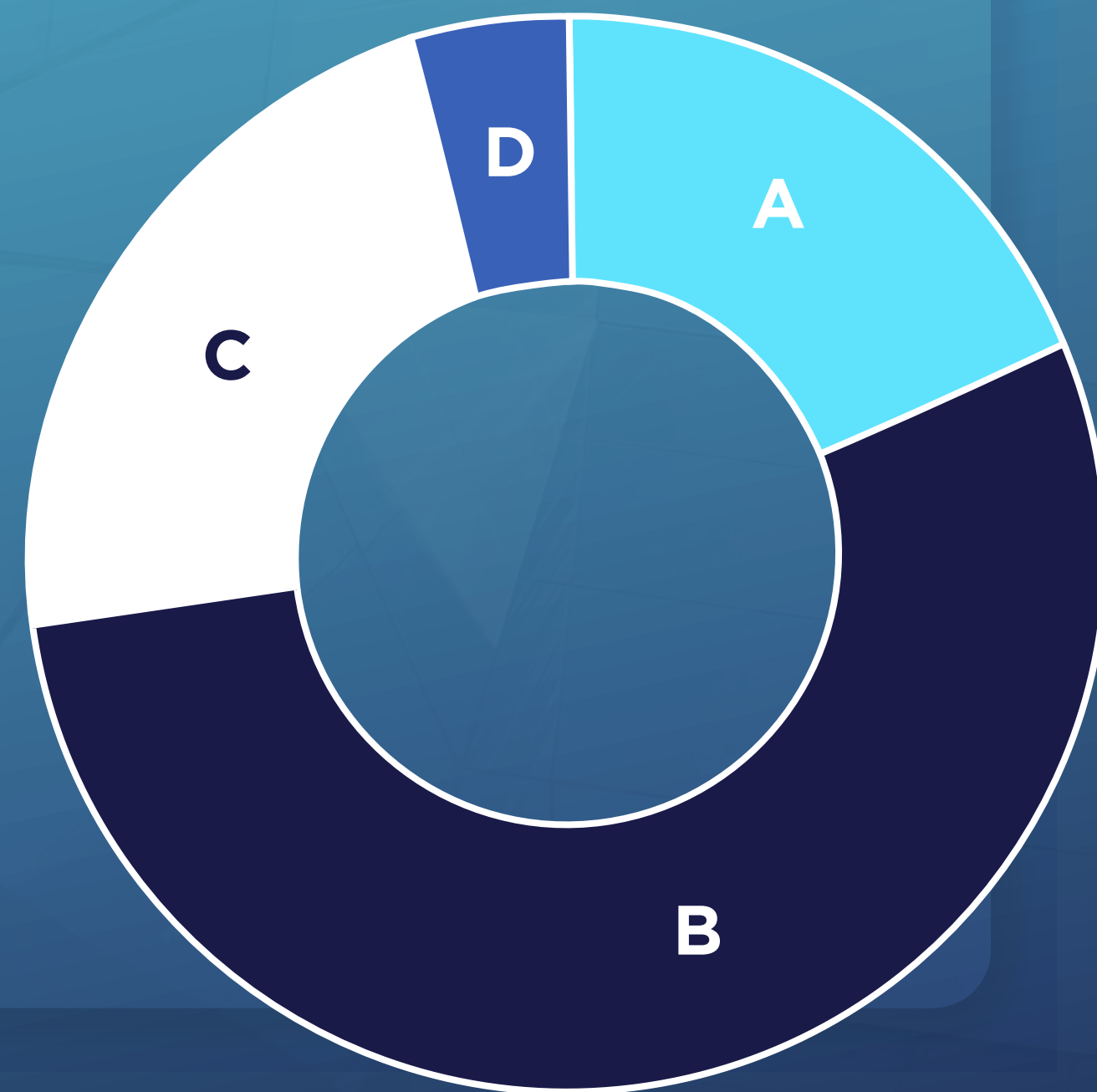
This is significant because revisiting current benefits packages to retain staff is seemingly high on the agenda for many businesses. Therefore, seeing how little this is valued in comparison to flexibility and salary, will no doubt prove insightful.

# WORK-LIFE BALANCE, PROGRESSION AND LIKELIHOOD OF MOVING

## How would you rate your work-life balance?

A   VERY GOOD	18.3%
B   GOOD	55%
C   POOR	21.7%
D   VERY POOR	5%

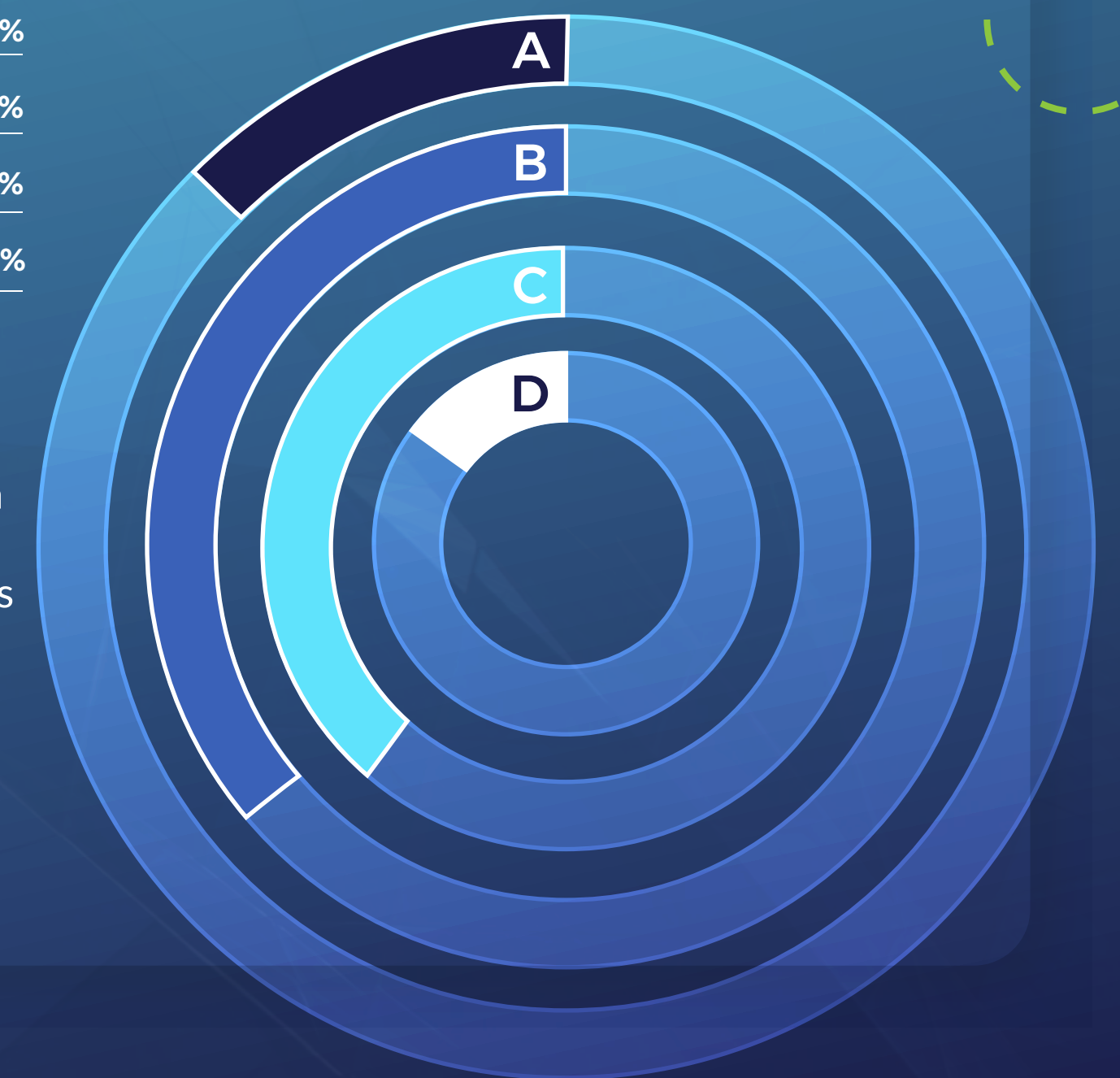
In keeping with the evolution of how businesses are now operating, it isn't surprising to see that over 50% of respondents rate their work-life balance as 'good'. A large portion of our clients and beyond have seemingly adapted to the new normal in terms of working from home with 5% of respondents rating the balance as 'very poor'.



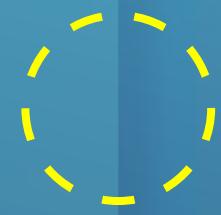
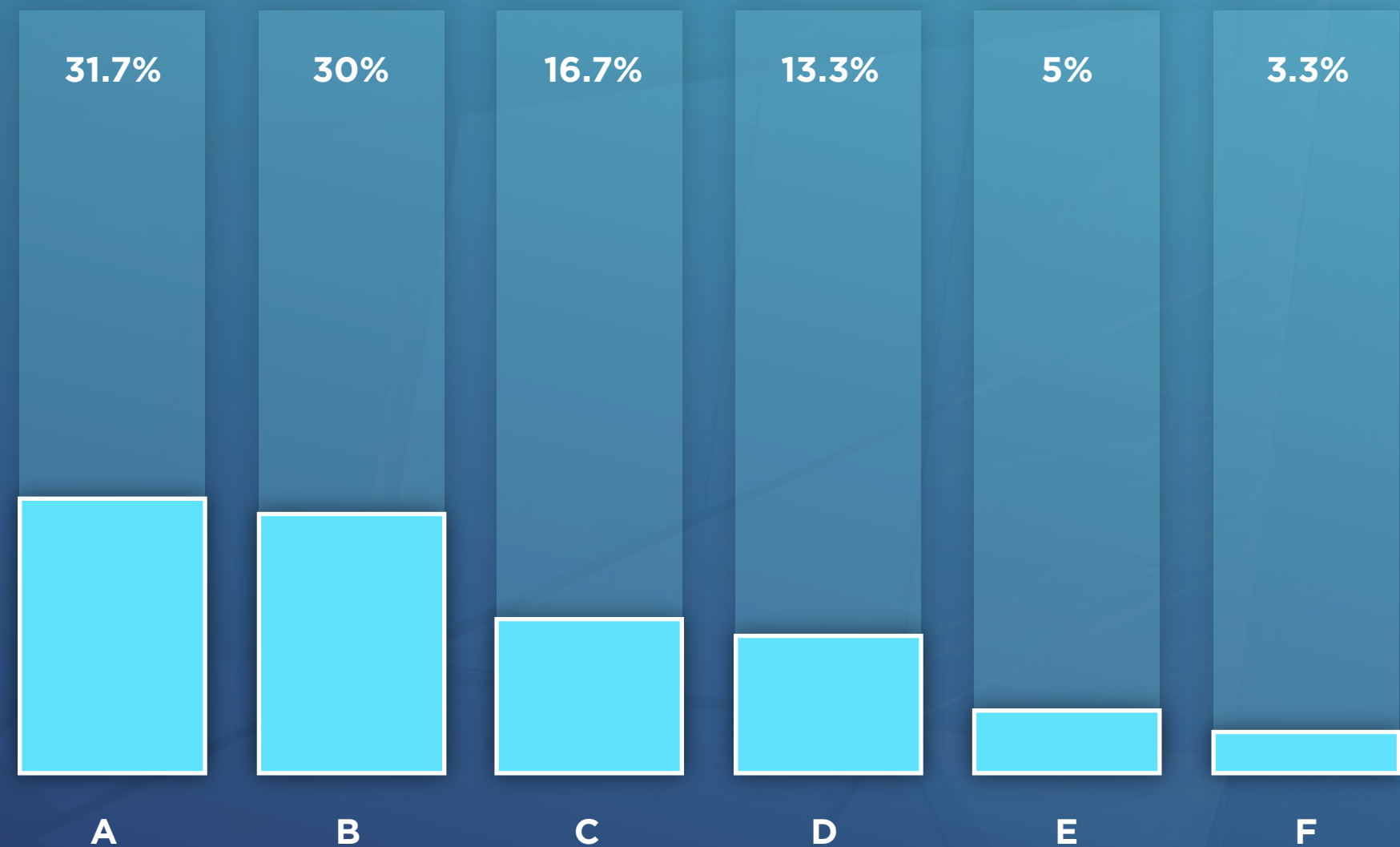
## How would you rate workplace progression?

A   VERY CLEAR & ATTAINABLE	11.7%
B   CLEAR	35%
C   UNCLEAR	36.7%
D   UNCLEAR & UNATTAINABLE	16.7%

The results relating to progression are fairly balanced with 37% of respondents stating progression as 'unclear' and 35% listing theirs as 'clear'. More of concern, however, is that only 11.7% of respondents rated their progression as clear and attainable.



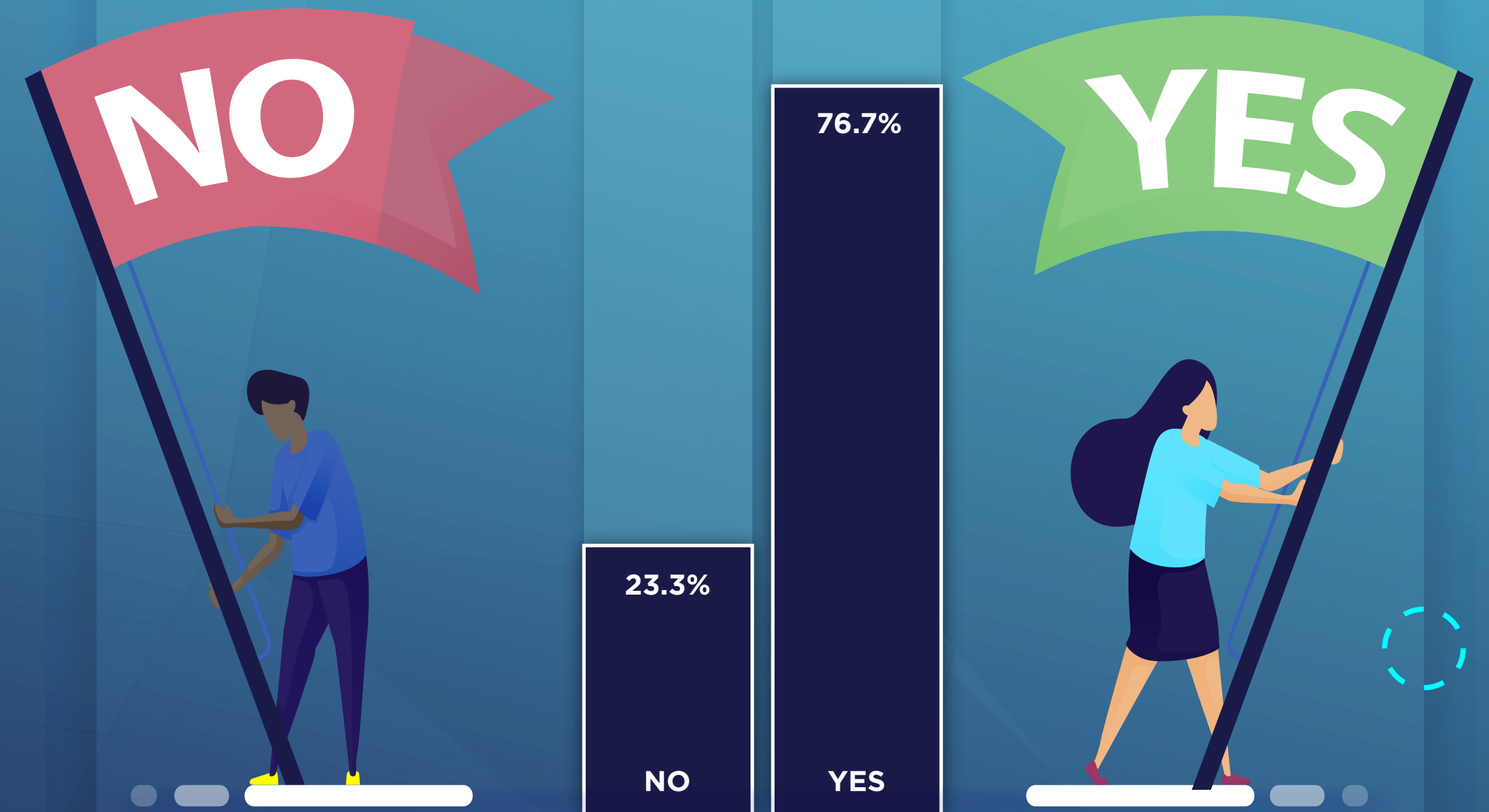
## What is the key factor that would make you consider a new role?



A   PROGRESSION OPPS.	31.7%
B   SALARY INCREASE	30%
C   BETTER WORK-LIFE BALANCE	16.7%
D   QUALITY OF WORK	13.3%
E   CULTURE	5%
F   OTHER	3.3%

Interestingly, there are two standout reasons why respondents would consider a move, progression (31.7%) and salary increase (30%). As touched on previously, it is unsurprising to see salary rank so highly with many reacting to the current climate of salary increases, the feeling of being left behind and the growing concern around the cost of living.

## Are you considering a move in the next twelve months?



Finally, we asked respondents whether they are considering leaving their position within the next 12 months, and over 76% answered yes. When looking at the results previously discussed, this is to be expected.

# DISCOVERING TOP SENIOR FINANCE TALENT

As expected, the market has shifted since pre-Covid, with the recruitment landscape more competitive than ever before.

To tackle the current candidate-driven market and source the top senior finance talent for your business, clear progression pathways, a competitive package and flexibility are key.

There are of course a number of factors at play when it comes to selecting a long-term employer but it is useful to understand the motivations of those we're trying to please.

We at Fintelligent pride ourselves on our ability to build and maintain effective relationships across senior finance and will gladly provide advice to any.

For more information and guidance, or to speak to our Divisional Manager Ross Bull, please do not hesitate to get in touch:

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