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INTRODUCTION

Now that your professional accountancy exams are behind you, the chances are you'll be looking to capitalise on your newly qualified status and think about the next steps in your career path.

There are a number of things you'll need to consider, from your own marketability and aspirations, to the long-term possibilities that different career paths might open up for you.

Regardless of the pace or shape of the economy, one thing is certain: the contribution that a talented finance professional makes to an organisation has never been so highly valued or universally acclaimed.

The CEOs, CFOs and heads of HR who recruit finance professionals through Hays tell us that their priority is to identify finance professionals who can apply their technical expertise, business awareness and communication skills to:

- Support strategic decision making
- Reinforce growth and profitability
- Identify new revenue streams
- Drive efficiencies
- Implement major transformations
- Assess and mitigate risk

That's good news for you. But to arrive at the decisions that are best for your career – those which will deliver both immediate and lasting benefits – it's crucial to equip yourself with accurate, up-to-date market intelligence.

You might be asking yourself...

How would the work I'd carry out in small and medium enterprises (SMEs) and medium-sized businesses (MSBs) contrast with those I could expect in large companies and multinationals?

What are the benefits of considering an internal auditing role rather than a position within finance?

Is switching from professional services into commerce and industry as soon as possible the best way to achieve my objectives, or should I be thinking of staying and specialising?

What can public sector or not-for-profit organisations offer me in a climate of sustained spending cuts? How can I turn those opportunities to my advantage?

What are my chances of using my qualification to work abroad? How will that make me more marketable to employers when I return?

You'll find answers to all these, and more, inside this guide.

CAREER PATHS

DECIDING WHAT CHOICE IS RIGHT FOR YOU

Here is an overview of the varied roles within finance and the key responsibilities. It will give you an idea of what to expect from each type of job opportunity.

Financial accounting/reporting

- Prepare and present financial statements and management information and report results to external customers
- Understand and provide support on a number of complex financial control subjects
- Manage stakeholder relationships with other parts of the business and advise on any financial control queries

Management accounting

- Prepare budgets and forecasts to report to senior management, looking at the previous year's financials to make informed and accurate plans and forecasts for the coming year
- Prepare variance analysis and commentary, looking at what was forecasted and budgeted for (cost and/or revenue) and reporting on any differences
- Cost analysis and/or revenue accounting to ascertain expenses reporting and business performance analysis

Financial planning and analysis (FP&A)

- Analytical support on an array of business, strategic and technical issues, including specific areas of profit and loss, balance sheet and cash flow
- Market analysis, looking at the firm's performance in contrast to competitors and market performance
- Financial modeling and involvement in other analytical projects
- Business partnering with key stakeholders

Regulatory reporting

- Analyse and produce accurate regulatory information to meet external reporting requirements and report to senior management within both the bank and wider group
- Sensitivity analysis, stakeholder management, monitoring of regulatory policy changes and communication with senior management
- Monitoring the risk, capital and liquidity positions of the firm

Product control

- Produce the daily profit and loss in relation to particular financial products (including equities, commodities, foreign exchange, credit and rates)
- Perform profit and loss analysis, spotting trends and variances occurring in the trades
- Prepare commentaries on the performance of the P&L and trading activities in the bank, comparing it to the market and competitors
- Run valuation controls and price testing of the trade, supporting front office to ensure trades are of fair value

Internal audit

- Conduct financial and operational audits from planning to completion stage, creating audit reports to highlight key findings and recommend solutions
- Add value and implement change by working with senior stakeholders across the business
- Travel to international offices to understand the company's strategy and working practices

Treasury

- Assist treasury teams with bank administration, data analysis, cash forecasting or undertaking a technical treasury reporting role
- At senior level, financial and risk management, global supply chain and pricing
- Broad roles covering liquidity, funding and investor relations

Tax

- Advise clients on tax legislation, ensuring tax is paid in the most efficient way
- Keep up-to-date with changing tax laws and complicated legislation to be sure businesses benefit from advantages and exemptions
- As seniority increases, taxation professionals specialise in specific areas such as corporate, employment or personal tax

Public practice

- Use your qualification to advise clients across a wide range of sectors and industries
- Specialise in business lines e.g. corporate finance to further build your technical and client facing skills
- Enjoy career advancement including a clear career path often combined with the opportunity to work on site
- Establish strong working relationships with highly competent colleagues across all financial disciplines

COMMERCE AND INDUSTRY

WHERE TO NEXT?



Construction and property



Media
Publishing, digital, PR, advertising, music and film



Energy
Utilities



Oil and gas
Upstream and downstream



Engineering and manufacturing



Professional services
Consultancies and recruitment



Insurance
Lloyd's, general, brokers, underwriters



Property
Commercial and residential



IT
Apps, software, systems, technology, platforms



Retail and FMCG
Stores and wholesale



Legal



Telecoms
Communications



Leisure
Hotels and restaurants



Transport and logistics

COMMERCE AND INDUSTRY CORPORATE

If you're looking to move into the blue-chip corporate environment, your options are wide and varied.

Within large and multinational companies, finance functions today enjoy a high degree of influence and reach, providing CEOs, CFOs and board executives with the data and intelligence they need to make strategic and operational decisions.

Each industry sector has its own unique challenges and opportunities, which will impact on the specific responsibilities given to finance professionals, and the skills employers look for.

Beyond traditional finance and management reporting, newly qualified professionals are in demand for roles in business and financial analysis, project accounting and internal audit. In the largest organisations, many of these roles will also incorporate an international remit.

The benefits of a career in a blue-chip organisation

Business insight

A clearer context in which to work, develop your networks and plot your future career path, including corporate mission, strategic objectives and management hierarchy.

Frontline and management contact

Exposure to senior management and leaders (finance and non-finance), with the opportunity to develop your role and reputation as a trusted business partner.

Visible results

The chance to see the impact of your work on the business, the contribution to revenue generation, bottom-line profitability, plus your work acknowledged and acclaimed.

Structured development

Proactive training and career management initiatives, building your personal effectiveness, strategic thinking and business management skills.

International horizons

Opportunities for travel, overseas secondments or relocations via global mobility programmes.



“My consultant kept me continually up to date with the current job market and was always on hand to answer my queries. The roles he suggested matched my needs exactly.”

Candidate

COMMERCE AND INDUSTRY

SME

If you're an agile thinker with a flexible, hands-on approach, you might be just right for a central role in a growing SME.

Many successful and fast-growing start-ups and small businesses are run by energetic entrepreneurs who value the finance and business knowledge of like-minded qualified accountants. They'll want to know what you can offer from day one, and how you'll make a difference to their organisation.

More established companies are likely to have firmer structures; management will focus sharply on cost control, liquidity and resources, relying on finance teams for intelligence and insights to help them grow and maintain a competitive advantage.

The benefits of a career in a SME

Essential business basics

A solid grounding in the demands of growing an ambitious business with fewer resources and higher risks.

Influence and momentum

Genuine decision-making opportunities, with your ideas and recommendations acted on swiftly and decisively.

Inspiring people

Work alongside owners, entrepreneurs and managers who are passionate about their business missions.

Freedom to grow

Finance professionals who consciously move to smaller businesses say they find the absence of a rigid hierarchy to be liberating and rewarding in equal measure.

Shared success

Those involved at early stages of business growth or prior to the launch of new ventures may be given, or earn, a lucrative stake in the business.

COMMERCE AND INDUSTRY INTERNAL AUDIT

Many finance directors in FTSE-listed companies have worked in internal audit at some point in their careers and it's now recognised as a direct route into major blue-chip businesses.

Internal auditors act as proactive, consultative business partners, reducing risk, adding commercial value and contributing to the ongoing success of a business.

Reasons to join an internal audit function

This is not external audit

Internal audit is very different to external audit. You will be part of a team that brings improvements and controls on a continual basis, and you will gain recognition for adding value to the business.

You will get exposure to the entire business

Not many roles offer you such transparency and understanding of the entire business as internal audit does. You will work in partnership with senior figures and gain an insight into every area of the business, seeing the impact of your recommendations and decisions.

There are fantastic travel opportunities

The roles on offer within internal audit usually offer the chance for international travel. Depending on the business and the areas you deal with, you may travel within EMEA or further afield.

It's a fantastic route into the main finance business

Having had all-round exposure to the business, internal audit is a natural way into mainstream finance or operational roles. Many businesses judge the success of the internal audit function by how many team members rotate into the wider business. Two years is the average amount of time before a move.

The rewards are generous

Salaries are above the average for finance positions. You can expect to receive a bonus on top of this too, typically based on company and personal performance.



“ In my experience with Hays, the most impressive thing was the communication. They were constantly in contact and really helped me to get the job I wanted. ”

Candidate

CITY & FINANCIAL SERVICES

Competition for work in investment and retail banks, smaller boutique banks, asset management companies, insurers and life companies remains high and is still the ultimate career destination of choice for newly qualified professionals.

Private equity firms, venture capital houses and hedge funds complete the picture, with finance professionals playing key roles alongside revenue earners, deal makers and those charged with running or turning around businesses. You might also provide critical data and support to relationship managers advising high net-worth customers on investment strategies.

The bar is set high; as well as exemplary records in academic and professional exams, energy and enthusiasm, industry knowledge and credibility with demanding senior colleagues (and clients) are all required to thrive. In an industry undergoing tightening regulation, finance professionals must also satisfy potential employers that they have a sound appreciation of the risk and compliance aspects of their work.

The benefits of working in the City and financial services

Lucrative remuneration

Banks and financial institutions continue to pay above-average basic salaries, along with relatively high bonuses, mortgage allowances, share schemes and pensions.

Generous non-financial benefits

To help employees achieve their work-life balance objectives, many City employers go the extra mile, providing gym memberships, health and wellbeing support and encouraging participation in charity or community activities.

Global mobility

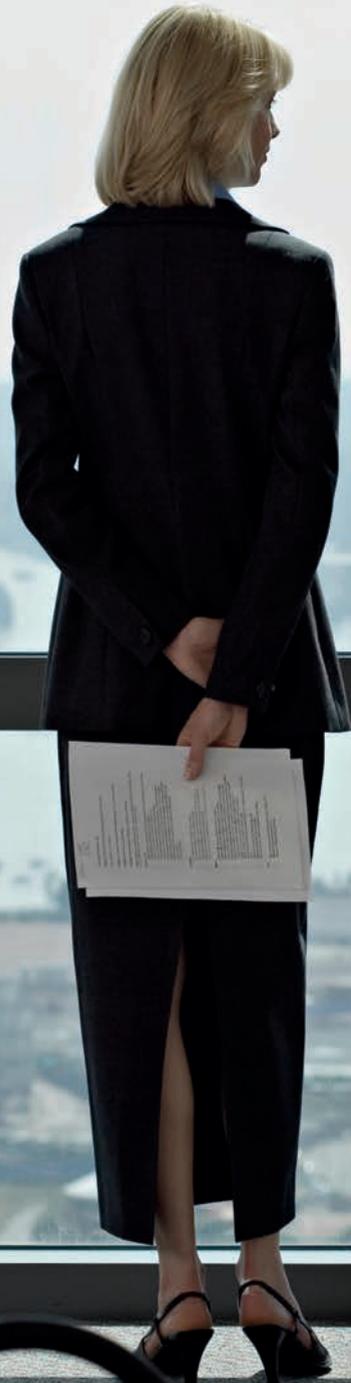
Multinational banks in particular recognise that overseas secondments or relocations are key retention tools, especially as financial centres such as New York, Hong Kong, Shanghai, Singapore, Dubai or Sydney might be appealing options for transferees.

Location flexibility

While roles are, by definition, largely based in London's Square Mile and Canary Wharf, there are opportunities outside the Capital, such as in Edinburgh, Leeds or Manchester. Should banking and financial services appeal, you also have regional options to consider.

“Throughout the recruitment process, my consultant worked hard on my behalf. I wouldn’t hesitate to use Hays again and thank them for their contribution towards my future.”

Candidate



FINANCIAL SERVICES WHERE TO NEXT?

Retail banking

This sector is renowned for offering an exciting and rewarding career and you will also receive unparalleled professional development.

As a newly qualified accountant you will be exposed to senior stakeholders, challenging projects and given a lot of responsibility and autonomy. In return, this will offer you an enjoyable career with extensive opportunities to move internally between different jurisdictions and business lines.

We have seen significant change in this sector and as such this has now become a fast-paced, highly-commercial, consumer-facing industry offering great career development and progression. Traditionally, work-life balance in retail banking is considered better than investment banking.

Investment banking

Investment banks offer one of the most meritocratic environments and arguably one of the most sought after career paths in the City, due to its competitive business nature and compensation structure.

London is the global hub for investment banking. Opportunities within these competitive institutions cater to professionals who are looking for a challenging international career and enjoy the complex nature of investment banking products. They work in a fast-paced environment and are able to confidently partner with the high-performance culture of the front office.

Obviously, the banking crisis has affected what would now be referred to as the 'Top-Tier' banks. However, the key players in Europe are still considered to be: Goldman Sachs, Morgan Stanley, JP Morgan, Bank of America, Merrill Lynch, UBS and Credit Suisse.

Hard work pays off in this sector. Although the hours can be a lot longer and much more gruelling than other sectors, this is compensated with high salaries and bonuses. As a newly qualified professional you will enjoy a structured career path where the speed at which you progress through the ranks depends entirely on your work ethic.

Investment management

The investment management arena encompasses hedge funds, private equity firms, private wealth managers, venture capitalists, custodians and administrators. They offer professional management of securities and other assets in order to achieve specific investment goals set by investors.

Investment managers offer similar yet distinctly different services from investment banks and strive to have a different culture. Smaller in size than major investment banks, the larger investment managers do present a corporate culture, yet are still able to offer a work-life balance. The smaller, more niche investment houses are, more often than not, a much more intimate operation, far removed from the corporate behaviors of the bigger banking institutions.

Investment management is generally considered a fantastic place to learn the operations of financial markets and gain insight into the complexities of financial products, whilst still benefiting from a vibrant culture and a work hard, play hard attitude.

FINANCIAL SERVICES

INTERNAL AUDIT

Did you know?

- Internal audit is a department independent of line management, whose prime responsibility is to review the quality and effectiveness of the controls within the banks to manage and mitigate risk and protect the assets of the bank
- Unlike external auditors, an internal auditor reports directly to senior management. Their role is to evaluate the state of the organisation and advise on where improvements should be made
- Internal audit is a business-facing consultative-department that provides analysis and support to the risk and controls system of a financial services organisation

Why choose a career in internal audit?

This role, like no other, allows for regular contact with the senior management, as well as several sectors of the business. An in-depth insight into the industry is guaranteed, which is excellent for personal development.

External vs. internal audit

- If you have previously worked in external audit, you may be looking to move away from auditing. However, while they do share some characteristics, external and internal audit are very different
- Internal auditors have a much larger coverage of information and more in-depth analysis opportunities than external auditors
- Internal auditors carry more responsibility and thus have a rewarding role as they work to improve the organisation from within

Possible career paths

Possible career paths include going into a senior role within mainstream finance, leading possibly to finance director. Other options include a business-facing and strategic role or stepping up to a more senior position within the internal audit function.

Whichever path you choose, working within internal audit keeps doors open and will present you with regular, exciting opportunities to progress your career. The increasing focus on the economy means internal audit is held in high regard. Who could be better placed to move into a strategic or senior role than someone who has examined the entire operations of a company?

FINANCIAL SERVICES FRONT OFFICE

Investment banking is often seen as the preferred destination of business graduates. It is therefore considered as one of the most competitive and elite recruitment markets in the world.

Shaping the world of finance

Corporate finance is seen by many as an alluring job, due to the proximity to business and the impact you have on their future. Mergers and acquisitions shape the commercial, industrial and financial aspects of our society. They influence what the high street will look like, and what bank you will use.

If this isn't enough, the financial rewards are substantial. Investment banking is one of the highest paying industries, with starting salaries around £50,000 and rapidly rising through the Analyst, Associate and VP pay grades. Six figure incomes are the norm within a matter of years.

The high pay and bonus earning potential makes front office the most sought after function. Couple the income possibilities with the future career prospects that come from advising major corporates, it's not hard to see why so many ACA qualified professionals are keen to progress their careers in this area.

In order to succeed:

- You will need to have strong academic qualifications at GCSE and A-Level/IB, and hold a 2:1 degree or better from a reputable university
- You will have attained a quantitative degree (e.g. in finance, accounting, economics, engineering or similar), preferably with an internship at a bank or financial institution
- Financial modelling skills are a distinct advantage
- You need to be very hard working and able to cope with lots of unpredictable work
- You'll need high attention to detail, since you'll have to prepare presentations, financials and pitch books
- Successful candidates will be able to demonstrate considerable drive, have a competitive nature and a clear interest in the financial markets

As a newly qualified accountant you can expect to start your career as a senior analyst/associate then work your way up the ranks. If your ambition is to be a corporate financier or investment banker then an entry level job in front office is where you need to be.



“My consultant was instrumental in placing me in my current role. They listened to my career aims and made an effort to understand which roles would best suit my personality.”

Candidate

PUBLIC PRACTICE

Cutting-edge advisory work is no longer the preserve of the Big 4, with many mid-tier and independent firms tasked with challenging assignments outside traditional service offerings.

If you decide you want to stay within the profession, but outside the Big 4, switching to a different firm might provide the quality clients and substantial assignments you need to enhance your career.

Niche boutique firms may not have a global reach, but many have been increasing market share in specialist services such as forensics, corporate recovery or corporate finance. Others have earned their reputation by advising clients in specific fields such as energy, property or the entertainment and creative industries, which often require in-depth sector insights, and can facilitate your sector or discipline specialisation.

While boutique firms are by definition small, many of the most successful have been set up by entrepreneurial finance professionals with large-firm training who demand high standards in both recruitment and client service delivery. These boutiques are very popular with newly qualified accountants as they allow employees to develop their commerciality and business acumen.

The benefits of working in professional services

Business development skills

Develop valuable client-facing experience and exposure to commercial opportunities for cross selling and new business.

Continual professional education

Ensuring your technical ability is up to date and at the forefront of new reporting and regulatory requirements.

Continuous professional networks

Always growing through diverse client work and new projects. Often underestimated but a deep professional network can be stimulating and sustain your long-term career.

Challenge and variety

A professional services career will give you unrivalled exposure to interesting and demanding client scenarios, accelerating the maturity of your professional 'experience'.

Structured career path

Future promotion opportunities can often be projected, allowing you to plan your career, future earnings and achieve personal goals.

Informed choices

To stay within professional services, even for the short term, gives you the opportunity to make a more informed decision about the direction of your career in the longer term.

TAXATION

Opportunity extends across all sectors from complex compliance to market-leading advisory work, tax professionals are key stakeholders within the business world today.

Whether you stay in practice or move into industry, tax work in today's business world calls for powerful analysis skills and lateral thinking, along with an anticipatory, problem-solving mindset.

Within professional services, the appeal of a tax career path largely rests on the industries in which your clients operate, and the types of tax for which they seek support. Whether you're a technical specialist who enjoys delving into the granular detail, or an aspiring rainmaker who gets a buzz from client acquisition or revenue generation, tax roles exist right across the spectrum.

In industry, in-house tax professionals who make their mark in mainstream tax compliance or reporting can ultimately look forward to challenging, stimulating work at the heart of corporate tax strategy. You are likely to work closely with heads of taxation or financial directors, so hiring criteria requires confidence, commercial awareness and the ability to gain the trust of those leading figures.

Increasingly, in-house roles offer international remits, with opportunities to learn about managing tax in different jurisdictions. As many Big 4 tax teams are keen to meet finance professionals who have moved from practice into commerce, experience in specific sectors (especially financial services) can be a real asset should you return to client-facing responsibilities.

The benefits of working in taxation

In professional services

- Maintain up-to-date technical ability
- Access to a variety of complex, challenging assignments across a broad range of industry sectors
- Opportunities to develop your advisory and consultative skills and deepen your commercial insight
- Exposure to entrepreneurs and high-net-worth individuals with demanding tax challenges

In commerce & industry

- Liaise with senior finance managers and business leaders
- Opportunity to see how activity aimed at tax-efficient reporting, investment and capital expenditure applies in a commercial environment, and against the context of wider corporate objectives
- Valuable business-partnering skills – but without pressure to generate fees or account for time
- Opportunities to see the impact of your work within the overall financial performance of a business

TREASURY

Treasury is emerging as a distinct career choice with demand for specialist treasury professionals higher than ever.

A career in treasury is an opportunity to work at the heart of an organisation providing valuable support to all key functions. At a senior level, the role has developed into a corporate role responsible for; financial and risk management, liquidity management, funding, insurance, investor relations, global supply chain and pricing.

Within industry, depending on the size of company, you may be wholly responsible for the treasury function (SMEs), or within larger companies, your first move into treasury might be to assist the treasury team with bank administration, data analysis, cash forecasting or undertaking a technical treasury reporting role. The benefit of treasury is that you can work in large corporates and still be working in a relatively small team, where you will work closely with the senior management who will help develop your skills.

The profession offers a wide variety of consultancy type roles within the Big 4 and smaller advisory firms, where you will get exposure to some of the largest companies in the UK working with the financial directors and CFOs of ever-changing businesses.

The benefits of working in treasury

Business development

You'll have the chance to work with key stakeholders of the business and network with a wide range of professionals.

Challenge and variety

Opportunities to work across the business in broad roles covering liquidity, funding, risk and investor relations.

Continual professional development

Involvement in a wide range of business activities will put you in touch with senior management, who will work to develop your skills.

Close-knit teamwork

Conventionally small teams in treasury give you the chance to form close ties with other professionals and learn from their experience.

PUBLIC AND NOT-FOR-PROFIT

Finance professionals continue to enjoy key roles, influencing decisions that impact on service delivery and social objective strategies, regardless of the economic climate or resources available.

Public sector bodies and third-sector organisations all offer opportunities which rate highly against criteria for remuneration, challenge future career paths and offer job security. Finance professionals operate at the heart of the many large, often complex, transformation initiatives being undertaken in the public sector. And as many public services are now delivered by external agencies, the scope within those not-for-profit organisations has also been widening.

With the pressure to manage costs more effectively, most new vacancies have typically come about only after a compelling business case has been made. Successive governments have required organisations to be more accountable and commercial; many finance directors and business leaders in public services have themselves trained with Big 4 firms or large multinational corporations, bringing private-sector dynamism and best practice with them.

Finance is increasingly at the heart of decision making and most of the opportunities are operational facing in businesses.

The benefits of working in public and not-for-profit organisations

First-class resources

State-of-the-art systems and technologies.

Exciting project work

With finite life cycles, you can see the fruits of your labour while moving onto the next challenge.

An influential voice

Input on strategies that determine how substantial budgets should be invested.

Society dividend

Knowledge that the work you're carrying out will contribute, directly or indirectly, to the lives of the wider society.

Comprehensive development

A proactive, supportive approach to training and learning, with opportunities to develop transferable skills.

INTERNATIONAL

Qualifications awarded by British accounting bodies are recognised and respected globally by employers large and small, both in industry and professional services.

Overseas opportunities are mainly found in industrialised economies, tax havens and financial centres. Emerging markets in the Middle East, Asia Pacific, Latin America and Africa provide a rich variety of options for newly and recently qualified accountants looking to add an international dimension to their careers. With the BRIC countries and other developing economies set to increase their proportion of world GDP in the coming years, the number of global opportunities for UK-trained finance professionals will continue to rise.

Those who use their UK accounting qualification as a passport to overseas opportunities typically report a positive impact, not just on their careers but also their lifestyle, cultural awareness and personal development. Relocation requires careful thought, preparation and commitment, but an overwhelming majority of finance professionals who move internationally say they've never regretted it.

The benefits of working abroad

Earlier responsibility

Flatter hierarchies and swifter promotion prospects.

Senior exposure

Work alongside management and clients at much more senior levels than is typical in the UK.

An enhanced CV

Valuable experience on your CV that distinguishes you from your peers on your return to the UK or elsewhere in the world.

Culture, travel and lifestyle

The chance to travel to dynamic and emerging cities, experience new cultures and enjoy the taste and excitement of different lifestyles.

Global networks

Fellow expatriates you meet or work with overseas may themselves be on globetrotting career paths, and in a position to hire or recommend you at a later date.



With over 250 offices in 33 countries we have the breadth of coverage and expertise to help you progress your career, wherever in the world you want to work.

For more information about international opportunities contact your local hays consultant by visiting hays.co.uk/offices.



WHERE IT WILL TAKE YOU THE ROUTE TO THE TOP

Becoming a qualified accountant opens up a variety of career opportunities and presents many ways to get to the top.

You will be at the forefront of the business advising from a cost and revenue perspective whilst also having the commercial acumen to drive the business forward.

If you train in audit, you will also have the opportunity to meet lots of senior business leaders and understand the variety and challenges of the role. This is fundamental to becoming a successful financial director.

It's not hard to see the appeal of a top-level finance job. As the CEO or MD's trusted advisor, you will be involved in setting strategy and making key decisions about the future of an organisation.

Many FDs began their careers by studying ACA qualifications (see the Hays Accountancy & Finance, *DNA of a Finance Director* report). By gaining the right level of experience in the right business areas and making the most of every opportunity, you could be well on your way to the top job in finance.

GET THE EDGE IN YOUR CAREER

As a global leader in finance recruitment we can help you fulfill your career ambitions.

Once you've completed your qualifications, there are many different career paths available to you. We have a team dedicated to assisting you and advising on the best route for you. Not only will you benefit from our expertise but we can make those important first introductions to employers who specifically want to recruit you as a newly qualified professional.

Our consultants provide permanent and interim finance professionals to a large range of organisations and employers. We have a successful history in providing high-calibre individuals from graduate entry-level through to senior qualified finance and director level.

We can offer our expertise in:

Preparing your CV

We explain what an employer wants to see on a CV and why. We also highlight why your particular experience is relevant to our client, ensuring you secure an interview.

Preparing for interviews

This includes guidance on required research, selling yourself, explaining your experience and skills, which are relevant to the role, how to answer competency-based interview questions and demonstrating your commercial awareness.

Maximising your online professional profile

Your online profile is just as important as your CV. Therefore, ensuring your online professional profile is frequently updated and promotes the best version of you is imperative when taking the next step in your career.

Refer a friend

We are always growing our network of high-calibre professionals. That's why we would like to say a big thank you to everybody who recommends a friend.

Temporary placements

When we place someone you have referred to us into temporary work for six consecutive weeks, you'll be rewarded with retail vouchers worth £150.

Permanent placements

If your friend is placed in a permanent position, you'll be rewarded with £250 in retail vouchers after they have been in employment for 12 weeks.

To refer a friend to Hays and for full terms and conditions visit [hays.co.uk/refer-a-friend](https://www.hays.co.uk/refer-a-friend)



We have long-standing relationships with finance professionals from their first job as a PQ to their CFO appointment:

“ I have been in contact with my consultant for the past 15 years, from the first year of my accounting degree right through to operating as a CFO. The time and advice I received from them early in my career was very influential and is something that I often refer to when mentoring myself. ”

CONTACT US

For more information or to discuss the wide range of opportunities now open to you, call 020 7259 8794 or to find your nearest Hays office, visit hays.co.uk/offices



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