



# Get Hired: Finance and Accounting Hiring Managers' Top Secrets Revealed

In a recent survey, we asked finance and accounting hiring managers to share how they evaluate and distinguish top candidates. We also asked them about ways professionals can gain an edge in the hiring process to get noticed, and ultimately, hired.



## THE FIRST 15 MINUTES

During an interview, 73% of finance and accounting hiring managers know within this short time-frame if a candidate is right for the position.

# 63%

say the most challenging quality to find among finance and accounting candidates is the **RIGHT COMBINATION** of hard and soft skills.



16% SAY CULTURE FIT



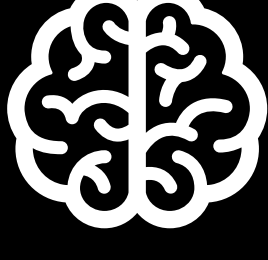
13% SAY SOFT SKILLS



9% SAY HARD SKILLS

When evaluating candidates, finance and accounting hiring managers are looking for:

### Top hard skills



83% ANALYTICAL/CRITICAL THINKING

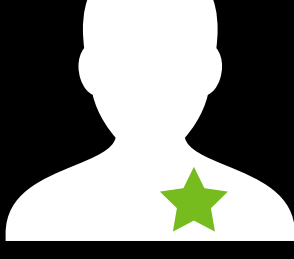


66% VERBAL/WRITTEN COMMUNICATION SKILLS



58% EVALUATION, ANALYSIS, ACCURACY (TROUBLESHOOTING)

### Top soft skills



83% A SENSE OF PERSONAL ACCOUNTABILITY



82% ABILITY TO LISTEN AND COMPREHEND



77% ABILITY TO WORK WELL UNDER PRESSURE

## Resumé is still king

Most preferred format to review a candidate's background:



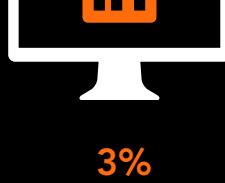
53% DIGITAL/ELECTRONIC FORMAT



40% TRADITIONAL HARD COPY



3% DIGITAL PORTFOLIO



3% LINKEDIN PROFILE



1% VIDEO RESUMÉ

Make sure you tailor your resumé to the position you're applying for.

NEARLY **8 IN 10**

match resumé qualifications to the job description when deciding who to interview.

# 80%

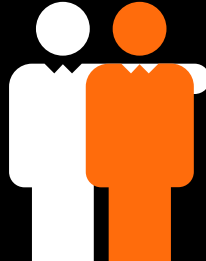
say **CULTURE FIT** is important when evaluating candidates.

Top ways finance and accounting managers assess culture fit:

- ✓ 68%: by asking behavioural interview questions
- ✓ 59%: by observing behavioural cues during interview
- ✓ 58%: by listening to candidate questions posed during interview

## Securing the position

Top competitive advantages (when candidate qualifications are equal):



64% REFERRAL BY A CURRENT OR FORMER EMPLOYEE OR CO-WORKER



49% STARTED AS A CONTRACT/TEMPORARY EMPLOYEE WITHIN THE COMPANY



38% COMPLETED AN INTERNSHIP WITHIN THE COMPANY

# 1-3 WEEKS

is the typical time frame from the first interview to the extension of an offer.

Be patient; 36% of finance and accounting hiring managers say it can take anywhere from 3 weeks to 3 months to hire for a position.

## Nail the interview

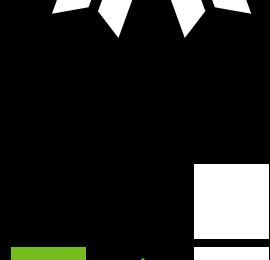
Top advice for finance and accounting candidates:



75% BE ABLE TO ARTICULATE PERSONAL ACCOMPLISHMENTS/WEAKNESSES



74% REMEMBER THE BASICS (BE ON TIME, POLITE, WELL-GROOMED, GRACIOUS)



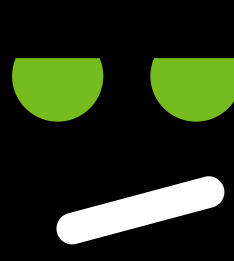
70% BE ABLE TO CONVEY HOW SKILLS/BACKGROUND ARE A GOOD FIT FOR THE JOB



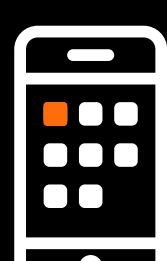
70% BE INFORMED ABOUT THE COMPANY'S KEY PRODUCTS/ SERVICES

## Interview blunders

Top mistakes that prevent finance and accounting candidates from moving forward:



88% ACTING ARROGANT, NOT GRATEFUL FOR INTERVIEW



83% INAPPROPRIATE USE OF MOBILE PHONE/TEXTING DURING INTERVIEW



83% NOT ARRIVING ON TIME



83% NOT BEING WELL-GROOMED OR APPROPRIATELY DRESSED FOR THE INTERVIEW



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Survey methodology: The 2015 Hiring Manager Research (U.S./Canada) was conducted by RDA Group on behalf of Kelly Services. Over 1,000 hiring managers in the U.S. and Canada were surveyed. Participants had direct hiring responsibilities for talent in healthcare, engineering, finance and accounting, IT, and scientific fields. Results represent a cross section of industries and career disciplines. Of the total surveyed, 214 were finance and accounting hiring managers.

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