



**Scott Fiore, President**

**Remote Work, Globalization and AI – Their Affects  
on The F&A Job Market and Staffing**

**Good  
People.  
Guaranteed.**

# Overview

- **The talent shortage in accounting and finance**
- **Why recent graduates are in high demand**
- **How AI and global hiring trends are reshaping these industries**

# The F & A Talent Shortage

- **Key Statistics:**
- **Accounting Graduates (U.S.):**
  - 17% decline from 2016–2020
  - 7.8% decrease in bachelor's degrees (2021–2022)
  - 6.4% decrease in master's degrees (2021–2022)
  - CPA Exam Candidates: Down 27% in the past decade
- **In Finance:**
  - U.S. firms face persistent staffing shortages, driving increased recruitment in Asia-Pacific and other regions

# Demand for F&A Professionals

- **Accounting Professionals:**
- **190,000 open accounting roles in 2022; projected to exceed 200,000 by 2024**
- **BLS projects a 4% growth in accounting jobs (2022–2032)**
- **BLS projects a 6% growth in finance roles (2022–2032)**
- **Average of 130,800 job openings for accountants and auditors each year**
- **Most in-demand job titles: Corporate Controller, Accounting Manager, Tax Accountant, Payroll Manager, Management Accountant, CFO/CAO, Financial Analyst, Risk Manager, Compliance Officer**

# Demand for F&A Professionals

- **Reason for Increased Demand:**
  - Retirement wave in both accounting and finance sectors
  - Rising complexity in financial regulations
  - Demand for advanced data-driven insights and advisory skills
  - The post-pandemic economic shift is fueling demand for risk management and financial strategy experts

# AI's Increasing Role in F&A

- **AI is transforming both sectors by automating repetitive tasks and enhancing data insights.**
- **Key Applications in Accounting:**
  - Audit & Assurance: AI tools detect financial risks and fraud
  - Tax Services: Automating tax calculations and improving accuracy
  - Automation: Streamlining invoice processing, data entry, and reconciliations
- **Key Applications in Finance:**
  - Fraud Detection: AI models analyze transaction patterns in real-time
  - Risk Management: Predictive models forecast credit risks and market volatility
  - Algorithmic Trading: AI enhances trading decisions based on market patterns

# AI's Increasing Role in F&A

**AI is transforming both sectors by automating repetitive tasks and enhancing data insights.**

- **AI automates routine tasks, allowing professionals to focus on strategic decision-making**
- **Roles are shifting toward data interpretation, advisory, and consulting**
- **Graduates with strong skills in AI tools, data analytics, and financial modeling will have a competitive edge**

# Remote Hiring; Trends & Opportunities

**Big Four accounting firms and leading financial institutions are actively recruiting remote talent in Asia-Pacific**

- **Firms hiring remote finance professionals include:**
  - **Apollo Global Management (expanding in Japan)**
  - **HSBC (increased offshore financial analyst hiring)**
  - **Binance (hiring remote finance roles in Singapore)**

# Remote Hiring; Trends & Opportunities

## Advantages and Challenges of Remote Hiring

- **Advantages**
  - Expands access to skilled talent in accounting and finance
  - Cost efficiency for firms:
  - Enhanced collaboration through advanced communication platforms
- **Challenges**
  - Navigating labor laws and regulatory differences
  - Ensuring secure handling of financial data
  - Managing time zone challenges and cultural differences

# Remote Hiring; Trends & Opportunities

## Offshore and AI Comparable Costs

- U.S.-based accountant salary: \$80,000/year (~\$40/hr)
- APAC remote accountant salary: \$15–25/hr
- APAC finance professional salary: \$20–30/hr
- Estimated AI Costs (at the moment) \$0.000075 - \$0.00015 / token
  - For comparison we're paying about \$15/month of our LLM

# Remote Hiring; Trends & Opportunities

- Salaries are rising to attract and retain talent
- High-demand roles in accounting operations, financial analysis, and investment management see faster wage growth
- Certifications such as CPA, CMA, CFA, and FRM significantly boost earning potential
- Accounting: CPA, CMA, CIA (Certified Internal Auditor)
- Finance: CFA (Chartered Financial Analyst), FRM (Financial Risk Manager), CFP (Certified Financial Planner)
- Certifications offer higher earning potential and improved career mobility

# Remote Hiring; Trends & Opportunities

## How Graduates Can Stay Competitive

Develop skills in:

- AI tools and data analytics
- Financial forecasting and strategic advisory
- Regulatory compliance and risk management
- Pursue certifications that align with career goals
- Embrace hybrid or remote work opportunities

# Recommended Career Pathways

## Accounting Career Path:

- Earn a degree in accounting
- Gain internship experience
- Pursue CPA or CMA certification
- Develop skills in AI and automation
- Explore advisory and consulting roles

# Recommended Career Pathways

## Finance Career Path:

- Earn a finance-related degree
- Complete internships in investment banking, risk management, or financial analysis
- Pursue CFA or FRM certification
- Build expertise in data-driven financial modeling
- Explore roles in fintech, investment strategy, or financial consulting

# Conclusion

- **The accounting and finance sectors are evolving rapidly, presenting strong opportunities for recent graduates**
- **Mastering AI tools, data analytics, and advisory skills is key to career success**
- **Firms are actively hiring both locally and remotely, creating expansive opportunities worldwide**



**Thank You!**

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