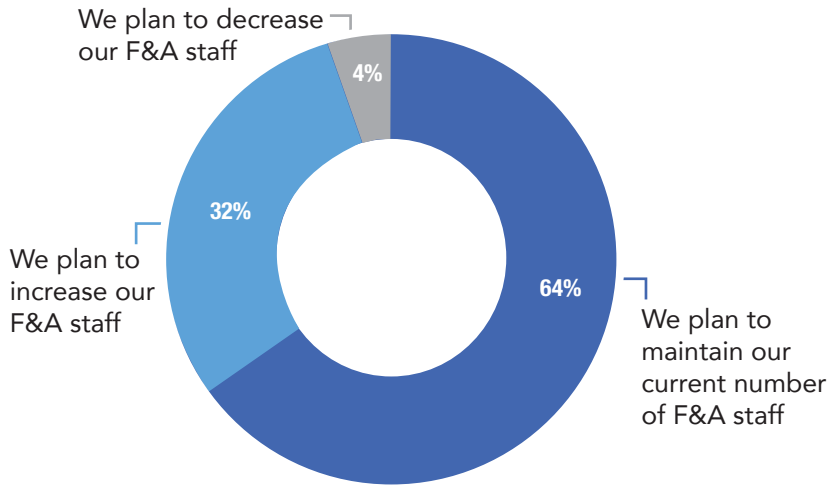


The objective of this important study was to identify how Controllers, CFOs and related executives are managing finance and accounting (F&A) talent, along with such challenges as talent turnover and skill shortages, hybrid and remote work environments, rapidly changing macro-economic environments, outsourcing, and more. Following are **Key Takeaways**:

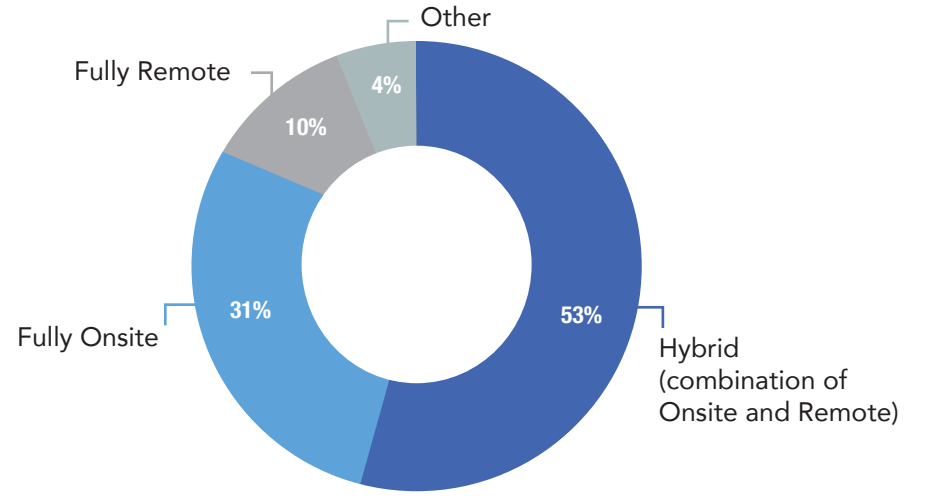
## Only 4% Reducing F&A Hiring while 32% Increasing Hiring

Regarding hiring plans over the next 12 months, only 4% are scaling back F&A hiring, while 32% plan to increase staff hiring. 64% of respondents plan to maintain staff levels. Compared to 2023, there is an increase in those planning to maintain staff (up from 61%) and a slight decrease in those planning to increase staff (down from 37%).



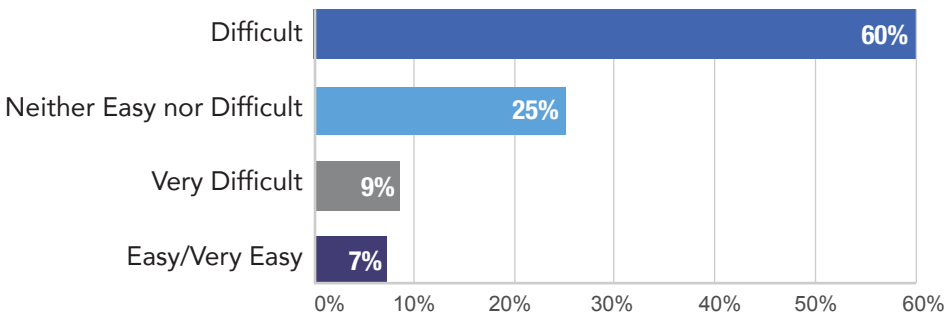
## Work Environments Will Transition to 55% Hybrid and 31% Onsite

Regarding work environments and return to office (RTO) mandates, a majority 55% will offer some Hybrid combination of Onsite and Remote options, 31% will transition to Full Onsite, and only 10% will offer Full Remote. This is a significant shift from 2023, when 63% offered hybrid, 26% were fully onsite, and 9% were fully remote.



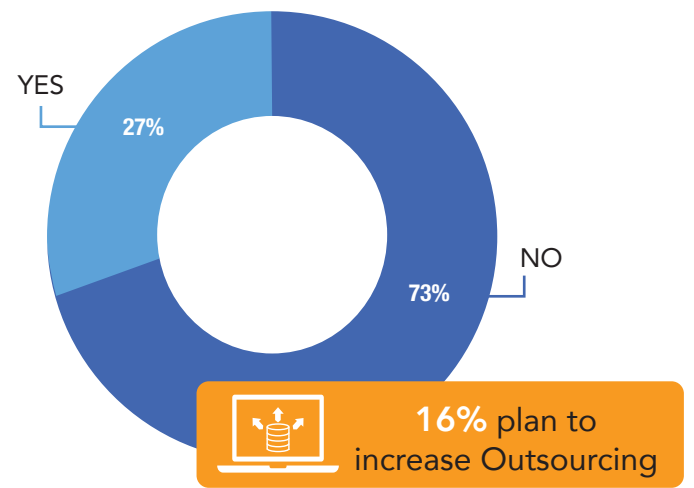
## A Majority 69% Find It Difficult to Hire F&A Talent

Approximately 69% of survey respondents categorize finding F&A talent as "difficult" or "very difficult," with only 7% stating "easy" or "very easy", and 25% neutral about difficulties. This represents a slight improvement from 2023, where 68% found it difficult or very difficult, and only 3% found it easy.



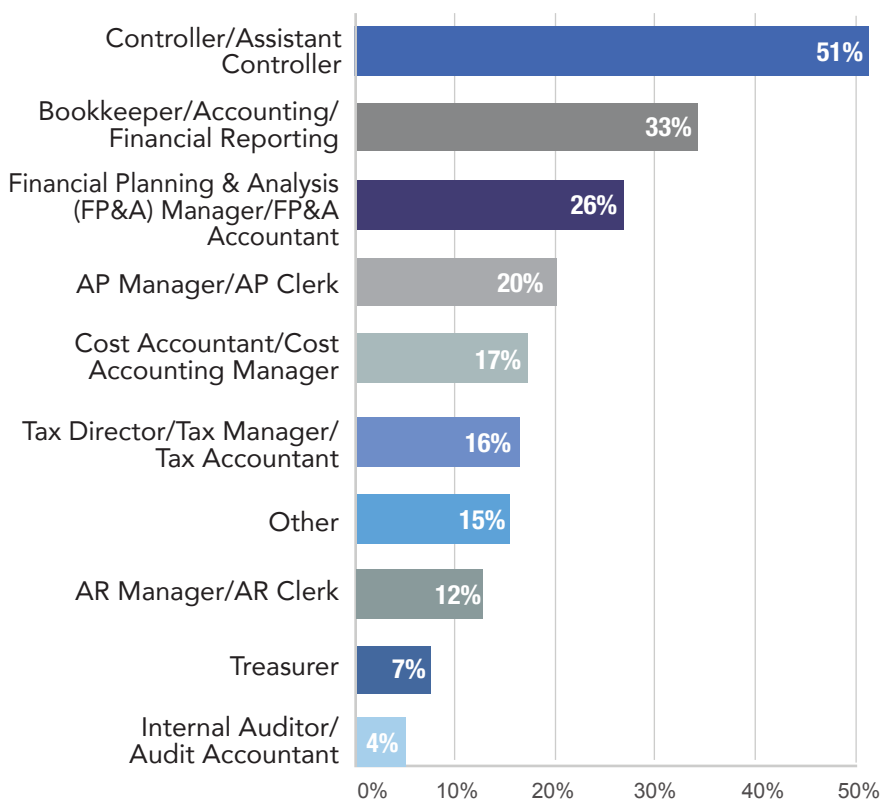
## A majority 73% do not Outsource F&A vs. 27% that Outsource

While a majority (73%) do not outsource F&A, 27% do, with 16% planning to increase outsourcing. This marks a reduced reliance on outsourcing from 2023 when only 60% did not outsource.



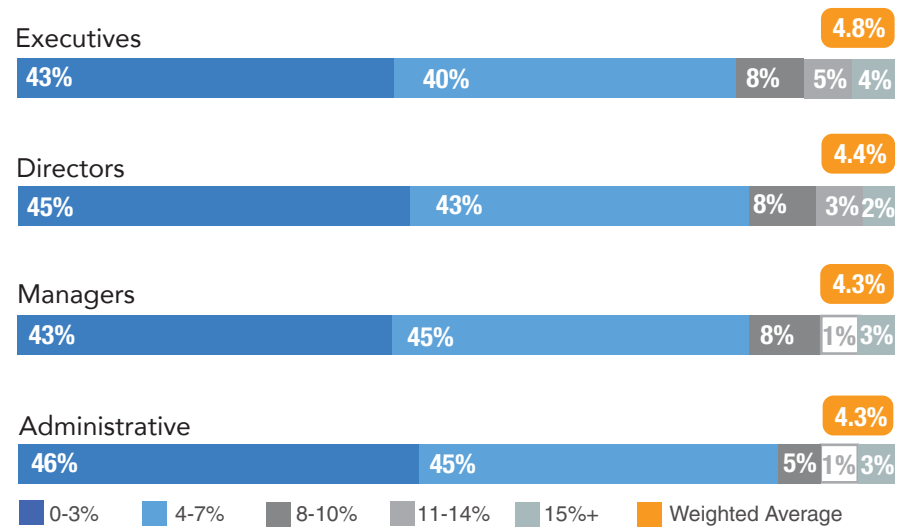
## Which F&A Skills Are the Most Challenging to Recruit for in Your Organization?

In 2024, the most challenging roles to fill include Controller/Assistant Controller (51%), Bookkeeper/Accounting/ Financial Reporting (33%), and FP&A roles (26%). Compared to 2023, there is a significant increase in difficulty recruiting for Controller/Assistant Controller roles, up from 34%. This highlights the growing demand for leadership and strategic roles in the finance sector.



## Overall F&A Pay Increases Average 4.5%

Overall F&A compensation increased by 4.5% in the past 12 months, with executives averaging 4.8%, followed by directors at 4.4%, managers at 4.3%, and clerical staff at 4.3%. Increases are similar to 2023, when the overall average was 4.5%, with executives at 4.7%.



Visit: [www.ControllersCouncil.org](http://www.ControllersCouncil.org)

View the complete 2024 F&A Talent Study report [here](#).