

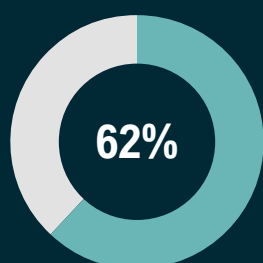


THE ACCOUNTING & FINANCE HIRING TOOLKIT | PITTSBURGH

A comprehensive kit to help you build your ideal accounting and finance team in 2025 by knowing what it takes to attract top talent in your market.



In today's competitive business environment, attracting and retaining top accounting and finance professionals is more critical than ever. Historically low unemployment rates for accounting and finance professionals (as low as 1.7% in 2023) highlight a limited talent pool.



Despite the scarcity, 62% of companies plan to expand their finance and accounting teams in 2025.

To land this scarce talent, employers need to make sure they remain competitive in what they offer potential employees. This includes core areas of their employee value proposition such as compensation, learning opportunities, flexibility, and meaningful work within the company. Understanding candidates' wants, needs, and desires will give select employers a significant advantage in the war for talent. Not only in sourcing and hiring but in retaining talent as well.

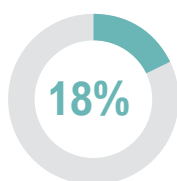
AI-powered tools and automation are reshaping the finance landscape. While these advancements won't replace skilled professionals, the ability to leverage them will be a key differentiator for top talent. The ideal candidate profile in 2025 will likely possess a blend of strong financial expertise and technical proficiency in utilizing new technologies. This comprehensive toolkit equips you with the resources you need to navigate your local market when looking to fill an open accounting or finance position. It includes recommended salary ranges to remain competitive and select interview questions you can pick and choose from depending on the level of role you are looking to fill.

Recommended Salary Range by Title

Based on averages in your area.

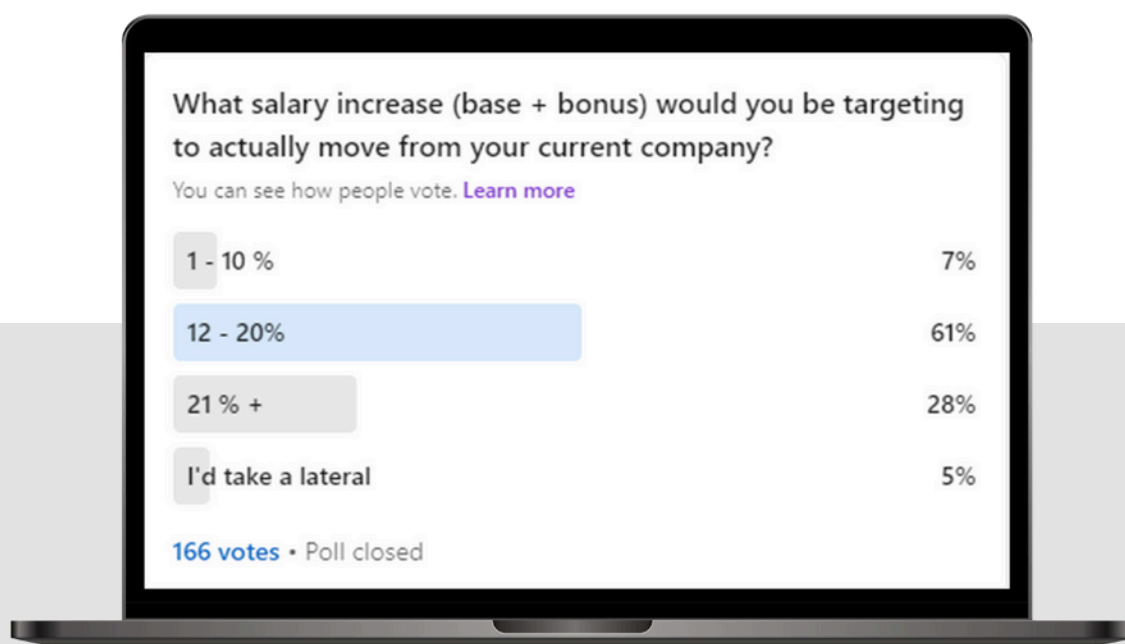
Title	Low	Medium	High	Average
Chief Financial Officer (CFO)	160,000	250,000	400,000+	270,000
Chief Accounting Officer (CAO)	150,000	220,000	300,000+	223,333
Vice President (VP) of Finance	130,000	180,000	240,000+	183,333
Director of Finance	90,000	155,000	220,000+	155,000
Controller	80,000	125,000	200,000+	135,000
Accounting Manager	65,000	100,000	160,000+	108,333
Finance Manager	80,000	140,000	220,000+	146,667
Senior Financial Analyst	70,000	115,000	180,000+	121,667
Finance Analyst	55,000	90,000	150,000+	98,333
Accountant (Staff/Senior)	55,000	80,000	130,000+	88,333

*Salary ranges are dependent on factors such as company complexity, industry, and individual experience. These figures reflect base salary only and do not include bonuses, profit sharing, or equity.



According to a survey we ran in Q4 of 2024, respondents said they would be targeting an 18% increase in base compensation to move from their current employer.

Other Survey:



50 Traits for Top Performing Accounting & Finance Professionals



Analytical Skills (15):

- Strong analytical thinking and problem-solving abilities
- Attention to detail and accuracy
- Ability to identify trends and patterns in financial data
- Comfort with complex financial modeling and calculations
- Proficient in accounting software and financial analysis tools
- Ability to think critically and assess financial risks
- Curiosity and a passion for understanding financial concepts
- Commitment to staying up-to-date on accounting regulations and standards
- Ability to translate complex financial data into clear and concise reports
- Strong research skills to gather and analyze financial information
- Quantitative aptitude and a knack for working with numbers
- Ability to think creatively and find innovative solutions to financial problems
- Enjoy the challenge of unraveling complex financial situations
- Preference for a data-driven approach to decision-making
- Ability to learn and adapt to new accounting practices and technologies



Communication and Interpersonal Skills (12):

- Excellent written and verbal communication skills
- Ability to explain financial concepts in a clear and understandable way
- Active listening skills to grasp team member's needs
- Strong interpersonal skills and ability to build rapport with colleagues
- Professional demeanor and ability to present effectively
- Team player with a collaborative work style
- Ability to communicate effectively with both technical and non-technical audiences
- Ability to clearly document financial processes and procedures
- Excellent presentation skills to convey financial information persuasively
- Comfort working independently and as part of a team
- Ability to effectively manage stakeholder expectations
- Ability to provide constructive feedback and guidance to team members



Strategic Thinking and Business Acumen (8):

- Ability to see the big picture and understand the financial impact of business decisions
- Strong understanding of the company's industry and market dynamics
- Ability to contribute to the development of the company's financial strategy
- Proactive and forward-thinking approach to financial planning
- Ability to identify and assess potential financial risks and opportunities
- Strong understanding of cost control measures and their impact on profitability
- Ability to translate financial data into actionable insights for business leaders
- Ability to think strategically and contribute to the company's long-term goals



Integrity and Work Ethic (7):

- High ethical standards and commitment to professional integrity
- Strong moral character and trustworthiness
- Ability to maintain confidentiality of financial information
- Meticulous attention to detail and accuracy in financial reporting
- Strong work ethic, dedication, and a commitment to excellence
- Ability to meet deadlines and manage workload effectively
- Highly organized and possess strong time management skills



Additional Traits (8):

- Adaptability and ability to thrive in a fast-paced environment
- Ability to manage stress and work effectively under pressure
- Continuous learning mindset and a desire to stay up-to-date with the profession
- Cultural competency and ability to work effectively in diverse teams
- Proficiency in computer skills and relevant financial technology
- Strong problem-solving skills and ability to think critically
- Strong work ethic and a commitment to professional development
- Positive attitude and a willingness to go the extra mile

Sample Interview Questions

Technical Experience:

- How have you had to reinvent or redefine your job to meet your company's changing needs? What proactive steps did you have to take to increase the output of your position?
- Can you tell me about your understanding of the job you're applying for?
- What can you do for us if we hire you, and when should we expect to see concrete results?
- What do you think it takes to be successful in the job you're applying for?
- What would you say the broad responsibilities of a (position) are?
- Describe how your job relates to the overall goals of your department, and your department to those of the company.
- How do you stay current on recent accounting pronouncements?
- What other functional day-to-day activities are you involved in that we haven't discussed?
- In what ways has your job prepared you to take on greater responsibilities?
- Can you describe a situation where you used technology to improve the efficiency or accuracy of a financial process?
- Can you explain your understanding of how AI is being used in the accounting and finance industry today?
- How do you see AI impacting the role of accountants and financial professionals in the future?
- Describe a time you used accounting software to automate a manual accounting task. What were the results?

Behavioral:

- How would you describe professional behavior in the workplace?
- What was the toughest decision you've ever had to make in business? How did you handle it? What did you learn from it?
- Tell me about the most difficult project you tackled. What challenged you? What were some solutions you came up with? Which did you choose and what was the outcome?
- What is your process for overcoming a problem when you run into one?
- Tell me about an event that challenged you. How did you approach it and what was the result? How was your approach different than others?
- What do you do when your workload hits an unbearable amount and you're starting to get overwhelmed? How have you reacted?
- Tell me about a time when management had to change a plan you were already committed to. What did you do?



Soft Skills:

- What was the most difficult ethical decision you've ever made in your career or during your education, and what was the outcome?
- Can you give me an example of your ability to facilitate progressive change within your organization?
- Tell me about an occasion when there were objections to your ideas. What did you do to convince management of your point of view?
- How important is communication and interaction with coworkers in getting your work done?
- What are the challenges you encounter working with other departments? What do you do about them?
- Can you give me an example of a project where you needed to work with different levels within the company? What was the project's goal and result?
- Give me an example of a time when you had to convince people with whom you had no authority. What was your approach to the task?
- Tell me about a time when you needed an understanding of another's situation before you could get your job done. How did you get the understanding, and what problems did you encounter?
- What do you do when there is a decision to be made but no procedure exists?
- How important do you feel orientation and training are in the success of a new hire?
- What steps do you take to make a new hire comfortable while getting them up to speed?
- How do you analyze the training needs of your department or a specific individual?
- How do you keep your staff informed of company activities that might affect them?
- How do you make sure your staff understand the impact they are having on the company and its mission?
- Tell me about a time when the company was facing difficult circumstances and you had to pull your team together. How did you do it?
- Tell me about a time management changed direction on the projects you and your team were working on and how you broke the news to your team.
- How would you describe your leadership style?
- How do you give performance reviews for your direct reports? What is your involvement in strategic planning for the company?
- How do you quantify your results as a manager?

Leadership:

- What kind of mentoring and training style do you have? Do you naturally delegate responsibilities or do you expect your direct reports to come to you for added responsibilities?
- Tell me about the last time you inherited a problem unit- one suffering from poor productivity or low morale. What was the scope of the problem, and how were your direct reports affected?
- How do you typically stay in the information loop and monitor your staff's performance?
- How do you typically confront subordinates when results are unacceptable?
- Tell me about an occasion when you felt it necessary to convince your department to change a process/procedure.

Motivations & Goals:

- How do you approach work from the standpoint of balancing your career with your personal life?
- What motivates you? What are you trying to accomplish at this point in your career?
- What quality do you admire most in people?
- What plans do you have to improve your professional performance? How do you approach achieving goals for yourself?
- Tell me about a time when you came up with a new idea or process. How did you get it approved and implemented?

Strengths & Achievements:

- What have you done in your present/last position to increase your organization's top-line revenue?
- What have you done to increase the bottom line?
- Cost-cutting initiatives vs. improving processes.
- What do you consider to be your biggest career accomplishment so far?
- What are your biggest professional strengths?
- What's been the high point of your career so far?
- What's your favorite professional activity?
- Name five reasons for your professional success. What do your direct reports think your strengths are?
- What positive things might your bosses and colleagues say about you?

Weaknesses & Challenges:

- Tell me about your last performance review. In which area were you most disappointed?
- In hindsight, how could you have improved your performance in your last position?
- What are some of your biggest professional weaknesses?
- What's been the low point of your career so far?
- What have been some of the biggest mistakes you've made and what were the lessons you learned?

- What would your direct reports and bosses say your weaknesses are?
- What have been the biggest frustrations/disappointments in your career?
- What are the most difficult problems you face in your work?
- Tell me about a goal you failed to reach and how you handled that.

Job Experience:

- What was your favorite position, and what role did your boss play in making it so unique?
- What was your least favorite position? What role did your boss play in your career at that point?
- What aspects of your job do you consider most crucial?
- How would your supervisor grade your ability to cope with last-minute change without breaking stride?
- What parts of your jobs have you enjoyed the least?
- In an ideal world, describe your perfect job.
- What do you think determines progress in a growing company?
- Describe the best manager you've ever had.
- In what areas could your boss have done a better job?
- How do you see AI complementing your skills and expertise as an accountant/finance professional?

Want to discuss your specific situation? Reach out to one of our experts for a confidential discussion.



Nicole Beichner

Manager of Business Development & Client Services

Email: nbeichner@pinnacle-cr.com

Call/Text: (724) 809-9495