

2027 INDUSTRY HIRING REPORT

Accounting and Finance Hiring Report

Recruiting and Retaining the Professionals Who Keep Organizations Accurate, Compliant, and Growing

Workforce outlook, recruiting challenges, candidate priorities, and practical strategies for employers hiring accountants, auditors, financial analysts, and finance leaders across corporate, public, nonprofit, and professional services organizations in 2027.

PREPARED BY

CareersNetwork
POWERED BY MOMENTIVE

Data reviewed as of November 2026

EXECUTIVE OUTLOOK

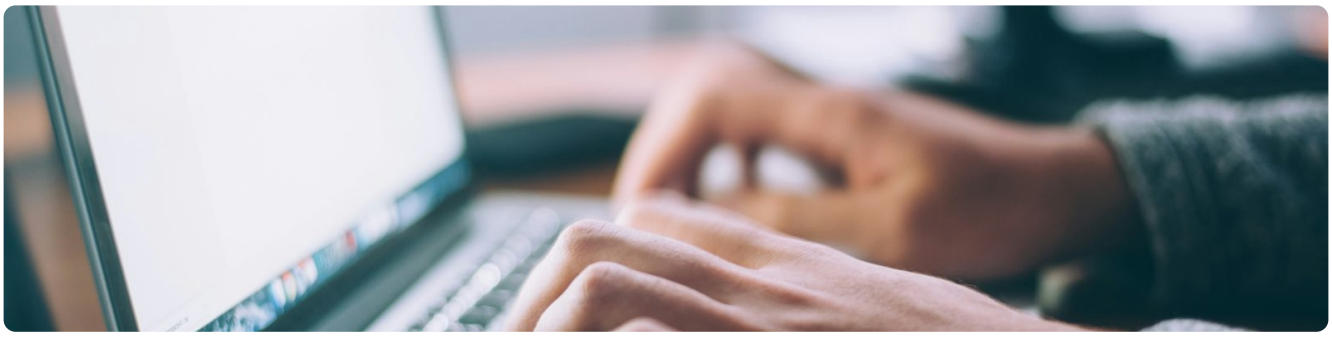
Accounting and Finance Hiring at a Glance

Demand for accounting and finance talent is expected to remain steady through 2027, but employers will compete inside a cautious labor market, a shrinking credentialed pipeline, and a fast-changing skills mix shaped by automation and artificial intelligence.

The U.S. Bureau of Labor Statistics projects accountant and auditor employment to grow 5% from 2025 to 2035, faster than the 3% average for all occupations, with about 115,300 openings each year on average. Most of those openings come from workers who retire or move into other occupations, so replacement hiring matters as much as growth.

Growth is stronger further up the finance ladder. Financial analyst employment is projected to grow 7% and financial manager employment 10%, with about 29,500 and 65,600 openings each year, respectively. The median annual wage for accountants and auditors was $83,680 in May 2025, compared with $50,980 for all occupations.

The pipeline is the pressure point. Deloitte reports that the number of CPA exam candidates has fallen 27% over the past decade, and that three quarters of accounting professionals are within 15 years of retirement, according to AICPA data.



FIVE NUMBERS EMPLOYERS SHOULD KNOW

115,300	$83,680	10%	27%	75%
Average annual openings projected for accountants and auditors, 2025 to 2035	Median annual wage for accountants and auditors, May 2025	Projected growth for financial managers, 2025 to 2035	Decline in CPA exam candidates over the past decade (Deloitte)	Of accounting professionals within 15 years of retirement (AICPA via Deloitte)

> ***Hiring difficulty is unlikely to be solved by posting more jobs. Employers need to sharpen how roles are designed, how technology is described, and where openings are distributed. The organizations most likely to succeed in 2027 will treat finance recruiting as an ongoing workforce strategy rather than a seasonal scramble.***

DEMAND AND SKILLS PRESSURE

Growth Is Steady, but the Skills Mix Is Shifting



Accountants, auditors, analysts, and finance managers keep organizations compliant, forecast performance, and guide decisions. As more of the routine work is automated, the profession is moving toward analysis, advisory work, and judgment.

BLS notes that accountants and auditors may use AI and robotic process automation to increase productivity, and that some routine tasks may be automated as cloud computing, AI, and blockchain spread. The World Economic Forum's Future of Jobs Report 2025 lists accountants and auditors among roles employers expect to decline, while data, fintech, and AI specialist roles lead growth.

Deloitte's Finance Trends 2026 survey found 64% of finance leaders plan to prioritize AI, automation, and data analysis capabilities over traditional skillsets.

LinkedIn's Skills on the Rise 2026 list points to rising demand for financial data analysis, report reconciliation, cash reporting, U.S. GAAP reporting, and risk and compliance skills. SHRM's Q3 2026 review shows cost accounting among the fastest-growing skills in job postings, up 26.5% over the past year. PwC's 2026 Global AI Jobs Barometer found financial services roles requiring AI skills carried a 53% wage premium in 2025.

RECRUITMENT IMPLICATIONS

What This Means for How You Hire

Segment Recruiting by Specialty

Public accounting, internal audit, tax, FP&A, treasury, and controllership draw different candidate pools with different credentials and priorities. One generic finance posting rarely speaks to all of them.

Be Specific About Technology

Name the ERP, close, analytics, and automation tools in use. Candidates increasingly weigh technology exposure alongside core accounting expertise.

Plan for Retirement, Not Just Headcount

With a large share of the profession nearing retirement, pair senior staff with newer hires early and treat succession planning as a recruiting input.

Professional Communities Can Improve Reach

Association career centers place openings in front of CPAs, internal auditors, treasury professionals, and finance leaders who already use them for credentials, networking, and career support.

THE CANDIDATE MARKET

A Cautious Market Meets a Tight Pipeline



SHRM's 2026 outlook describes a "low-hire, low-fire" labor market with uneven demand by industry. Business and financial operations roles rank second among occupations with unfillable postings at 9.6%, according to SHRM's Q2 2026 review, even as AI exposure reduces demand for some entry-level work.

The result is a split market. Experienced, credentialed professionals typically have options, while employers struggle to fill specialized roles and to build the next generation of talent.

Deloitte's CFO Signals survey found only 15% of CFOs reported no shortage of accountants or other finance talent. Increased workload on existing staff was the top concern at 44%, with lack of skilled talent cited by 45% as a workforce challenge.

> ***Workload is a retention issue, not a soft concern. How a role is scoped, supported, and described can shape whether a qualified candidate accepts an offer and stays.***

WHAT YOUR JOB DESCRIPTION SHOULD ANSWER

What Candidates Need to Understand

A finance job description should answer practical questions before a candidate reaches the interview stage.

Role Scope

The entities, close cycle, reporting, or analysis the role owns, the size of the organization, and the level of ownership expected.

Technology Environment

ERP and close platforms, analytics tools, automation in use, and the balance of manual versus automated work.

Licensure and Credentials

CPA, CMA, CIA, CFA, or other credentials required or preferred, plus exam fee and study time support.

Compensation

Base salary range, bonus, busy season expectations, overtime, signing incentives, and benefits.

Professional Growth

Mentorship, leadership pathways, continuing education, and association or conference support.

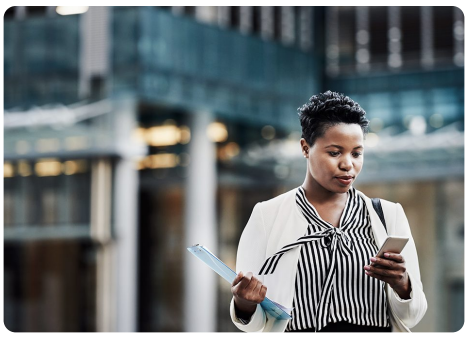
Workload and Flexibility

Realistic deadlines, in-office and remote expectations, and how the team handles peak periods.

A strong posting lets candidates picture the work and the working conditions, not simply review a list of qualifications.

BUILDING THE PIPELINE

Recruitment Must Address Both Ends of the Career Ladder



Finance employers face pressure from two directions at once. Experienced professionals are approaching retirement, and fewer new graduates are entering the credentialed pathway. Deloitte notes the number of accounting graduates continues to slide alongside the decline in CPA exam candidates.

Employers also report turning to other solutions. In Deloitte's survey, leaders cited AI and automation (40%), specialized training (39%), nontraditional talent sourcing (35%), and insourcing from other departments (28%) to bridge skills gaps.

Recruitment should build a pipeline that replaces retiring expertise as deliberately as it fills open requisitions.

RECRUIT BY CAREER STAGE

GOAL: AWARENESS

Accounting and Finance Students

Introduce the organization, teams, and career paths through internships and campus engagement.

GOAL: STRUCTURED ONBOARDING

New Graduates and Staff Accountants

Provide realistic information about mentorship, exam support, and the path to licensure.

GOAL: SUPPORT AND ADVANCEMENT

Experienced and Credentialed Professionals

Emphasize technology exposure, advisory work, and a clear route to senior roles.

GOAL: RETENTION AND TRANSFER

Finance Leaders and Retirement Eligible Staff

Address flexibility, phased retirement, and structured ways to transfer institutional knowledge.

RECOMMENDED PIPELINE ACTIVITIES

- Build relationships with accounting programs, student chapters, and internship pipelines.
- Support CPA and other credential exam fees, study time, and continuing education.
- Create structured mentorship pairing newer and senior professionals.
- Maintain a talent community for future openings across specialties.
- Coordinate recruiting with professional association events and career fairs.
- Track which schools, associations, and events produce qualified candidates.

> ***Skills demand is moving toward analysis, reporting accuracy, and risk. Roles that combine core accounting rigor with data and automation fluency will likely be the hardest to fill in 2027.***

A PRACTICAL FRAMEWORK

Seven Recruiting Priorities for Accounting and Finance Employers



1. **Lead With the Actual Work**
   Describe the reporting, analysis, audit, or advisory work a professional will do. The work itself is often a stronger draw than the job title.

2. **Be Specific About Tools and Technology**
   Name the ERP, close, analytics, and automation platforms in use, not just years of experience.

3. **Support Licensure and Credentialing**
   Clearly explain exam fee coverage, study time, continuing education, and professional dues.

4. **Address the Skills Shift Directly**
   Be upfront about how much of the role is traditional accounting versus data, automation, and advisory work.

5. **Plan for Knowledge Transfer**
   Build mentorship and succession planning into senior hiring rather than waiting until a veteran gives notice.

6. **Recruit Through Professional Communities**
   Reach candidates where they already engage, through accounting, audit, treasury, and finance association career centers.

7. **Measure the Full Hiring Process**
   Monitor time to hire, interview completion rate, offer acceptance rate, candidate source, cost per qualified candidate, first year retention, and reasons offers are declined or professionals leave.

> ***The goal is not simply to generate more applications. It is to produce more qualified conversations and improve the likelihood that the selected professional remains with the organization.***

A TARGETED HIRING PARTNER

Reach Finance Professionals Through the Communities They Trust



Careers Network powered by Momentive helps employers distribute opportunities through specialized professional association career centers, so one posting can reach accounting, audit, treasury, financial planning, and finance leadership communities.

Confirm the current number of participating accounting and finance career centers and platform reach metrics with the Careers Network team before external publication.

THE ACCOUNTING AND FINANCE PROFESSIONAL LANDSCAPE

Professional Association	Professional Focus
AICPA and CIMA	CPAs, management accountants, and accounting and finance professionals
Association for Financial Professionals (AFP)	Treasury, corporate finance, and FP&A professionals
The Institute of Internal Auditors (IIA)	Internal audit, risk, and governance professionals
Institute of Management Accountants (IMA)	Management accounting and corporate finance professionals

Associations are listed for market context only. They should not be presented as the Careers Network's confirmed partner network. The specific accounting and finance career centers on the platform should be confirmed with the internal team before publication.

EMPLOYER SOLUTIONS

- Targeted job distribution
- Employer branding campaigns
- Association career center postings
- Recruitment event promotion
- Resume database access
- Automated job feeds
- Job Flash email promotions
- Consolidated campaign management and billing
- Featured employer visibility
- Single point of contact across multiple career centers

UPCOMING ACCOUNTING AND FINANCE RECRUITING MOMENTS

MAR
22 to 24, 2027
New Orleans, LA

AFP FP&A Forum 2027

The Association for Financial Professionals' forum for corporate finance and FP&A professionals.

APR
26 to 28, 2027
Riyadh, Saudi Arabia

IIA International Conference 2027

The Institute of Internal Auditors' annual conference for internal audit, risk, and governance professionals.

JUN
7 to 10, 2027
Las Vegas, NV

AICPA and CIMA ENGAGE 2027

A major conference for CPAs and finance professionals, offered in person and online.

— CLOSING PERSPECTIVE

The Next Generation of Finance Talent Will Shape How Organizations Perform



Accounting and finance shortages are not limited to the number of professionals entering the field. Employers must also address a shifting skills mix, a retiring workforce, workload pressure on existing teams, and a credential pipeline that has narrowed. A successful 2027 hiring strategy brings together:

Credible Workforce Intelligence
Understand where demand is growing and which specialties face the tightest competition.

Candidate Centered Employment
Design roles that offer meaningful work, modern tools, and sustainable workloads.

Specialized Recruiting Reach
Present opportunities within the professional communities finance talent already trusts.

CareersNetwork
POWERED BY MOMENTIVE

Connecting employers with specialized talent through professional association career centers.

[Website] | [Email] | [Phone] | [QR Code]

Talk with a Recruitment Expert

Research Methodology
This report draws on U.S. Bureau of Labor Statistics Occupational Outlook Handbook projections for 2025 to 2035, Deloitte's Finance Trends 2026 and CFO Signals research, SHRM's 2026 labor market and shortage reviews, the World Economic Forum's Future of Jobs Report 2025, PwC's 2026 Global AI Jobs Barometer, and LinkedIn's Skills on the Rise 2026. Statements about 2027 are outlook based on these sources and are not forecasts or guarantees. Event information was reviewed as of November 2026. Employers should verify workforce figures, association audiences, event schedules, program availability, and internal Careers Network reach before making business or recruiting decisions.