



CANDIDATE 2022
SURVEY

ACCOUNTING, FINANCE & PAYROLL

**Dynamism of Montreal's
employment market**



Fed Finance is a specialized recruitment company for corporate finance, accounting and payroll positions. Located in Montreal, the firm supports all types of companies in their temporary and permanent recruitments. The Fed Finance team is composed of experts whose mission is to guide and advise you during the whole recruitment process.

137 CANDIDATES

137 respondents, currently employed or looking for a new opportunity, from the corporate finance, accounting and payroll sectors have answered this survey. Their answers were recorded via a bilingual on-line questionnaire sent by e-mail and social media. No compensation of any nature was given in exchange.

Accounting

- Collection Clerk
- Consolidation Analyst
- Controller Assistant
- Treasury Clerk
- Accounts Receivables Technician
- Accounting Clerk
- Accounts Payables Technician
- Invoicing Clerk
- Principal Accountant
- Senior Accountant
- Secretary
- Account Payables Supervisor
- Account Receivables Supervisor
- Controller
- Chief Accountant
- Credit Manager

Finance

- Credit Analyst
- Financial Analyst
- Financial Cost Analyst
- Internal Auditor
- Business Analyst
- Cost Accountant
- Financial Analyst Director
- CFO
- Tax Director
- Tax Specialist
- Treasurer

Payroll

- Payroll Technician
- Payroll Master

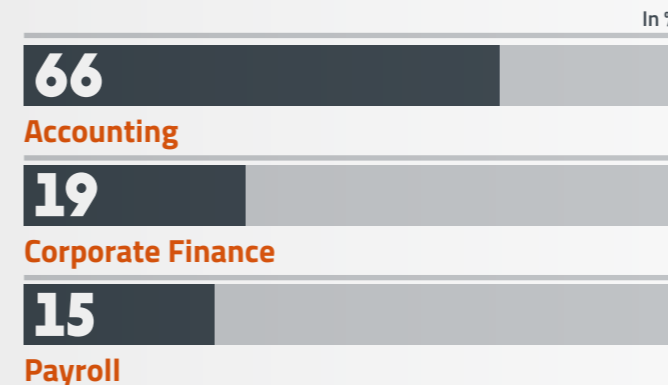
RESPONDENT PROFILES

Are you currently employed?

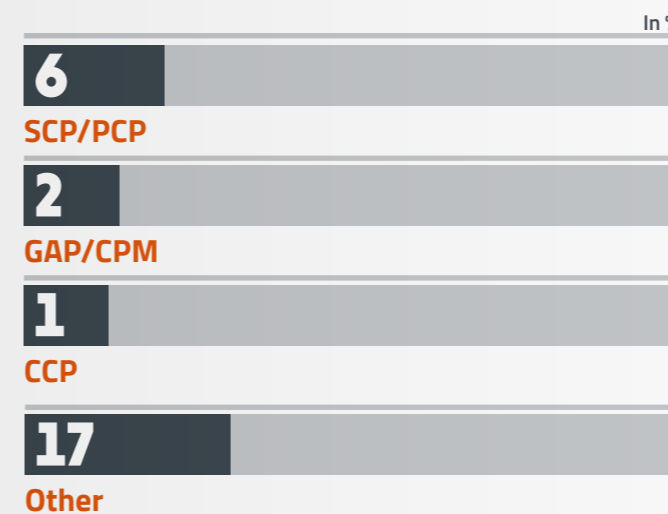
YES 73 %

NO 27 %

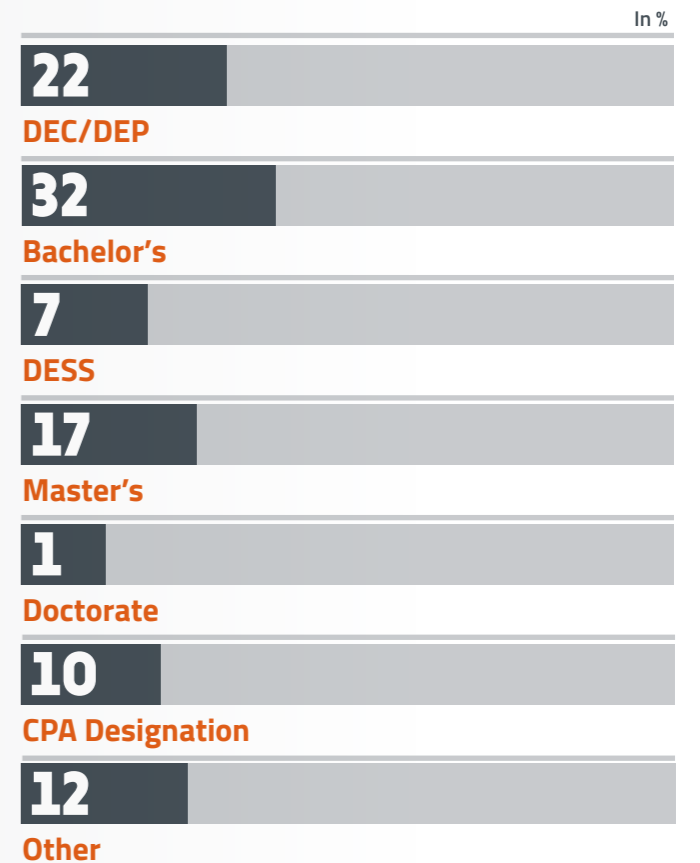
Which sector do you work in?



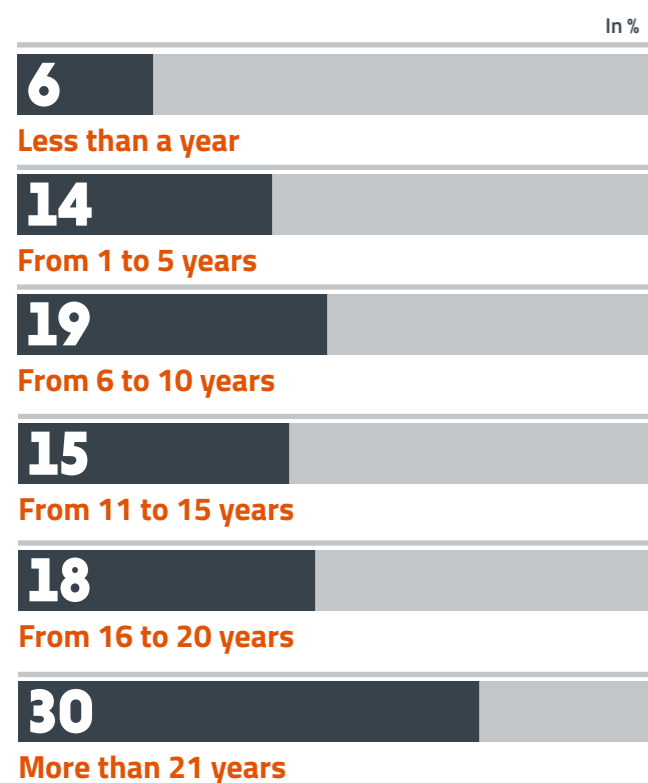
Do you have additional certifications ?



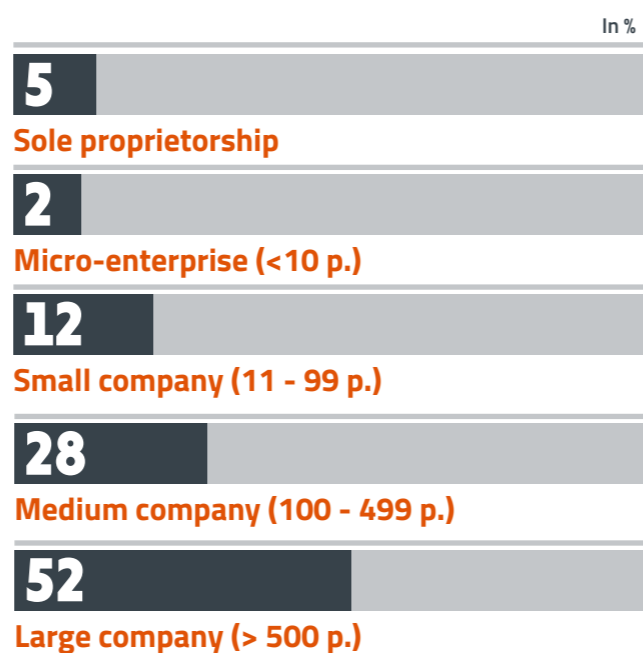
What is your level of studies?



How many years of work experience do you have?

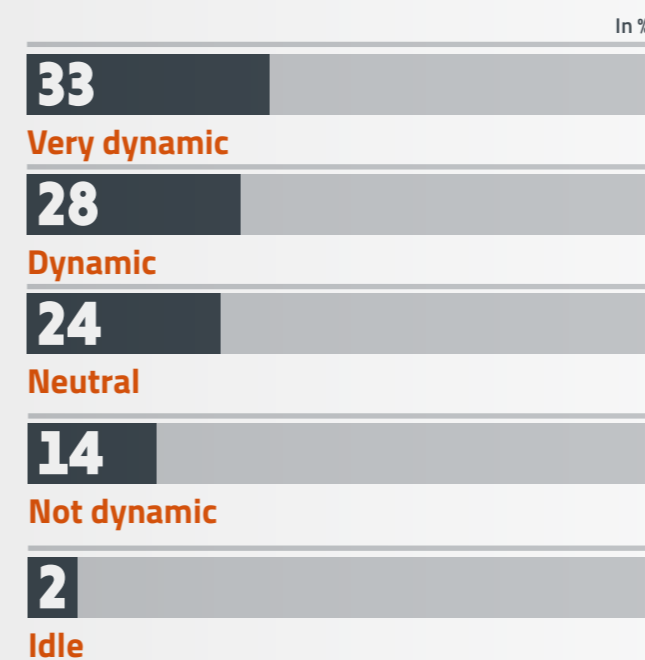


Which type of company do your work for?



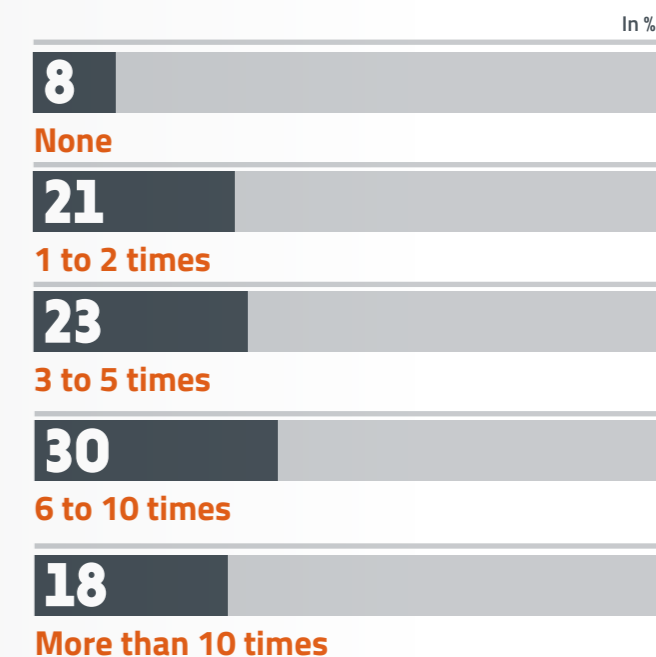
A DYNAMIC MARKET AND OFTEN-SOLICITED CANDIDATES

In your opinion, how dynamism is the employment market?



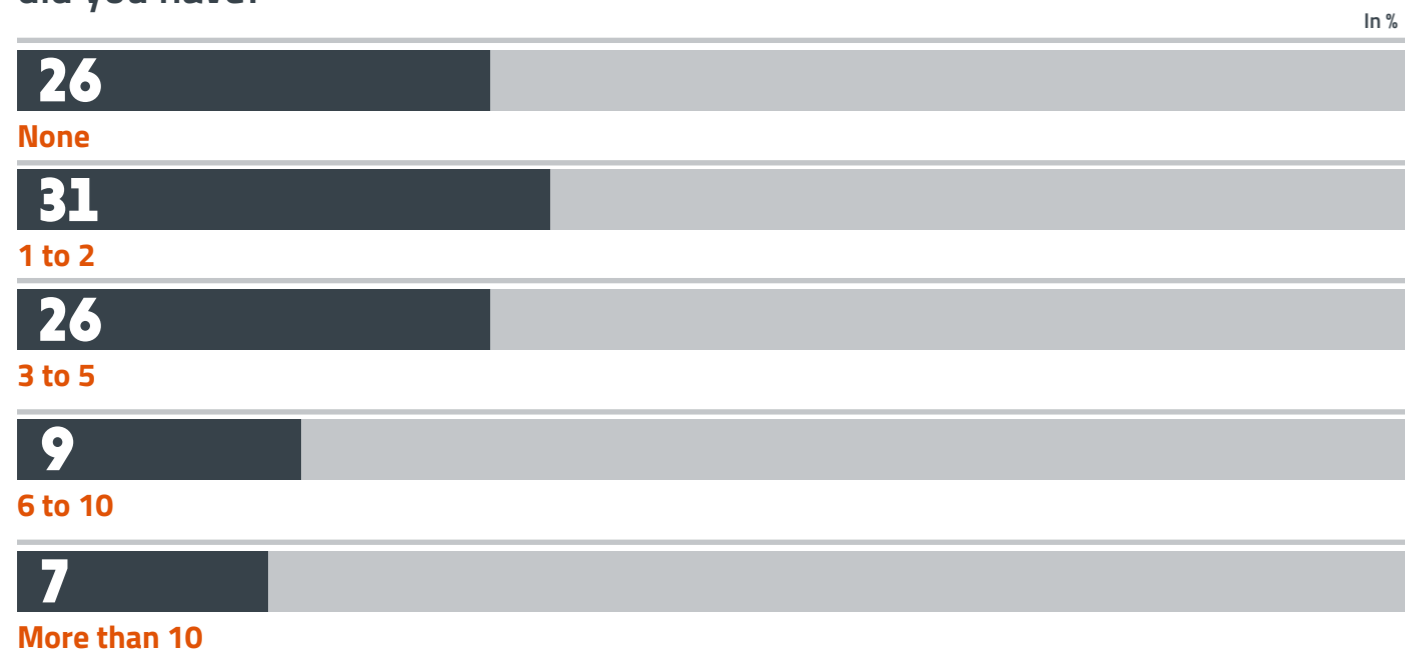
The situation is globally positive. Indeed, more than half of candidates (61 %) answered that Montreal's employment market is dynamic.

In the past 6 months, how many times have you been contacted by a recruiter for an opportunity?



Corporate finance, accounting and payroll candidates are often contacted and solicited by recruiters. 48 % of them have been contacted more than 6 times in the past 6 months.

In the past 6 months, **how many job interviews** did you have?



Even though they are often contacted, not every contact with a recruiter results in an interview according to our panel. Whether they are looking for a position or are currently employed, a majority of respondents did at least one interview for finance, accounting and payroll positions.

JOB SEARCH : CANDIDATES' PRACTICES AND HABITS

When looking for a position, **which of the following tools** do you use?

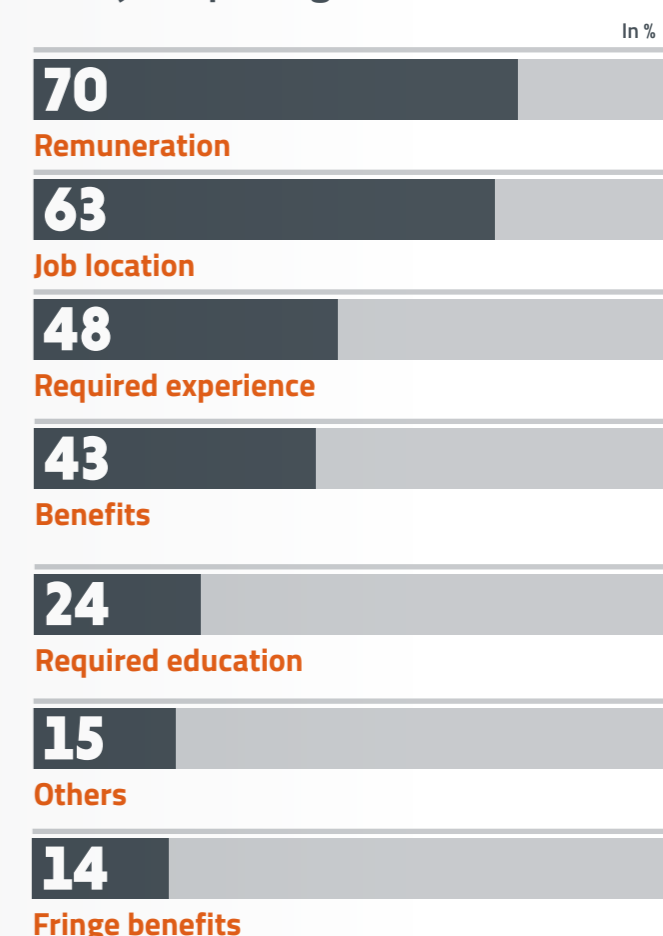


Respondents were allowed to select multiple answers.

Websites specialized in job search were the tools the most cited by our panel. 80 % of them indicated that they use them when looking for an opportunity.

More than half of the panel (57 %) also sent their resume to a recruitment company or placement agency. Indeed, those firms, experts of their market, give the advantage of providing personalized advices to candidates on several topics, such as their profile presentation, their resume, as well as presenting openings which are not necessarily on the market.

What are you looking at in priority on a job opening?



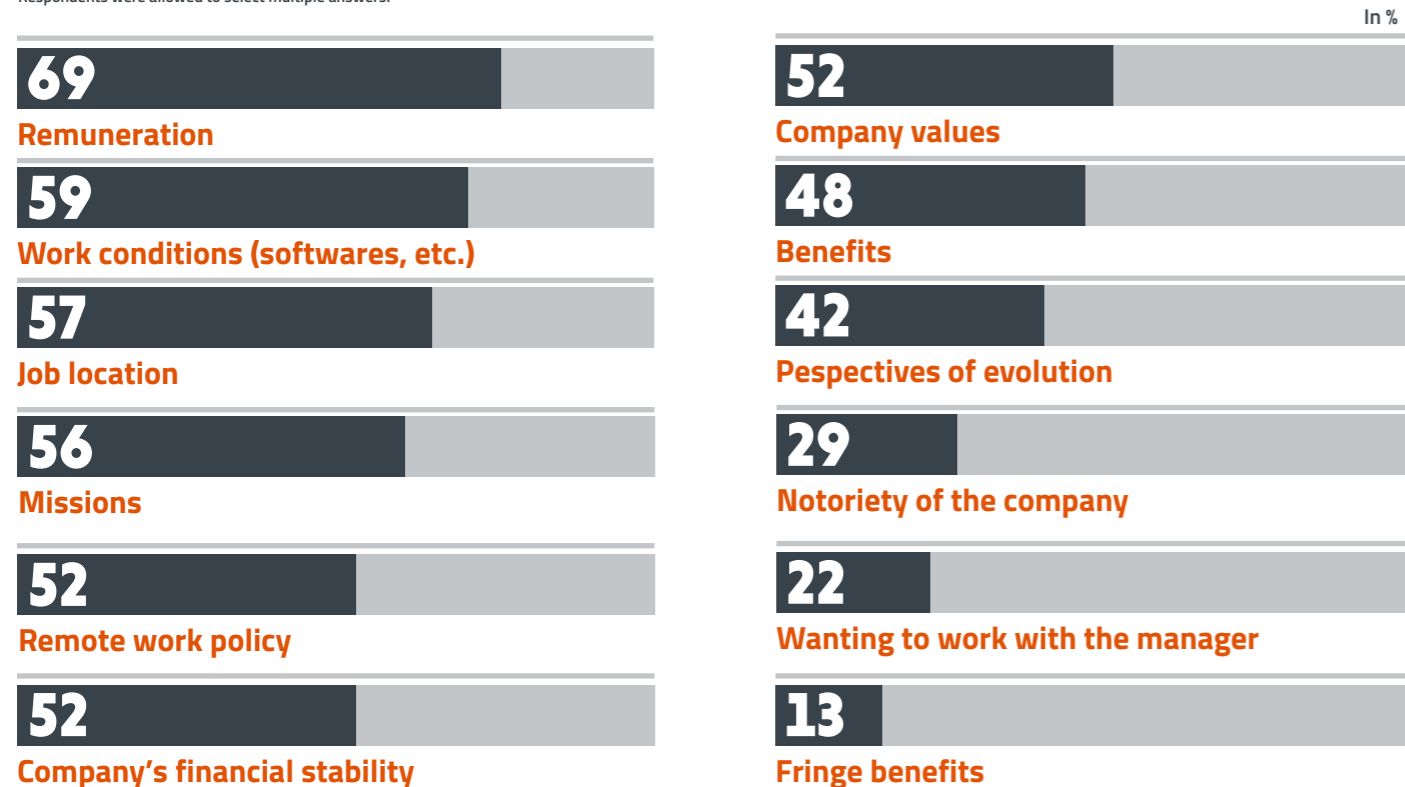
Respondents were allowed to select multiple answers.

When looking at a job description, more than two thirds of candidates (70 %) check the remuneration in priority, a determinative criterion for the majority of respondents, unsurprisingly.

Marian Babin, Fed Finance Montreal Director, explains : « *Transparency is often valued by candidates. We observe a significant increase in applications when the remuneration is clearly stated in the job description. More generally, there is a link between the level of information presented in the job description and the number of received applications.* »

Which of the following criteria are the most important when choosing between two similar openings?

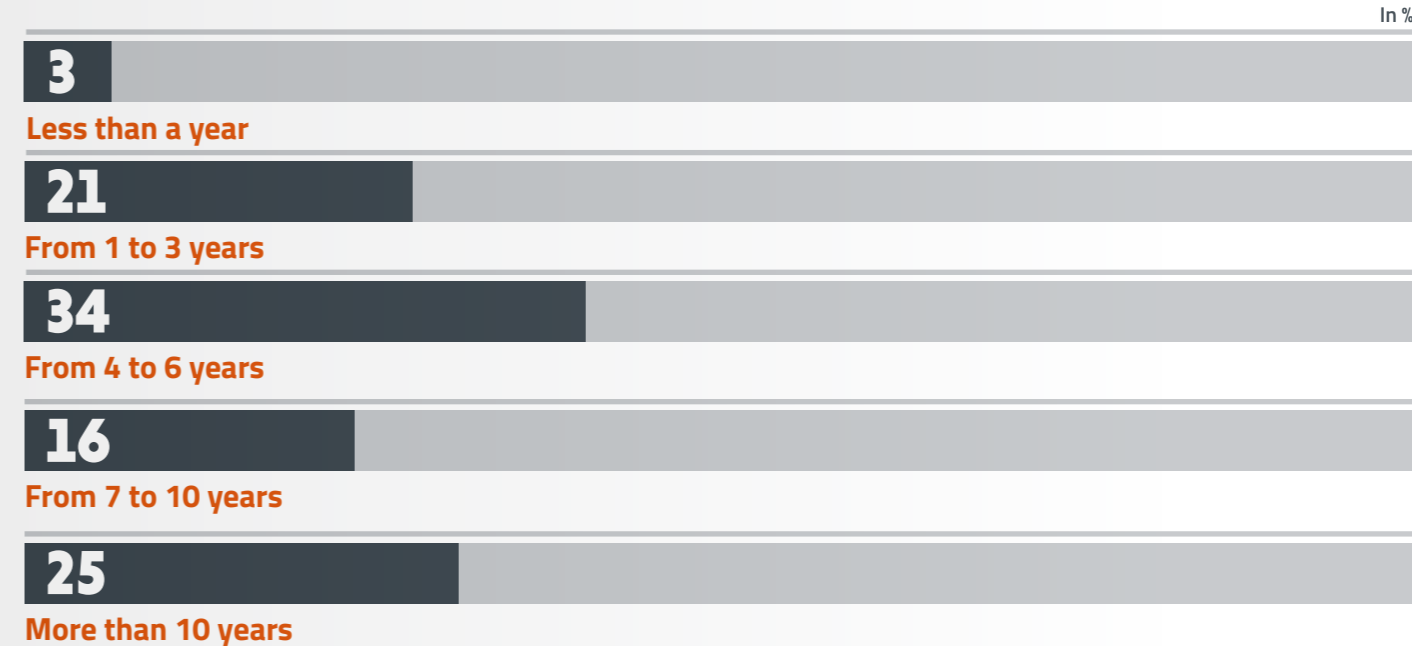
Respondents were allowed to select multiple answers.



Without any surprise, remuneration, cited by 69 % of respondents, ranks first when it comes to choosing some criteria of differentiation between two openings. Other criterion related to the employee's compensation, social benefits (REER, etc.) are cited by almost half of the respondents (48 %) as an important lever of choice.

The remote work policy is also an important topic for 52 % of our panel, as well as the job location (57 %). This phenomenon has become a new reality in this post-pandemic era.

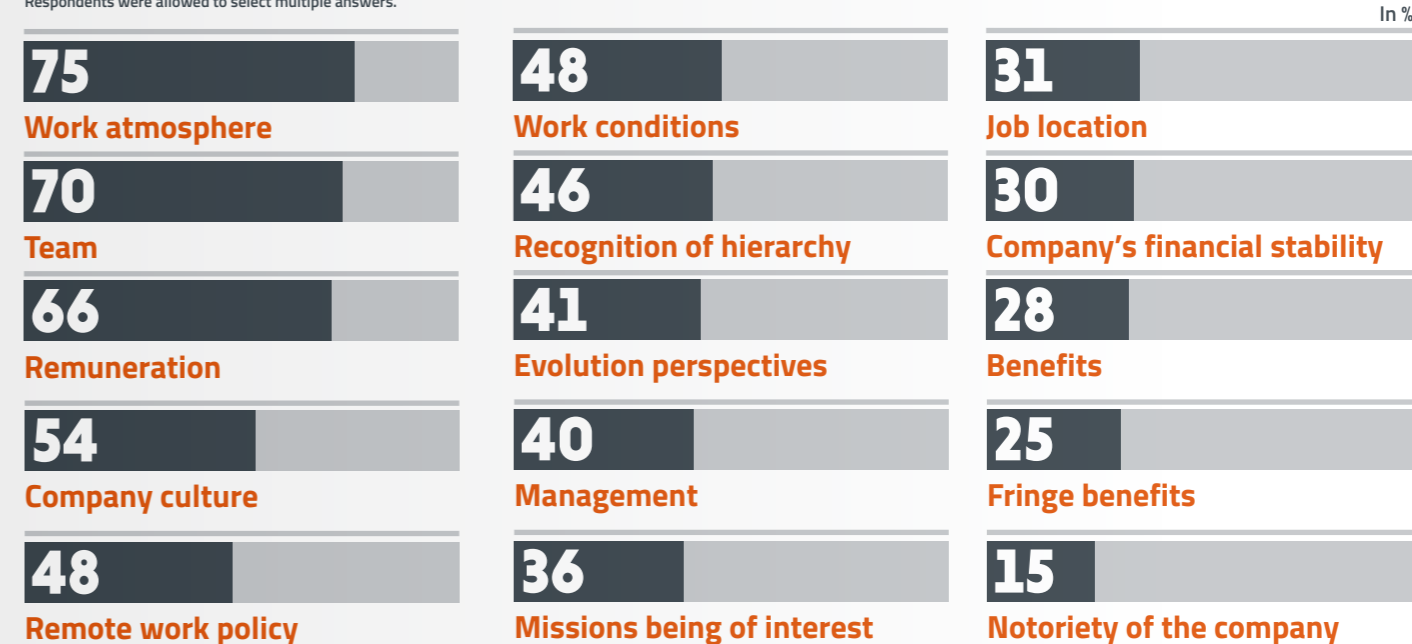
When entering a new company, how long do you plan on working there?



Longevity seems to be preferred by a majority of our panel. Only 24 % of our respondents indicate expecting themselves to stay for less than 3 years in the company. However, the market is still favorable to candidates, who are regularly contacted by recruiters as seen in previous questions.

When employed, which of the following criteria encourage you to stay with the company?

Respondents were allowed to select multiple answers.



Once employed, the criteria that encourage our panel to stay within their company differ from the last question. Indeed, the criteria linked to the quality of life at work, such as the work atmosphere (75%) and the team (70%) are the most cited by candidates. However, remuneration still remains an important lever, as 66% of respondents still choose it.

APPLICATIONS, RECRUITMENT AND COMPANY REPUTATION

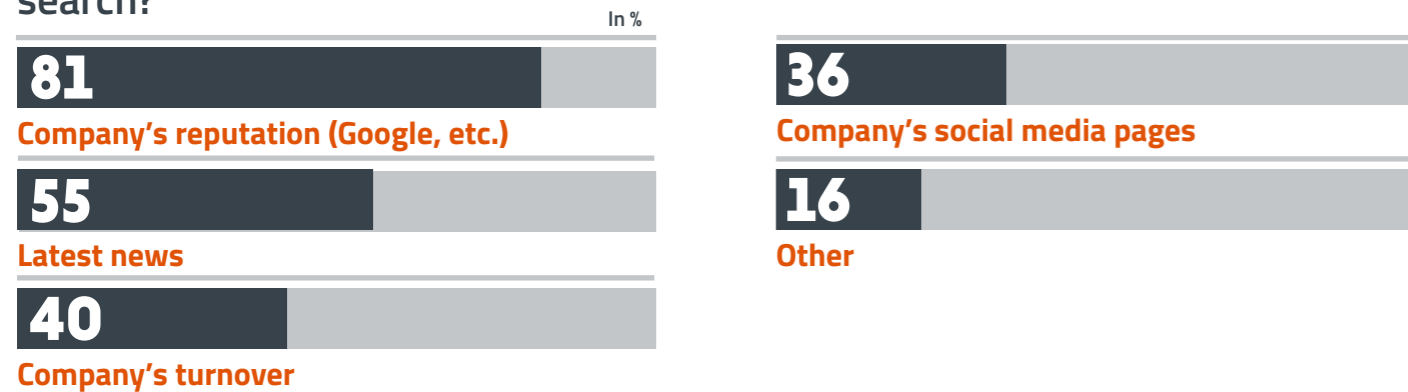
When applying to an opening, do you adapt your resume?



When applying to an opening, do you research the company?



What kind of information do you search?



Most of the candidates (96 %) search information on a company before applying to one of its openings. More than 4 candidates out of 5 (81 %) answered that the reputation of a company is an information they search before applying. They use tools like Glassdoor or comments on Google pages.

Can a negative piece of information make you reconsider applying to a company's opening ?



More than a piece of information candidates search, a company's reputation is a criteria that recruiters should take into consideration. Indeed, 77 % of the respondents indicate that they could reconsider a recruitment process if the reputation of a company is negatively affected by pieces of information they find during their search.

© Recrutement Fed Inc | 2022 | Reproduction not allowed

CONTACT

Fed Finance Montreal

WeWork, 1010 Sainte-Catherine West, Suite 200
Montreal (Quebec), H3B 5L1
T : (438) 499-0405
AP - 2000217 | AR - 2000216
www.fedfinance.ca

Fed Finance is a Groupe Fed brand

