

Accounting Recruitment News - October 2019

Contents

- * [New Candidates](#)
- * [Job Market Report](#)
- * [Salary Guide](#)
- * [Interview Model Answers](#)
- * [Paying Low Wages - a false economy?](#)
- * [Recruiting Staff?](#)
- * [Accountancy Firms Sale and Purchase](#)
- * [Search Our Vacancies](#)

New Candidates 9th October 2019

Please find below a list of accountants registered with TP Financial Recruitment in the last 7 days. To request CVs or ask us for help with a vacancy please reply to this email, call 0800 246 5016 or [visit our website by clicking here](#). We work with both practice and industry accountants across the UK, whether ACCA, AAT or CIMA.

CAN-12026 Accountant with 15 years of accountancy practice experience. AAT level 2, studying towards level 3. Bookkeeping, Accounts, VAT, Audit. Fluent in English, Hindi/Urdu, Swahili, Gujarati and Arabic.

CAN-12022 MAAT and QBE Senior Accountant with more than 30 years' experience in industry and practice experience. Looking for a practice role around Surrey. Accounts, Bookkeeping, Credit Control, EC Sales, VAT etc. Excel, Xero, Agresso, Sage, SAP.

CAN-12021 Semi-Senior Accountant with 15 months of practice experience. Looking for roles around London. Has completed 9 papers towards the ACCA - looking for study support. Fluent in Mandarin, English and Malay.

CAN-12024 Part-qualified ACCA (through 9 exemptions) Assistant Accountant with over 2 years practice and industry experience. Looking for roles around Croydon and Middlesex.

CAN-12023 Bookkeeper with more than 3 years of practice experience and 11 years as a self-employed Bookkeeper,. Looking for roles around Cornwall. Bookkeeping, VAT, Payroll. Sage50, Landmark, SageOne, Iris, MS Office, Sage Payroll, some QuickBooks.

If you would like to see a CV for any of the above candidates please reply to this email, visit our website or call 0800 246 5016 and ask to speak to Emma Ireland. Please post vacancies or assignments without obligation by replying to this email or [visit our website by clicking here](#).

Looking to buy or sell a Practice or Blocks of Fees?

Drop us an email over - no obligation, no upfront fees; we can advertise your practice at no cost

on our site and in our email updates. One-off introduction fee paid by the buyer for a successful purchase only. We have a number of buyers in place and ready to purchase.

<https://www.tenpercentfinancial.co.uk/buying-and-selling-a-practice/>

We also specialise in buying and selling law firms - see here for our current list for sale:

<https://www.ten-percent.co.uk/buy-or-sell-a-solicitors-practice/>

Ten Percent Financial Job Market Report for Accountants - October 2019

The job market remains very quiet - it has been the same for accountancy practice recruitment since December 2018 and has yet to pick up. This may be a cumulative effect of the political uncertainty but we also think the extraordinary rise of cloud accounting is playing its part due to the automation of so many accounting and bookkeeping tasks for SMEs. Salary levels remain stagnant in the sector but similarly it is hard to recruit simply because accountants are extremely reluctant to move jobs in the current climate. We have a Reed CV search subscription (feel free to contact us if you would like us to do a search for your firm) and the quality of candidates at the moment available and looking for work is very poor indeed. We are seeing signs of movement since September 2019, but this is not a booming market.

Jonathan Fagan, Director, TP Recruitment Limited.

KPMG and REC Report on Jobs

The KPMG and REC, UK Report on Jobs is compiled by IHS Markit from responses to questionnaires sent to a panel of around 400 UK recruitment and employment consultancies (including the Ten Percent Group).

Key Findings

Permanent placements drop for seventh month in a row

Weakest increase in vacancies for over seven-and-a-half years

Availability of staff continues to drop amid uncertain outlook

Comment from KPMG:

"The Brexit impasse continues to affect the jobs market with employers stuck, unable to make informed decisions, and people unwilling to risk seeking new roles. Given that it's the weakest increase in job vacancies since 2012 and the longest period that permanent staff appointments have fallen since the global financial crisis, it would seem that it's proving difficult for businesses to shake off the heightened uncertainty and unknowns. So with the deadline fast approaching, they may well be waiting to get clarity on the future direction of Brexit before making any key decisions on hiring and investment."

Comment from the REC:

"Businesses are positive about their own prospects, but ongoing Brexit uncertainty has led many firms to delay projects and hiring decisions. Vacancy growth has fallen to its lowest since 2012. The UK's vibrant temporary work market is playing an important role in helping employers to manage the ongoing uncertainty and jobseekers to find work. There are deeper issues which must be addressed to secure the UK's future prosperity. Productivity is falling, and there are skills shortages in vital sectors across the economy. Solving these problems must be top of the government's to-do list once the Brexit deadlock has been broken."

UK Accountant Salary Guide

Salary ranges for roles across the UK (updated 9th October 2019):

Assistant Accountant – Outside London. Range £18k – £32k.

Accountant (ACCA/ACA) – Outside London. Range £30k-£45k.

Auditor – Outside London. Range £40k-55k.

Bookkeeper – Outside London. Range £16-23k.

Industry Accountants (CIMA) – Outside London. Range £30-50k.

Assistant Accountant – London. Range £22-32k.

Accountant – London. Range £28k-45k.

Auditor – London. Range £40-60k.

Bookkeeper – London. Range £20-26k.

Industry Accountants (CIMA) – London. Range £45-75k.

NB: These ranges are based on what we see on CVs from candidates and from speaking to clients. They are always a generalisation and salaries can often be considerably higher and occasionally lower than the rates given above.

Advertised Salaries over the last 30 days:

Essex – Assistant Accountant – £23-28k

Surrey – Accountant – £24-32k

East London – Bookkeeper – £23k

South East London – Part Qualified – £27k

Leeds – Part time Accountant – £30k

Bradford – Senior Accountant – £35k

London – Accountant – £35k

London – Senior Auditor – £45k

Surrey – Bookkeeper – £25k

Surrey – Insolvency Administrator – £35k

Interview Model Answers Series

Each month we include 2 interview questions and model answers for popular (or unpopular) interview questions, with advice from our Managing Director. If you would like an ebook with over 50+ of these questions and model answers, please email Jonathan Fagan at jbfagan@ten-percent.co.uk and we'll send it over to you - no charge.

You can also view our free online legal job interview training videos on our website - <https://www.ten-percent.co.uk/interview-advice/>. 100 minutes of advice on technique, interview styles, dealing with technical questions, etc.. Some of the footage is a bit grainy, but the advice is good!

Interview Question 27 – Describe a situation where you had to change your approach half way through a project or task following new input into the project.

Advice

Another particularly difficult competency based question which will almost inevitably result in you

needing to have an example in your head before you go into the interview that you are able to use. Without having something pre-prepared it is almost impossible to think about something that quickly when asked these types of questions, which yet again needs us to question the usefulness of competency based interview technique. You need to have a situation in your head that can be easily altered and adapted to a host of different questions, including this one. Usually the best sort to go for are those where there is a positive outcome that would not have happened but for a change in your plans half way through a project. If you are a relatively junior person then it is perfectly acceptable to think of something with an academic or sporting incident but of course the best examples to use are work based

Examples of Answers

“During a project to construct a block of flats on the seafront in Portsmouth, we had taken the decision to complete the project within the timeframe allotted and to try and save considerable costs by using a sub-contractor who had undertaken to complete particular parts of the works within a very short space of time by working in teams through the night. We anticipated being able to save our client about 15% in profit costs by doing this and this in turn would lead to a bonus being paid to us as the project managers. The work commenced and the sub-contractor team began to push through the project. Unfortunately it soon transpired that the work being undertaken by the sub-contracting team was of very poor quality and they were not going to be able to complete the work to the required standard. We were forced to reconsider the approach we were taking to the project at this stage and I completely altered the project to incorporate a new team of sub-contractors who would be working standard hours and altered all the ensuing work to reflect this. The result was that the project finished on time, within budget, but without the substantial costs savings. However we thought it better to complete in the style we did to ensure that the work was of particular quality and that it passed the building regulations inspection at the end of the timeframe.”

Interview Question 28 - Describe a situation where you are asked to do something you had never attempted previously.

Advice

This is a competency based interview question and should be one that you are able to put forward a positive strength and experience that relate specifically to the post you are applying for. so for example if one of the requirements of the post you are going for is that you have experience handling a specific type of project then use this question to get over the point that you have the experience and describe the first time that you obtained it. By doing so you will score two points, one for answering the question well and the second for putting forward something that is relevant to the post you are applying for.

Use the STAR technique to answer the question, to describe the situation, explain the task you were given, state the action you took and give the result. Good examples are specific projects or use of skill sets and bad examples would be something too vague or general or with a negative connotation.

Examples of Answers

“When I was working as a trainee solicitor the firm had a shortage of qualified solicitors to attend at County Court and deal with a hearing in Chambers. I was asked to go down and undertake the necessary advocacy. This was the first time I have been to Court and I had not met the clients nor did I know anything about the case. I thoroughly read the case so that I was aware of the salient points and attended at Court. The hearing went smoothly and the outcome was that I started to do

advocacy on a regular basis as I had completed that position effectively. My advocacy experience has continued to progress and I am now rarely out of Court during the average working week.”

Or:

“Whilst learning to ski the instructor decided it was time to take us down a black run, although this was only my third lesson. I confessed to having been slightly hesitant about this and somewhat nervous but went ahead and followed the instructor as part of a group down the slope. Despite feeling that I was about to die, we managed to get to the bottom and I have continued to ski down red and black runs quite happily ever since.”

The false economy of paying low wages

I recently took a call from a solicitors firm in the Leicestershire area looking for a new residential conveyancer to join their firm. They are a small high street practice and we have had dealings with them on numerous occasions over the years to assist with recruitment into their property team.

We had the usual discussion about how hard it was to find good conveyancers who want to stay with a practice for a period of time and then the partner reeled off a whole load of requirements that she had for the person, including quite a few issues with competency, hard working, ability to generate work, enthusiasm and stated that her maximum budget was £30,000 but they were aiming to pay c£26-28k. She thought that this was a reasonable amount to pay for the level of experience that they required.

The partner then bemoaned the fact that candidates who had joined their firm in the past didn't seem to want to stick around. There is an old expression that applies to this particular firm - 'no s@@t Sherlock!' Could it be that the reason most people don't want to stick around is because they can get paid considerably more at any other practice locally? It's possible..

If you think about it, a salary of £30,000 for an experienced professional conveyancer able to handle their own caseload, work well with clients and be enthusiastic (!) is probably not going to want to work for very long on a salary of £30,000. In most areas of the country £30,000 is probably at the bottom end of a newly qualified solicitor salary range, and anyone experienced usually starts at about £35,000 if not more.

Paying a low wage can be a false economy and this is why:

The Cost. Every time you recruit you have to pay recruitment agents (naturally we don't mind too much!), advertising fees and all the costs relating to starting a new member of staff.

The Time. You have to take the time to recruit, which when you think about it is going to be at least 5 hours. This will include considering CVs, arranging interviews, attending interviews, discussing salary levels, arranging start dates etc etc.

When a new member of staff starts with you there is a transition period of probably 2 if not 3 weeks where very little money is generated by them or their work as they settle in.

The person leaving will probably stop generating very much for you about 3 months before they depart and when they hand their notice in. And why not?

Every time a member of staff leaves it unsettles the rest of your staff and you can be sure that at least one of your current members of staff will be looking at job opportunities.

The office structure changes. Every time a member of staff departs and a new person comes in, the office has to get used to the new dynamics of the person joining and the person leaving, and this again is counterproductive to fee generation.

Lack of effort. You can be guaranteed that if a member of staff thinks they are not being paid enough then they will not be putting in the effort to earn your firm as much money. A well remunerated member of staff who is in a fee generation position should, in theory, work harder than a member of staff who feels put upon and exploited.

Of course quite a few of these things cannot be quantified, but when you work out in terms of hours taken to do the recruitment, is it really not worth putting up the salary by a few thousand pounds in the hope that it keeps you staff for a longer period of time and makes them more productive?

Why use us?

Candidates benefit from our lighter touch - no sales talk or pressure - together with our commitment to donate 10% of our profits to charity (19 years and counting!). Please visit our website at www.tenpercentfinancial.co.uk for further information.

Employers benefit from our assistance recruiting Seniors, Semi-Seniors, Assistant Accountants, Audit Semi and Seniors, Bookkeepers, Trainee Accountants, Accounting Technicians and other staff. We are also part of the Ten Percent Group, specialists in the recruitment of solicitors and legal staff since 2000.

- **CV
Reviews
for
Accountants**

- visit
our
website.

- **Salary
Reviews
for
Accountants**

- email
us.

- **Unlimited
Recruitment
option
from
just
£60
per
month**

- www.tenpercentunlimited.co.uk.

- **Pay
in
12
monthly
instalments.**

- 12 month rebate period.
- Established for over 10 years.

Please post your practice or industry accountancy vacancy without obligation by replying to this email [or click here](#).

We hope to be able to assist you with your recruitment, now or in the future.

Kind regards,

Jonathan Fagan
Director

Ten Percent Financial Recruitment - www.tenpercentfinancial.co.uk
Ten Percent Unlimited - www.tenpercentunlimited.co.uk

E: jonathan@tprecruitment.co.uk
T: 0800 246 5016

Contact:
TP Recruitment Limited
27 Old Gloucester Street
London
WC1N 3AX

Head Office
TP Recruitment Limited
Ty Brith
Llandegla Road
Mold
CH7 4QX

TP Recruitment Limited, registered in England and Wales, reg. no.10750269. Registered under the Data Protection Act.

If you do not wish to receive these emails in future simply reply with the word "no" or click the button below.

©2019 TP Recruitment Limited | Ty Brith, Llandegla Road, Llanarmon-yn-Ial, Mold CH7 4QX

[Web Version](#)

[Preferences](#)

[Forward](#)

[Unsubscribe](#)

