



Ten Percent Financial
ACCOUNTANCY RECRUITMENT

Good afternoon - we hope you are keeping well. This is the May 2020 monthly recruitment news update for accountants from Ten Percent Financial.

Accountancy Job Market Report - KPMG and REC Update May 7th 2020

Record falls in permanent placements and temp billings

Recruitment consultancies across the UK signalled a severe drop in overall hiring activity at the start of the second quarter as the COVID-19 pandemic led companies to put hiring plans on hold. As a result, both permanent placements and temp billings fell at rates far exceeding those seen even at the height of the global financial crisis.

Demand for staff plummets and starting pay declines

The pandemic also weighed on demand for staff as uncertainty over the outlook, including the longevity of any measures to contain the virus, led clients to reassess their staffing needs. Vacancies for both permanent and temporary workers fell at the sharpest rates ever seen since the survey began in October 1997.

Staff availability rises at quickest rate since November 2009 amid reports of redundancies

The availability of candidates rose for the first time since April 2013, with the rate of expansion the steepest since November 2009. Recruiters widely commented that redundancies had led to marked increases in the supply of both permanent and temporary staff.

Comment from KPMG Vice Chair James Stewart:

“The COVID-19 pandemic continues to wreak havoc on the UK jobs market with a record drop in vacancies and recruitment plans frozen. The uncertainty over the outlook is weighing heavily on the nation – we estimate that as many as 13 million jobs are highly affected by the lockdown, representing just over a third of all jobs in the UK. “It’s an unprecedented situation for UK business and resilience, then recovery, is key to navigating through the crisis. All eyes will also be on the Government’s forthcoming announcement on easing current restrictions so confidence in the jobs market can start to rebuild.”

Accountancy Recruitment Update

We have seen very little activity other than a bit of insolvency and payroll recruitment. We have plenty of available payroll managers and administrators - drop us a note across to view our current candidates.

Tune your CV - 25 tips to improve your accountancy CV

We see so many utterly appalling CVs from accountants and bookkeepers. Most of the damage is done through the omission of information and also the layout. This article has 25 easy suggestions for improving your CV. [Click here](#).

Join our Freelance Accountant Directory - no charge.

New for 2020: Freelance Accountant Directory - accountants and bookkeepers available to undertake freelance work for accountants and businesses. Hourly rates range from £14-£22 per hour.

Join our Freelance Accountant Directory

Add your Fees to our Fixed Fee Accountant Directory - no charge

Ten Percent Financial maintains a directory of advertised accountancy fees and we can add your business to the list at no cost. Whilst we appreciate that an accountant should, like any professional, be never selected solely on cost as the quality is an important factor, we are maintaining a directory of accountancy services and fees where they are advertised on the internet on a monthly or yearly subscription basis.

To add your details simply click the button below.

Join our Accountant Fixed Fee Directory

Our directory can be viewed here: [The Ten Percent Accountancy Service Fees Directory](#)

Freelance Accountants - where to register for work and how to source - 10 sites

Here we take a look at some of the options for finding freelance accountancy work and also recruiting Freelance Accountants for your business - and how much they might cost. a list of 10 sites you may want to consider visiting..

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A plug for our own service - simple and cost-effective to use without any contracts or commitments. Simply [visit our Freelance Accountant Directory](#) and register with us as a freelancer, or if you want to use a freelancer simply pick one and email over your details. Prices start as low as £14 per hour for accountants and bookkeepers.

Upwork

Upwork is one of the most popular websites in the world for hiring freelancers of all varieties. Whatever you're looking for, you're almost certain to find it on Upwork. There are various ways to work together with freelancers through the site. This might involve money being held in escrow to be released once a project or contract is finished, or working on a time-tracker basis where the freelancer uses software that takes periodic screenshots of what they're working on. These then get sent to the client for review and the fee is calculated based on the hours and minutes tracked by the app. The most common way to find a Freelance Accountant via Upwork is to list a project explaining what it is you're looking for and your expectations for the arrangement. Freelancers will then bid for the project with the rate they'll charge if they win. Alternatively, you can make it a fixed-price listing, stating from the outset how much you're willing to pay. This probably isn't practical if you're looking for a longer-term arrangement, however. You can also set restrictions on who can bid - for example, a minimum number of hours worked through Upwork or a certain rating level - to save sifting through lots of unsuitable freelancers.

Freelancer

Freelancer works in much the same way as Upwork. You can list a project and freelancers will bid on it or, if you prefer, you can browse the profiles of suitable freelancers instead and invite them to bid. You can then consider the different Freelance Accountants who have put themselves forward and choose the one who best suits your requirements. Again, there is a time-tracking option for calculating the fee you pay or you can set up milestone payments - also a feature on Upwork - which enables you to release payments at different times, usually when a specific goal has been achieved. You can also choose to pay upon completion of the project if it is a one-off or fixed piece of work. If you're looking for an ongoing arrangement, though, time-tracking is probably the way to go.

People Per Hour

People Per Hour helps match clients with freelancers who meet their requirements. PPH has more of a stringent sign-up process for freelancers than Upwork and Freelancer, but broadly it works in a similar way. You list a project and then PPH's AI system will match your project with the most suitable freelancers. They will then get in touch with those freelancers to let them know about your project. Any freelancers who are interested will then put together a proposal for you. You can review these proposals and choose the person you want to work with. When it comes to payment, you'll need to let PPH have a deposit when you award a project. They will then hold this in escrow until the work is completed and you release it. PPH also has an Offers feature. This is where a freelancer puts together a pre-set bundle - for example, a certain number of self-assessment returns - for a set price. As with Upwork and Freelancer, you can also browse profiles to look for suitable candidates.

Gumtree

Gumtree is a classified ads website where people can advertise various goods and services for sale. Freelance Accountants will often post a short listing outlining their qualifications and experience along with the services they offer. You can then get in touch with them to find out if they're a good fit for you. While this option is not as organised as freelancer websites - for example, there's no profile to look at or reviews to read - there could be an advantage in terms of cost. Websites such as Upwork, Freelancer, and PPH tend to charge their freelancers quite hefty fees - as much as 20% - which in turn often bumps up the rate they pass on to clients.

Toptal

The premise of Toptal is that they provide the top 3% of freelancers globally, which means theoretically you're getting the best of the best when it comes to hiring a Freelance Accountant through them. They boast a quality guarantee, very low failure rate, and unlike many freelancer websites, they pre-screen their candidates. Toptal offer a no-risk trial period of up to a fortnight. If you're happy at the end of it and want to continue using the services of the person you've hired, they'll bill you for the two weeks. Otherwise, you can choose to terminate the arrangement at no cost or engage in a further two no-risk trials for each position you're looking to fill. To find a Freelance Accountant through Toptal, you'll need to pay an upfront deposit which will be credited against your first invoice - or refunded in full if you don't find anyone suitable.

Worksome

Worksome is a site that operates in the same vein as Upwork and Freelancer. You can post a role or project on the site and the website's artificial intelligence will identify the most suitable candidates. You can then consider all the interested freelancers and their bids, get in touch to find out any additional information you might want to know, and choose the best candidate for you. You can choose to pay hourly, monthly, or upon completion of the project, and Worksome will create contracts so you don't have to. All of the billing takes place through the site too, and you should start receiving bids for your projects almost straight away - at least five within the first 24 hours.

Bark

Bark is a website that works to match professionals with potential clients. If you're on the lookout for a Freelance Accountant, you can search for those in your area in a few easy steps. Bark will ask a series of questions - for example, whether you need someone to prepare accounts or complete tax returns - and then determine which professionals are the best fit for you. You then have the opportunity to take a look at the profiles of your matches, as well as their websites if applicable, and reviews from previous clients. The freelancer will be charged a one-off fee for the leads they contact and then once you're in touch, the rates and payment terms are between you and them. The only other thing Bark ask is that you leave a review for any professionals you use on the website.

Fiverr

As the name suggests, Fiverr's gimmick is that you can find freelancers to carry out work for as little as a fiver. Of course, projects aren't limited to that, and you can find freelancers across a wide range of fields and industries, including Freelance Accountants. Fiverr has provided freelancers for more than 11,000,000 clients worldwide, making it one of the biggest freelancer platforms out there. There are two ways you can find a freelancer on Fiverr. You can browse the profiles on offer - these usually include samples of the freelancer's work along with feedback from previous clients - and then get in touch for more information. Alternatively, you can specify what you're looking for in a listing and then wait for the offers to arrive in your inbox.

Job Boards

Another method you can use for finding a Freelance Accountant is by listing a vacancy on one of the job boards available. Websites such as Reed and Indeed enable you to create detailed and tailored vacancy advertisements where you can explain exactly what you're looking for and how much you're willing to pay. The website will then get in touch with candidates who provisionally match the criteria and notify them of the vacancy. It will also be visible for those browsing for a new role. Applications will be emailed direct to your inbox along with a copy of the candidate's CV. This allows you to review their qualifications and experience and then get in touch if they seem like a good fit. This is a more traditional way of finding a Freelance Accountant, but it can be costly in terms of listing fees, and sifting through the dozens if not hundreds of unsuitable applications that freelance vacancies tend to attract can be a time-consuming task. You also don't have any immediate indication of the candidate's previous work via the reviews and feedback you find on dedicated freelancer sites.

Looking to sell a block of fees or your practice?

No fees charged to sellers. We have a number of investors looking to purchase accountancy firms and/or blocks of fees across the UK of all shapes and sizes. [Register your sale here - https://www.tenpercentfinancial.co.uk/buy-or-sell-accountancy-firms-and-fee-blocks/](https://www.tenpercentfinancial.co.uk/buy-or-sell-accountancy-firms-and-fee-blocks/)

030220201529 Croydon Accountant looking to purchase practices in South London or relocatable. Up to £60k initial cash figure available.

We also specialise in buying and selling law firms - see here for our current list of over 35 firms for sale: <https://www.ten-percent.co.uk/buy-or-sell-a-solicitors-practice/>

Looking to recruit?

Let us help you find contract, temporary or permanent staff. Simply reply to this email with your requirements, call 0800 246 5016 or [visit our website by clicking here](#). We work with both practice and industry accountants across the UK, ACCA, AAT and CIMA. We have plenty of remote working accountants available to assist.

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

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