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a springboard for a career in business, finds a new report by ACCA (the Association of Chartered Certified Accountants).

Jan. 31, 2018



Young finance professionals at large accounting firms view a background in finance as a springboard for a career in business, finds a new report by [ACCA \(the Association of Chartered Certified Accountants\)](#).

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sectors, young professionals in large accountancy firms see clear potential for progression and great access to learning and development opportunities within their firm.”

In order to meet demands in today's evolving landscape, accountancy firms continue to diversify and evolve client offerings, looking to expand into digital, regulatory and broader consultancy services, redefining the roles and responsibilities of professionals in accountancy firms.

“Younger generations of finance professionals expect automation and technology to transform large accountancy practice, but they see such innovations in a positive light, offering opportunities for adding more value to their roles,” adds Johnston.

In fact, 85% of respondents in large accountancy firms see technology as an opportunity to focus on much higher value-adding activity.

ACCA research has also found that Generation Next as a whole is particularly mobile, and that pattern holds for those employed at large accountancy firms. Young professionals in this sector are highly driven to progress fast and are ready to switch employers quickly to attain their career objectives. This is even more pronounced among Big Four respondents than other groups – 80% of respondents in this group said they were aiming at a more senior position in their next role, and 75% of all top accountancy firm respondents expect to change roles within the next two years.

Members of Generation Next have global aspirations and are willing to explore more general business roles as they progress in their career. And, in the future, the vast majority of young professionals at large firms intend to move into the corporate sector, preferably within a large corporate firm. This growing appetite for exploring roles beyond traditional finance and accounting is perhaps adding another layer of

pressure on those firms' strategies for retaining the best and brightest talent of

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The report findings indicate talent retention may present an issue for these organizations. In particular within the Big Four, 40% of respondents said they are looking for their next role within a year (compared to an average of 36% across all large firms), with 52% of those expecting their move to be outside the organization.

Accounting • Technology

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