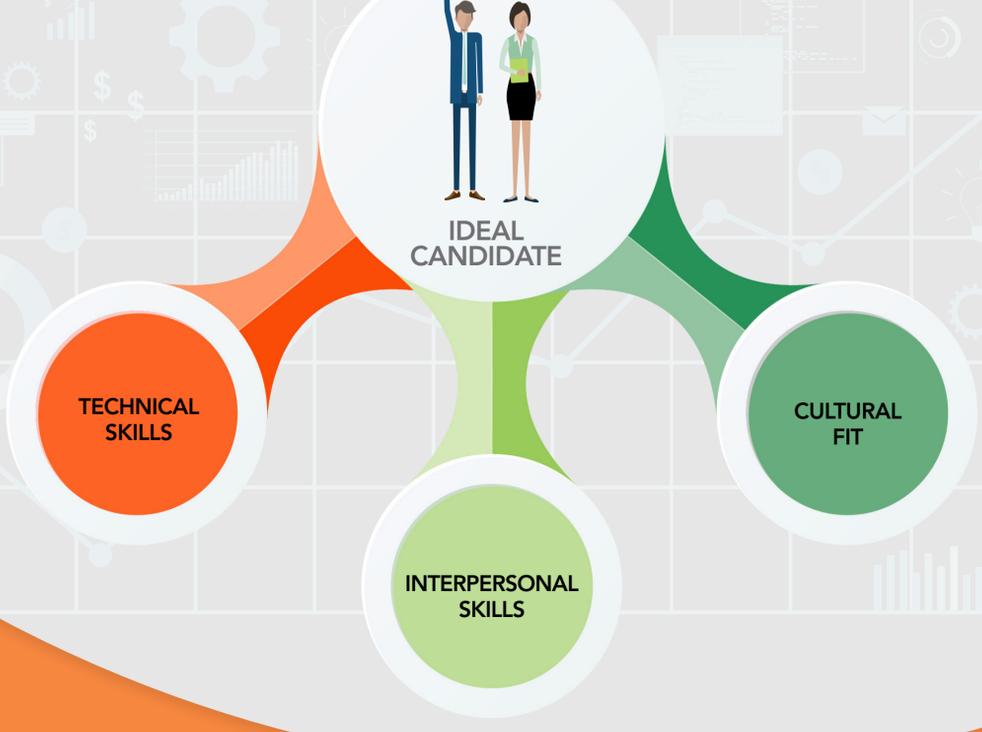


**DO YOU HAVE WHAT FINANCE AND ACCOUNTING HIRING MANAGERS ARE LOOKING FOR?**

**63% of finance and accounting hiring managers**

struggle to find people with the right combination of skills for the job. An ideal candidate scores high marks across three different categories.



OBSERVATIONS FROM FINANCE AND ACCOUNTING HIRING MANAGERS

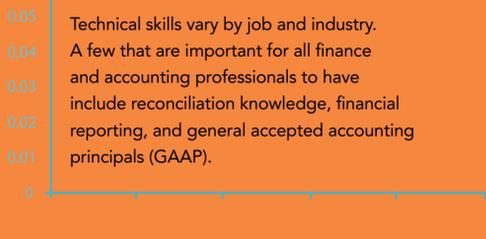
“My very best hires do not need to be constantly supervised. They show up for work every day on time, take the initiative to do what needs to be done without constantly being asked, and are committed to continuously acquiring new skills that they can bring back to the department.”

**TECHNICAL SKILLS**

*Technical skills matter when it comes to securing an interview.*



**Nearly 8 in 10 finance and accounting hiring managers will match the skills listed on your résumé to the job description they are hiring for to determine if you should be offered an interview.**



**Pro tip:** During your interview, highlight your technical proficiency by sharing personal accomplishments and conveying how your skills and background are a good fit for the position.



OBSERVATIONS FROM FINANCE AND ACCOUNTING HIRING MANAGERS

**INTERPERSONAL SKILLS**

*It's not always about the technical knowledge you've acquired—hiring managers place equal emphasis on interpersonal skills.*

“Those that speak about being resourceful and being able to independently figure things out are appealing. Those that appear to be self-starters and confident in their ability to problem solve are most appealing. Those who convey a need for too much handholding are ruled out.”

“I like when a candidate is grateful for the interview; it helps to show how they are a good candidate. I'm always surprised when candidates think they deserve the job. There are a lot of qualified candidates, and sometimes you have to turn away people that you would like to also hire.”

Hiring managers are regularly looking to evaluate the following interpersonal skills:

- Can you listen and comprehend well?
- Do you have a positive attitude?
- Can you collaborate with the team?
- Do you work well under pressure?

**Behavior-based questions**  
Hiring managers observe your mannerisms and nonverbal cues during an interview to evaluate these skills. They also listen to the questions you ask to assess your attitude and interest in the position. Behavioral questions, however, are the top way that your interpersonal skills will be put to the test.

- Examples of behavior-based questions:**
- Tell me about a situation in which you had to make a quick decision
  - Tell me about a time when you had to deal with conflict with a team member
  - Describe a time when you were involved in a stressful situation, but still got the job done



**Pro tip:** Interviewers may not always be looking for a success story. If you're asked about a situation that went wrong, describe how you dealt with it, what you learned, and what steps you took to create a positive outcome.

OBSERVATIONS FROM FINANCE AND ACCOUNTING HIRING MANAGERS

“Successful candidates are well groomed, give complete answers, demonstrate some knowledge of the company, and have prepared thoughtful questions to ask.”

“The ideal candidate is the one who displays a genuine desire for the job and contribute to the department.”

**CULTURAL FIT**

**The candidate who fits in with the company and team will land the job.** Of the hiring managers surveyed, it was finance and accounting hiring managers who placed the most emphasis on cultural fit, with **80%** agreeing that assessing your fit within their corporate culture plays an important role in your evaluation.

**Pro tip:** A company's culture can also be assessed by talking to past and present employees in person or via LinkedIn®, checking peer review sites such as Glassdoor®, or by speaking with a knowledgeable recruiter.

Research the company culture ahead of time. Most companies have a mission statement or “about us” section on their website. Always ask questions about the company culture during an interview, and make sure to communicate why you would be a good fit.



**BE AN IDEAL CANDIDATE**

*It takes more than one factor to grab the attention of a finance and accounting hiring manager. Remember to present yourself as a well-rounded candidate, and you'll be in a great position to get hired.*



**YOUR TRUSTED PARTNER**

Kelly® has the connections to develop your finance and accounting career. Our customers include 95 percent of Fortune 100™ companies. We put a new employee to work every 36 seconds, and every two minutes one gets hired by a Kelly customer.

- Search for finance and accounting jobs on our **Kelly Career Network®**
- Sign up for our **Career Tips Newsletter**
- Visit the **Finance and Accounting Career Resource Center** for more insights

Survey methodology: The 2015 Hiring Manager Research (U.S./Canada) was conducted by RDA Group® on behalf of Kelly Services®. More than 1,000 hiring managers in the U.S. and Canada were surveyed. Participants had direct-hiring responsibilities for talent in healthcare, engineering, finance and accounting, IT, and scientific fields. Results represent a cross section of industries and career disciplines. Of the total surveyed, 214 were finance or accounting hiring managers.