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The Robert Walters Group is a world-leading specialist professional recruitment group comprised of Robert Walters, Walters People and Resource Solutions. Established in 1985, we deliver recruitment consultancy, staffing, recruitment process outsourcing and managed services across the globe.

We are one of the world's leading specialist professional recruitment consultancies and our focus is on placing high calibre professionals into permanent, contract and temporary positions at all levels of seniority.

## ROBERT WALTERS MARKET INTELLIGENCE

Robert Walters has a team of Data Analysts dedicated to supporting executive recruitment campaigns, industry analysis and benchmarking. Experts on data, the team has an in-depth understanding of the market and identifying the best possible candidates for various positions, including Technology and specialist roles. This coupled with various data sources allows us to provide up to date data regarding salary expectations and market conditions.

Using our established data model we evaluate the availability of professionals to ensure our searches find the best talent through data led marketing campaigns across job advertising, social media and pro-active headhunting. Our experts can:

- · Find in demand talent
- Identify the best professionals from the competition
- · Uncover transferable skills
- Provide information regarding salaries and contractor rates

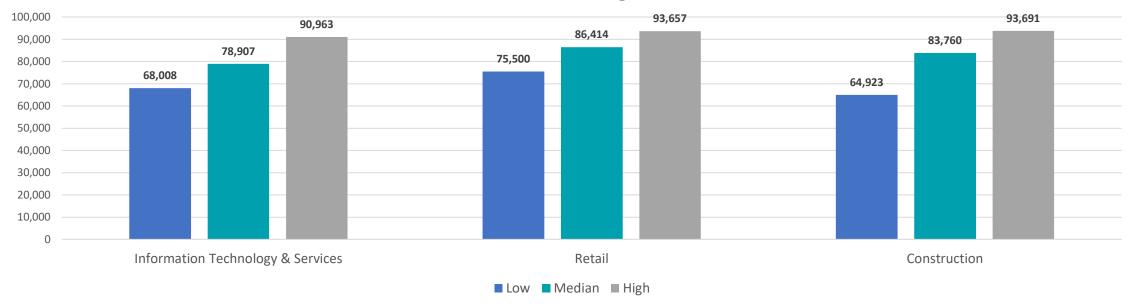
Our dedicated team will be proactively involved in producing the benchmarking data.





- Following research conducted on companies located in the Netherlands. The salary benchmark report has been completed detailing average salaries provided to their employees. Robert Walters team of data analysts collects data from various sources, including job boards, purchased data, and placements Robert Walters has made.
- Amounts quoted below represent annual payment (€)
- All other allowances are in addition.

# **Finance Manager**





## **METHODOLOGY**

Active in 31 global territories, we're able to capitalise on having access to specialist internal resources, as well as paid and public data sources. The use of these external tools alongside internal data ensures our reports are accurate representations of talent pools.

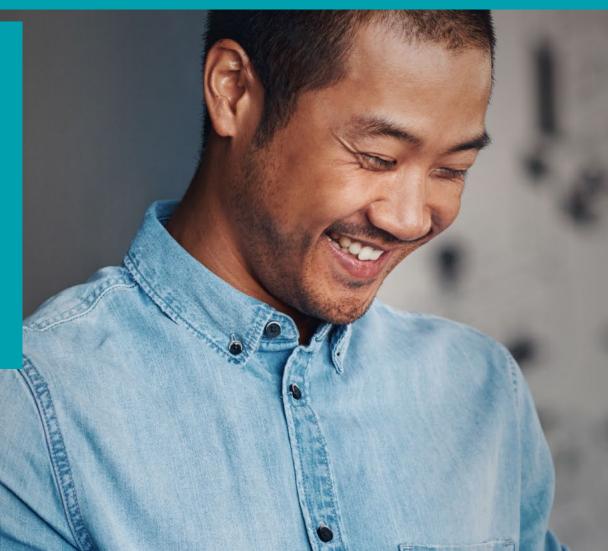
We use a custom set of criteria depending on your talent requirements, focusing on specifics such as location, job function, skill set, industry, education, work history and propensity to switch jobs/relocate, allowing us to provide you with a full insight into the chosen market.

## **MARKET CRITERIA**

Location: The Netherlands Function: Finance & Accounting

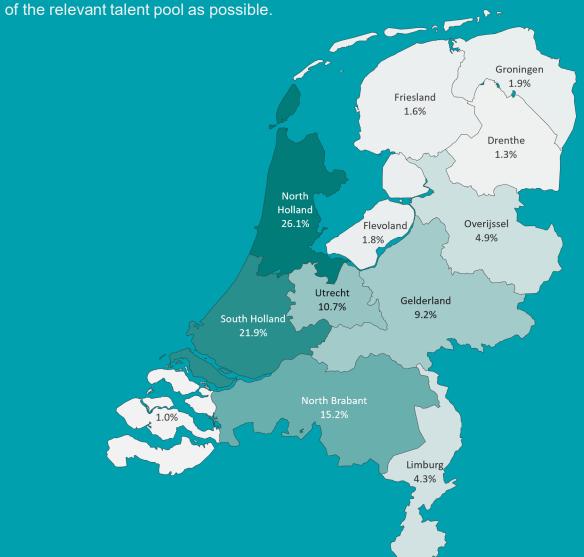
runction. Finance & Accounting

Years of experience: 4 years of experience or more



# DISTRIBUTION OF FINANCE AND ACCOUNTING PROFESSIONALS

Robert Walters' market mapping capability uses a variety of credible sources of data to produce bespoke heat maps within your custom set of criteria, be it location, job function, skill set or other. Our heat maps provide your business with real-time data to support and shape your hiring strategy by gaining as much understanding of the relevant telephone as pessible.





3.2%
1 Year Growth
In Headcount



21% Changed Jobs in last year





Very High Hiring Demand **2.2 Years**Median Tenure



**69%** Male



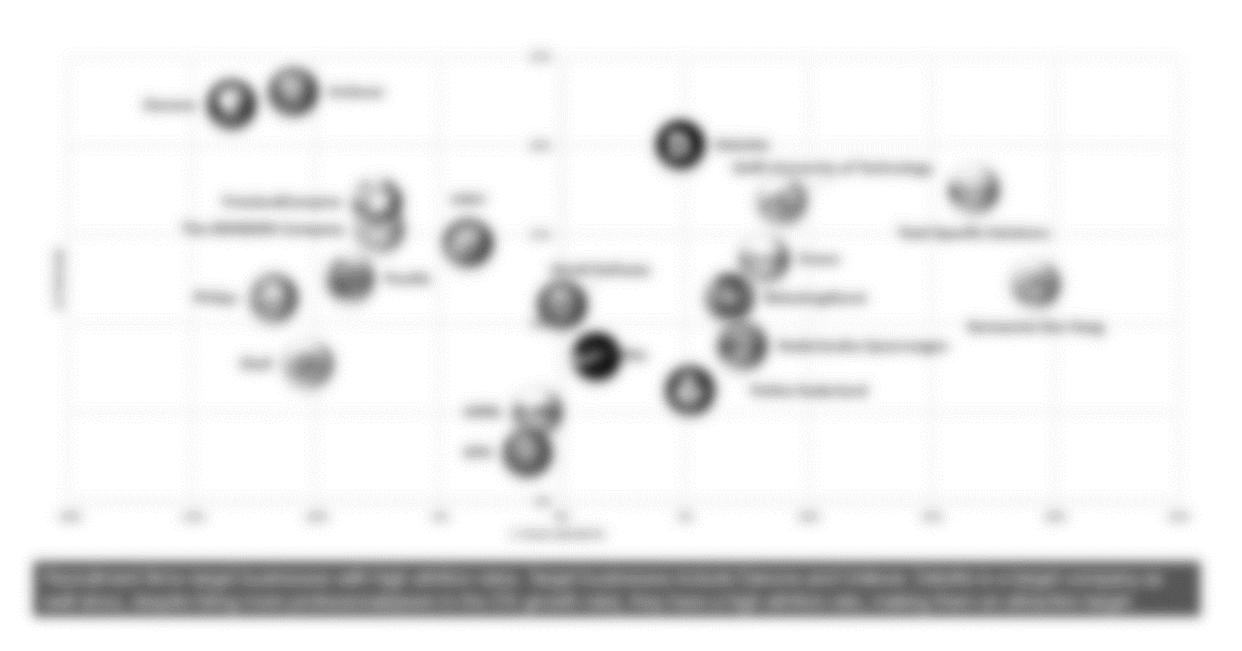
31% Female

# DISTRIBUTION OF FINANCE AND ACCOUNTING PROFESSIONALS

# TOP 20 EMPLOYING COMPANIES OF FINANCE AND ACCOUNTING PROFESSIONALS

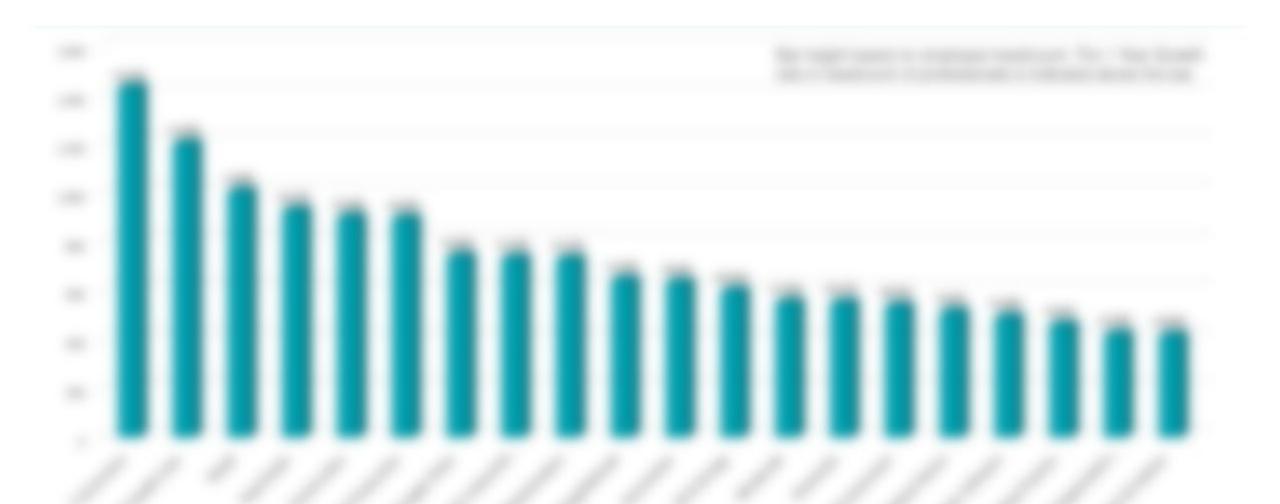


# **TOP 20 EMPLOYING COMPANIES OF FINANCE AND ACCOUNTING PROFESSIONALS**





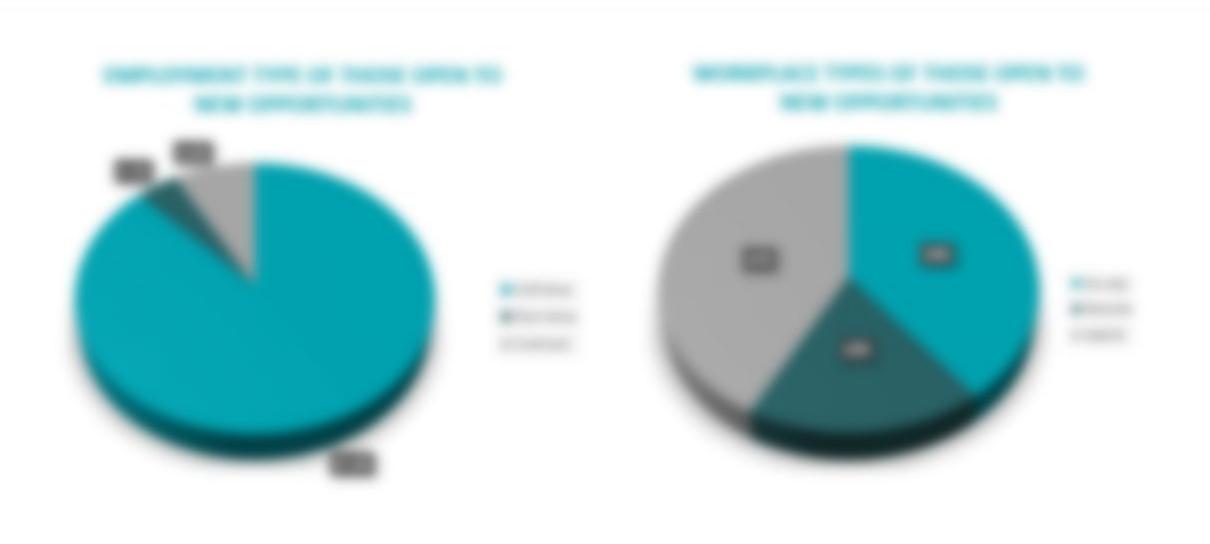
# TOP 20 EMPLOYING INDUSTRIES OF FINANCE AND ACCOUNTING PROFESSIONALS



# UNIVERSITIES PRODUCING FINANCIAL AND ACCOUNTING PROFESSIONALS



# THE WORK ENVIRONMENT OF FINANCIAL AND ACCOUNTING PROFESSIONALS



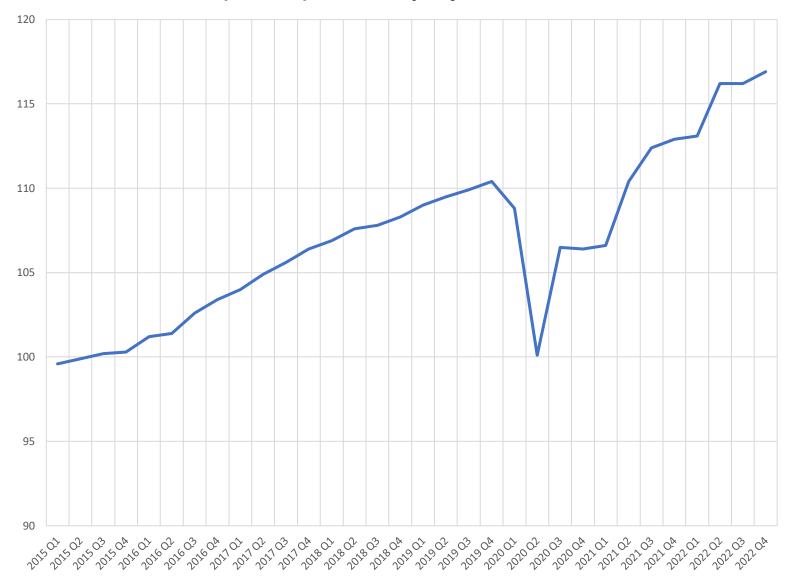
# THE WORK ENVIRONMENT OF FINANCE AND ACCOUNTING PROFESSIONALS





# **STATISTICS**

# **GDP(volume) Seasonally adjusted. 2015=100**



Statistics Netherlands (CBS) indicates that the GDP increased by 0.6% in Q4 2022 relative to Q3 2022.

The factors that most influenced economic growth were

- higher household consumption
- investments as well as
- the trade balance (exports minus imports)
- And public consumption.

Year-on-year, GDP increased by 3.2% from Q4 2021 to Q4 2022. The 2022 GDP growth rate was 4.5% annually.

In Q2 2022 the Netherlands was in a state of expansion and that resulted in greater job flows

Positive economic growth was experienced in Q3 and Q4 of 2022 as a result of significant increases in both private consumption and government spending during Q3 2022.

In total, 0.9% growth is anticipated in 2023. A 1.3% increase in growth is projected in 2024 as a result of inflation and purchasing power recovery.

Source: CBS, Trading Economics, and Europe Commission

- https://www.cbs.nl/en-gb/news/2023/12/economic-growth-of-0-6percent-in-q4-2022
- https://tradingeconomics.com/netherlands/gdp-growth
- https://economy-finance.ec.europa.eu/economic-surveillance-eu-economies/netherlands/economic-forecast-netherlands en

# **STATISTICS**

Total jobs (seasonally adjusted ) quarter-on-quarter change



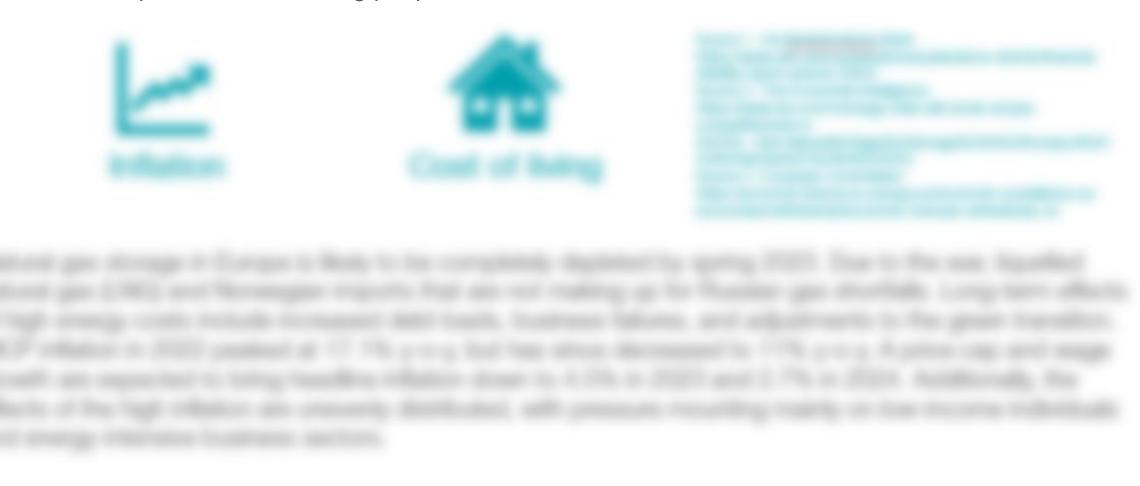
# **STATISTICS**





# **MOST IMPORTANT CHALLENGES IN 2023**

The most important issues facing people of the Netherlands

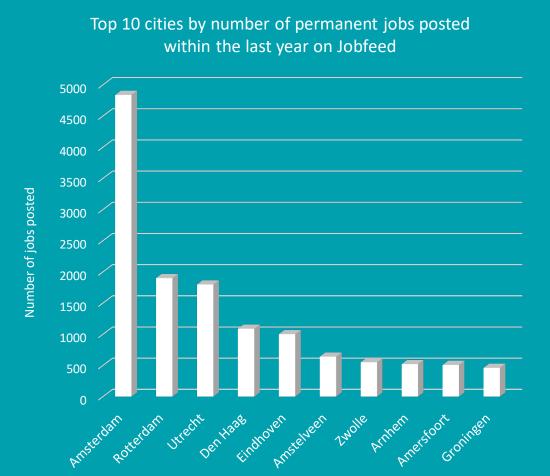




# DISTRIBUTION OF PERMANENT JOBS POSTED FOR FINANCE AND ACCOUNTING PROFESSIONALS

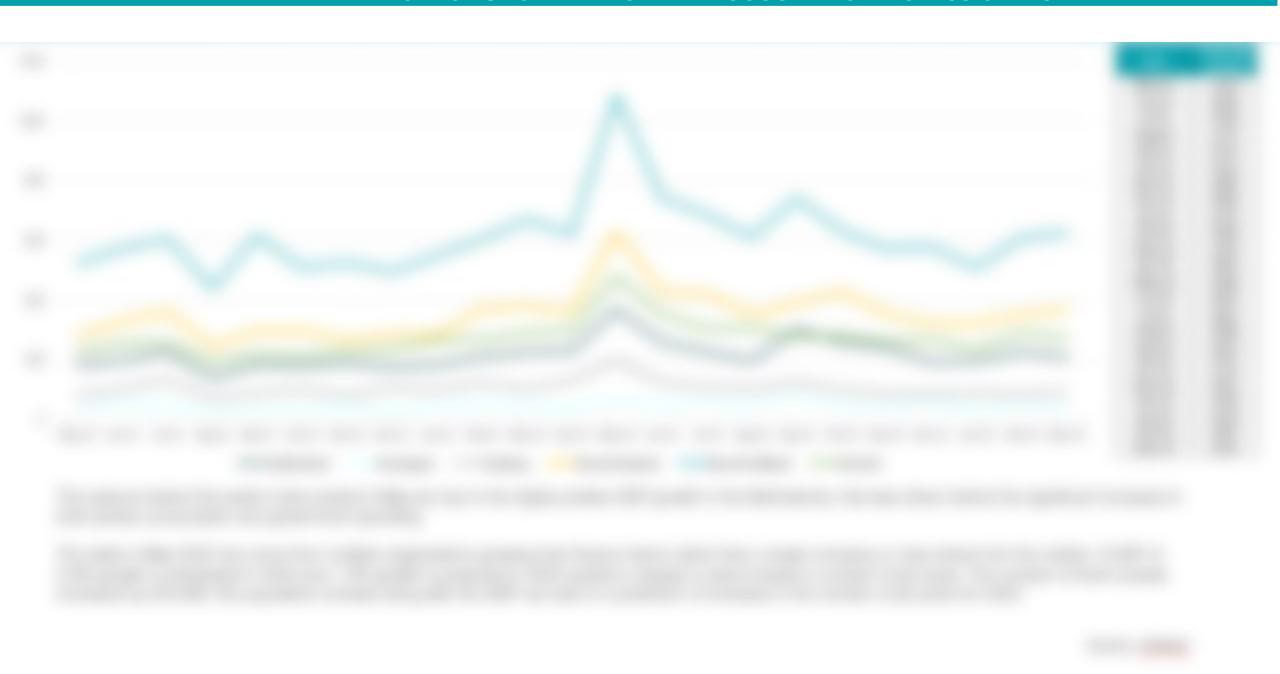
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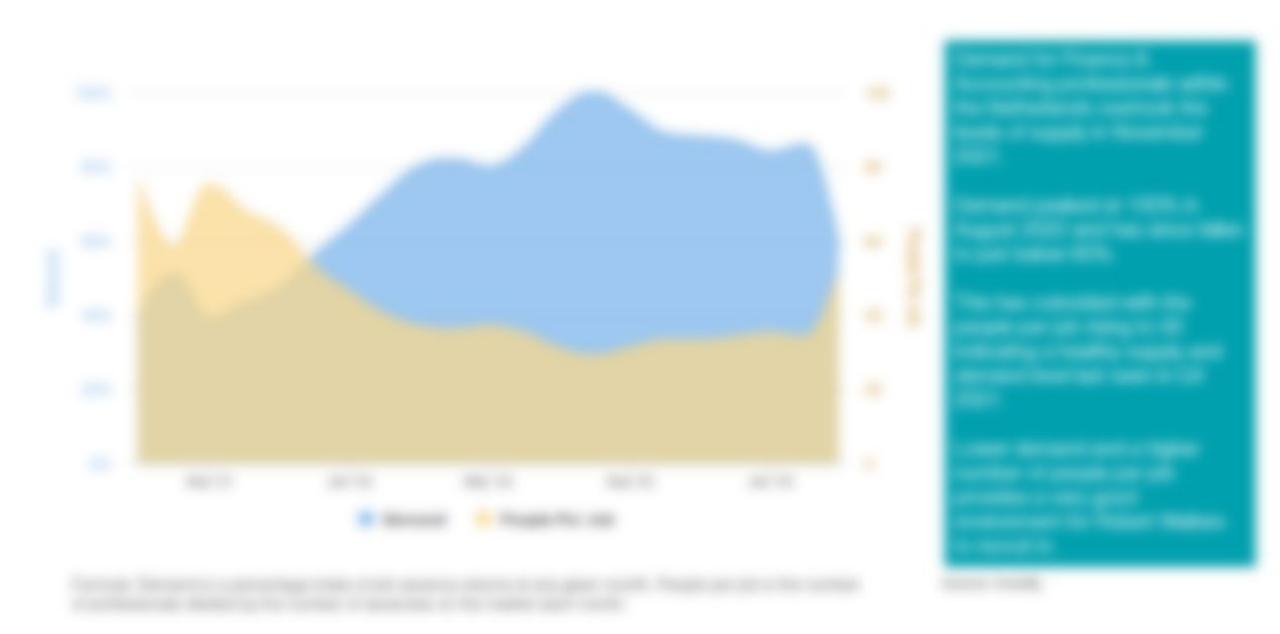




# PERMANENT VACANCIES FOR FINANCE AND ACCOUNTING PROFESSIONALS



# RECRUITING ENVIRONMENT FOR FINANCE AND ACCOUNTING PROFESSIONALS



# **CONTACT US**



If you have any questions about the Market Insight report, or further talent analysis requirements, please get in touch and we'd be happy to assist you.

Rob Steur Business Director The Netherlands

t: +31 (0)20 644 4655 e: rob.steur@robertwalters.com

