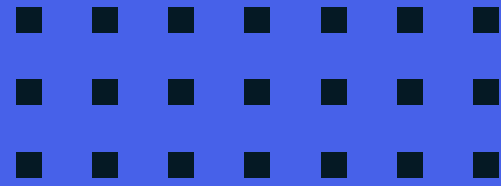


HIRING IN A DOWNTURN

INSIGHT REPORT



HELLO



At Sheridan Maine, we're all about people. As a specialist accountancy and finance recruitment consultancy, we know that strong, long standing relationships are what make businesses - and careers - thrive.

But what happens when the market takes a turn? Hiring in a downturn can feel daunting, yet it's often the moment when the right move can make the biggest impact.

This short insight report explores the challenges, opportunities and smart strategies for hiring when confidence dips and why it could be the best time to strengthen your team for what's next.



INDUSTRY SNAPSHOT

In a challenging market, strong teams aren't just important - they're a competitive advantage.

While some businesses pull back, market leaders use this time to invest in top talent, strengthening their core while others stand still.

This is a snapshot of what we're seeing right now: where demand is rising, how candidates are behaving, and what's shifting in the world of pay, priorities and planning.



INDUSTRY SNAPSHOT

Roles in demand

12% increase in demand since Q1 for:

- > Revenue accounting
- > Tax
- > Systems implementation
- > Financial planning & analysis

Candidate behaviour

Shifts in candidate mindset:

- > Talent is more open to conversations, but cautious about making a move as job security takes priority
- > Notice periods now averaging 3 months
- > Remote/hybrid flexibility is a top 3 priority

Salary trends

Pay is plateauing:

- > 76% of professionals received a 1–5% pay increase this year
- > Only 5.8% received above 5%, down from 25% in 2023



INSIGHT

Now's the time to act.

The talent is out there. But the landscape has changed. The companies who move fast and flex smart will win.

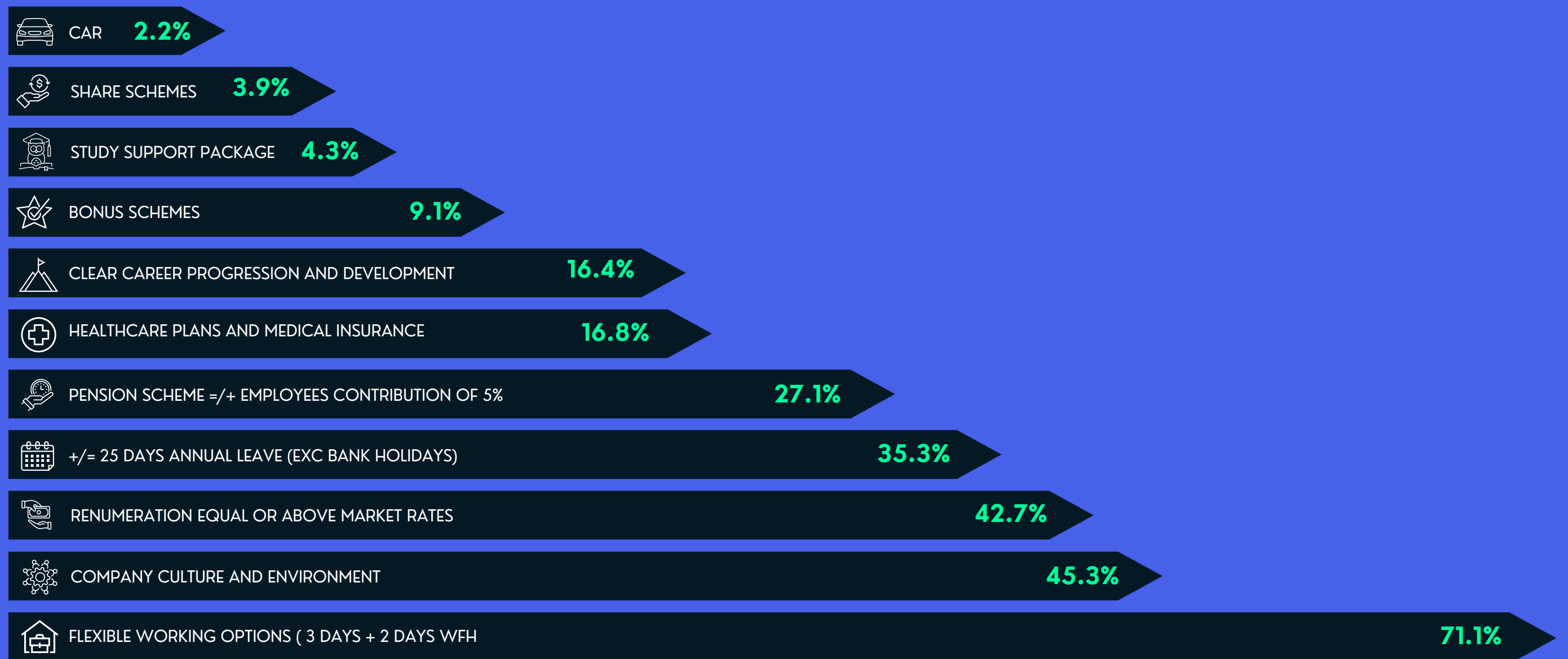
52%

of high-performing
companies continue
strategic hiring during
economic slowdowns
(McKinsey)



CANDIDATE PRIORITIES

When thinking about joining a new company, what matters most to you?





THE HIDDEN COST OF INACTION

Hiring delays come at a price - and not just financial.

Here's what's at stake when critical roles remain unfilled:

Operational impact

- > Month-end and year-end close slows down
- > Risk of errors increases
- > Compliance deadlines may be missed, exposing the business to fines or reputational damage

Oversight risks

- > Gaps in financial leadership lead to forecasting inaccuracies
- > Cash flow issues, missed anomalies, and budget overruns become more likely
- > Business decisions are made without a clear financial picture

Overloaded teams

- > Remaining staff take on additional workload
- > Risk of burnout, mistakes, and staff turnover rises
- > Morale and productivity take a hit



THE HIDDEN COST OF INACTION

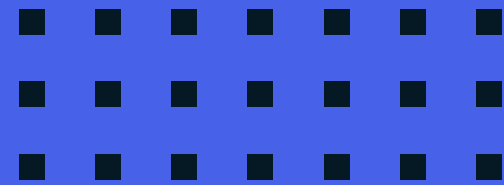
Open role, open risk

When a key finance role stays open, the costs quickly add up and it's not just about the salary budget. You lose efficiency, processes slow down and risk exposure rises. Plus, external consultants come with a price tag and delayed decisions can hit your business hard. For mid to senior roles like Financial Controller or FP&A Manager, these hidden costs can reach into tens of thousands of pounds.

The longer the vacancy lasts, the tougher it gets to find the right person - and the bigger the impact on your team and your business.



HOW CAN WE HELP?



We get that hiring the right finance talent fast matters - that's why our flexible, outcome-focused approach is built around you.

Here's a few options of how we could work for you:

Contingency recruitment

A fast shortlist of vetted candidates who've completed our in-house online accountancy tests and have been met with face-to-face - ensuring both a strong technical and personality fit for your business.

Try before you buy recruitment

Temp-to-perm with discounted fees - a sure way to ensure a successful transition of talent into your team, whilst assessing the business needs for additional headcount.

Retained recruitment

Not limited to a dedicated recruitment plan, exclusive candidates and a full 13-week 100% rebate (a 100% placement record to date).

Split payment recruitment

Alternative option to spread your recruitment costs over 3 months.

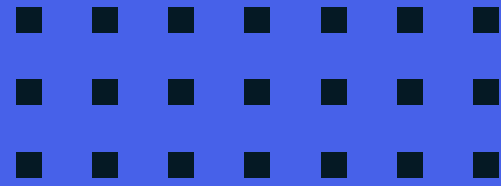
Subscription recruitment

One upfront discounted fee for multiple planned hires in a 12 month period, enabling you to budget accordingly.

We specialise in strategic roles
- from CFOs and Finance Directors to qualified accountants and contract staff - covering permanent, interim, and temp positions. And the best bit? We aim to have your vacancy filled with top candidates in **just 14 days** (industry average is 28+).



LETS GET STARTED



Here's how we can help you hit the ground running:

Free market snapshot

See who's hiring right now and what top talent really wants in your industry.

Request info



Salary benchmark report

Get custom data on current pay trends for your key roles.

Request report

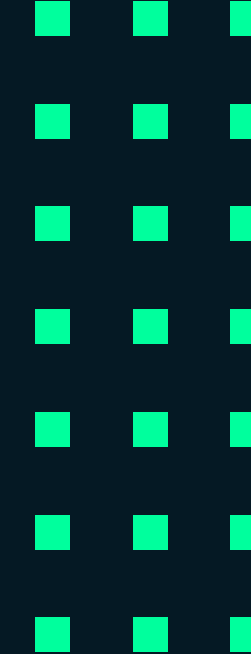


Interview-ready talent

We'll send you 2-3 vetted profiles for your next strategic hire.

Register a vacancy





Ready to take the next step? Let's talk.

www.sheridanmaine.com

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