



Welcome to Keeler Catch Up

Welcome to our first newsletter. A newsletter informing Accountancy & Finance professionals across Norfolk of what's been happening in the local market. Our aim is to produce two of these per year; September and March, this one being the first so we hope you enjoy the update from Keeler Recruitment (Accountancy & Finance) Ltd.



Keeler Recruitment To Support Norwich Theatre in 2023

Keeler Recruitment is excited to support Norwich Theatre. The amazing Theatre creates opportunities for people to experience art and culture that inspires, amazes and challenges. The team at Keeler Recruitment

NEW PARTNERSHIP WITH NORWICH THEATRE

At the start of the year Keeler Recruitment were delighted to enter a partnership with Norwich Theatre

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***“The Part/Newly
Qualified market has
remained incredibly
buoyant over the past
twelve months and shows
no signs of decline as we
head into our new
Financial Year.”***



Keeler Recruitment First Inaugural Charity Casino Evening

We were delighted to host our first Charity Casino Evening last night at Norwich Theatre raising money for Break. With 6 casino tables, entrance drink and delicious hot bowl food what more is

The demand for newly qualified professionals has soared with a further rise in the appetite for those making their first move from practice into industry. The key roles recruited being Management Accountant, Financial Accountant and Finance Business Partner.

This has potentially been the most challenging area from a recruitment perspective as not only does there appear to be a decline in the number of candidates at the stage of qualifying, but firms have become increasingly more successful at retaining this talent. Consequently salaries in this area have seen the most significant increase at around 12%

As a result of the above, candidates are becoming ever more selective about the opportunities they consider and are placing an increased emphasis on the recruitment journey experience and what this portrays about potential employers. Those that react promptly with a more compact recruitment process are the most successful.

The Senior Payroll market has been interesting with sporadic demand throughout the year, however overall certainly an increased number of opportunities. Credit and Transactional Management however has seen very little activity in comparison to the previous year.

While the proportion of in counteroffers made has remained consistent, the impact has certainly fallen with candidates seeming more committed to moving when entering the market having already explored internal opportunities.

The other key change we have seen this year is the clear move from employers to bring staff back into the office more frequently, with some key local businesses completely banning this. This has divided opinions across candidates with some welcoming further interaction with their colleagues and others instantly looking for alternative employment.

Finally we have noticed that the Practice market continues to boom, with candidates usually looking around the time they get their exam results. Clients however are always actively searching, with Audit and Tax roles being high on the agenda for most accountancy firms.

Salaries in this sector are still varied between businesses with an average difference of 10% from practice to practice. From a candidate perspective, flexible benefits and full study support with succession planning is a key bearing on any move.

CHARITY CASINO EVENING RAISES £4305 FOR BREAK CHARITY

A great evening spent with over 150 Norfolk business professionals at Norwich Theatre raising money for Break Charity. With 6 Casino tables and a large raffle totalling c£1500, this event was one not to miss. As a result the winners “Birketts LLP Solicitors” took away the Keeler Medal which they will keep for 1 year until our 2024 Casino event.

[CLICK HERE TO READ MORE](#)

SPONSORSHIP YPG BALL ANNOUNCED

Keeler Recruitment are delighted to be the main sponsor alongside Larking Gowen and Mount Street for this years; Young Professionals Ball – Top of the Terrace, Carrow Road.

If you would like to book your ticket for this exciting event.

[CLICK HERE TO READ MORE](#)



Keeler Recruitment Main Sponsor for The Norfolk YPG Annual Charity Ball

Keeler Recruitment is delighted to be the main sponsor for The Norfolk YPG Annual Charity Ball Friday, 27th October 2023. A special thanks to Larking Gowen and Mount Street for



BOARDS ON THE BROADS 2023 SEASON

The 3rd season of "Boards on the Broads" draws to a close this year. This year raising money for Break Charity in partnership with Go Paddle, Keeler Recruitment have entertained over 100 Norfolk professionals who have taken to the water with board in hand.

[CLICK HERE TO READ MORE](#)

Boards on the Broads Rounds Out 2023 Season

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Finance & Accountancy Appointments

***“It has been an interesting
6 months within the
Finance & Accountancy
support level, from both a
client and candidate
perspective.”***

It has been great to have worked with a variety of repeat clients with established relationships as well as new ones within Norfolk, across the commerce and industry sectors.

We have encountered an increase with the variety of vacancies, more noticeably at the Assistant Management Accountant level. This is a result of companies growing their finance departments to ensure support is given to current employees, allowing them to build upon their own career development and support with growth of the business.

With the change in the job market, this has led to a noticeable increase in salaries, for Assistant Management Accountants, Credit Control, Finance Assistant and Payroll with an average of up to 10% rise. To attract the best talent, businesses must ensure they are paying fairly and competitively, although overall benefits are just as important such as flexibility, holiday allowance and study support.

Study support is not important to everyone, and we are all aware of candidates who have achieved great things without being qualified. The amount of clients offering study support has increased, with statistics received from a Norfolk training provider has confirmed they have over 2000 students studying accountancy based qualifications with around 1000 studying AAT. It's great to see clients delivering great study packages to their candidates in order to keep their focus and more importantly, their loyalty.

If you or you have a member of your team who you will like to support with their studies, you can receive 20% off until 3rd October; <https://www.firstintuition.co.uk/wp-content/uploads/2023/08/AAT-Individual-Unit-Prices-August-2023.pdf>

In general the Norfolk market has remained buoyant over the past year, and believe we have a strong client and candidate relationships in place to be able to support with this increase at the support level.

MEET THE FD RETURNS

Following the success of last years “Meet the Finance Director” event we are pleased to say we will be holding the 2023 event at Jarrold Norwich.

As a finance professional engaged in your studies, this will give you the opportunity to meet Norfolk’s finest Finance Directors, understand their business brand and ask questions to guide your future career. Food and drink will be provided and panel will be professionally chaired by Nigel Cushion to give an amazing experience.

[CLICK HERE TO BOOK NOW](#)



**“Meet the Finance Director” To
Return in 2023 By Popular
Demand**

Keeler Recruitment are delighted to announce the 2023 “Meet the Finance Director” event. Last year we had a full panel of Finance Directors from; JLL, Norse, Sinclair, Flagship, and Archant

KEELER TO SPONSOR WILDCATS

Alongside the sponsorship of Norwich United Keeler Recruitment offered additional sponsorship to the "Wildcats"

Wildcats is an FA football programme introduced to give girls (5-11yrs) the opportunity to play football in a fun and safe environment. Norwich United FC Wildcats is delivered by Motive8sports Coaching



Keeler Recruitment Sponsors Norwich United Wildcats

Keeler Recruitment is proud to announce it is to sponsor the newly formed Norwich United Wildcats. Wildcats is an FA football programme introduced to give girls (5-11yrs) the opportunity to

[CLICK HERE TO READ MORE](#)



YOUTH PLEDGE PODCAST WITH JAMES STEEL

Our very own James Steel very much enjoys a podcast! What better way to use this talent than talk to the Youth Pledge Project, Norfolk County Council.

James will be running a series of Podcasts with Finance professionals covering various topics, please keep an eye on our news page for further podcasts

[CLICK HERE TO READ MORE](#)

Keeler Recruitment Featured on Norfolk County Council Youth Pledge

As part of Norfolk County Council's Youth Pledge for Employers project, Keeler Recruitment's own James Steel was interviewed by Christopher Adlem, who is the Opportunities Connector for the Youth Pledge

“Overall the market has remained strong. As we approach the Autumn we are seeing a strong selection of new candidates entering the market and therefore expect to see increased activity in the coming months.”

Over the past 12 months we have seen a steady market at the senior end.

A high number of the Finance Director and CFO roles have resulted from PE activity – both new investment and transactions. The others have arisen due to retirements and or career progression.

We have seen continued growth in our larger local businesses which has resulted in the need to strengthened their finance teams and bring in talented individuals to ensure they are prepared for the future.

Salaries have remained strong with growth in the Senior Finance Business Partner and FP&A Manager roles. Finance business partnering skills remain in demand across all roles with the majority seeking candidates with the ability and drive to work closely with the wider business to influence the operational side of the business from a finance perspective.

There has been a reduction in the impact of counter offers this year. We have found finance professionals more diligent in exploring their internal options before entering the market and hence have not been swayed by increases in their salary.

Overall the market has remained strong. As we approach the Autumn we are seeing a strong selection of new candidates entering the market and therefore expect to see increased activity in the coming months.



FINANCE DIRECTOR BREAKFASTS

Keeler Recruitment have run 7 Finance Director breakfasts this year chaired by Nigel Cushion and hosted by Suzi Reilly. There have been many interesting topics covered all under boardroom confidentiality and we are all excited to hear the results at our end of year big breakfasts being ran on; Wed 13th December.

We still have spaces on; 20th Sept, 12th Oct and 17th Nov if any Finance Directors would like to attend.

[CLICK HERE TO BOOK NOW](#)

RECRUITMENT SECTOR UPDATE

Investing in the future - Norwich Employability Forum (NEF)

Feedback from the NEF
(Norwich Employability Forum)

Keeler RECRUITMENT

“
I am really quite introvert, so don't find networking all that easy but I have to say your breakfast NEF was the very best event I have attended - thankyou so much.
”
HR Director

“
I wanted to tell you that I genuinely enjoyed the event. It truly provided me with an opportunity to refocus some of my perspectives. I indeed shifted my priorities based on what I learned. I find it extremely rewarding to be able to build connections and gain wisdom from my colleagues. Despite our jobs in HR and Recruitment being so focused on people, it can sometimes feel a bit isolating, ironic.
”
Group HR Manager

K

Investing in the talent of the future is extremely key for Keeler Recruitment. We have understood the war for talent and this is why we feel business branding is so important. As part of this we have created a new group called the NEF, "Norwich Employability Forum"

Every quarter Keeler Recruitment hosts Senior HR Professionals alongside; Government, Education and local business entrepreneurs to share thoughts on local skills shortages and what action we can all take to attempt to rebalance the Norfolk area.

The key to this is local business professionals talking and the benefit to you is to ensure you have options to study and qualify in the right environment leading to a successful career in Accountancy & Finance.

[CLICK HERE TO READ MORE](#)

Candidate referral bonus

Throughout the year we have paid numerous referral fees for successful connections. If you are personally not looking but know a fellow professional that is, please suggest them to us and once they are offered and accepted the new role we will pay you the referral fee for a store of your choice.

Referral fee - £100 - £200 depending on referral.

HIRE through Keeler Recruitment

Honest
Independent
Reliable
Experienced

LATEST VACANCIES

Financial Controller (Manufacturing) - Norwich - £55k - £70k
Regional Head of Finance - Great Yarmouth (Hybrid) - £60k - £65k
Interim Accountant - Norwich - £50k - £55k
Finance Business Partner - Diss - £50k-£55k
Management Accountant - Norwich, Diss, GY - c£40k
Financial Accountant West Norfolk/Norwich - c£50k
Finance Manager - Lowestoft - c£40k
Company Accountant (part time) - Norwich - c£42k
Accounts Payable Manager - Norwich - c£40k
Payroll Senior - Norwich - c£30k
Assistant Management Accountant - Norwich - c£30k
Finance Assistant - Norwich - c£26k
Accounts Assistant - Norwich - c£25k
Finance Analyst - Diss - c£25k

Practice opportunities at various levels.

Keeler
RECRUITMENT

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