



WFH IN SYDNEY'S ACCOUNTING & FINANCE MARKET:

NOT WHAT YOU SEE IN THE HEADLINES

If you've been reading the business press, you might think that hybrid and remote work is booming across all industries. Yet, within Sydney's Accounting & Finance market, the story is strikingly different.

In 2024, many of our clients moved decisively towards a return to the office, with several even reinstating full-time office-based roles. The shift has left some scratching their heads, wondering why the industry seems so out of sync with broader workplace trends. But, in Accounting & Finance, it actually makes sense – here's why.

1

FINANCE DEMANDS COLLABORATION

Accounting & Finance teams are integral to operations, requiring constant cross-departmental communication. Real-time data analysis, scenario planning ... these tasks benefit significantly from face-to-face interactions. While Zoom and Teams facilitate easy remote collaboration, they often fall short when quick problem-solving or nuanced discussions are needed.

2

HEIGHTENED COMPLIANCE AND OVERSIGHT

Finance professionals operate in a highly regulated environment. Tight deadlines, especially during reporting periods, demand precision and accountability. Many CFOs feel that having their teams in the office helps to mitigate risks, ensure better oversight and allow for quicker course corrections when issues arise.

3

CULTURAL INVESTMENT POST-COVID

After a period of virtual fatigue, many Sydney companies have doubled down on rebuilding their team culture. For CFOs and other finance leaders, having teams physically present allows for mentoring, knowledge sharing and fostering a strong workplace ethos – elements that are harder to cultivate in a remote setup.

4

TRAINING AND DEVELOPMENT

The Accounting & Finance space relies heavily on talent pipelines, with graduates and junior accountants often learning on the job. Many senior professionals believe that those overheard conversations and impromptu teaching moments are irreplaceable – and far more challenging when working remotely.

5

PRESSURE FROM MARKET CONDITIONS

2024 was characterised by economic uncertainty and increased scrutiny on financial performance, and many businesses have sought to optimise productivity by bringing their teams back in-house. This approach reflects a belief that proximity enhances focus and output, particularly in high-pressure environments.

6

CANDIDATES ARE ADAPTING

Interestingly, candidates in the Sydney finance market are increasingly prioritising role stability, career progression and learning opportunities over remote flexibility. Yes, work-life balance remains important, but job seekers are aware that many of the top roles now require office attendance and we see that they're adjusting their expectations accordingly.



WHAT'S NEXT FOR 2025?

Some industries may be expanding into hybrid work models, but Sydney's Accounting & Finance sector is charting its own path. Companies are recalibrating their work setups to balance flexibility with the needs of the business. For job seekers, understanding these trends is crucial to aligning their expectations with market realities.

As specialists in this market, TalentWeb stays at the forefront of these developments, providing insights and guidance to both clients and candidates. If you're navigating the ever-changing dynamics of Accounting & Finance, we're here to help you make informed decisions.

ARE YOU LOOKING FOR YOUR NEXT FINANCE ROLE OR SEEKING EXCEPTIONAL TALENT FOR YOUR TEAM?

LET'S CONNECT!