

A photograph of two women in a professional setting. The woman on the left has blonde hair, wears glasses, a white earbud, and a white cable-knit sweater. She is holding a blue pen. The woman on the right has dark hair and is wearing a white shirt. They are both looking at each other and smiling, appearing to be in a collaborative meeting.

everytys
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Rethinking Finance

Your guide to recruit, strengthen, and retain top financial talent.



Introduction

Recruiting, retaining, and developing top finance professionals today is becoming more challenging than ever. The demand for skilled finance talent is high, and organisations must go beyond traditional hiring practices to attract and keep the best candidates.

Companies need to focus not only on technical expertise but also on cultural alignment, career growth opportunities, and employee engagement to stay competitive.

Director's note

With increasing complexity in regulations, technology advancements, and heightened competition for top talent, finance leaders face new challenges in shaping teams that can not only meet current demands but also drive future growth.

This guide is designed to accompany finance leaders and decision-makers through the key strategies for **shaping a finance team that thrives in the face of future challenges**.

From effective recruitment and onboarding to retention, motivation, and continuous development, you will find actionable insights to help you build a strong, adaptable, and engaged finance team; one that's ready to drive your organisation's growth and success.

With Evertys as your partner, you'll have the tools and expertise to not only hire top talent but also ensure your team remains motivated and equipped for the future.

Together, let's chase your ambitions.

MICKAËL GOUDMAEKER

Managing Director

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1. Securing financial talent in a competitive market

Tip n°1

Tackle talent shortage by building a strong finance talent pipeline

The market is seeing a **growing shortage of skilled financial professionals**, making it more difficult to find the right talent. Rather than reacting to immediate hiring needs, it's crucial to develop a **proactive recruitment strategy**.

Creating a **strong, sustainable pipeline of finance talent** ensures you're never left scrambling when vacancies arise. This includes building relationships with professionals at various stages of their careers, from junior finance specialists to seasoned executives.

Remember: **the stronger your brand is in the finance community, the easier it becomes to attract top talent**. Be active on social media, engage in finance industry forums, or share blogs to showcase your company's culture, values, and career advancement opportunities.

Collaborating with a strategic partner, like Evertys, can provide significant value for your business. We help you stay competitive by identifying the right candidates before they're even on the job market, ensuring a consistent flow of talent into your pipeline. Our flexible approach ensures that you always have access to top talent, **whether for short-term projects, long-term assignments, or even permanent hires**.

By continuously **networking with finance professionals** and pre-screening potential candidates, our team ensures you're always prepared to fill positions with experienced talent, even before the need arises.



Tip n°2

Optimise your recruitment processes

In today's competitive finance job market, **relying on intuition or traditional recruitment methods may no longer be enough.**

By using specific tools and analytics, you can assess candidate suitability beyond just their experience and qualifications. You can analyse candidate behaviour, work patterns, and cultural fit based on past performance and soft skills, **ensuring the right match for any role, regardless of its duration.**

Optimising your job descriptions is also essential. Data can reveal what works and what doesn't in your job descriptions. Your **job descriptions should resonate with finance professionals.** For example, finance professionals might respond better to terms like "innovation" and "strategic growth" over traditional wording.

At Evertys, we use advanced recruitment tools to evaluate not only candidates' financial expertise but also their **long-term compatibility with your organisation.** Our process assesses cultural alignment, growth potential, and work ethic, ensuring that the talent we recommend will excel and remain engaged in your team for the long term.

Tip n°3

Build a top-performing team with flexible, skilled consultants at your fingertips.

Having access to the right talent, exactly when you need it, can make all the difference. With flexible, skilled consultants, you can quickly **fill team gaps, tackle new challenges, and easily scale your workforce.**

Our consultants bring both **expertise and adaptability**, making it easy for them to fit into your company's culture and processes.

Whether you need extra hands for a **short-term project or long-term support**, we can connect you with top talent to help build a high-performing finance team. With our talent solutions, you can respond to market changes, drive your business forward, and **maintain the high standards that are key to your success.**



// When I was looking for a new member for our finance department, I immediately noticed the customer-friendly approach; Evertys really took the time to identify our specific needs and wishes.

This resulted in a more focused supply of candidates. Instead of a large stream of profiles, we were presented with only the most relevant candidates, which simplified the selection considerably. This precise and warm contact made the collaboration not only efficient, but also pleasant.

In short, Evertys proved to be a valuable partner in our search for financial talent, and I would definitely recommend them to other decision makers in the industry. //

Niels Bervoets, Chief Financial Officer - Sisu Group

Tip n°4

Create a culture of collaboration and support

The financial sector is known for high turnover rates, often due to competitive salaries and constant poaching by rivals.

Salary remains a key factor in attracting and retaining finance professionals. However, today's **candidates are looking for more than just monetary incentives**. Offering competitive benefits such as flexible working hours, remote working options, health and wellness programs, and continuous professional development opportunities will make your company stand out.

Show your team that you are invested in their growth. A healthy work culture where finance professionals feel valued and supported is key to long-term retention.

Prioritise building a **collaborative, diverse, and inclusive environment** where everyone's contributions are recognised. Encouraging open communication, providing opportunities for employees to give feedback, and fostering a sense of belonging will go a long way in **reducing turnover**.

By working with a recruitment partner like Evertys, you gain access to strategies designed to attract and keep high-performing financial professionals, whether for temporary projects or permanent roles.

Evertys plays an active role in supporting both you and our talents to ensure sustained engagement and productivity, even when workloads peak.



2. Strategies to keep finance teams on board and engaged

Ensure a **smooth start** for your finance professionals

Hiring is just the first step: retention is where true value lies. Once you've added temporary or permanent skilled workforce to your team, the challenge becomes keeping them engaged, motivated, and committed—especially during high-pressure periods like fiscal year-end closings or audits.

Having a **smooth onboarding process** in place will help you set new finance professionals up for success, regardless of the duration of their role. Whether they're joining for a temporary project or a long-term position onboarding plays a critical role in employee retention, especially for finance professionals who often need to quickly adapt to complex systems and workflows. It can help new hires feel supported, confident, and integrated into the team from day one.

Evertys takes care of this critical step for you. We design **customised onboarding sessions** specific to the roles and responsibilities of the finance professionals we hire.

From understanding your company's systems and tools to aligning with your workflow and culture, we ensure that **our consultants are equipped to contribute immediately, no matter the length of their engagement.**

Our involvement doesn't end once the consultant starts. We maintain **regular check-ins** with both the consultant and your company to ensure a **smooth transition**. This allows us to quickly address any challenges, ensuring that **the onboarding experience remains positive and efficient, setting the stage for lasting success.**

Keep finance teams **engaged during crunch times**

Financial professionals often work behind the scenes, so **consistent recognition helps them feel valued and appreciated**.

To keep them motivated, you can implement a reward system that acknowledges both individual and team contributions. This can include bonuses, paid time off, or public recognition within the company.

By celebrating their efforts, whether they're **short-term consultants or permanent hires**, you ensure that every finance professional feels appreciated and driven to contribute their best work.

Provide feedback and support **career growth**

By implementing an environment of open communication and clear expectations, you can keep your finance professionals motivated and on track for growth.

Evertys plays a key role in this, supporting both you and your talents. Our **Business Managers** remain involved, offering guidance and ensuring employees stay engaged with their professional development.

Establishing regular reviews, feedback sessions and performance check-ins keeps the progress aligned with specific development goals that you set.

3. Strategies for employee development and training

Identify skill gaps and set development goals

The first step in **upskilling** is understanding where your team stands. Conduct a skill gap analysis to pinpoint areas that need improvement.

Your analysis should consider **industry trends** and your **company's future needs**, particularly in areas like financial technology, regulatory compliance, and advanced analytics.

Once gaps are identified, it's important to **set specific, measurable, achievable, relevant, and time-bound (SMART) goals** for employee development. These goals should align with both your company's growth strategy and individual career aspirations.

By working closely with our sales team, you can develop tailored training plans that ensure each team member is progressing in a meaningful direction. We help assess your team's technical and soft skills, anticipating future needs.

Encourage continuous learning and upskilling

Encouraging a learning culture is how you can stay ahead in Finance.

Upskilling becomes most effective when it's embedded into your company's culture. Create an environment where continuous learning is not only encouraged but also rewarded. By fostering a culture that supports development, you empower both temporary and permanent finance professionals to grow and stay at the forefront of industry trends, ultimately benefiting your entire organisation.

Custom Training Programs

Develop targeted training initiatives, from mastering **new financial tools** to **leadership development**.

Promoting a Learning Culture

Encourage ongoing learning with **mentorship**, **peer collaboration**, and access to **online courses** and **certifications**.

Hands-On Learning

Provide **real-world project opportunities** for team members to apply new skills in practical setting.

Final thoughts

Building a successful Finance team in today's market requires a strategic and forward-looking approach.

Throughout this guide, we've covered key strategies to help you **attract, onboard, and retain top talent** while fostering continuous growth and engagement.

Whether you need **flexible consultants** for temporary roles or **long-term professionals** for permanent positions, at Evertys, we specialise in supporting companies like yours with tailored recruitment solutions, seamless onboarding processes, and ongoing talent development.

Our goal is to help you create a finance team that not only excels today but is prepared to drive your organisation's growth in the future.



ABOUT EVERTYS

We help businesses reach their full potential by going the extra mile and being a strong business partner. Our thorough knowledge of the business landscape allows us to deliver solutions and adapt our offer to meet our client's expectations.

We partner with businesses of all sizes, **from startups to established organisations, across various industries**. We support HR professionals, finance executives, and legal teams seeking comprehensive consulting services to optimise their workforce management, financial strategies, and legal compliance.

THANK YOU FOR READING ***RETHINKING FINANCE***

Want to learn more details, get a benchmark for a specific role or trend, discuss your team's current needs or find a new job in Finance?

Get in touch!

Contact us >

www.evertys.be

