



# 2025 market outlook & salary guide.

accounting & finance | singapore.



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# accounting and finance.

The accounting and finance sector in Singapore is navigating a landscape marked by cautious optimism as it enters 2025. Despite global economic uncertainties and the lingering impacts of the COVID-19 pandemic, the sector remains resilient.

Companies are primarily focusing on replacement hiring rather than growing their team, aligned with the ongoing economic challenges. This trend is driven by a need to optimise workforce strategies, whether through cost-cutting measures or integrating functions to enhance efficiency.

## data centres, sustainability and fintech in the spotlight

Data centres, renewable energy, and fintech are experiencing dynamic market movements and pose significant growth opportunities for accounting and finance professionals in 2025.

These sectors are not only growing but also demanding specialised skills from accounting and finance professionals, indicating a shift towards industries that support technological advancement and sustainable practices.

## talent dynamics & workforce optimisation

In 2025, the demand for skilled professionals in Singapore's accounting and finance sector will remain steady, particularly for roles requiring technical expertise such as IFRS standards and financial planning analysis (FP&A).

However, there is a noticeable trend towards outsourcing finance and transactional roles to regional countries like Malaysia, where talent is available at a lower cost. Despite this outsourcing trend, Singapore continues to maintain its status as a regional talent hub due to its highly skilled workforce.

Given that younger talent is increasingly focusing on work-life balance, local audit companies struggle to attract talent because of the industry's heavy workloads. As a result, audit companies are increasingly raising salaries in an effort to fill open positions.

Companies are increasingly integrating functions to improve efficiency and manage costs. This is evident in shared services and operations roles, which are being streamlined to enhance productivity.

“data centres, renewable energy, and fintech emerge as key growth sectors for accounting and finance professionals in 2025.”





how skill requirements are evolving alongside tech

As companies navigate economic uncertainties, there is a growing emphasis on analytics and decision-making roles that drive business growth and cost reduction.

The following technical and soft skills remain paramount in the industry for communicating business outcomes and managing key stakeholder relationships:

- IFRS standards
- Control governance
- Financial planning analysis (FP&A)
- Business development
- Storytelling

The sector continues to attract talent by offering job security, work-life balance, and flexible work arrangements, especially as employees prioritise having a positive workplace culture over monetary compensation. Companies that demonstrate strong workplace culture through connected and engaged teams as well as offering hybrid or flexible arrangements are more likely to attract top talent.

hiring activity in 2025

As we move into 2025, hiring activities will focus on replacement rather than expansion as companies continue to monitor and manage their costs. Employers will continue to seek professionals with technical expertise while leveraging recruitment agencies for efficient hiring processes.

The talent market is expected to remain cautious due to an employer-driven environment. Salary increments have stabilised at 10% to 15%, with candidates adjusting their expectations accordingly.

While 2025 presents challenges for the accounting and finance sector in Singapore, opportunities abound in areas such as data centres and fintech through strategic workforce management. By focusing on skill development and maintaining a strong workplace culture, the accounting and finance sector can successfully navigate uncertainties and continue its trajectory of growth and resilience.



aprilyn chan  
aprilyn.chan@randstad.com.sg  
director  
accounting & finance

in-demand roles.

- IFRS standards
- Control governance
- Financial planning analysis (FP&A)
- Business development
- Storytelling



# accounting and finance.

financial accounting	experience	low	medium	high
chief financial officer	15	\$20,000	\$25,000	\$30,000
director	15	\$15,000	\$17,000	\$20,000
controller	10	\$10,000	\$12,000	\$15,000
manager / senior manager	8 - 12	\$7,000	\$9,000	\$12,000
accountant	5 - 7	\$5,000	\$6,000	\$6,500
finance executive	2 - 4	\$3,500	\$4,500	\$5,000
financial planning and analysis				
director	12	\$15,000	\$17,000	\$20,000
manager / senior manager	8 - 12	\$9,000	\$12,000	\$15,000
analyst	3 - 5	\$5,500	\$6,500	\$8,000
internal audit				
director	12	\$15,000	\$20,000	\$25,000
manager / senior manager	8 - 12	\$9,000	\$12,000	\$15,000
auditor	3 - 5	\$5,000	\$6,000	\$7,000
treasury				
director	12	\$15,000	\$20,000	\$25,000
manager / senior manager	8 - 12	\$8,000	\$12,000	\$15,000
analyst	3 - 5	\$6,000	\$7,000	\$8,000
tax				
director	12	\$15,000	\$20,000	\$25,000
manager / senior manager	10	\$9,000	\$12,000	\$15,000
analyst	3 - 5	\$6,000	\$7,000	\$8,000
corporate finance and transformation				
corporate finance and strategy	8	\$10,000	\$15,000	\$20,000
finance transformation	10	\$10,000	\$15,000	\$20,000





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