

## Is it Time to Move On? – Results











The 2013 annual CareersinAudit.com survey continued our previous research into why audit and accountancy professionals from around the world change jobs and asked for your views on whether ageism is an issue in the profession.

### Survey Overview


**Number of respondents:** 2,011  
**Launch date:** 5 August 2013  
**Close date:** 13 September 2013







The results from the survey are presented below question by question.

### Section 1: Your Career



1. What is your current position?			
Graduate		3.8%	77
Auditor		19.0%	382
Senior		20.4%	411
Manager		17.6%	353
Senior Manager		8.8%	177
Head of Department		11.3%	227
Partner		1.1%	22
Financial Controller		3.4%	68
Financial Director or CFO		1.8%	36
Other		12.8%	258



2. How long have you worked in the audit or accountancy profession?			
Less than 1 year		5.2%	104
1-2 years		6.8%	136
3-5 years		22.7%	456
6-10 years		30.4%	612
11-20 years		22.4%	450
20+ years		12.6%	253






3. How long do you envisage you will stay in the profession?			
Less than 1 year		9.2%	186
1-2 years		9.7%	195
3-5 years		23.1%	464
6-10 years		18.7%	377
I'll stay in the profession for the rest of my career		39.2%	789







4. If less than a year, what would you like to do instead?			
Start a new career		35.8%	246
Set up my own business		28.1%	193
Spend time with my family		7.7%	53
Study		8.4%	58
Go travelling		10.5%	72
Other		9.5%	65

## Section 2: Staying or Going?





5. Have you tried for a promotion at your current company?			
Yes		53.1%	1068
No		46.9%	943

6. If 'Yes', were you successful in gaining the promotion?			
Yes		50.6%	567
No		49.4%	554

7. If you didn't get promoted, or haven't tried for a promotion, what do you think is the main reason for this?			
My firm doesn't have the budget to pay for an increase in salary		3.8%	77
My firm doesn't actively promote staff		19.0%	382
It takes a long time to get to the next level and I need to bide my time		20.4%	411
I don't have the right skills		17.6%	353
Someone else who they preferred got the job		8.8%	177
Someone outside the firm got the role		11.3%	227
I am too old		1.1%	22
I lack the confidence to move to the next stage of my career		3.4%	68
Other		1.8%	36

8. If you tried for a promotion in the future and were unsuccessful, how long would you stay at your company?			
I would move immediately		15.4%	245
up to 6 months		22.2%	352
6-12 months		29.6%	469
1-2 years		18.7%	297
2-5 years		8.9%	141
5+ years		5.2%	83

9. If you have recently qualified, how long do you think you have to wait before you are promoted?

Up to 1 year		43.7%	426
1-2 years		37.1%	362
3-5 years		13.8%	135
More than 5 years		5.3%	52




10. Do you have a 5 year career plan?

Yes		64.4%	1296
No		35.6%	715





11. Do you think your company is doing more to retain staff than they did a year ago?

Yes		24.2%	487
No		61.4%	1234
I'm not sure, I joined less than 1 year ago		14.4%	290

12. Do you think your company is doing enough to help with your career development?

Yes, my company does enough already		37.2%	749
No, my company could provide more training, coaching and support		30.8%	619
No, I think career development is fairly low on the list of my company's priorities		32.0%	643








13. When will you be actively looking to find a new job?

Immediately		36.5%	734
Less than 6 months		14.5%	291
6-12 months		15.1%	304
1-5 years		24.3%	489
5+ years		4.3%	86
I can't see myself ever leaving this company		5.3%	107









14. If you are planning to stay with your current company for more than 2 years, what is the main reason for staying?

I need to build up experience		35.7%	390
I lack confidence at the interview stage		2.3%	25
I am happy in my current role, so have no desire to move		24.6%	269
I don't think there are many better jobs to apply for, so best stay put		17.6%	192
I don't think there are many jobs for my age group, so best stay put		8.6%	94
Other		11.3%	123








**15. If you will be looking for a new job within the next 2 years, what is the main reason?**

I haven't been promoted or received a pay rise		26.6%	409
I want to work abroad		26.8%	411
I want to work in-house or in a different industry sector		12.0%	185
I want to set up my own business		6.6%	102
I don't get on with my boss		2.9%	45
I don't like the company culture		11.4%	175
Other		13.6%	209








**16. What could your company offer to make you stay?**

Pay rise or promotion		40.8%	688
Better work-life balance		13.9%	235
Better benefits		6.7%	113
Better training		3.5%	59
Provide classes to learn a different language		0.1%	1
Move me to a different team		3.7%	63
Option to relocate internationally		11.6%	196
Pay for me to further my education or gain a professional qualification		5.6%	95
Nothing, my mind is made up - I'm leaving		14.1%	238

**17. How will you look to find a new job?**

Recruitment agencies		24.9%	1377
Job boards		16.7%	921
Newspapers/magazine job ads		12.0%	662
Contact my own professional network		14.5%	804
Social media e.g. LinkedIn		19.1%	1055
Professional body websites e.g. ACCA		12.0%	661
Other		0.8%	42














**18. Which social media sites do you use for career purposes?**

Facebook		10.0%	220
Google+		10.0%	222
LinkedIn		68.1%	1502
Twitter		14.5%	61
Viadeo		2.8%	32
Xing		3.1%	68
Other		4.6%	101







## 19. Would you consider moving abroad for your next job?

Yes		77.9%	1567
No		22.1%	444

## 20. If 'Yes', which region would you prefer?

Africa		3.0%	45
Asia		4.0%	61
Asia Pacific		4.7%	72
Australia/New Zealand		11.7%	178
Caribbean		2.1%	32
Central & South America		2.4%	36
Eastern Europe		2.6%	39
Middle East		12.1%	184
North America (USA & Canada)		18.4%	280
Northern Europe		3.7%	57
United Kingdom		13.4%	204
Western Europe		18.4%	281
Other		3.6%	55

## 21. What would be your main reason for moving to this region?

Better climate		5.0%	75
Better career progression		28.2%	426
Better salary		16.9%	255
Better work-life balance		25.8%	390
I need a change		16.3%	247
Other		7.8%	118






## Section 3: What's in a Number?

## 22. Do you think people in the industry find it harder to get a new job or get promoted once they reach 40?

Yes		47.8%	961
No		52.2%	1050



## 23. If you are aged 40+, do you believe you have ever missed out on a job (either an internal promotion or external role) because of your age?






Yes		37.3%	375
No		62.7%	630














24. If 'Yes', what was the reason you were given for not getting the job?			
Someone had a better skill set		20.3%	84
I did not fit the company culture		8.5%	35
Someone from outside the company was given the job		15.3%	63
I wasn't given a reason, just that I had been unsuccessful		43.8%	181
Other		12.1%	50

25. Do you believe 'ageism' exists in the profession?			
Yes		57.0%	1147
No		43.0%	864

## Section 4: Personal Information

26. About you			
Male		66.6%	1292
Female		33.4%	647

27. What is your age range?			
Under 18		0.0%	0
18-25		7.0%	137
26-30		24.2%	474
31-40		36.6%	718
41-50		19.3%	379
51+		12.9%	253

28. Where do you live?			
Africa		10.6%	206
Asia		12.5%	243
Asia Pacific		2.6%	50
Australia/New Zealand		2.9%	56
Caribbean		1.3%	25
Central & South America		2.4%	46
Eastern Europe		11.2%	217
Middle East		7.7%	150
North America (USA & Canada)		9.0%	174
Northern Europe		1.9%	37
United Kingdom		20.1%	390
Western Europe		14.3%	278
Other		3.6%	69

Search the very latest Audit, Risk and Compliance jobs on [CareersinAudit.com](https://www.CareersinAudit.com).

If you are an employer or a recruiter looking for candidates for your job vacancies, [click here to create a free recruiter account](#) or for more information about our services, [click here](#).

Please [contact us](#) if you have any questions.