



ACCA

A QUICK GUIDE FOR EMPLOYERS



**CAREER  
NAVIGATOR**

**A NEW DIGITAL TOOL TO HELP YOU  
ATTRACT AND GROW THE FINANCE  
TALENT YOU NEED TO SUCCEED**

Think Ahead



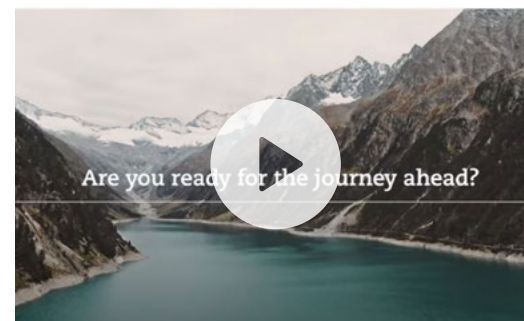
## Career Navigator:

Developed in partnership with employers, for employers

**Helping employers everywhere find and develop the forward-thinking finance professionals their organisations need to succeed.**

With accountancy rapidly transforming to meet the opportunities and challenges of our changing world, organisations need forward-thinking, sustainability-focused business and finance professionals more than ever.

Based on ACCA's leading-edge insights and extensive employer consultation, Career Navigator is an exciting new digital tool that has been designed to enable employers like you to plan and support their business and finance talent journey. Discover the core capabilities your people need to keep you ahead and explore career paths and roles to grow and retain your best talent.



> Click the play button to watch the video online



## Career Navigator:

Powered by ACCA's global employer network and award-winning professional insights

### Organisations involved in the development of Career Navigator

- KPMG
- EY
- BDO
- PwC
- Baker Tilly International
- PrimeGlobal
- Hewlett Packard
- First Intuition
- IFAC
- Deloitte
- Facebook
- Mazars
- Unilever
- BNP Paribas
- Standard Chartered Bank
- Malaysian Institute of Accountants
- Companies House
- NHS (various)
- Blackrock
- Kaplan
- Oxford Brookes
- Birmingham University

Survey of 2000+ finance professionals



Intensive focus groups with ACCA members around the world



Secondary research and insights from ACCA's recent research into talent development and future skills



A complete revamp of competency framework guided by ACCA research



Extensive roundtable exercise



**Career Navigator**



*'The career navigator will be a great resource for benchmarking the capabilities of finance professionals, and for them to access relevant learning and development to stay ahead.'*

Sinead M Gogan, chief HR officer, Deloitte, Ireland



Learn more at [careernavigator.accaglobal.com](https://careernavigator.accaglobal.com)



## Three ways your business can leverage Career Navigator for your talent needs

1

### Talent recruitment

Career Navigator can help to filter the best candidates by identifying the right skills criteria for your job descriptions and job ads.

2

### Talent mapping

Learn how you can carry out capability planning and benchmark your finance team's current and future skills using Career Navigator.

3

### Talent development

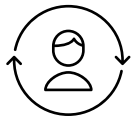
Use Career Navigator to upskill your team – from trainee to director level. Learn what are the key areas to focus on (in training, appraisals, etc) and access relevant educational resources.

Three ways your business can leverage Career Navigator for your talent needs

1

## Talent recruitment

Career navigator can help by identifying the right skills criteria for your job descriptions and job ads to filter the best candidates.

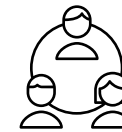
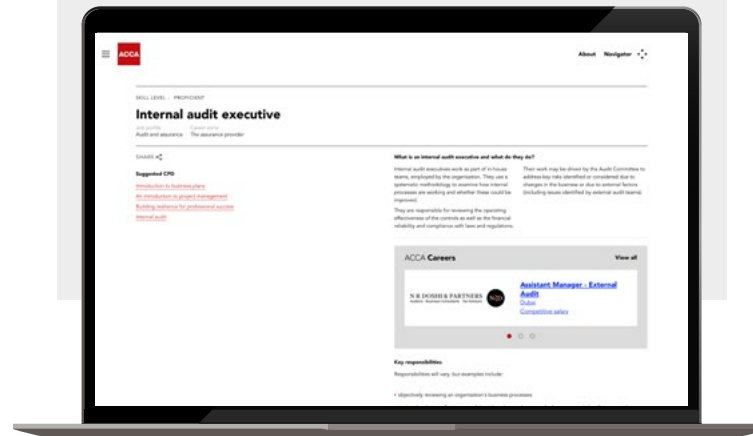


### Develop recruitment plans:

Use Career Navigator to identify the existing talent needs in your organisation, create new positions, define roles and KPIs, write job descriptions and outline the capabilities and behaviors required from the candidates. The tool offers trusted ready-made skill profiles for your teams to use and make their recruitment planning more efficient and future-focused.

### Select the best talent:

With Career Navigator you can simplify the recruitment process by having a framework that you can use to identify the industry-best talent. The tool supports with short-listing and selection of individuals with the right knowledge, experience and ethics who can do the job and are aligned with your organisation's culture and growth aspirations.



### Connect with top accountancy and finance talent:

Career Navigator connects you to the best and brightest talent on **ACCA Careers job board** that matches your talent needs and has the drive to take your business forward. Ensuring you always have access to the talent you need.



Visit ACCA Careers job board

Three ways your business can leverage Career Navigator for your talent needs

## 2 Talent mapping

Learn how you can carry out capability planning and benchmark your finance team's current and future skills using Career Navigator.

### Get the best out of your trainees:



Our Career Navigator helps you get the best out of your trainees by mapping their qualification progress to ACCA's core capabilities so you can use their new skills and effectively plan their practical experience.

### Help your talent plan exciting career paths:



Keep your employees excited about their future with your business. Use Career Navigator to build clear, capability-focused career paths so they always know what's next for them to unlock on their route to success.

### Offer relevant learning and CPD:

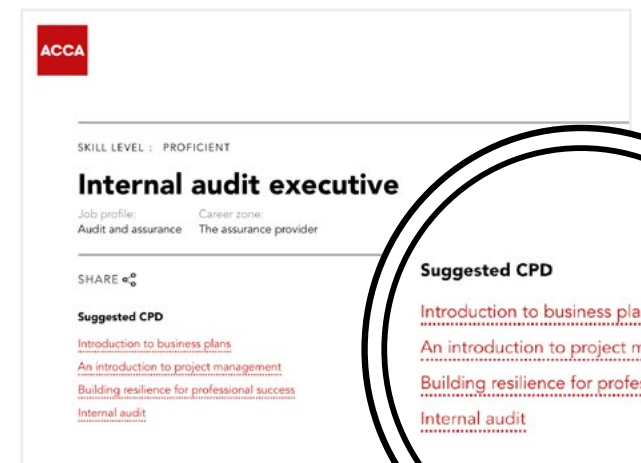


Identify and bridge the knowledge gap and get access to highly industry-relevant learning for your talent, from ACCA and our partners, to develop the skills needed to achieve their short and long-term goals.



### Inspire with real-life career stories:

Inspire your talent by showing how their career progression is linked with their professional development. Our Career Navigator features real-life stories of our members who've followed a journey that your employees can learn from and aspire to. There are examples and advice for your people at every level from top professionals who've been there and done that.

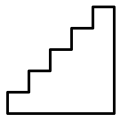


Three ways your business can leverage Career Navigator for your talent needs

3

## Talent development

Use Career Navigator to upskill your team – from trainee to director level. Learn what are the key areas to focus on (in training, appraisals, etc) and access relevant educational resources.



### Know when they're ready for the next challenge

Benchmarking performance and skill levels to every job role allows your employees to develop the capabilities they need to step up the career ladder and add value in an enhanced role. This develops a capability-led progression culture and keeps your employees engaged. Start using Career Navigator today and reignite your team's drive and ambition.



### Reward the best performers

Career Navigator also helps with your performance appraisals as you can assess talent on their professional development and their ability to add value to the organisation.



### Develop a team that's more engaged and driven

Career Navigator offers both your employees and their line managers clear visibility of what you want from your talent and what they will get in return. This makes their 1:1 sessions more valuable and focused because they have a clear career plan and know the gaps they need to bridge by working together. It also enhances wellbeing and keeps everyone engaged to meet the next challenge.



Start using  
Career Navigator





# CAPABILITIES OF THE FUTURE

## Your team's exciting journey starts here

Knowing what skills your team needs right now, and in the future, is key to long-term career and business success.

By encouraging your finance people to start using **Career Navigator**, you enable your finance teams to have a clear career plan that's aligned with your organisation's growth aspirations.

The tool will allow them to stay focused on performance and continuously develop professionally by acquiring the necessary skills needed to keep your business ahead of the curve.

They will also have inspiring examples of those who are leading the way to keep themselves motivated and professional.

Introduce your people to **ACCA Career Navigator** today and let their route to success with your organisation begin.



The tool can be accessed online at  
[careernavigator.accaglobal.com](https://careernavigator.accaglobal.com)



# NAVIGATE THE JOURNEY AHEAD



## Career Navigator

Prepare your talent for the future by focusing on core capabilities that will be needed by forward-thinking organisations to create a more sustainable future!

 Start today



# BECOME AN APPROVED EMPLOYER

The ACCA Approved Employer scheme recognises and rewards employers who demonstrate high standards of staff training and development. It also offers a clear framework to help organisations support their ACCA student and member employees.

Open to applications from all organisations, regardless of size or sector, membership of the scheme marks your company out as one that provides the highest level of support to the ACCA students and members within your organisation. And 81% say their Approved Employer status helps them attract and retain good quality graduates and finance employees.

As well as highlighting your continued support for the ACCA Qualification, and being free to join, there are plenty more benefits associated with achieving Approved Employer status. These include involvement in ACCA's research and insight programmes, promoting your business and aiding with ongoing talent acquisition.

Approved employers anywhere in the world can advertise jobs free of cost on **ACCA Careers** job board.



[Find out more](#)





Visit our **dedicated employer support hub**, where you can access tools, tips and guidance – and all the resources to help you, and your ACCA people.



**VISIT NOW**