

# FORECAST + ANALYSIS

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## WHAT LIES AHEAD

No one knows what's going to happen next.  
The future changes day by day.

That means focusing on the basics. And one of those basics is having the right people in your organization. Experience has taught us that the key to good hiring involves a comprehensive understanding of the individual, the company and the marketplace.



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We follow the trends of today to ensure that you're in good shape for tomorrow.

## READING THE TRENDS

The number of CA professionals working in Ontario varies from year to year. Around five years ago there was a much-talked-about shortage. This coincided with a need for more accounting professionals in response to SOX & Bill 198, and as you'd imagine, there was a frenzied grab for talent.

Now there's the challenge of finding IFRS expertise. The talent squeeze continues as worldwide demand for strict financial reporting grows. So it's important to be able to attract and keep the best CAs in the business.

## BE PREPARED

People are unpredictable. They change jobs all the time.

We've been looking carefully at recent career trends for CAs. Last year's downturn in the market (whether or not it's over) coupled with the inability for many new CAs to obtain their qualifying hours, means it's quite conceivable that there'll be another shortage in a few years time.

We maintain ongoing conversations with our clients, even when they're not looking to hire someone immediately, because we know how vital it is to be counted on at short notice. The more we know, the more rock-solid we can be in times of transition.

## WE'RE IN THE LOOP

We meet and chat with several hundred candidates a year, in many cases just to hear what they're up to, how they're getting on, and what they're looking to do next.

We spend the time with people to get to know them, helping with resumés and offering career advice. The success of our business depends on always finding the perfect fit, so knowing people and what they care about is critical. That way, we add value and don't waste anyone's time.

# FACTS + FIGURES

## 72,000

As of 2009, there are approximately 72,000 Chartered Accountants in Canada. Nearly half of these (33,000) are Ontario CAs.

## 23,000+

Two-thirds of Ontario's 33,000 CAs practice outside public accounting in positions in businesses of every size (CEOs, CFOs VPs Finance, etc.).

## 47%

As of February, 2009, 47 per cent of all Chartered Accountants of Ontario members are 50 years and older.

## 30%

As of February, 2009, 30 per cent of all Chartered Accountants of Ontario members are under the age of 35.

## 5,248

There are currently 5,248 CA Students and Candidates; 916 come from non-business degrees.

## 53%

As of February 28, 2009, 53 per cent of all Chartered Accountants of Ontario members under the age of 30 are female.

## THE AMBIT DIFFERENCE

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