

Emerging Job Roles

In-house F&A Function

As F&A functions move up the levels of sophistication, new responsibilities and emerging roles may surface to support the new requirements of F&A functions. The study identified 8 emerging roles that are expected to grow and continue to be in demand in the next 2 to 5 years.

	Emerging Roles	Overview of Responsibilities
1	Regional Controller	Responsible for defining F&A policies, providing technical accounting advice, and providing oversight of F&A operations as companies grow regionally
2	Citizen Data Scientist	Responsible for providing data-driven insights and analysis, using analytical tools and methods to assist in business decision making
3	Finance Data Steward	Responsible for managing and governing current and anticipated data needs on a day-to-day basis
4	Vendor Relationship Manager	Responsible for overseeing F&A vendors and ensuring quality services are delivered, while maintaining strong relationships both internally and externally
5	Finance Transformation Lead	Responsible for managing and implementing the F&A transformation roadmap
6	Finance Automation Lead	Responsible for automating F&A processes to drive greater efficiency, compliance, and productivity
7	Environmental, Social and Governance (ESG) Lead	Responsible for establishing frameworks to measure, quantify and report on activities that drive value, aligning the pursuit of profit with the need to build a sustainable future organisation
8	Governance, Risk and Compliance (GRC) Lead	Responsible for optimising enterprise risk, helping to increase transparency and understanding of emerging issues that affect business performance

Accounting Practices

With the increased pace of digitalisation and megatrends impacting the accounting practices segment, new roles will emerge to meet the needs and expectations of clients. Hence, accounting practices will require talent with different skillsets to join the sector. The JTM for Accounting Practices cited the emergence of three new job roles.

	Emerging Roles	Overview of Responsibilities
1	IT Auditor	Assists clients in assessing/evaluating IT systems and mitigating IT-related business risks to ensure IT control. These engagements would be assurance and risk advisory in nature.
2	Ethical Hacker	Performs penetration testing and cybersecurity testing methodologies to ensure proper governance and controls are in place to detect vulnerabilities in clients' systems, pre-empt attacks and strengthen systems.
3	Environmental, Social and Governance (ESG) Specialist	Develops and reviews ESG frameworks and policies including ESG reporting and risk management structures according to relevant industry standards and best practices.