

Accounting & Finance

| Accounts Staff / Bookkeepers / Payroll | |
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| Small/Medium sized organisation bookkeepers | Payroll specialists – all levels |
| Accounts Payable (AP) specialists | Accounts Team Leaders (up to APS 6 level in Govt.) |
| Accounts Receivable (Credit) specialists | Finance System Administrators |
| Treasury specialists | General Accounts/Billing clerks |
| GL or Bank reconciliation specialists | |

| Commercial Accountants | |
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| Assistant Accountants | Business Managers |
| Financial Accountants (Financial statements related) | Financial Controllers |
| Management Accountants (Management reporting) | Deputy CFO's |
| Budgets or Costing specialists | CFO's |
| Finance Managers | Not-for-profit specialists |

| Consulting firms | |
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| Business Services and Taxation Specialists | Government consulting experts |
| Internal, external and performance auditors | IT Auditors |
| Financial management consultants | ** All levels from Intermediate level to Senior Managers/ Partners or ED's |
| Financial Planners and Paraplanners | |

| Government Accounting | |
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| APS 4 – SES Band I Financial and Management Accountants | Systems Accountants (SAP, Finance One etc) |
| APS 5 – SES Band I Budget Specialists | Grants specialists |
| Financial Controllers, Deputy CFO or CFO's (EL2 or above) | Assets specialists |
| Indirect tax specialists | Treasury/cash accounting specialists |
| Internal & External Government Auditors | APS Financial Policy specialists |

| 'Out of Square' Finance Related | |
|--|----------------------------------|
| Systems specialists (FMIS or OLAP e.g. SAP or TMI) | Payments or Payroll Team Leaders |
| Business or Financial Analysts | Stand-in temporary CFO's |
| Investment analysts | Performance Auditors |