

### Accounting & Finance

Accounts Staff / Bookkeepers / Payroll	
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	
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	
Business Services and Taxation Specialists	Government consulting experts
Internal, external and performance auditors	IT Auditors
Financial management consultants	<i>** All levels from Intermediate level to Senior Managers/Partners or ED's</i>
Financial Planners and Paraplanners	

Government Accounting	
APS 4 – SES Band1 Financial and Management Accountants	Systems Accountants (SAP, Finance One etc)
APS 5 – SES Band 1 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 TM1)	Payments or Payroll Team Leaders
Business or Financial Analysts	Stand-in temporary CFO's
Investment analysts	Performance Auditors