



MOVING FROM PRIVATE TO PUBLIC SECTOR

A toolkit for finance professionals

Think Ahead



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TOOLKIT

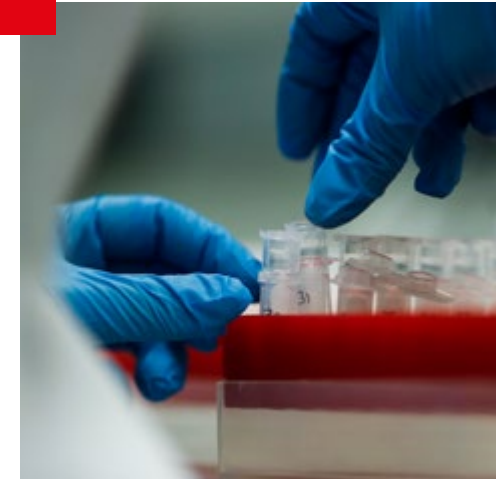
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Why choose public sector finance?

The public sector can be a transformative step for your career. You're providing vital support to the front line, and the flexibility of many of these roles is something many find appealing. Plus if you're highly motivated and action-based, you can find that you rise quickly to influential leadership positions.

Whereas the private sector is often narrowly focused on tight objectives, the public sector can be seen to be more collaborative, with a broader, more holistic agenda. Add to this the huge potential for social impact and the opportunity to make real change in communities, and the public sector represents a career with real purpose, which many find hugely satisfying.





Christine Nthiga

Forensic Investigator-Accountant,
Ethics and Anti-Corruption Commission

Meet our frontline member

Accountants are protectors of public interest and are entrusted to provide public value and give confidence to the users of the financial data that they prepare for different organisations. Thus, accountants are of great importance to the general public and ACCA's valuable and in-depth training on ethics through the 'Ethics and Professional Skills' module helps the learner to go through a process of examining their actions as a result of various ethical issues.



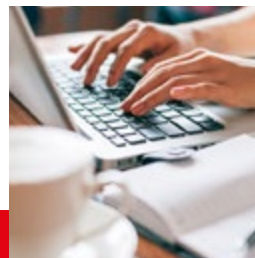
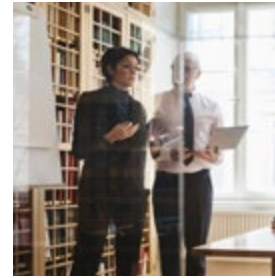
What to expect?

- One of the challenges of moving from the private to the public sector can be the fact that you have to adjust to a whole new workplace ethos.
- Bureaucratic by design, the public sector typically will have many stakeholders to please, so you have to be ready to collaborate and understand the importance of transparency.
- With greater social responsibility comes more pressure, which can be a motivating catalyst for those who like to take on new challenges.
- You're also now working not for profit, but for purpose, which can be a powerful shift to adjust to.
- You should also expect to develop your emotional intelligence – the best team members are those who use empathy to get others invested in their objectives. People will react positively, and you can soon find yourself with a real dynamism behind you.



Our top tips

- 1 Work on building up your transferrable skills. In particular, evidence-based decision making is hugely important. Also the ability to collaborate and empathise is key.
- 2 Those already in the public sector are often happy to share their great wealth of knowledge, so reach out to potential mentors to find someone who can offer advice and opinions.
- 3 Download our Insights App to broaden your knowledge. You can use it to search for relevant reports on the public sector.
- 4 Use our helpful career navigator tool to help you explore potential careers.
- 5 Attend ACCA's on-demand virtual public sector conference to hear conversations that shape the future of the public sector, and build connections for the future.
- 6 Take advantage of the ACCA Careers job board where you can benefit from advice on future employment, and explore exciting career opportunities.
- 7 You'll find industry-focused continuous professional development and skills courses on ACCA Learning. You may choose to sign up for a CertPFM or CertIPSAS.



FRONTLINE VOICES



Andrew Kubo Mlawasi

Member of the County Executive Committee for Finance and Economic Planning, Country Government of Taita Taveta

Meet our frontline member

// My ACCA training has gone over and above the conventional training of an accountant. It incorporates emerging issues and technological innovations along with conventional accountancy training, ensuring that members bring a broad spectrum of skill sets to serve within the public sector. Thanks to ACCA, I am always up to speed with current and emerging issues within the accountancy profession and this has given me an edge within the public sector. **//**

ACCA resources to support with the transition

Public sector finance teams throughout the world rely on our expertise and insights gained from our global scale to drive innovation and implement best practice. We provide the skills and resources to help forward-thinking finance professionals thrive in the public sector.

OUR HUB

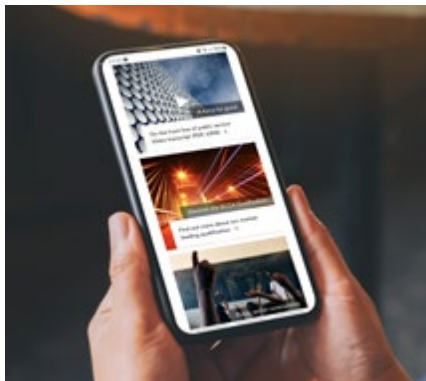
Our hub is a resource for all things relating to public sector finance, with member case studies, public sector news and insights, as well as resources from our public sector partners.

OUR COMMUNITIES

Our communities resource allows you to join local conversations and platforms to meet like-minded public sector colleagues from a pool of over 67,000 ACCA members and future members. It's a chance to share good practice insights in public sector finance.

OUR INSIGHTS

Our award-winning professional insights resource and AB magazine will keep you ahead of the curve, to ensure you're prepared for the future. Read these to be future-ready, and equipped with the latest thinking and industry updates.



FRONTLINE VOICES



Richard Shi

Chief accountant,
Shanghai No.10 People's Hospital

Meet our frontline member

// *Public sector is different from private sector, in that it exists for the realisation of social goals. ACCA training has helped me prepare for this as it has provided me with, international vision, independent thinking and deep insights, and a better understanding and application of information system framework. **//***



Claire's Journey

We met ACCA member Claire Jenkins to hear all about her transition from the private sector to the public sector.

Tell us about your motivation behind joining the public sector?

I had worked in the private sector for the majority of my career, but was looking for a new challenge. Friends in the public sector had impressed me with their reports of how easy it was to move between roles and find new challenges.

What are the major differences for someone transitioning into the public sector?

The big one is the focus on culture; it's totally different to most private sector workplaces. They're passionate about creating an inclusive, positive place to work, with lots of cross-department collaboration. This all brings the best out of employees.

What was your biggest challenge moving from private to the public sector? And what resources did you find helpful when making the transition?

It was a little overwhelming that most people had been there for at least 5 years when I joined! I immersed myself in the culture straightaway, getting involved in some of the engagement groups. This gave me a great feel for how I could make a difference. Thankfully, I'd worked in a number of different sectors within the private arena so I was used to being adaptive and flexible in different environments.



Claire Jenkins FCCA

Forensic Accountant,
Integrity & Enforcement Unit
Companies House





What advice would you give to someone making the transition from private to public sector?

Go for it! I've found it a great place to work. Moving from standard accounting into forensic accounting in counter-fraud, I've really found my niche. There are fantastic mentoring and coaching opportunities and you also have the chance to change roles and departments, with loan and secondment opportunities, too.

What are the key transferrable skills you can bring from the private sector to strengthen the public finance profession?

The big thing for me is adaptability and drawing on your knowledge. The majority of public sector will have some element of interaction with private sector – and your real-life knowledge can pay enormous dividends. I always see accountancy as a 'layer cake' profession – you keep building on what you have learned, and no experience is ever wasted.

How do you think your work helps benefit the front-line and the public at large?

I work in counter-fraud now, so I know that what I do helps bring perpetrators to justice, as I work with enforcement agencies and the police. This not only helps the public purse, but it helps the public too – and I'm really, really proud of that. So far, I've helped identify over £100m of fraud – that is so rewarding!

How has your ACCA training prepared you for the specific public sector that you work in?

The great thing about ACCA is that it doesn't put you in a box. It's a qualification that is as flexible as you want to be in your career – and that's why I chose it in the first place.



WATCH TESTIMONIAL VIDEO

My transition from the private sector





Visit our [public sector hub](#) to hear from public sector finance professionals on how ACCA is keeping them fully supported.



ACCA