

# career paths reimagined.



## Specific considerations for those in the early to middle-stages of their career:

### 1. Build a strong skills portfolio

- Develop conscious competence in relation to data and technology skills alongside core technical accounting and finance expertise.
- Develop curiosity and analytical capabilities to interpret data and generate insights, as these will be key differentiators in a tech-driven environment.

### 2. Embrace continuous learning and micro-credentials

- Careers are becoming non-linear and flexible, so invest in micro-certifications and short courses to stay relevant.
- Learn how to learn, unlearn, and relearn as roles evolve rapidly increasing opportunities available.

### 3. Position yourself for horizontal moves

- Economic growth is flattening, so career progression may rely on lateral transitions rather than traditional promotions.
- Seek roles that broaden your experience across functions and industries to build resilience and adaptability.

### 4. Prioritise work-life balance and mental health

- Define what balance means for you and protect it – especially as flexible and hybrid work models expand.
- Be proactive in managing mental health and well-being in a fast-changing, high-pressure environment.

### 5. Develop interpersonal and leadership skills

- Soft skills such as influencing, collaboration, and storytelling will be critical for moving between roles and leading agile teams.
- Prepare to lead rather than manage, as organisational structures flatten and project-based work grows.

[READ MORE ABOUT EARLY TO MID-CAREER PATHS](#)