

# Finance Talent Germany 2025

Tax & Accounting Hiring Challenges



PCN

# Opening Notes

## What is going on really?

Over the past few years, Germany's fintech sector has been one of Europe's most dynamic success stories. Berlin in particular has transformed into a magnet for digital banking, trading platforms, and embedded finance innovations. Companies like Solaris, N26, TradeRepublic, Upvest and Raisin have grown from ambitious start-ups into regulated financial institutions serving millions of users.

But behind this exciting growth story lies a quieter challenge, one that rarely appears in headlines but impacts every fintech's ability to scale:

***The increasing difficulty of hiring experienced Accounting and Tax professionals.***

As these companies mature, the pressure to maintain accurate reporting, manage regulatory expectations, and ensure financial transparency has intensified. Finance teams are expected to combine the precision of traditional banking with the speed of a technology company. And for that, they need specialists who understand HGB, IFRS, tax law, compliance, and the realities of a regulated environment.

Yet the talent pool is not expanding at the same pace. Many experienced accountants remain rooted in Frankfurt, the traditional banking hub. Tax professionals tend to stay in long-term roles with little interest in job changes. And German language requirements limit international hiring, even in diverse and global fintech teams.

**This creates a widening gap:**

***fintechs need more finance talent than the market can currently supply.***

The result is longer hiring times, rising salaries, and increasing competition for the few candidates who check all the boxes. Finance leaders now face a market where attracting and retaining qualified Accounting and Tax professionals has become one of their biggest operational challenges.

This report delves into the realities of this talent shortage, why it exists, how it impacts companies, and what solutions can help bridge the gap.

# What is the core PROBLEM?

## Why Finance Hiring Has Become So Difficult?

### 1. Scarce HGB + IFRS Talent

Fintechs require accountants with dual HGB + IFRS expertise — a rare combination mostly found in audit, corporate finance, and regulated institutions.

Market data shows this specialization is expensive and limited:

- IFRS accountants avg. **€67,750/year**
- Senior IFRS/HGB talent: **€80,000–€120,000+**
- General Berlin accounting roles avg. **€47,883/year**

→ *The talent pool is small, costly, and highly competitive.*

### 2. Need for Banking Experience, But Talent Is in Frankfurt

Fintechs operate like regulated financial institutions and need candidates with BaFin exposure, audit controls, and product knowledge. However, this expertise sits mainly in Frankfurt, not Berlin.

→ *Companies must rely on relocation, remote hiring, or compete with banks offering higher stability and pay.*

### 3. Salary Inflation + Low Mobility

Finance professionals, especially accountants and tax specialists, value stability and move rarely.

- **75%** of companies struggle with high salary expectations
- Nearly **50%** report skill shortages
- Senior finance salaries quickly rise to **€80K–€120K**

→ Hybrid profiles (HGB + IFRS + fintech + German) require top-tier compensation.

### 4. German Language Requirement Shrinks the Talent Pool

German is essential for statutory reporting, audits, and communication with authorities.

→ *A large share of international finance professionals cannot be considered for Accounting/Tax roles.*

### 5. Talent Concentration: Frankfurt > Berlin

Experienced finance professionals remain concentrated in Frankfurt, Munich, and Hamburg.

Berlin offers lower finance salaries (~**€48K**) vs. Frankfurt (**€55–60K+**).

→ Many senior candidates resist relocating to Berlin.

### 6. Slow Hiring Processes = Lost Candidates

Demand is high and supply is low:

- **43%** of companies receive too few qualified applicants
- Top candidates receive multiple offers within days

→ Slow or unclear processes lead to consistent candidate drop-off.

Market Benchmarks

Germany (Finance / Accounting / Tax Market)

Category	Metric / Data Point	Number
Job Market Demand (Germany, Financial Services)	Tax roles posted in past month in financial services industry	682
	Accountant roles posted in past month in financial services industry	147
Fintech Sector Size	Number of fintech companies in Germany	~1,000+
Estimated Fintech Hiring Demand (Accounting + Tax roles)	Conservative scenario (10% of total FS demand)	~83 roles/month
Hiring Difficulty & Time-to-Hire	Average vacancy fill time (Germany)	~55 days
Employer-Reported Hiring Challenges	Companies reporting high salary expectations as barrier	75%
	Companies reporting skill shortages	48%
	Companies reporting low number of applicants	43%
Salary Benchmarks (Germany)	General Accountant, Berlin (average)	€47,883/year
	General Accountant range (Berlin)	€41,153 – €55,655
	Certified IFRS Accountant (Germany, avg.)	€67,750/year
	Senior Accountant (IFRS + HGB, Germany)	€80,000 – €120,000+
	Head of Accounting / Finance Leadership	€85,000 – €160,000
Language + Mobility Constraints	Estimated reduction in candidate pool due to German-language requirement	40–60%
Geographic Talent Concentration	Finance/accounting talent concentration	Higher in Frankfurt than Berlin

# What This Means for Companies

The message for CFOs and Heads of Finance

**You're competing for the rarest and most expensive segment of the finance market.**

- The talent with HGB + IFRS expertise, German fluency, and regulated-industry experience sits in the top 10% of the market, and most of it isn't in Berlin.

**Inbound hiring won't work — the qualified pool is too small.**

- Hundreds of tax and accounting roles go live every month, yet very few candidates actually meet fintech-level requirements. Waiting for applicants is no longer a viable strategy.

**Speed is now a hiring advantage, not a process detail.**

- In a market where top candidates have multiple offers within days, traditional hiring cycles guarantee drop-offs. Companies that move fast win; those that don't, wait months.

# THE SOLUTION

## How can Fintechs Solve the Finance Talent Shortage

Our recruitment approach is designed specifically for this environment, built around proactive sourcing, market intelligence, and access to highly specialised finance talent. Below are the core strengths that allow us to solve the hiring challenges fintechs face.

### **Access to Pre-Vetted HGB + IFRS Accountants**

This combination is rare, specialised, and often found only in candidates with audit, consolidation, or regulated industry backgrounds.

- We maintain an active pipeline of candidates who meet these dual requirements.
- Every candidate is pre-assessed for technical ability, reporting experience, and financial regulatory understanding.
- We filter specifically for fintech-ready profiles who can handle high-growth, fast-paced environments.

### **Talent Pools with Fintech & Banking Experience + German-Speaking**

Fintechs often need candidates with exposure to BaFin regulations, experience in bank-like controls and audits and understanding of digital financial products.

- We identify candidates who match the fintech working culture, dynamic, fast, and compliant.
- We maintain a curated network of German-native or fluent candidates.
- We screen for documentation capability, not just conversational fluency.

### **Salary Benchmarking & Offer Strategy Guidance**

Because of candidate scarcity, companies often lose talent simply due to misaligned salary expectations.

- We provide data-driven salary benchmarks.
- We guide you on competitiveness, ensuring your offers align with market realities.
- We advise on total compensation, including benefits, hybrid options, and growth opportunities.

### **Fast & Structured Hiring Cycles**

In a market where the average role takes ~55 days to fill and candidates often receive multiple offers, speed is a competitive advantage.

- We move from brief → shortlist within days, not weeks.
- We coordinate interviews efficiently and maintain candidate engagement.
- We reduce drop-offs through ongoing communication and expectation-setting.

# Final Conclusion

Germany's fintech market is expanding quickly, but the talent needed to support that growth has not kept pace. The data shows a clear imbalance between what companies require and what the market can currently supply.

**Key points:**

- Demand for Accounting and Tax specialists is high while qualified profiles remain exceptionally limited.
- Senior roles requiring HGB + IFRS expertise, German language skills, and regulated-industry experience sit at the tightest point of the talent market.
- Traditional recruitment processes move too slowly for a market where top candidates receive multiple offers in days, not weeks.

The combination of tight supply, rising demand, language barriers, salary inflation, and geographic mismatches means that securing the right people requires a highly targeted, specialised approach. This is where we come in.

Our recruitment model is designed specifically for this environment, combining deep fintech-sector knowledge, curated talent pools, pre-vetted specialists, salary benchmarking, and fast, structured hiring processes. We provide access to the rare profiles that fintechs need to grow responsibly.



**PCN** is a recruitment and market intelligence firm with deep expertise in Fintech. For over a decade, we've connected top talent with innovative companies across Europe and the U.S., helping shape the future of digital finance.

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**Lisa Jesudas**

Recruitment Consultant

✉ [lisa@teampcn.com](mailto:lisa@teampcn.com)

☎ +31 644331263

🌐 [teampcn.com](https://teampcn.com)