



## Integrated Global Teams for the Future of Audit and Accounting

How professional services firms in the US, UK, and beyond are solving the talent crunch with GCO's embedded global professionals.

In today's complex and fast-evolving professional services landscape, the demand for skilled accounting and audit professionals has outpaced supply across major markets like the United States, the United Kingdom, and beyond. Firms of all sizes are under pressure to deliver more often with fewer in-house resources, rising costs, and increasing regulatory complexity. Traditional hiring models are no longer enough to meet the challenges of this new reality.

GCO Partners offers a smarter way forward through our Talent-as-a-Service (TaaS) model, a long-term, integrated approach to building and scaling finance teams with global

professionals. Unlike transactional outsourcing or stop-gap resourcing, we embed professionals directly into your firm's workflow, culture, and client service expectations. Whether you begin with fractional support or are ready for a full-time team extension, our model is built around one goal: to help you grow sustainably, without borders.

### Why the Shift? Understanding the Global Talent Crunch

The numbers speak volumes:

- 84% of CFOs in the US and UK report significant finance and accounting talent shortages, with 92% of UK-based CFOs struggling to hire effectively.



- The US has seen over 300,000 accountants and CPAs leave the profession in recent years, with a projected 75% of CPAs retiring by 2035.
- The UK audit industry is grappling with similar challenges, leading many firms to augment teams to stay compliant and competitive.
- Globally, 83% of senior accounting leaders say their teams are understaffed and the pipeline of graduates is declining across markets.

Firms are navigating higher turnover,



increasing burnout, and a shrinking talent pool all while client expectations and regulatory demands continue to grow.

### **Building Global Teams, Not Just Filling Gaps**

The next generation of remote work isn't about hourly support or detached outsourcing. It's about building embedded, high-performing teams that grow with your business. GCO's Talent-as-a-Service (TaaS) model makes that possible by sourcing, integrating, and managing professionals who operate as a seamless extension of your firm.

With TaaS, you're not locked into rigid roles or contracts. You can scale capacity up or down, tap into senior expertise when it matters most, and expand into new capabilities as your needs evolve all under one integrated model.

This approach is already proving transformative for firms in the US, UK, and beyond. From audit and assurance to advisory and business support, embedded professionals are helping teams meet demand, maintain quality, and unlock growth without compromise.

### **Why South Africa and Why It Doesn't Stop There**

Africa, and South Africa in particular, has emerged as a world-class talent



market for accounting and audit professionals. With deep fluency in IFRS, US GAAP, ISA, and PCAOB standards, English language proficiency, and strong cultural compatibility with Global markets, professionals from the region are already playing critical roles in global teams.

South Africa consistently ranks at the top for professional trust, with Chartered Accountants (CA(SA)) recognised globally for their quality and reliability. Cities like Johannesburg and Cape Town have developed into thriving hubs of finance and technology, with robust infrastructure, high-speed connectivity, and a growing pipeline of skilled professionals. But our talent pool doesn't end at South Africa's borders, we also recruit from other leading markets across the continent, including Kenya and Zimbabwe.

With digital skills on the rise and an increasingly competitive tech and finance ecosystem, the continent has become a prime destination for firms looking to grow strategically with integrated global talent.

### **Integration Over Outsourcing**

GCO's model is built on a fundamental belief: remote doesn't mean disconnected. Our professionals are not offshore temps or anonymous contributors, they're embedded team members who work inside your systems, follow your schedules, and align with your performance frameworks.

From day one, they are onboarded like internal staff, supported by GCO's dedicated client success infrastructure, and evaluated with the same rigour you'd apply to local hires. Our team handles all HR, compliance, and infrastructure needs so your focus stays on performance, not admin. Most importantly, we prioritise long-term continuity, our retention rate sits above 96%, and many of our client relationships evolve from single-seat trials to full departments built on trust and mutual success.

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## **Built for What's Next**

Audit is evolving and so should your talent strategy. The rise of agile audit, ESG reporting, cloud collaboration, and client expectations for year-round insight demand teams that are flexible, scalable, and equipped to deliver. GCO Partners helps you build those teams starting where you are, and growing with you as your needs evolve.

Whether you're based in New York, Manchester, Toronto, or Sydney, the future of audit and finance talent isn't local or offshore, it's integrated. Our integrated remote professionals model connects you with the right professionals, at the right time, for the long haul.

**Let's build smarter teams — together.**



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