

# Cyprus Gen Z – career insights



Gen Z prioritises their future salary as the most important factor when selecting a job. Compensation bonus schemes are also significant during their selection process.



About 85% of undergraduate students consider flexible working hours important and the second most important criterion in their selection process.



On the appealing characteristics of the working environment and facilities, the new generation values modern workspaces with indoor facilities like a gym and an in-house lunch.



Employers are willing to communicate effectively and provide feedback; Cyprus Gen Z highly values this.

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## Key takeaways



66% of Cyprus Gen Z are still undecided about what sectors they wish to work in, with only 7% saying that they will work in audit and assurance.



71% of undergraduate students find working at a bigger, more established firm in the Cyprus market more appealing.



35% are still undecided about how to proceed with their studies after finishing their first degree. 25% stated they would proceed with the ACCA qualifications and 10% with the ACA.



A very high percentage of Cyprus Gen Zs seek jobs that will help them develop and advance their careers, reaching higher positions.

Providing opportunities for working abroad and switching departments within the firm can be challenging, and there is a disparity between Gen Z expectations and the realities of what professional service providers (ICPAC members) offer.

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