SMB Services Earns Employer Recognition From Three Professional Accounting Bodies, Sets 50% Women Representation Target

MOUNTAIN VIEW, CA, UNITED STATES, September 16, 2026 /EINPresswire.com/ -- SMB Services, a US-headquartered accounting and bookkeeping firm with operations in Canada and Pakistan, has earned employer recognition from three professional accounting bodies — ACCA, AICPA & CIMA, and ICMA Pakistan as the firm expands its investment in professional development and sets a target for women to represent 50% of its workforce by mid-2027.

Women currently represent 35% of SMB Services' workforce. The firm is targeting 50% representation by mid-2027, integrating that goal into a broader talent strategy focused on professional qualifications, structured training, mentorship, flexible work arrangements, and pathways to career advancement and leadership.

The new target builds on SMB Services' efforts to create an environment where accounting and finance professionals can gain practical experience, pursue professional qualifications, and develop long-term careers as the firm grows internationally.

"These recognitions are important because they reflect the professional development infrastructure we are building as we grow," said Shanzeh Shunaid, Founder and CEO of SMB Services. "But growth also must expand access to opportunity. Moving from 35% to 50% women across our workforce by mid-2027 gives us a clear measure of the progress we want to make while creating stronger pathways for people to qualify, advance, and lead."

ACCA Approved Employer — Trainee Development, Gold

SMB Services has achieved ACCA Approved Employer — Trainee Development, Gold status, recognizing the learning and development support available to ACCA trainees within the firm.

The ACCA Approved Employer programme sets standards for employers supporting ACCA members and trainees. Trainee Development Gold status recognizes employers that provide the practical experience, supervision, development, and support required as trainees work toward their professional qualifications.

For SMB Services, the recognition supports its focus on combining structured professional learning with practical accounting and finance experience.

AICPA & CIMA APAC Employer Recognition

SMB Services has also received an APAC Employer Recognition Certificate from AICPA & CIMA, reflecting its support for the professional development of accounting and finance talent.

The recognition adds to the firm's efforts to create professional development opportunities across its international operations and support employees as they build technical skills, pursue qualifications, and progress in their careers.

ICMA Pakistan Corporate Partner and Registered Employer

In Pakistan, the Institute of Cost and Management Accountants of Pakistan has recognized SMB Services as a Corporate Partner and Registered Employer.

The relationship supports SMB Services' engagement with Pakistan's accounting and finance community and the development of cost and management accounting professionals. Pakistan is an important talent hub within the firm's international operations.

Targeting 50% Women Representation by Mid-2027

SMB Services is building its representation target into the same systems it uses to recruit, develop, and advance accounting and finance professionals.

To move from 35% to 50% women across its workforce by mid-2027, the firm plans to focus on recruitment, mentorship, access to professional development and qualifications, flexible work arrangements, and clearer pathways to career advancement and leadership.

Rather than treating representation as a standalone initiative, SMB Services aims to embed it into how the firm develops its talent pipeline. As the company creates new roles and professional development opportunities, it intends to increase women's participation in those opportunities and strengthen their pathways for advancement.

The target gives SMB Services a measurable benchmark for the next stage of its workforce development as the firm continues to grow across markets.

About SMB Services

SMB Services is a trusted global financial services partner dedicated to empowering startups, entrepreneurs, and growing businesses with cutting-edge tools and insights essential for thriving in a rapidly evolving economic landscape. By combining AI-enhanced accounting precision with real-time business intelligence, SMB Services delivers tailored, premier solutions across Intelligent Digital Dashboards, Finance & Accounting, Tax, and Business Advisory services.

For more information, visit https://www.smbservices.co/

Media Relation
SMB Services
+1 650-666-2456
info@smbservices.co

This press release can be viewed online at: https://www.einpresswire.com/article/939658906

EIN Presswire's priority is source transparency. We do not allow opaque clients, and our editors try to be careful about weeding out false and misleading content. As a user, if you see something we have missed, please do bring it to our attention. Your help is welcome. EIN Presswire, Everyone's Internet News Presswire™, tries to define some of the boundaries that are reasonable in today's world. Please see our Editorial Guidelines for more information.
© 1995-2026 Newsmatics Inc. All Right Reserved.