Chartered Accountants Ireland

An Empowered Profession:

AI and the Future of Accountancy

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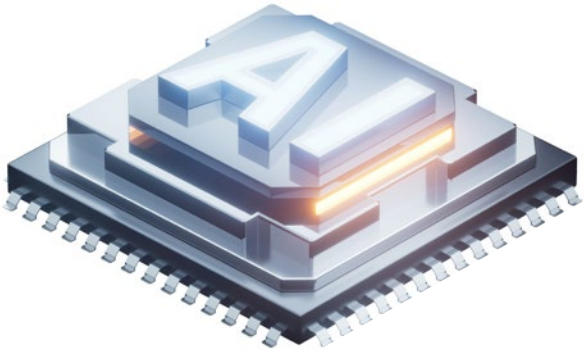
Executive Summary

Artificial intelligence (AI) is no longer a future technology; it has already changed how we work and how we live. Its impact is now unavoidable. AI systems can perform complex tasks that would have previously been unimaginable and there is no sign of this trend slowing down.

AI presents both challenges and opportunities for all professions and accountancy is no exception.



AI has changed the nature of work in the economy but far from being the end of the accountancy profession, as some have predicted, this position paper demonstrates the enormous opportunities that AI represents for accountants who embrace and adapt to it.

Despite the advances in AI, our economy and wider society is still based on trust and that will continue to be the case. AI will increasingly do more of the routine and rules-based tasks, but who is going to provide that trust? Trust is more valuable and hard-earned than ever before, and Chartered Accountants have earned a reputation on this island and around the world as trusted business leaders. Through strategic thinking, governance and ethics, and technical expertise the accountant will be a trusted interlocutor between the technology and the end user in an AI economy. This will prove to be a critical role.

Chartered Accountants Ireland is embracing AI. We have fundamentally changed the way we educate trainee accountants; the syllabus has been overhauled and the method through which we train new accountants is now unrecognisable from just a decade ago.

We have integrated AI, data analytics, blockchain, and other digital technologies into the Chartered Accountants Ireland syllabus. This is not a sudden change, but a considered and consistent evolution that began 10 years ago and will continue as the technology evolves.

The skills that will set Chartered Accountants apart in the coming years are human and transversal: learning how to learn, systems thinking, problem-solving, critical thinking, professional scepticism, ethical leadership, and value creation.

Many of the education reforms that Chartered Accountants Ireland has proactively introduced are recognised internationally and are reflected in the new International Education Standards from the International Federation of Accountants, standards we actively helped to develop, and which are being adopted as best practice by professional accountancy bodies in other jurisdictions.

Chartered Accountants Ireland is also supporting our 40,000 members where they are in their AI journey. The resources we offer include: an online AI hub to keep members updated on developments related to AI and the profession; a full range of continuing professional development (CPD) opportunities, including courses, events and conferences, and a specialist Diploma in Data Analytics and AI; as well as technical guidance on Irish and EU legislation.

This position paper explains why AI will augment rather than replace accountants. Firstly, it challenges some of the misconceptions and myths around accountants. Secondly, it outlines areas we think government should prioritise to ensure that the impact of AI and other technological developments on the economy is net positive. Thirdly, it sets out what Chartered Accountants Ireland has done to embrace AI and support our members to adopt it with success. Finally, and perhaps most importantly, this paper takes a deep dive into the role of the accountant, how it will evolve because of AI and continue to be relevant and add value.

Why AI and Accountancy Matter for Ireland

AI matters to Ireland not only as a technology issue, but as a productivity, trust and governance issue.

Ireland's economic model depends on:

- High-value, knowledge-intensive work
- Strong SME performance
- International confidence in governance and regulation
- A skilled workforce capable of adapting to technological change.

Public debate about AI often focuses on labour-market risk. However, evidence increasingly shows that AI augments jobs, rather than eliminating them. The key policy challenges are therefore not mass displacement, but skills transition, governance capability and responsible AI adoption, particularly among SMEs.

Trust is a critical enabler of AI adoption. Surveys consistently show public concern about AI's impact on employment, privacy and fairness. Without trusted frameworks, AI adoption will slow or fragment, reducing its productivity benefits. Professional accountants play a central role in sustaining trust through assurance, governance, ethical oversight and accountability.

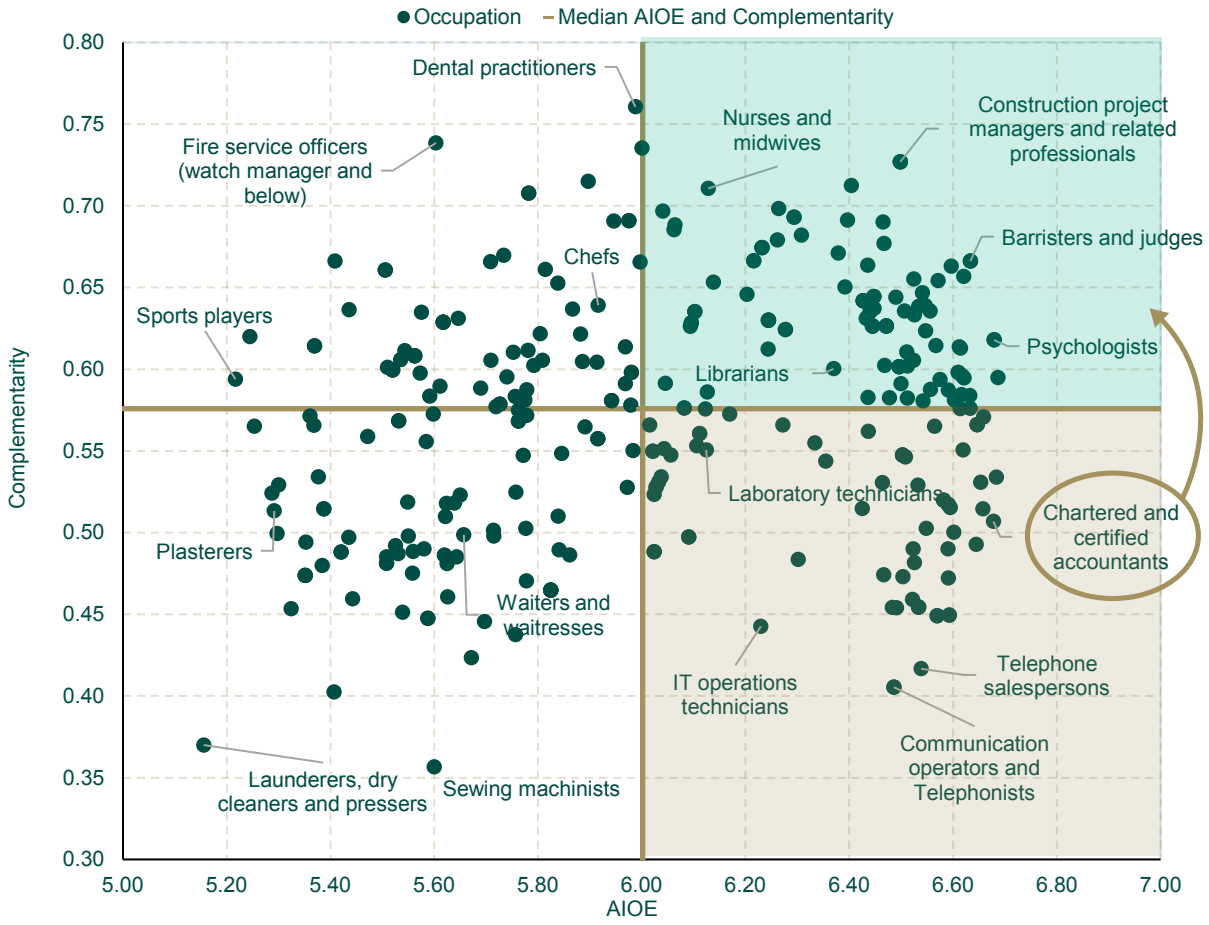
1. Challenging Misconceptions and Myths about Accountants

There are various sources of the misconception that AI will replace human accountants, from media reporting to statements from business leaders and political figures and government reports. It is a misconception that has gained some traction and it is our responsibility to counter it.

In June 2024, the Irish Government published a series of reports titled *Artificial Intelligence: Friend or Foe*, one of which assessed how AI could impact Ireland's labour market. Based on a research model used by the World Economic Forum, the report groups accountancy among occupations with a high risk of exposure to being substituted by AI, as shown in the figure below, where the x axis = AI occupational exposure and the y axis = complementarity of AI.

We believe that this analysis misunderstands the work of accountants. AI augments and complements accountants and the value that they bring – it does not replace them. The work of accountants belongs in the top-right quadrant, **complemented** by AI. The report itself concedes that: "There will therefore not necessarily be job losses in these sectors, but rather a redeployment of labour from low complementarity to high complementarity roles."

AI Exposure (AIOE) and Potential Complementarity in an Irish Context



Uses UK SOC 2010 Classifications
Source: Department of Finance (adapted from Pizzinelli et al.)

AI AND ACCOUNTANTS: SOME MYTHS VS REALITY

Myth 1: "Accountants are 'bean-counters'."

Reality: Fundamental to misconceptions that accountants will be replaced by AI is an entrenched misunderstanding of what modern accountants do, a perception that they are bookkeepers diligently totting up sums, balancing debits and credits. For decades, accounting software has done this work, and professional accountants have flourished in all sectors as expert interpreters of financial information, guiding on finance and compliance, advising on growth and strategy, leading organisations as CFOs, CEOs and board directors. Their contributions are as diverse as the economy and society.

Myth 2: "AI will replace accountants."

Reality: AI is augmenting the work of accountants; it will not replace them. In fact, AI is not designed to replace the human expert but to enhance their capabilities. The evidence consistently shows that human oversight, judgement, ethics, and governance are irreplaceable in audit, financial reporting, tax, and advisory work. Accountants belong in the high-exposure and high complementarity quadrant, integrating AI in their work, not being substituted by it. With audit, for example, while AI can empower accountants to analyse full data sets, enhancing audit quality, it cannot replicate professional scepticism, challenge assumptions, deal with outliers or edge cases, or provide accountability, all of which are required for assurance.

Myth 3: "AI threatens the future of the accountancy profession."

Reality: The profession's future is strengthened, not weakened, by AI, which frees time from routine processing so accountants can focus on higher value strategic insights, advising clients, and governance. AI elevates the work of the accountancy profession and increases its attractiveness.

Myth 4: "AI will eliminate entry-level accountancy jobs."

Reality: Entry-level accountancy roles are evolving, not disappearing. Trainees and junior staff are shifting from manual data-processing to reviewing, analysing and validating AI outputs, developing skills essential for advisory and leadership roles. AI is helping to address talent shortages, not creating surpluses.

Myth 5: "AI is only for large companies and firms."

Reality: AI tools are now widely accessible, including to smaller professional firms and SMEs. Cloud-based subscription services allow SMEs and SMPs to access high quality AI tools and customise them for their business needs and clients. The competitive risk is in not embracing AI while peers do.

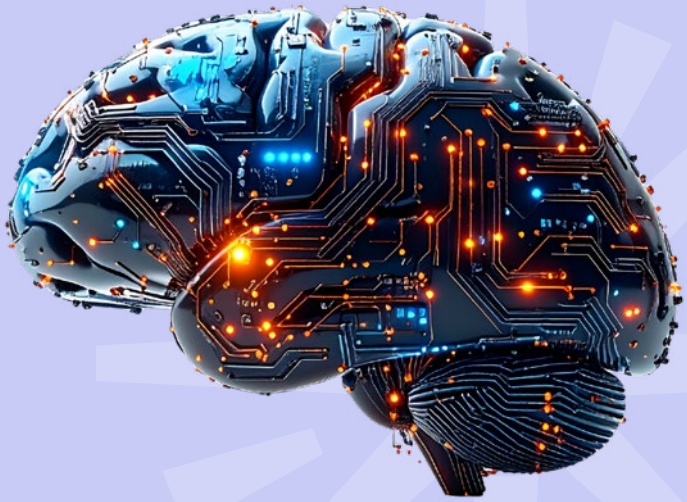
Myth 6: "AI cannot be trusted by businesses."

Reality: AI becomes trustworthy with responsible human oversight, strong governance, and the application of ethical frameworks. Professional accountants are trained, qualified and experienced in providing such trusted advice to businesses.

2. Key Recommendations for Government

Chartered Accountants Ireland supports the Irish Government's Digital and AI Strategy. We believe that the State has a key role to play in advancing the use of AI and emerging technologies, balancing the need for Ireland to remain competitive and productive while also ensuring the protection of people's rights. Chartered Accountants Ireland believes the following key areas need to be prioritised to achieve **higher productivity, reduced risk, improved competitiveness**:

- **Digital and AI adoption in SMEs** – SMEs need to be supported on their AI journey. Supports from Enterprise Ireland, Local Enterprise Offices, and others need to be more accessible, and SMEs and their workforces given the opportunity to become AI literate cost-effectively.
- **Investment in AI-ready infrastructure** – For AI to work effectively, Ireland requires an underlying infrastructure that is strong, sustainable, and resilient. From data centres to electricity generation and investments in the national grid, we need the right infrastructure to optimise the use of AI.
- **Leading on EU simplification and AI regulation** – During its upcoming presidency of the EU Council, Ireland has a unique opportunity to lead on the EU's digital simplification package. Ireland should focus on ensuring regulations are proportionate for businesses and promoting the development of guidance and tools that enable businesses to apply AI productively and responsibly.
- **Accelerating public service adoption** – One of the main ways the Government can enhance the roll-out of AI is by adopting digital technologies across the public service. There needs to be strong oversight to ensure the public service adopts AI effectively.
- **Embedding AI literacy in education** – To ensure no child is left behind, courses in secondary schools and in further and higher education need to be adapted so that all young people are AI literate and aware of the technology's benefits, opportunities, and dangers.



3. Overview of How Chartered Accountants Ireland is Responding to AI

Educating the Next Generations

- Now approaching a decade of digital innovation in the training of accountants, this Institute was the first professional accountancy body globally to integrate AI and forerunner topics in its syllabus.
- Since 2018, our syllabus has evolved to include robotic process automation, data analytics, cybersecurity, blockchain and accounting for digital assets.
- Our syllabus emphasises strategic thinking and the application of emerging technologies, the governance and ethics of technology adoption, and risk assessment and internal controls in digital transformation.
- We have elevated the teaching of human skills such as critical thinking, problem-solving and professional scepticism to ensure that transversal abilities are embedded from day one.
- We have completely overhauled **how** we teach as well as **what** we teach, deploying AI-driven 'adaptive learning' to provide a personalised educational experience at scale for each individual student, featuring:
  - Machine learning algorithms to analyse user behaviour data, predict learning needs and adjust content accordingly.
  - Natural language processing to understand student questions and responses, provide conversational feedback, and summarise complex topics.
  - Recommendation algorithms to identify the next best learning activity for trainees based on performance and preferences.
  - Predictive analytics to forecast which students are at risk of falling behind and suggest interventions to support them.

Supporting our Members through Transition

- Through a dedicated online AI hub with insights, news and analysis, an AI glossary for accountants, an AI literacy framework, and legislative guidance.
- Through regular in-depth research in Ireland and globally with other accountancy bodies into the use of AI and other technologies in businesses and accountancy practices of all sizes, identifying opportunities for success and barriers to progress.
- Through a range of resources designed to stay up to date with AI learning and career opportunities, from specialist qualifications to shorter CPD courses and focused seminars.
- In 2025, we launched a professional Diploma in Data Analytics and AI, delivered through distance learning, self-study, and online webinars.
- Now that AI can do the routine work of accountants, we are supporting members in the development of uniquely human skills, like critical thinking, ethical judgement, communication, and relationship-building.

The accountant of the future will be a trusted, AI-literate business professional whose value lies in judgement, insight and assurance rather than routine processing. As AI automates transactional and rules-based tasks, accountants will focus on interpreting data, exercising professional scepticism, and providing oversight of AI systems to ensure accuracy, fairness and compliance. Combining technical expertise with strategic thinking, ethical leadership and strong communication skills, the future accountant will act as the essential link between technology and decision-makers, helping organisations use AI responsibly while creating sustainable long-term value.

4. AI and the Future of Accountancy

AI has been with us for years, but it was the launch of ChatGPT in November 2022 that caught the public's attention. ChatGPT seemed to come out of nowhere, with magical capabilities. Generative AI immediately captured imaginations and started a pervasive debate about ethics, regulation, responsible use, and implications for the future of work, the professions and accountancy.

While it's clear AI has rapidly evolved into an epoch-defining technology that in the long term will have a seismic impact on all aspects of humanity, we're probably still in the hype phase of its introduction. An example is the speculation in the media that AI means the decimation of the workforce worldwide, affecting 100s of millions of people.

> "We tend to overestimate the effect of a technology in the short run and underestimate the effect in the long run."
>
> Roy Amara ('Amara's law')

It is important to balance, even counter such negative narratives with objective, grounded research, such as that from Forrester in January of this year (*The Forrester AI Job Impact Forecast, US, 2025–2030*), which concludes that only 6% of jobs will be automated by 2030. Rather than eliminating roles, Forrester forecasts that AI will augment 20% of jobs over the next five years.

AI is not a threat to the accountancy profession. Instead, it **augments** the work of accountants, increasing its value. It will certainly not replace them. Much of the negativity about AI and the future of accountants is underpinned by a fallacy that equates elements of their work with the whole of their role and purpose. For accountancy, these are the more traditional, routine, rules-based tasks, which can now be done by AI. However, this is a great positive for accountants: they are now made available and empowered to do higher-order work and provide greater value as trusted business leaders and advisors to their clients and organisations, and to the wider economy.

Accountants' Role in Building Trust in AI

Distrust of AI is a feature of many surveys of employees and businesses, in Ireland and worldwide. As part of research for the *Sunday Independent* in January 2026, digital media expert Mark Little asked: "Do you think AI will be a force for good or bad (or both) in Irish life in the coming years?"

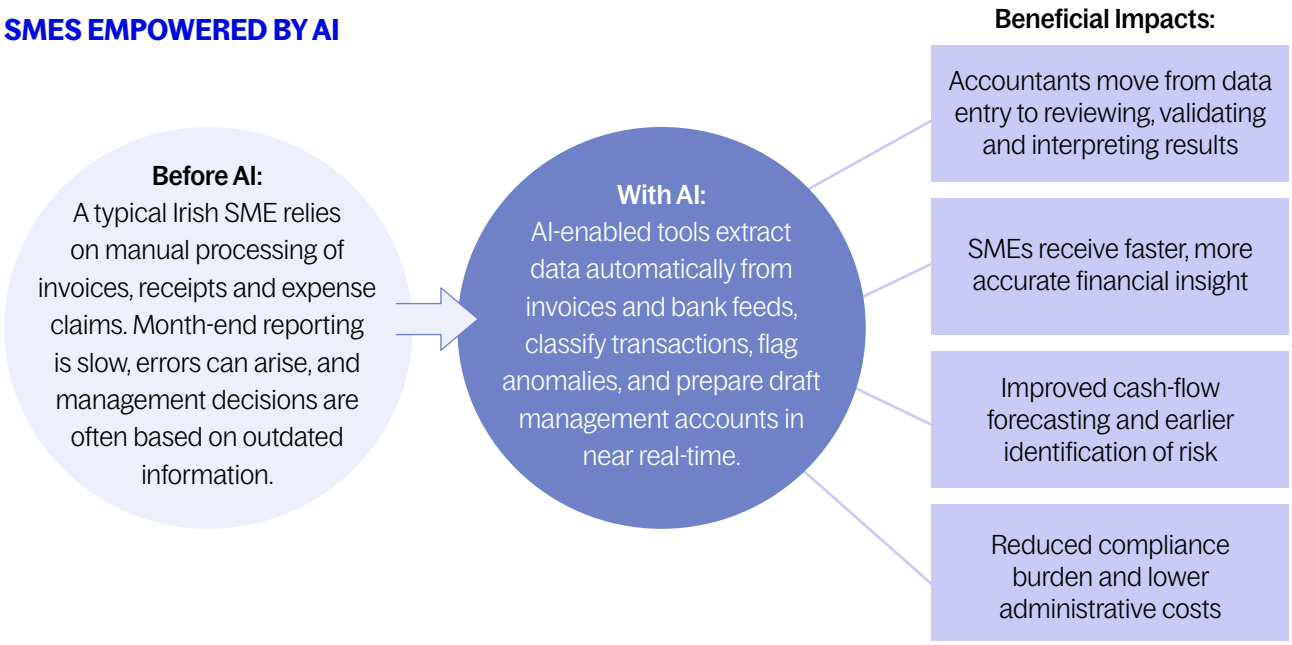
The results are striking. Only 27% of respondents consider it as a force for good and, as Little points out, the "survey reveals a pessimism about AI across generations, but it is young people, usually the optimistic early adopters, who are most fearful of the impact of AI".

As trusted business leaders and advisors, accountants have a key role in assuaging such fears and pessimism. As with every other technological development in its history, the accountancy profession has adapted to and integrated AI innovation. Accountants have already taken a lead in taking a responsible approach to AI, building trust in a technology with huge potential to benefit businesses, their customers, employees, the economy and society. Professional accountants advise on whether the proposed use of AI is the right strategic fit for a business, its risks, costs and benefits. They bring the right blend of innovation, scepticism and assurance.

Accountants, AI and SMEs

For smaller businesses in Ireland, accountants are often their only professional advisor and can advise on the introduction and safe use of AI to fit their strategic and operational needs. SMEs also need advice on compliance with the European Union Artificial Intelligence Act, risk assessment of AI tools, AI literacy among staff, and more.

According to the Central Statistics Office, in 2025 though more than 50% of 'large enterprises' in Ireland used AI, and overall use is growing, it is still relatively low for smaller enterprises. Accountants versed in the responsible use of AI have a unique opportunity to lead and provide trusted advice to SMEs investing in and implementing appropriate solutions that reap benefits of increased productivity, innovation and competitiveness.



Realising Sustainable Value from AI

Setting out its predictions for how businesses can move from incremental gains to game-changing transformation using AI in 2026, PwC Ireland is clear that the winners will be companies that adopt top-down, management-led focus on automation opportunities with the biggest productivity gains and return on investment, but that are also safe.

While AI adoption by SMEs began as bottom-up experimentation among staff, businesses need to evolve beyond such fragmented, 'shadow' use, to proper AI strategies, governance frameworks, risk management, legal compliance, and ethical guardrails. Balancing innovation and commercial drive in AI use with its being responsible and ethical is a skill in which accountants are trained, qualified and experienced.

Safe deployment of AI is complex, requiring strategic planning, risk management and governance. However, relatively few Irish businesses have the necessary governance structures in place (Amárach, November 2025). Human oversight is crucial for the accuracy and safety of AI outcomes. Accountants are key to ensuring compliance and safety in the new AI ecosystem. Clear policies, controls and an emphasis on risk management are required, for example responsible AI clauses in agreements with suppliers.

AI, Ethics and Professional Accountants

AI governance frameworks are now necessary for organisations, while codes of ethics are required at the level of individual decision-making about AI use, transparency and accountability. AI presents various ethical challenges, including:

- the safe use of a powerful new technology;
- unfairness arising from bias and opacity (e.g. an AI used in initial screening of job candidates that includes gender bias based on historical data);
- infringement of privacy (e.g. AI trained with data without the consent of the data subjects); and
- issues affecting human dignity, such as the hollowing out of existing work.

A **profession** is defined by its expertise, the work it does, but also its adherence to a shared code of ethics. As members of a profession, accountants have a strong foundation in ethics and a track record of adapting to new ethical challenges. Accountants are trained in and can access and apply an ethical framework, which itself is adapting as the technology, its opportunities and challenges evolve.

The International Ethics Standards Board for Accountants has revised the *Code of Ethics for Professional Accountants* to reflect the impact of technology, including AI, on the profession. This code sets the standard of professional behaviour and ethical decision-making for accountants worldwide.

> "AI will not replace human judgement or strategic decision-making, but critically it will throw up a series of ethical dilemmas for organisations in the coming months and years. Our members, bound by strict codes of ethics, are well positioned to navigate these; indeed, this goes to the heart of our dual mandate, working in the interests of both the economy and society."
>
> Barry Doyle, past President, Chartered Accountants Ireland

AI and Opportunities for the Work of Accountants

The accountancy profession is ahead of the curve – accountants are early adopters and are actively embracing AI. In a January 2025 survey of chartered accountants worldwide, 85% expressed willingness to use AI.

For accountants the impact of AI has been very positive. The consistent evidence is that AI is rapidly taking over routine, rules-based work. The technology allows accountants to free up time spent on such tasks to concentrate on providing strategic insights for their clients and organisations. AI presents an opportunity for game-changing improvements in the depth and speed of these insights. Research shows that accountants using AI-powered tools are leveraging the technology to gain clear productivity and quality advantages.

How Accountants are Using AI

The ways in which accountants are already using AI include:

- **Data extraction and processing:** For example, scanning invoices, receipts, and translating them into transactions. Now AI literate and empowered, the accountant's work has evolved to supervising autonomous processes and verifying outputs.
- **Audit and risk management:** AI has made full audits of data (vs traditional sampling) possible, and its pattern-recognition capabilities are being used for spotting anomalies.
- **Financial reporting, planning and analysis:** AI can draft financial statements from a company's data, transforming the accountant's role to focus on data analytics, predictive financial modelling and communicating insights with clients. Accountants are using the pattern-recognition powers of AI for financial forecasting and models, in real time, continually adjusted for new data.

Real-time Reporting for a Broader Dashboard

AI is driving a shift from delayed, historical reporting to providing reliable information in real time to support dynamic decision-making and continually improving performance.

A key value-add provided by accountants is to report on and interpret an organisation's performance and position. Traditionally, this has been focused on a narrower view of financial position and performance, but this is rapidly changing to include an extensive range of sustainability information required by law, accounting standards and stakeholders.

AI enables accountants to speed up the collection of this data, meaning that they can accommodate the new high-value work of its analysis and communication. For example, not only do accountants present the financial performance of a company, they report on its impact on the environment, the human rights compliance of its supply chains, the diversity of its workforce, and so forth.

These are exciting times for accountants, with the scope and heights of their work greatly expanding, and the rise of AI is timely in that it provides the tools to manage this new work. Working with AI-driven data collection and analytics, and applying the discipline of data governance, the 21st century accountant provides the dashboard with which organisations are managed and led.

Accountants' Evolving Skills for the AI Age

AI is causing a rapid evolution in the essential skills required of accountants, including:

- AI literacy – understanding how AI works (e.g. optimal prompt engineering), supervising its use, verifying and standing over results.
- Being the 'human in the loop' – the trusted interlocutor between AI systems, its use by organisations and those depending on their outputs, like customers or colleagues.
- Designing responsible AI systems controls, data governance and AI governance – connecting AI with the strategic and operational needs of the business, assessing risks around data and systems integrity, introducing use polices, ensuring compliance.
- Strategic analysis, advice and communication – advising on strategic fit and focus, productivity, return on financial investment, and other key metrics with which to judge if AI use is appropriate and successful.

AI elevates the importance of the traditional skills with which professional accountants are synonymous: critical thinking, professional scepticism, ethical judgement and governance, strategic analysis and communication. These have become even more relevant in this AI age. Rather than narrowing the profession, AI broadens its scope and increases its attractiveness, particularly for younger generations seeking meaningful, intellectually engaging careers.

AI and the Attractiveness of the Profession

The future of accountancy is expanded – not diminished – by AI. It will do the repetitive, rules-based work, and the increased emphasis on human power skills like critical thinking means that trainee and newly qualified accountants have earlier exposure to more strategic advisory work and decision-making with their clients and organisations. This increases the attractiveness of the profession.

It is serendipitous that the rise of GenAI has dovetailed with the arrival of Gen Z into the workforce. We know that Gen Zs seek more autonomy, challenge and purpose in their work. At the same time, AI will support work–life balance, a core value of Gen Zs. AI holds the promise of reducing human workloads, for example reducing the long hours required for month-end and year-end reporting. It will therefore lead to better productivity, more time freed for learning new AI-related skills, leading to better productivity ... and the prospect of a virtuous circle of innovation and value creation.

Challenges for Accountants

Change always brings its challenges. The first challenge accountants face is to fully understand how the new AI tools work, including their risks and limitations. AI is fuelled by data and, as guardians of integrity in organisations, accountants must know and be able to verify data sources and structures to provide oversight on AI outputs. The greatest risk is not AI but failing to act and adapt to AI and use it productively.

AI has presented an existential choice for professional accountants. While AI will not replace them, individual accountants must decide to adopt AI and step into higher-value advisory roles, or not to and risk becoming irrelevant.

Accountants need to understand AI at a new level for the business generalist, bringing together inputs from different disciplines and specialisms to advise and/or decide on strategic fit, risk management, governance, and performance metrics, such as return on investment, productivity, and innovation. The accountant of the future will be more 'fox' than 'hedgehog'.

> "A fox knows many things, but a hedgehog knows one big thing."
>
> Archilochus, Ancient Greek poet

Growth Mindset and Human Power Skills

For such a change in their role, accountants require a growth (vs fixed) mindset, curiosity, a career-long desire to learn and build new professional competencies, a willingness to unlearn and relearn, and lead agile teams and organisations. The crucial skills now for accountants are uniquely human: flexibility and resilience, creativity and critical thinking, communication, networking and relationship building, synthesising disparate information, problem-solving, ethical judgement, and trusted leadership.

Conclusion

AI is not a threat to accountancy; it is a powerful catalyst for its renewal. While much of the public debate is shaped by exaggerated fears and short-term hype, the evidence is clear and consistent: AI is augmenting, not replacing, the work of professional accountants. By automating routine, rules-based tasks, AI is freeing accountants to focus on what has always defined their true value: insight, ethical judgement, assurance and trusted leadership.

The profession's long history of adapting to technological change stands it in good stead for the AI age. Accountants are already early adopters of AI, embedding it responsibly into audit, finance, advisory and governance work. In doing so, they are strengthening trust in AI itself, helping organisations navigate its risks, comply with regulation, and realise sustainable value from its use. In an era when data is abundant but rigour and oversight less so, this role has never been more important.

The future of accountancy is expanded by AI not diminished by it. It is broadening the scope of accountants' work as interdisciplinary generalists who understand a wide range of tasks to oversee AI systems and align their outputs with business goals. At the same time, the uniquely human skills at the heart of the profession – critical thinking, professional scepticism, ethical judgement, communication and nurturing trust – are becoming more, not less, relevant.

AI is reshaping how accountants work, how they are educated and trained, and how they add value for their clients, organisations and the wider economy. For those willing to embrace change, develop new skills and maintain a lifelong desire to learn, the opportunities are profound and far-reaching. AI marks the beginning of a new chapter for the profession – one in which accountants play a central role in building thriving, resilient and sustainable organisations in a rapidly changing world.

With appropriate policy support, professional education and governance frameworks, accountants will play a central role in ensuring AI contributes to a productive, resilient and trustworthy Irish economy.

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