

# ACCOUNTANCY Careers

UK's specialist accountancy job board



THE ONLY GRADUATE CAREER GUIDE TO

# Chartered Accountancy

## 2020/21

34th Edition

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Includes the UK's most  
comprehensive directory of  
employers recruiting trainee  
chartered accountants

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**GRADUATE JOBS | INTERNSHIPS & PLACEMENTS | ADVICE**  
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# ARE **YOU** LOOKING TO INNOVATE AND BE **INSPIRED** WITHIN AN **ACCOUNTING** AND **BUSINESS CAREER?**

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# Your chartered accountancy career starts here...

It's time to embark on a career that can take you places! With expert advice from the ICAEW and industry professionals, this guide will take you through everything you need to know about the chartered accountancy profession; from the different areas of work to the essential qualifications required to reach your full potential, and from salary trends and interview advice, to first-hand reports from chartered accountants at various career levels.

Once you have taken all this information you can use the **Employer Directory** as well as the **Job Finder** at the back of the guide to help you find your future employer, before applying for the vacancies featured on [www.accountancycareers.com](http://www.accountancycareers.com). Good luck!

'The must-read guide for undergraduates wanting to succeed in accountancy, finance and business' - ICAEW

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## JOB FINDER

Provides summary information on employers recruiting trainee chartered accountants.



# INTRODUCTION FROM THE ICAEW

Discover your route to chartered accountancy with ICAEW and the Accountancy Careers Guide 2020/21. Lynne Hamilton-Gow, Head of Marketing and Student Recruitment at ICAEW, gives her reasons for why becoming an ICAEW Chartered Accountant is a rewarding and prestigious career.



ICAEW is a global membership organisation that can offer you industry-leading development with 6000 authorised training employers all over the world. ICAEW Chartered Accountants offer far more than just business and finance solutions. They bring unshakable trust and ethics to the profession. They lead the way in business innovation. They bring change to all industries with their expert knowledge and advice.

ICAEW Chartered Accountants are recognised around the world as industry front-runners. They are the ones making big decisions that can influence billion pound deals. They are the ones who are comfortable providing stability to financial strategies. As an ICAEW Chartered Accountant, your ideas will have real significance in business decision making and problem solving. Being comfortable with numbers is just the foundation of accountancy. ICAEW will help you build on this and support you in becoming a creative thinker, a confident communicator and a leader in your profession.

ICAEW is a world-leading professional membership organisation and they are committed to delivering their qualification to aspiring chartered accountants all over the world.

Students can qualify as an ICAEW Chartered Accountant straight from school or after university. The employers they work with are actively recruiting from a range of degree subjects, so you can train to become a chartered accountant regardless of your degree field.

You will find their members working in all sectors – from large multinational organisations and global accountancy firms, to local charities and business start-ups. Their roles vary from being Business Consultants and Practice Partners, to Finance Directors and CEOs. They are recognised for their leadership and expertise – that's why 77 of the FTSE 100 companies have an ICAEW Chartered Accountant on their board.

We hope you enjoy using this guide to learn more about chartered accountancy. It will give you a real insight into the career, from the wide range of employers available, to the salary you can earn while you're training and once you qualify. There are also lots of tips on finding an internship and more about their qualifications.

If you think you've got what it takes to become an ICAEW Chartered Accountant, take the first step and start your journey today. ●

Lynne Hamilton-Gow  
Head of Marketing and Student Recruitment

*Experience  
the unexpected*



# THE PROFESSION

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# FINDING THE RIGHT JOB

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# WHAT IS CHARTERED ACCOUNTANCY?

Becoming an ICAEW Chartered Accountant is not just a qualification, it's seen as a way of life in accounting. Completing ICAEW's chartered accountancy qualifications mean you are ready to make an impact on important financial decisions. It shows you are ready to go global with a qualification that is internationally recognised. It proves that you are able to work in any industry from fashion to banking. So let's take a closer look at what it really means to be a chartered accountant.

## What do ICAEW Chartered Accountants do?

As a chartered accountant you are never limited to one discipline. You can take your career into a diverse range of specialist areas including auditing, taxation, corporate finance, forensic accounting and business recovery. Chartered accountants hold influential positions within leading organisations – you are able to develop in an industry you really care about all over the world.

There's more to the ACA qualification than numbers. Successful chartered accountants will have strong people skills, creative thinking and clear communication, which are instrumental in their development.

Depending on the area you choose to specialise in, typical tasks could include:

- Taking control of managing financial systems and budgets.
- Delivering responsive financial audits – an independent check of a company's financial position.
- Research and communicate financial data and advice to clients

Technical knowledge is vital, but it's also about being able to understand business challenges. Solving problems, finding answers, analysing information and interpreting facts and figures to make business recommendations and then being able to communicate this information is key.

## What's the difference between an accountant and a chartered accountant?

Truth is, anyone can be an accountant. Not everyone can be a chartered accountant. Becoming an ICAEW Chartered Accountant means you have received intensive training, you will have studied the trade for at least three years and you will be a member of a professional membership body with a royal charter.

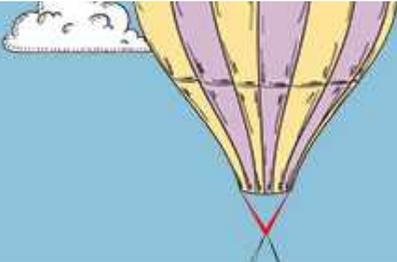
Chartered means you are at the top of your profession and you are ready to take on challenges and equally be rewarded for them. As a graduate, ICAEW Chartered Accountants can earn up to £30,000 with the potential to increase to £51,000 after qualifying.

## Types of Accountancy

There are two main types of accountancy, both as important as the other.

**Management accountants** provide financial insight internally. This can include aid for decision making, budget analysis and forecasting.

**Financial accountants**, on the other hand, provide information externally to shareholders, investors and creditors.



**Chartered  
Accountancy is for  
big thinkers**

### Case Studies

**Aimee Dimmock**, Audit and Accounts Junior at Foxley Kingham, explains her surprise at how diverse the role of a chartered accountant is.

"The role as a chartered accountant is far more diverse than I ever anticipated. I went into the role with the belief that each day I would be "number crunching" to produce financial statements.

"Little did I know, my apprenticeship would be able to provide me with the opportunity to engage in a vast array of work, from accounts, to assurance, tax and bookkeeping work. As a result, my day to day work is always so varied, which for me, makes the role far more engaging.

"My advice to any school leaver would be to do your research. The ACA qualification opens windows of career opportunities, in numerous industries."

**Julian Ford**, Tax Associate at ForrestBrown, tells us about his route to the ACA by completing the ICAEW CFAB qualification.

"I chose to study CFAB during my spare time whilst studying a Master's degree in Accounting and Finance; this helped boost my career and differentiated me from other candidates whilst applying for ACA training contracts by demonstrating my commitment to further study.

"The culture is fast-paced, challenging, and supportive with plenty of opportunity to progress my career"

**Rebecca Shooter-Dodd**, Corporate Controller at Revasum gives us her account of relocating abroad.

"In my career I have had the opportunity to work in London, Australia & California – the ACA has allowed me to travel the world whilst working, having amazing experiences and meeting new people.

"Moving around the world is exciting, I think the main opportunities that have come from this are to learn from different people across the world, and how global businesses operate.

The business stakeholders I support deal with a fair few celebrities and events, so budgeting and forecasting is really interesting!" ●



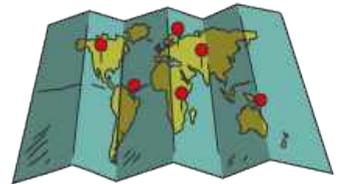
# FIVE REASONS TO BECOME AN ICAEW CHARTERED ACCOUNTANT

ICAEW stands for the Institute of Chartered Accountants in England and Wales. But the organisation also stands for delivering unrivalled training, a globally recognised qualification and ongoing professional development. Out of the many benefits of being an ICAEW Chartered Accountant, here are five highlights.

# 1

## Community

You'll be supported by our global network of over 153,000 members and over 28,700 students.



## Leadership Potential

The ACA prepares you for leadership right up to board level. That's why 83 of the FTSE 100 companies have an ICAEW Chartered Accountant on their board?

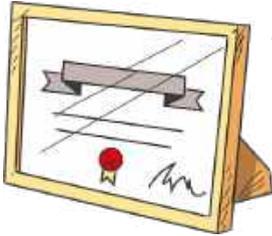
# 2

# 3

## Support

ACA students have a high first-time pass rate of 80%, driven by quality learning, teaching and support.





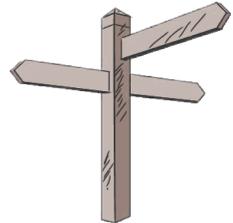
**Progression**  
90% of all ACA students qualify in four years or less, meaning fewer resits and faster career progression.

4

5

**Opportunity**

Take your career into any industry around the world – 96 of the world’s 100 global leading brands employ ICAEW Chartered Accountants



Chartered Accountancy with ICAEW is a dynamic and rewarding career. 90% of students qualify as ICAEW Chartered Accountants within four years or less. Once qualified, students will join a prestigious network of over 154,000 ICAEW members, gaining industry insight, support and advice throughout their career. ●

For more on the ICAEW qualifications;  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

# AREAS OF WORK

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A career in chartered accountancy offers exciting and limitless opportunities, with a range of industries and sectors to work in. Whether you want to influence the strategy, direction and profitability of an organisation, or make a difference by ensuring your employer has the funds to deliver its charitable work, find out where a career in accountancy could take you.

## **Business and financial services**

Whether you choose to work for a small business or a large global organisation, an increasing number of graduates are beginning their accountancy careers in banks and businesses. Working in this sector typically means you gain experience of the full process of financial management and reporting.

If you work in financial services you may find yourself in middle office banking roles such as monitoring trade activity. You will work in a highly competitive environment, with rapidly-changing risks and constant demand for innovation. You will gain an understanding of IT, marketing, sales and operations.

As your career progresses in financial services, you will be involved in making strategic decisions to drive the business forward, creating plans and leading change for business success.

## **Why work in business and financial services?**

Working in business and financial services allows you to work in commerce within an industry that you are passionate about, such as media or technology. A career in this area allows you to make strategic decisions and work towards the growth of the company, which can offer a great deal of personal satisfaction.

## **Routes into accountancy in industry**

A common route is by making the move once you have completed your training agreement. You could find yourself working for major commercial companies such as those in manufacturing, retail and telecoms industries. You may find that many of these companies offer ACA training themselves.

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## Public practice can be challenging, but it does present trainees with a wide variety of experiences working in multiple industries

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Financial service firms may include global banks such as Goldman Sachs, HSBC and Macquarie, some of which will offer accountancy training.

## **Public Sector**

A Chartered Accountant in the public sector manage, distribute and invest finances in public services such as education, housing, health, emergency services and local authority services. If you work in the public sector, you will be constantly challenged to reduce expenditure and improve efficiency to ensure value for money.

Working in this sector means that you will be responsible for making sure that public money is being spent properly for the benefit of the nation, and you will be in charge of holding government departments to account by monitoring spending.

You will also, of course, be helping local communities and changing people's lives while leading a successful and satisfying career.

## **Why work in the public sector?**

There are a lot of benefits to working in the public sector, and many choose this route because it enables them to give something back to society.

If you work in the public sector, you will quickly develop commercial and decision-making skills as you allocate and monitor resources which will help you see that they are effectively and efficiently employed to give value for money. Another deciding factor for those wanting to work in the public sector are the number of benefits that come with it, including a good pension scheme and longer holidays.

### Professional services and private practice

An accountant in public practice deals with the accounting and financial needs of a client whilst remaining independent from their staff.

These practices vary in size, type and location, as well as what services they offer.

This could include;

- Business advisory
- Audit and assurance
- Consultancy
- Business recovery and insolvency
- Corporate finance and risk management
- Forensic accounting
- Tax advice

### Why work in public practice?

Public practice can be challenging, but it does present trainees with a wide variety of experiences working in multiple industries and providing lots of flexibility. It is often seen as a sector that can offer job security, as other sectors can be hit hard by recession.

There is also the chance to specialise in areas such as audit or consultancy in this area of accountancy.

### Routes in to public practice

Large international firms sit within public practice, so there is a lot of variety for graduates entering this area. Companies such as the “Big Four” accountancy firms – PwC, EY, KPMG and Deloitte all sit within this sector.

On the other end of the scale there are also the smaller accountancy firms, known as the small and medium enterprises, or SME’s. They both have their benefits and their drawbacks so be sure to do your research before you decide which firm is right for you. Specific entry roles into public practice include Audit Trainee, Assurance Trainee and Financial Analyst.

### Charity and not-for-profit

Those who work in the charity and not-for-profit sector do so because they want their skills to make a difference. There are a range of opportunities for accountants in the charity and not-for-profit sector including working in a management accounting role, managing budgets and financial systems or liaising with budget holders and trustees to manage the needs of the organisation. You could work for an auditing firm that specialises in the charity sector, delivering high-quality audit work, systems reviews and consultancies into the needs for charity clients.

### Why work in Charity and not for profit?

This area of accountancy generally offers very gratifying work – knowing that you are helping an organisation that exists to make a positive difference in the world. This area of accountancy is known to have a healthier work/life balance than other sectors. ●





# Kickstart your job hunt with Accountancy Careers



# ACCOUNTING & FINANCE SALARY TRENDS

If this year has taught us anything so far, it's that the ability to work from home is more important than ever. And it appears that a majority of accountancy professionals agree. Hays talk us through some of the salary and benefit trends that we may see in the coming months.

## Employers facing hiring challenges

Four out of five (83%) accountancy and finance employers say they have experienced some form of skills shortage last year. Over two thirds (67%) found it hard to recruit permanent staff last year and 44% have struggled to hire temporary staff.

Almost two thirds (60%) are anticipating a shortage of suitable applicants to be a top hiring challenge this year.

## Skills shortages dampen productivity

Almost a quarter (23%) of employers do not think their organisation has the talent needed to achieve current business objectives, and negative impacts from a lack of skills are being felt on productivity (46%), employee morale (42%) and the ability to deliver projects (40%).

Soft skills in demand amongst employers include communication and interpersonal skills (65%), problem-solving (57%) and flexibility and adaptability (46%).

## Salary rises aren't enough to retain staff

Almost two thirds (65%) of professionals say they are satisfied with their salary, but this is not necessarily enough to retain staff. Over the last year, 36% moved jobs, and a further 41% considered doing so. Whereas last year salary was the main driver for employee movement, a lack of career progression is now the main reason professionals left their last job (27%).

## Flexible working is a key differentiator

Aside from salary, work-life balance (including flexible working) is the most important factor for over a third (34%) of professionals when considering a new role. Home or remote working is the most sought-after flexible working option (61%), which is particularly high compared to the UK average of 50%.

In line with this, the most popular benefit jobseekers look for is having over 28 days' paid annual leave (57%). Offering a mix of generous holiday allowance with options to work remotely could therefore act as a strong differentiator for employers facing hiring challenges. ●

## 2020 UK SALARIES FOR ACCOUNTING AND FINANCE

Roles	Salary Range
Accounts Assistant	£18,500-25,000
Junior Auditor	£31,000-40,000
Auditor (Newly Qualified)	£27,500-52,000
Financial Accountant	£38,500-58,000
Financial Director	£85,000-155,000

Data from the Hays salary survey

# EDUCATION & SKILLS

ICAEW Chartered Accountants come from many educational backgrounds and bring multiple skills to their career. There are many ways to become an ICAEW Chartered Accountant meaning you can find the right route for you.

## Do I need an A-level in maths or an accountancy degree?

No. Most employers look for students with maths at GCSE level at grade B/5 or above, but do not require it at A-level. Employers encourage applicants from all degree backgrounds and welcome the variety of skills you develop in any degree. Not just accountancy.

## What grades do I need to become an ICAEW Chartered Accountant?

There are no set entry requirements to start ICAEW CFAB. When you've completed ICAEW CFAB you can continue onto the ACA.

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## Sustainability, society and ethical business are at the heart of an ICAEW Chartered Accountant's work

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If you haven't completed ICAEW CFAB you want to start the ACA, you'll need to have two A-level passes (grades A\*-E) or equivalent. You'll also need three GCSE passes (grades 9-4/A-C) or equivalent.



**PEOPLE SKILLS** - Communicate complex business information and advice in an easy-to-understand way.

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**TEAM WORKING** - Knowing when to operate as a team member or a team leader is vital.

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**DECISION-MAKING AND PROBLEM SOLVING** - Make sound, ethical business decisions by collating, analysing and interpreting data.

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**PROFESSIONALISM** - Behave professionally and ethically at all times, identify the right thing to do and stand by that.

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**COMMERCIAL AWARENESS** - Understand a business inside out, whether it's yours or someone else's.

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**IT SKILLS** - Develop well rounded technical skills and keep up to date with technology.

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Before applying to an employer, check their entry requirements. GCSE, UCAS points and degree result requirements vary.

If you choose to go to university, employers welcome all degrees. If you have completed a degree that is not directly related to accountancy, you can still use the knowledge and skills you have developed in your future career.

### Employability skills

These skills look beyond what you've learnt in education. They show you are a great communicator, a real team player and a key decision maker. Stand out in your application by showing you've got what it takes to become an ICAEW Chartered Accountant.

### PEOPLE SKILLS

ICAEW Chartered Accountants interact with people from a wide range of people from different backgrounds, abilities and culture.

### COMMUNICATION

ICAEW Chartered Accountants are able to convert complex financial information into simple, digestible advice for clients and colleagues.

### DECISION MAKING AND PROBLEM SOLVING

Being able to research, collate, analyse and interpret data from a range of sources helps chartered accountants to make sound, ethical business decisions that provide professional solutions.

### PROFESSIONALISM AND ETHICS

Chartered accountants behave professionally and ethically. Which comes as no surprise as this is the foundation of ACA exams. Sustainability, society and ethical business are at the heart of an ICAEW Chartered Accountant's work.

To view the full list of skills and how you can develop them. Visit [icaew/careers](https://www.icaew/careers) ●



# CHOOSING THE RIGHT EMPLOYER

You can train to become an ICAEW Chartered Accountant at a variety of leading employers in different industries. It's important that you understand your own values and what you want from your career. This will ensure you find an employer that is the perfect fit for you!

## What is an ICAEW Authorised Training Employer?

Our authorised employers meet our standard to train our students to become chartered accountants. This means you will receive the best support and guidance to get you through your ACA exams from your employer and our team here at ICAEW.

This means that no matter what organisation, sector or location you choose to work in, you can be confident you will be getting the highest standard of training possible.

## How do I choose the right employer?

The right employer is different for everyone. So really dig deep into what employers are all about. Visit their website, social media, go to careers fairs and why not get in touch? Here are a few questions to think about:

- What are the organisation's values – do they fit with your own?
- What is the organisation's culture and work environment like?
- Is there a structured training programme?
- What support will you get through training?
- What will you be doing day to day?
- Are there structured progression routes?

## What industry should I choose?

It's important to consider the industry sector you want to work in. ICAEW Chartered Accountants make key business decisions in industries they really care about. Qualifying as an ICAEW Chartered Accountant opens up a huge number of potential career paths. You could find yourself analysing a fashion brand's finances, advising charities on tax, shaping schools' spending, working on the board of a multinational consumer company or helping to prosecute criminals.

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Once you become an ICAEW Chartered Accountant, you will have the flexibility to shape your future career around your interests and aspirations

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Here's an idea of which sectors you could work in:

- Professional services and public practice:
- Business and financial services
- Charity
- Not-for-profit, including Government positions and education.

And many more.

## Are big employers the best employers?

Not at all. Smaller companies can offer dedicated career path with support that is thorough and personable. The size of the organisation, small or large, can offer many opportunities. You may be looking to become a specialist in a particular service line or perhaps a broader experience is what you are looking for.

## What location should I study in?

There are towns and cities all over the UK offering a rich mix of cultural and social experiences in addition to a range of great opportunities to chartered accountancy. Opportunities are not just limited to the UK, you can find ICAEW authorised employers in a range of international locations including Europe, the Middle East, Africa, South East Asia and China, to name just a few.

### Find an employer

Employers advertise a range of internship, placement and graduate opportunities on [icaewtrainingvacancies.com](http://icaewtrainingvacancies.com).

Employers' websites contain useful information and hints about their recruitment processes and the roles available. Found an employer but they're not authorised by ICAEW? No problem, tell them to visit [icaew.com/trainaca](http://icaew.com/trainaca). Getting authorised can take as little as three weeks.

### Beyond training

Three years of training is integrated with studying the ACA. This means you get the best of both worlds; a real life experience in the workplace and a globally-recognised qualification.

Whatever size or type of organisation you choose to train with, your career opportunities are endless.

Once you become an ICAEW Chartered Accountant, you will have the flexibility to shape your future career around your interests and aspirations. You'll be able to move between organisations, sectors and even countries, throughout your career.

In the meantime, it's up to you to explore the opportunities and choose which suits you best. If you want to search for the latest opportunities, visit [icaewtrainingvacancies.com](http://icaewtrainingvacancies.com) or [www.accountancycareers.co.uk](http://www.accountancycareers.co.uk) ●

For an Employer A-Z:  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)



# INTERNSHIPS & WORK EXPERIENCE

Work experience is integral to graduate recruitment for many leading employers. According to High Fliers, the country's top employers had received 10% more graduate job applications by December 2019 than they had the previous recruitment round. This means that the competition is fiercer than ever, and work experience all the more vital. Read on to find out more about the different types of opportunity available.

When it came to graduate recruitment last year, the outlook was optimistic. Last year's report said that graduate recruitment was expected to rise 'substantially'. According to the report this year, graduate recruitment at leading employers was expected to rise by 3.3% in 2020, with twelve out of fifteen key industries expected to recruit more graduates this year.

However, since the High Fliers report was released, the COVID-19 pandemic has taken hold, suspending graduate recruitment and cancelling undergraduate opportunities. While some firms are taking their recruitment online, many are suspending them altogether.

It is expected that, come September 2021, recruitment will be back to normal as lockdowns are eased and the economy starts back up again, but it does mean you could face double the competition.

Work experience is now more important than ever. Prior to the COVID-19 pandemic, the number of work experience places at leading employers was expected to increase by 3%, with more than four-fifths of the top employers offering paid work experience. It is also interesting to note that there has been a substantial increase in the number of employers who offer work experience places for first year undergraduates.

Many employers see work experience as the most reliable way to find candidates for their graduate vacancies and it is a great way to show employers that you have an interest in the accountancy profession. There is also the added benefit of giving you an understanding of the industry and to help you decide whether or not the accountancy profession is the career for you.

The recruitment process you go through to secure work experience is similar to applying for graduate positions. This means that you could already be part-way to securing a graduate position by the time you start your placement or internship.

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**If you are interested in taking part in an internship then the key is to do your research and apply early**

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## **What's on offer?**

There are two main types of work experience; placements and internships.

## **PLACEMENTS**

Placements are available with specific degrees and allow you to take a year out of your studies to work for a company in a related industry.

Some accounting, finance and business degree courses will give students the option to take a placement year as part of their degree. Firms local to your university may offer placements, especially if the university has good business links. Larger national employers may offer these programmes too. There are huge benefits to taking part in a placement year, including:

- Increasing your subject knowledge
- Building your employability skills
- Earning money to support yourself
- Gaining valuable industry experience
- Understanding the graduate recruitment process more fully

Most universities that offer placement years will have a dedicated department to assist your placement search, but students can also search and contact employers directly. University careers fairs and the Accountancy Careers website are both good places to start.

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## Graduate recruitment at leading employers was expected to rise by 3.3% in 2020

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### INTERNSHIPS

Formal internships are a popular choice among students. Internships usually last 6-12 weeks, are not linked to a degree course and are normally completed over the summer holidays. Larger firms often have formal programmes available and, while in the past they have been reserved for penultimate year students, it is becoming increasingly common for employers to offer these opportunities to first year students too. These could come in the form of paid internships, introductory courses and insight days.

If you are interested in taking part in an internship then the key is to do your research and apply early. The ideal time to find out about application deadlines is during your first year of university.

### Alternative types of work experience

Unfortunately in today's competitive market there are not enough opportunities for every

student interested in work experience. If you haven't been able to secure work experience, don't worry, there are other routes to consider. For example:

- **A part-time job:** Customer facing experience is crucial in any role, even more so in accountancy. Therefore, your part-time job could prove the perfect work experience. If you want to make your job more relevant to accountancy, you can always ask to be involved in company stock takes. And, while no one likes working late, putting this on your CV shows some of the key skills required for an audit. It also shows that you are committed, are able to take on extra responsibility and have a good understanding of commercial business.
- **Volunteering:** Volunteering as treasurer for either a charity or a university society could prove useful in an interview situation and on your CV. It demonstrates to employers that you have experience of budgeting, basic accounts and expenditure. It will also show that you can balance work, study and outside interests, not to mention holding a position of trust, accountability and authority.
- **Gap year experience:** If you have travelled, maybe taught English abroad, think about how this could benefit a future employer. You can work across cultures, work alone and as part of a team as well as possibly speak multiple languages.

While internships, work experience and placements are useful to securing a training agreement, other experiences you gain can also benefit future employers with transferable skills and commercial awareness. ●



# APPLICATIONS & INTERVIEWS

We're certainly in uncertain times at the moment but accountancy and finance talent is still in demand as employers seek candidates with specific technical skills and professional qualities. If you're starting out in the accountancy and finance profession, rest assured that I anticipate there will be plenty of opportunities available which will help you to get your career in accountancy off to a great start.

For those beginning the search for your first accountancy role, firstly it is important to identify your key skills and competencies and then to ascertain which organisations and roles these would be best suited to. Do you have specialist industry knowledge or a passion for a niche area of finance gained from your studies? Or are you looking to gain broad experience and generalise your skills? Thinking about this as a first step should help you home in on a specific departmental function or indeed type of role to start researching.

You should also consider career factors which are most important to you such as location, salary, benefits and workplace culture including flexible working or agile working hours. Certainly have a think about these things to help funnel your job search, but remember that most important is the desire and enthusiasm to work in the accounting and finance field, as showing passion for your choice of work should come through no matter what role you've applied to.

The Hays UK Salary & Recruiting Trends 2020 guide found that 50% of finance employers plan to hire this year, and 52% of finance employees plan to move jobs. Whether you are just starting out in the industry, returning after a break or looking to move up the ranks into a more senior role, here's what you need to consider so you can stand out to those employers planning to hire in the year ahead.

## **Your CV still reigns supreme**

Your CV is still your most important sales document, so make sure yours is completely up to date before embarking on your job search. The key things to include are your career experience, professional achievements and any qualifications that you already hold or are working towards which relate to the role you are applying to. If you do not have

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**Be open minded from the start  
- forget about your experiences  
at your previous employers,  
good or bad**

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prior accountancy experience, highlight areas of your previous employment or studies that show your analytical ability, numeracy, attention to detail and communication skills to demonstrate the key characteristics accountancy employers are looking for. You can also include any voluntary or extra-curricular activities too, as these will most likely bear relevance to a graduate or trainee job in finance. For example, team-working or the ability to work well in a team is a competency that can be developed and gained in any role or situation, it does not have to have been in a paid job.

It goes without saying that your CV needs to look professional and have no spelling or grammatical errors. Choosing a clear, simple font size and type will help, and ensure you get it proofread by friends and family. Your CV also needs to be specifically tailored to each individual role, so when submitting it with each application, ensure that you demonstrate all the required competencies as outlined in the job and person descriptions. You may not need to change your CV completely for each application but consider re-ordering the content so that the most relevant experience and skills specific and tailored to the job you are applying for are higher on the page and therefore the recruiter will read the most relevant first which can help you get selected for interview.

### The importance of a personal brand

Smart jobseekers understand the value of building up their brand and raising their profile. Along with your CV, your professional online profiles are an integral element of your personal brand and can have a huge bearing on how recruiters and employers perceive you. Focus on your LinkedIn profile which should also be up-to-date and align with the information you have on your CV. Failure to do this might indicate poor attention to detail or an unfaithful representation of you as a candidate.

You can also use your LinkedIn account to showcase passion for your industry by joining relevant groups, posting frequently and updating your profile with professional achievements. Try platforms such as Instagram and Twitter to keep up with any prospective employers and gain insight into their culture. Social media is now an integral part of job searching and if used correctly, is a great asset and tool for job seekers.

### Tackling the interview

Typically the interview is the next step of your application if you are successful in the first instance. Building up to an interview can often feel overwhelming and it's not unusual to feel nervous, even if you have experience of interviews before.

Whether or not you feel nervous, preparation is key to making a good impression at an interview. Start your preparation by researching the organisation that you are interviewing with. Check their website to learn about their service offerings, structure and recent news. It's also helpful to know about their main competitors so you have some slightly broader industry knowledge.

Next, familiarise yourself with the requirements of the role so you can demonstrate your suitability. Highlight key words on the job specification and weave these into any answers you have prepared to make it clear that you understand what the role requires and how you think you are a match for this. Remember also to try and use language that you have seen in your research of the organisation's website, without losing your own authentic voice of course.

### Preparing and structuring your responses

Interviewers usually ask at least some competency-based questions which target a specific key skill or capability. These questions require you to discuss examples of where you have shown qualities outlined in the job description. As part of your preparation, you should have several relevant examples ready either from your studies or previous part time employment. To be a successful accountant, you need to be exceptionally organised and able to work to strict deadlines whilst having technical numeracy skills and developing communication and people skills. Therefore try to tailor your examples around these requirements and have a couple of examples up your sleeve for each main competency they are likely to explore.

A particularly useful tool to help you answer interview questions is the STAR (Situation, Task, Action, Result) acronym. Delivering your responses in this order will help you highlight the competency or skill that the interviewer is asking about. Most interviewers will be familiar with this structure, so don't worry about your response feeling somewhat ordered. With practice and preparation, the ability to structure your answers correctly will become second nature, allowing you to concentrate on letting your personality and enthusiasm shine at interview. The most important tip for using the STAR technique is to ensure that you clearly outline the specific actions you personally took e.g. "I delivered a training session..." rather than the habitual "we delivered a training session..." which is the language we all often fall into.

### Hold on to your professionalism throughout

Remaining calm and professional in your interview will give your interviewer an insight into how you would deal with pressure and show your potential to work well in a team. Be mindful of your body language; your posture, eye contact and gestures can show a lot about your confidence and how engaged you are, whether this is on a video interview or an actual face to face interview.

One of the biggest slip ups you can make is to not have any questions ready for the end of the interview. Prepare questions to ask at



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the end that demonstrate you have done your research and are genuinely interested in the job and organisation, as this will show that you are curious about the role. It's also a useful opportunity to get across any final points which you may not have been asked about during the earlier part of the interview.

### **First (and last) impressions count**

Do your best to create a positive first impression by arriving 5 to 10 minutes ahead of schedule. Plan ahead if you haven't been to the location before and even do a trial run if necessary. Dress appropriately and remain polite and courteous to anyone you meet and greet your interviewer with a professional handshake and friendly smile. If you are unsure of the dress code, call ahead to confirm this, but smart business attire is always the best bet.

Finally, remember that your interview doesn't end until you are out of the door and that the last 30 seconds of an interview are just as important as the first. Leave with a professional handshake, make eye contact and thank your interviewer for their time. After your interview, don't forget to follow up with your recruitment consultant as soon as possible after the interview, to update them with your feedback and so you can receive any feedback your interviewer may have provided too.

### **Starting your new role**

Once you have gone through the various stages of the application and receive your job offer, give yourself a pat on the back and breathe a sigh of relief! Starting a new job can be one of the most exciting experiences of our professional lives. Even if you're a little nervous, try to begin your first day confidently.

Make a great impression when meeting your new colleagues by introducing yourself, maintaining eye contact and smiling. Remembering people's names will also go a long way in those first few days and weeks at work, and a little note pad with a drawing of the desk layout so you can plot names in and have it as a prompt until you get to know everyone by sight, is a small tip. It is also vitally important not to be late on your first day, and where possible not late at all!

Be open minded from the start – forget about your experiences at your previous employers, good or bad, and get rid of any preconceived notions which stem from them. No two jobs will be the same, so approach your new role as a fresh start, and embrace the unknown.

### **Build your network from day one**

Following on from the initial introductions, take the time and make an effort to get to know your colleagues in the upcoming days as this will pay off later. Try and meet each colleague individually, starting with those closest to where you are working. Take advantages of opportunities to socialise, whether it's at work social events, or just being in the kitchen at the same time making lunch. Getting to know your colleagues will help you, as these are the people who can offer you guidance, answer your questions and help you to feel settled in your new environment. ●

Karen Young is a Director for Hays Accountancy & Finance in the UK. Hays Accountancy & Finance operates from nearly 100 offices, with over 400 consultants working with hundreds of employers to match talented finance professionals with the right organisation.



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# 12 MONTH INTERNSHIP BEEVER & STRUTHERS

## GRACE NICHOLSON



UNIVERSITY OF MANCHESTER  
ACCOUNTING  
12 MONTH PLACEMENT

“I have acquired and developed a lot of skills over the course of my internship”

Finding an internship can be difficult, especially in the competitive world of accounting and finance.

I chose to do an internship year because I wanted to take the opportunity to experience the working world and the career I was interested in before I had to properly commit to it. I also thought it would be a good idea to have a significant amount of experience under my belt before I started applying to graduate jobs, to give me a better chance of getting the job I wanted.

Taking a year out of university to do this is so beneficial, because not only do you get the opportunity to 'test out' what it would be like to work in a certain type of job, but you also gain so much experience and knowledge that you would struggle to acquire through university alone.

In my second year of university, I began applying to lots of different types of accounting internships with lots of different types of companies, ranging from audit placements with the top 10 accounting firms to finance placements with manufacturing companies. The application process for these larger firms and companies was largely very similar, with a series of psychometric tests, video interviews, assessment centre days and face

to face interviews. This process can be tiring and disheartening, especially as it involves a significant amount of time and often travelling, with no security that it will lead to a job. My advice would be to not view this process as a waste of time, but rather as an opportunity to learn more about the application process. A lot of graduate jobs use this application process, so educating yourself about it now will give you a better chance of getting a job in the future.

For the internship that I am currently completing, applying was slightly different. I met one of the partners of the firm at a networking event put on by my university, and after finding that I really liked the firm and the work that they did, I followed it up by asking if they had any internship jobs available. I was attracted to the smaller 'family feel' to the company, and also to the opportunity it presented me to be able to work in a variety of different departments within the firm over the course of my internship. After a short interview, I was offered a job with them. A piece of advice I would give when applying is not to overlook the smaller or medium sized companies. They will offer a different placement experience and may possibly not have such a lengthy application process as some of the larger firms. Often, they will be able to offer a higher level of attention

due to taking on fewer placement students, which can result in an opportunity for deeper learning and training.

As well as this, I would say that attending networking events as a student can be very helpful when it comes to finding a placement or internship. Not only would I possibly not have discovered the firm I am now working for if it weren't for attending an event, but also, I would not have been able to get a first hand feel for the company, and wouldn't have been able to show them my interest in their internship position. As well as this, they wouldn't have been able to meet me and decide whether I was someone they would like to employ. Meeting potential employers face to face can very often work in your favour when looking to apply for placements and internships.

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Taking a year out of university to do this is so beneficial...you gain so much experience and knowledge that you would struggle to acquire through university alone

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I have had a variety of duties on my placement so far, as I have rotated round a few different departments. I began by working in accounts preparation, where I was given the job of preparing accounts for small limited companies, as well as a variety of admin tasks to complete. I have also spent time working on several audits, where I worked on more simple sections of the audit such as cash and bank.

My most recent departmental placement has been with Corporate Finance, where my main duties include carrying out research and due diligence on clients, as well as working on company valuations.

I have acquired and developed a lot of skills over the course of my internship. Firstly, my ability to understand and prepare accounts has improved a lot through working on preparing small company accounts for different clients. This skill is useful in all areas of my internship, from working on audits to helping with corporate finance projects. I have also been taking the opportunity to develop the skills of communication, teamwork and professional behaviour, all of which are vital in the workplace.

I think that the most important thing I have learned through my internship so far has been the understanding of what it would be like to pursue a career in accounting, and the opportunities and challenges that would come along with it. This has been incredibly valuable because it has helped me to get a realistic insight into the type of work that this would consist of, which has helped me feel to more prepared for the potential of entering into this career in the future.

In conclusion, doing a placement or internship is very beneficial in a lot of different ways. I have gained a large amount of knowledge from my 12 month internship and am looking forward to completing the final few months. I would strongly recommend trying to find a placement or internship as a student if possible. Despite often being difficult to find, they equip you with so many important skills which will prepare you for the world of work and help make you stand out in future job applications. ●

# 12 MONTH PLACEMENT HAZLEWOODS

## NAOMI CRADDOCK



UNIVERSITY OF GLOUCESTERSHIRE  
ACCOUNTING AND FINANCE  
12 MONTH PLACEMENT

“Having a supportive and encouraging team around me created the ideal environment”

### Tell us about yourself?

I am an Accounting and Finance Graduate, currently working towards becoming a Chartered Accountant with Hazlewoods. I completed a placement year with the firm after my second year at university, and was lucky to be offered a three-year training contract to study for the ICAEW exams once finishing my university degree. My philosophy on life is very much work hard, play hard. I enjoy the challenge this career gives me, how it enables me to push myself out of my comfort zone and to always learn more. I have recently taken up skydiving, and am grateful that the career I enjoy will allow me to continue with this extremely fun and unfortunately very expensive hobby!

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I was able to solidify the knowledge I learned at university by applying this to real life practice

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### Why did you choose a degree with a placement year?

After studying a subject completely unrelated to accounting for my first year at university, I was unsure about the career I wanted. After a lot of thought about what I'd be good at, and what would give me good long-term prospects, I decided that accounting would be a sensible option. Choosing a degree with the placement year allowed me to gain a real insight into what this career would involve, and the many different paths I could take.

### What attracted you to Hazlewoods?

After researching the different paths I could take with accounting, I concluded that becoming a Chartered Accountant with the ICAEW qualification would be most beneficial to me. I knew that Hazlewoods offered this as a graduate scheme and so decided that working a placement year would give me the opportunity to prove I was capable of going on to do this. Hazlewoods is a well-respected firm, and in my opinion, the best in my area. It is a large enough firm to offer a wide range of client services and specialisms and yet small enough that I am able to get involved in a number of these different areas.

### What are your main duties and responsibilities?

I currently work within the tax team at Hazlewoods, and did so for the course of my 12 month placement. During the placement I had exposure to corporate and personal tax and my main duties were involved with the compliance side of both of these. Throughout the year my duties shifted with the various deadlines and this gave me a good overview of the various aspects involved with tax. I also had the opportunity to work with another team on the audit of a company. This helped expand the knowledge I had already gained from the audit modules I studied at university, however this experience also confirmed that audit was not for me - I'll stick to tax!

### What key things have you gained from your placement year?

During my placement year I was able to solidify the knowledge I learned at university by applying this to real life practice. Learning by doing is definitely the best way - the proof is in the huge improvement to my grades in my final year at university. My confidence significantly improved too, as having a supportive and encouraging team around me created the ideal environment for learning and personal growth.

### Do you have any advice for others looking for a placement?

Have a clear idea of what it is you want to get out of your placement. Research the opportunities that different companies offer, especially if you are looking to go down the route of a professional qualification after your degree, and do this as soon as possible. I applied for the Hazlewoods placement just a few weeks into my second year at university. This was the placement I wanted, and I made that clear in my interview. ●

For more profiles head to:  
[www.accountancycareers.co.uk/career-advice](http://www.accountancycareers.co.uk/career-advice)

# INDUSTRIAL PLACEMENT

## KRESTON REEVES

### STUART GEMMELL



CANTERBURY CHRIST  
CHURCH UNIVERSITY  
ACCOUNTING AND FINANCE  
SANDWICH, KENT  
INDUSTRIAL PLACEMENT

“Think carefully  
about what you want  
to achieve while on  
your placement”

I am a retired Royal Engineer (Army) Staff Sergeant, of twenty-one years' service, studying Accounting and Finance at Canterbury Christ Church University (CCCU) and currently enjoying an Industrial Placement (year three of four), at Kreston Reeves. My family and I moved to the seaside town of Deal, Kent, after sustaining life-changing injuries in Afghanistan in 2013. I spent three years in military rehabilitation at Headley Court learning to walk again after losing my left leg above the knee, retiring from the Army in June 2016.

I now enjoy a more relaxed pace of life, studying and watching live sports, especially tennis, of which I enjoy attending the Wimbledon Championships each year. I also volunteer for the Air Training Corps, where I help run 2235 Deal - ATC Squadron, which promotes and encourages a practical interest in aviation and the Royal Air Force among young men and women aged between 13-18 years old.

#### Why did I choose to do a placement?

During my second year of study at CCCU, one of my second-semester modules was Work Based Learning. During this module, students are encouraged to undertake some practical work experience to enhance their skills and to get a feel for what their chosen field of work entails. I decided to work with the administration department at the Royal

British Legion and work for Business Services at Kreston Reeves LLP, and it was during this part of my work experience that I realised I enjoyed the more practical elements of accounting work and that I needed greater exposure to become more proficient.

#### How did it tie in with your overall career plans?

When I started on my accountancy journey, I never intended to take advantage of a placement year, but as with most things in life, your experience is vital. I understand that the profession has a recognised entry process that many companies adopt, and after my experience in second year, I wanted to enhance my future employability and applied for an Industrial Placement (IP) at Kreston Reeves.

I hope that my IP will aid the deep-learning process and when the time comes to graduate, I will already be familiar with many of the systems and process that accountants adopt, to be successful.

#### What was the application process like – any advice?

My application process for Kreston Reeves consisted of two computer-based tests (numbers and reasoning), and an interview, but when I reflect on the process as a whole, I would include my year-two work experience placement.

If I were to give any advice on this process, I would say, do your research into your chosen company. Why would any company employ someone who knows nothing about them?

Be honest and be yourself. Do not claim to be something you are not. During the interview process, the company will try to get to know more about you. Tell them all about your interests and all the extra volunteering you do, however small it is. It is vital for them to know if your values and standards align with theirs.

### What are your main duties?

The firm has many different service lines, covering a wide range of financial services, but my primary duties are centred on accounts and outsourcing work. I spend three days a week working on accounts preparation tasks, all the way through to submitting tax returns, for sole-traders, incorporated companies and not-for-profit organisations, and two days a week in outsourcing, processing clients bookkeeping duties.

Splitting my work between accounts and outsourcing has helped improve my understanding of the accounting process as a whole.

I have also represented the firm at careers fairs and networking events, meeting new and potential clients, understanding how best the company can help service their needs.

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**I wanted to enhance my future employability...I hope that my IP will aid the deep-learning process**

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### What are the most important things you have learnt from your placement?

The most important thing I have learnt during my time in my placement is not to be afraid of

asking for help. In the short time that I have been at Kreston Reeves, I have noticed how the senior accountants are all talking about the best ways to do things. There is a natural chat in the office of questions being asked and people answering and helping each other out.

Never be afraid to take on tasks that you think may be beyond your knowledge. You will never learn much if you are stuck in your comfort zone.

### What skills did you acquire or improve during your placement?

I have learnt many new skills during my time at Kreston Reeves. I have enhanced my theoretical understanding of accounting and learnt new practical skills to add to my knowledge base. There are many accounting software packages on the market, and it has been of great value to learn how to use a number of them.

Communicating clearly with both clients and staff is essential. One of the firm's values is "Be crystal clear", and although many of us think we can communicate appropriately, it is easy for things to get lost in translation, especially if clients are not familiar with financial terminology.

Time appreciation is one of the most valuable skills I have been able to improve. Things do not take place in a vacuum and often rely on other people providing information for you to complete your task.

### Do you have any advice for someone seeking a placement?

Think carefully about what you want to achieve while on your placement and always tailor your applications to the company and the position you are applying. It is highly likely that you will get many rejections through the whole application process, try to learn from each one to improve on the next one.

Finally, remember your placement time is seldom wasted, even if it does not go to plan. You can learn just as much from negative experiences, as the positive ones. ●

# TRAINEE CHARTERED ACCOUNTANT

## BLICK ROTHENBERG

### NAS SAEID



UNIVERSITY OF EXETER  
MENG MECHANICAL  
ENGINEERING  
LONDON  
TRAINEE CHARTERED  
ACCOUNTANT

“The positives of being a fully qualified chartered accountant far outweigh the negatives”

#### What are your career plans?

A question that strikes fear into any graduate's heart. I became an expert at avoiding the question, knowing who to avoid and when not to make eye contact. After four years of Engineering at university, I knew that it was not the career for me and so I was stuck in a position many of us know well. It was really going through the application process at Blick Rothenberg that made me decide that accountancy would be my future.

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I believe the most important skill for an accountant is communication...being able to communicate effectively can really differentiate you from your peers

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#### Why did you choose a job in this profession?

I love learning and I believe that the ACA qualification provides a great framework for the development of technical skills which ensures strong career prospects. I have previously worked in Data Analytics and felt that I began to stagnate and for the good of my career it would be best if I moved on.

#### How did you get your job at Blick Rothenberg?

The role was recommended to me by a friend who began a year earlier, I applied quite late in August 2018 and had to complete most of the online testing while on holiday in Barcelona. However, within a couple of weeks I moved to London to start my new job at Blick Rothenberg. The website provided great information on what they are looking for and provided guidance for the questions in the application process.

#### What was the application process like – any advice?

The application process consisted of online tests, a video interview and an assessment day which included two face-to-face interviews with managers and partners at the company. It is important to read up on the different accounting qualifications and making sure the ACA is right for you.

My main advice is to be confident! If you have managed to get passed the initial application stage and online tests, you have the ability to do the job, the rest of the process is about showing your personality and why you would be a great addition to the team at Blick Rothenberg.

#### What are your main duties/roles?

As a junior, I attend audits with seniors and

complete the simpler parts of the testing. This includes testing sales, purchases and wages. I also prepare sets of accounts which are to be filed with Companies House.

In my short time at Blick Rothenberg, I have been to a variety of clients ranging from investment funds to dog food companies. I believe the variety of clients Blick Rothenberg work with provides a great environment to learn and it keeps the job engaging.

There is also time spent in college for my exams as well as training and soft skills sessions to help adjust to the new environment.

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**The ACA qualification provides a great framework for the development of technical skills which ensures strong career prospects**

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**What skills are useful in this sector/ profession?**

I believe the most important skill for an accountant is communication. In a highly specialised field such as this, technical language can often be lost in translation and leave a client confused. Being able to communicate effectively can really differentiate you from your peers.

Being part of the Audit department means teamwork is required. On the day to day you will be working in small teams for long periods and so being able to work together effectively is vital.

**What would you like to achieve in the future?**

Currently, my main goal is completing the ACA qualification and becoming a fully qualified chartered accountant. I thoroughly enjoy being a part of the Audit team at Blick Rothenberg and can see myself remaining as part of the team in the future.

**Do you have any advice for anyone wanting to get into the industry?**

Be prepared to work hard, I often find myself working a full day in the office and return home to study in the evenings for my ACA exams. It can be intense and sometimes tiring but the positives of being a fully qualified chartered accountant far outweigh the negatives. ●

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# TRAINEE AUDITOR LUBBOCK FINE

## TAJMIN



UNIVERSITY OF LINCOLN  
ACCOUNTING AND FINANCE  
TRAINEE AUDITOR

“It’s important to try and answer the questions with as many specific details as you can”

After graduating with my bachelor’s degree in 2017, I worked as an accounts assistant for two years in industry. In 2019, as part of Lubbock Fine’s Assurance Group intake that year, I was offered a position as a trainee auditor.

### **Why did you choose a job in this sector/ profession?**

I studied accountancy for my degree, so going into this field as a professional was a natural progression. While I was still studying I decided that I wanted to achieve an ACA qualification, so even at that stage I knew I wanted to apply for accountancy graduate scheme. I chose accountancy as a degree because I enjoy working with numbers. I also enjoy applying principles to practical work.

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**As an auditor you have to look for things that could potentially be missed.**

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### **How did you get your job at Lubbock Fine?**

I applied directly through Lubbock Fine’s website by filling out an application form. After that, I made it through round one of

assessment day and then another interview day. After that I was offered a place on the scheme.

### **What was the application process like – any advice?**

The first stage of the application process is to fill out a form. There are only a few questions, a mix of skills competence and work related queries, followed by a few personal questions. I found my answers to these questions came naturally as I had a genuine interest in pursuing accountancy as a career. It’s important to try and answer the questions with as many specific details as you can, including examples if possible. The second stage is an assessment day. It consists of three tests – a numerical one, a verbal reasoning one, and an in-tray exercise. Before my assessment day, I found grad tests online that prepared me for the numerical and verbal reasoning tests. Practicing this kind of assessment before the day definitely helped.

The in-tray exercise was not as easy to practice for beforehand and the most important thing to remember with this exercise is to be efficient with your time and to prioritise the tasks in the best way you can. The last stage of this process was an interview day, consisting of two separate interviews. I felt the interviews were quite personable. It mostly felt like my interviewer was trying to get a feel for my personality. I think if you have a genuine

interest in accountancy and completing your ACA and would like to join a medium sized firm, the interview will be a good experience for you – don't be afraid to show your personality.

### What are your main duties/roles?

Most of the time I will be on an audit assignment, although as a member of the assurance group I prepare the accounts for clients too. Usually we work from the office and complete audit assignments based on information received from the client. Sometimes we will also complete an audit, or part of it, at the client's office site. Here you have an opportunity to do physical verification of assets and staffing and to go through actual files such as invoices. You can also discuss matters directly with the client. Sometimes you assist other members of staff on a job for a day or two, or perhaps you are the main team member for an audit and can be on the job for weeks at a time. Starting off as a trainee you will be assigned a senior auditor on the majority of your jobs who provides you with guidance and designate your tasks.

### Is it a 9-5 job?

In the way that you expect it be, it is. Most of the time you are working at the office, doing regular hours – it's a steady job. However, there is also the opportunity to be taken out of your routine, such as when you are sent to the client's site. This can feel like a total change of scenery. Your work can also involve travel where

you stay in other parts of the UK for around a week with your team. Occasionally there may be opportunities to go abroad too. Another instance where the routine is changed is when we are sent to college, usually for at least a week at a time, or more. The college centres are in a different part of London and we are put in classes with students from other firms. College days usually end after 4pm.

For more profiles head to:  
[www.accountancycareers.co.uk/career-advice](http://www.accountancycareers.co.uk/career-advice)

### What skills are useful in this sector/profession?

Attention to detail is a very good skill to learn. As an auditor you often have to look for things that could potentially be missed. An analytical mind is also very important. It's also worth noting that people skills are useful as this is, after all, a client-focussed profession and you will usually be working on assignments as part of a team. Another useful skill to have is the ability to quickly apply what you've learned in college to the job at hand. Tasks are explained to us but the only way to really access the essential level of knowledge about the work we are doing is to understand the theory learnt at college. ●

# ACCOUNTS SENIOR PRIME ACCOUNTANTS

## EMMA PITHOUSE



COVENTRY UNIVERSITY  
BSc MATHEMATICS  
ACCOUNTS SENIOR

“I have never felt alone. I have never been afraid to ask questions when stuck on a job and knew that I could raise my concerns or worries”

### Why did you choose a job in accounting?

After studying mathematics at university, I decided to pursue a career in accounting as I knew it would be a good opportunity and a valuable qualification to gain. I chose to apply for roles within small to medium sized firms where I could study towards my ACA qualification, as I knew I would be able to build better working relationships with my managers and directors, and that if I had questions about my studies, I would have someone to direct them to.

### What skills are useful in this sector?

I wouldn't say that having any previous accounting knowledge is a pre-requisite as I didn't have any when I started. However, I would recommend having enthusiasm and a willingness to learn as you will be faced with a number of challenges whilst studying, however with determination you will be successful. I learnt a lot in my first few weeks at Prime, and within the first week of joining I was enrolled onto an online bookkeeping webinar which was particularly useful, as it allowed me to learn the basic accounting principles and how accounts are formed.

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Working towards the ACA accreditation has been the most difficult thing I have done, but definitely the most rewarding.

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### How has your employer supported your training?

The scheme has allowed me to link ACA college tuition to my day-job throughout, as I have had continuous exposure to accounts preparation and audits from the day I joined Prime. We are given days off work to attend our college courses, so I was able to concentrate on those days and dedicate my full attention to learning new information. Attending college with another trainee from Prime, and progressing through the whole process with him and other colleagues, meant that I had an extra support network, which definitely made us feel like 'we're all in this together' – and we could ask each other questions when studying at home too.

The graduate scheme involves studying towards 3 tiers of exams, as well as documenting the training side of this through completing a training file, showing the application of relevant knowledge and ethical principles. Soft skills are also developed whilst studying towards ACA, which are important for any career. Carrying out this work allows for reflection on your progress, which may have otherwise been overlooked.

This scheme has been a good transition from university to starting my career, as I could still feel as though I was a student, and maintain many of the study habits I had developed at university. Having work alongside study did present its challenges, however I set myself a study rule, ensuring that I would always have an 8pm cut-off from study so that I could relax. I would definitely say that finding a schedule that works for you is key, as everyone is different. Also I found that telling family members of my study rule helped, as they were soon to remind me when I was still studying past 8pm!

The approachable, caring attitude of staff in the audit and accounts team across all levels has meant that I have never felt alone. I have never been afraid to ask questions when stuck on a job, and knew that I could raise any concerns or worries to managers or the director. Working towards the ACA accreditation has been the most difficult thing I have done, but definitely the most rewarding, and worth every moment of uncertainty and doubt, not only to gain knowledge and experience, but also soft skills that can be carried into other walks of life, like perseverance and self-belief. ●

# ASSISTANT MANAGER - AUDIT MERCER & HOLE

Patrick Mayor joined Mercer & Hole as an Audit Trainee in 2014 and is now an Assistant Manager. Here, he talks us through his career so far and offers his advice to those looking to enter the accountancy industry.

<b>PATRICK MAYOR</b>

<b>2018-Present</b>
Joined Mercer & Hole as an Assistant Manager
<b>2018-2018</b>
Joined KPMG as an Assistant Manager
<b>2017 - 2018</b>
Promoted to Assistant Manager at Mercer & Hole
<b>2014 - 2017</b>
Joined Mercer & Hole as an Audit Trainee
<b>2014</b>
Graduated from the University of Nottingham with a BSc in Economics

## **Why did you choose a career in the industry?**

When I was in my final year at university studying economics, I decided to go into finance. This was because economics was always more theoretical, whereas I considered accountancy to be more practical and it lends itself to an understanding of daily life. In addition, I knew I would be interested in finance as I had completed double maths in my A-levels and so the numerical side of accountancy was attractive.

## **What is a 'typical' day like for you?**

The key parts of my role are to manage my team, which means I communicate with them on a regular basis, review work that has been completed and deal with any important issues or pressing matters that may arise. My role also involves a lot of client management and interaction to balance expectation against our capacity to produce work.

Mercer & Hole offers flexible working, which ensures a good work/life balance. It is rare that the team have very long days, working evenings or weekends. However, on the odd occasion, when we need to meet a deadline, we would need to stay a bit later.

## **What do you enjoy most about your job?**

I enjoy the portfolio of clients that I have and getting to know business owners well through my interactions with them. Essentially, by understanding clients' business I can provide a service that adds value.

In addition, I manage the resource management within my team, as well as being involved in recruitment, interviewing and meeting up with qualified seniors.

## **What would you like to achieve in the future?**

I would like to continue to progress in practice – learning and growing. In the foreseeable future I would like to become a partner. What would really interest me is becoming a business services partner, building on my relationships with clients and providing a full range of services to meet the needs of our clients.

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### **What are the current challenges the industry faces?**

At the moment, the uncertainty caused by Covid-19 could impact industry sectors in the accounting industry. We are supporting our clients through this with the government temporary support measures.

In the long-term, changes in technology, with cloud accounting software becoming more accessible and AI being used to analyse data and patterns, are likely to be the biggest challenge to the industry. Businesses and audit practices will need to ensure they stay abreast of the changing environment.

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**I enjoy the portfolio of clients that I have and getting to know business owners well through my interactions with them**

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**For the latest jobs:**  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

### **Do you have any advice for anyone wanting to get into the industry?**

I would say, think carefully about whether you want to continue studying, as working and studying can be challenging and a big commitment. It is worth it in the longer term as your career gets projected forwards quicker.

In addition, you would also need to think carefully about what type of firm you would prefer to train with. Take into consideration which aspects of the role are important to you. In this regard, larger firms will have a wide range of clients and you may gain more exposure to a diverse array of large businesses, but you may lose the sense of being part of a team and can be treated more like a number rather than a person. In smaller firms you would likely feel more a part of a team and the work is more hands-on. ●

# MANAGER - ACCOUNTS AND AUDIT

## SAFFERY CHAMPNESS

“My initial trainee role was more focused on processing and preparing accounts for ‘straight-forward’ cases. As I developed through second and third year, my workload became more technically complicated and I moved onto larger, more interesting clients” – Andrew Grant talks us through his career progression and offers some advice for those considering a job in accountancy.

<b>ANDREW GRANT</b>

<b>2016</b>
Promoted to Manager - Edinburgh Office
<b>2014</b>
Promoted to Assistant Manager
<b>2013</b>
Become a Qualified Senior
<b>2010</b>
Joined Saffery Champness as a Trainee Chartered Accountant

I am a manager in the accounts and audit department of Saffery Champness LLP, a mid-tier UK accountancy firm. I joined Saffery Champness from university, trained with the firm and have had subsequent promotions to manager level. My areas of focus are primarily with landed estates, owner-managed businesses and charities, and I provide a number of services including accounts preparation, audit and VAT compliance.

### Why accountancy?

In my third and fourth years at university, I attended courses on career planning and development. These courses were predominantly led by two ex-employees of large, multinational businesses, one of which was a big four accountancy firm. They suggested a number of careers and highlighted accountancy in particular as being a career that could offer a vast array of long-term careers and opportunities. I took this information and looked at various options, including other professional careers, and thought that accountancy would suit me personally, given that my strongest skills were numerical and analytical.

I looked around various sources of information (university, accountancy bodies) and gained a deeper understanding of the different careers within accountancy. I decided that I wanted to go into practice and thought that mid-tier firms would suit me best, given that I would get exposure to some larger clients but also be a key part of the team, rather than being one of a large number of trainees.

### Professional qualifications

As a trainee I studied and sat accountancy exams through the Institute of Chartered Accountants of Scotland (ICAS). This involved three stages, each of which had its own set of exams:

The first stage introduces general accounting, auditing, finance and law principles to give you a base understanding of these areas. I found these to be quite demanding as there are a lot of key principles to learn over a relatively short three-month period, but they are invaluable for your long-term career.

The second stage takes what is learnt at stage one and further develops this to give you a deeper technical understanding of

the topics, introducing more complex areas. This stage was interesting as I was able to pull from experiences working on clients but also apply more technical detail to the work I was doing in the office at that time. At this stage, I was able to demonstrate a better understanding of technical accounting and also what needs clients have. As a result, my workload became more complex and much more interesting.

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**I decided that I wanted to go into practice and thought that mid-tier firms would suit me best, given that I would get exposure to some larger clients but also be a key part of the team.**

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The last stage of ICAS is a five and a half hour case study. The case study includes aspects of accountancy, audit, finance, tax and other areas that you study, and applies them to a real-life situation. The aim is to write a report advising on accounts, finance and tax implications, recommend how to resolve any issues and plan for the future. This was a very interesting exercise as I developed a better understanding of how to convey issues to clients in a concise, relevant manner.

### **Internal training**

In addition to the above external ICAS training, Saffery Champness provided additional internal training at various stages throughout my training contract. These courses were either residential or based in the firm's London office and tailored to relevant accountancy topics (e.g. for farms or charities) as well as developing soft skills and IT training. These were really useful as I was able to meet peers from around the firm and develop skills that would not normally be covered by professional exams.

Post-qualification, the internal courses change in nature and have a larger focus on soft skills.

Technical training becomes more focused on updates in the accountancy, audit and tax arenas and is often implanted at an office level. Soft skill training helps you develop management and IT skills that are useful on a daily basis.

### **My current role**

My initial trainee role was more focused on processing and preparing accounts for 'straight-forward' cases. As I developed through second and third year, my workload became more technically complicated and I moved onto larger, more interesting clients. Given their nature, these clients had more complex accounting issues which improved my technical knowledge greatly.

As a manager, I now have a broad portfolio of different client types in a variety of sectors. I have a large number of audit clients and generally my role here is to arrange staffing; ensure that the team plan, lead and complete a job appropriately; and then to assist the partner with their overall review and any queries they may have. I manage both down and up: assisting job seniors with any technical queries they may have, and managing partners' expectations and demands.

The most interesting aspect to my role is when clients need advice on unusual issues or transactions. There have been a large number of changes to accountancy standards over the last couple of years and it has been a very interesting time to assist clients through this, answering their queries and concerns. More specifically, clients often want reports on specific accounting treatment or other issues. An interesting piece of recent work related to a financial controller who had defrauded a company and I was involved in tracing what had happened, what the implications were and how the company could resolve this. This tested a number of different areas and it was a really interesting challenge to undertake.

I am also involved in the firm's internal training courses and teach certain aspects of accountancy and audit to the trainees on their residential courses. It is very interesting to discuss these issues, to help develop their technical knowledge, and to see how they approach these subjects. ●



# THE ICAEW & QUALIFICATIONS

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# ABOUT THE ICAEW

ICAEW Chartered Accountants are leaders, creators and big thinkers. They look beyond the numbers to construct concrete business solutions for firms across all industries. That's why 77 of FTSE 100 companies have an ICAEW Chartered Accountant on their board.

We offer qualifications that will weave your career with integrity, quality and progress. You will be at the forefront for changing the world towards more ethical and transparent business practices.



Our qualifications open up a world of opportunity across a diverse range of workplaces. From the most renowned accountancy firms, to entrepreneurial start-ups, charities and government bodies, there's no end to where our qualifications will take you.

### So, who are we?

We are a world-leading professional membership organisation that develops and supports over 27,000 students. Alongside our prestigious and globally-recognised qualification, we offer professional development, knowledge, and technical expertise. We protect the quality and integrity of the accountancy and finance profession, driving innovation across the business world.

### Why choose us?

We offer more than great career prospects. Our global network means that you can achieve your aspirations anywhere in the world, and our high standards have led to the

ACA being renowned as the most prestigious accountancy qualification. We pride ourselves on offering a high level of support, and will encourage professional development throughout your entire career. Because of this support, ACA students enjoy high pass rates, with 80% of our students passing first time. The ACA will also give you the opportunity to learn while in full-time employment, combining business and professional experience with study and exams.

### What's in it for me?

As an ICAEW Chartered Accountant you will be doing meaningful, impactful work. You could be managing the funding of a cutting-edge technology product one day, to guiding the financial development of an international charity the next. You will have opportunities around the world, with a prestigious qualification under your belt that will unlock a host of exciting prospects. You will also have access to a network of the most esteemed professionals across the industry, quickly building trusted relationships with business leaders. ●

# HOW TO BECOME AN ICAEW CHARTERED ACCOUNTANT

To become an ICAEW Chartered Accountant, you need to train for and successfully complete the four components of the ACA. ACA training is done on-the-job, so you will be able to earn a salary while studying for a globally-recognised qualification. This article gives an overview of the qualification and how to become a chartered accountant.

Successful ICAEW Chartered Accountants need the right mix of knowledge, skills and on-the-job experience. To follow in the footsteps of our members and become an ICAEW Chartered Accountant, you will need to complete our globally-recognised ACA qualification.

The ACA has four integrated components that have been carefully designed to build on each other. This means that you will develop the skills and expertise you need as you progress through your training.

There are four integrated elements to ACA training. With an emphasis on professional development and nurturing skills, the qualification covers far more than technical accountancy. It's designed to develop leadership potential, and its content is reviewed annually to ensure you're kept informed about the latest developments in finance, accounting and business.

## PRACTICAL WORK EXPERIENCE

You need to record 450 days of relevant 'in the job' work experience during your period of approved training. If you have completed an internship or placement year with one of our authorised employers, you may be able to count up to 12 months' experience towards your ACA training.



**PRACTICAL WORK EXPERIENCE**



**ETHICS AND PROFESSIONAL SCEPTICISM**

## ETHICS AND PROFESSIONAL SCEPTICISM

Ethics and professional scepticism are an essential part of being a chartered accountant. You'll follow a structured programme to ensure you know how to apply them - focusing on areas such as integrity, objectivity and independence.

## ACCOUNTANCY, FINANCE AND BUSINESS MODULES

There are 11 modules, each with its own exam. These modules are staged across three levels: the first introduces you to core concepts, the latter two build on your growing technical knowledge and experience.



**ACCOUNTANCY, FINANCE AND BUSINESS MODULES**



**PROFESSIONAL DEVELOPMENT**

## PROFESSIONAL DEVELOPMENT

Demonstrate your competence in seven key professional skills (such as communication, team working and decision-making) by providing examples from your work experience.

### Professional development

Professional development is an essential part of ACA training. It prepares you to successfully handle a variety of situations that you will come across throughout your career. The skills framework is made up of seven key areas, each containing seven or eight steps that represent a particular skill needed to be a successful business professional. These seven key areas are:

- Ethics and Professionalism
- Communication
- Teamwork
- Decision making
- Problem solving
- Adding value
- Technical competence

### Ethics and professional scepticism

Ethics is more than just knowing the rules around confidentiality, integrity and objectivity. It is about being able to identify an ethical dilemma, understand the impact and behave appropriately. Ethics is an essential part of the accountancy profession. We integrate ethics throughout the ACA qualification to develop your ethical capabilities – so you'll always know how to make the right decision, even when no one's looking!

### 3-5 years' practical work experience

Practical work experience is a key component of ACA training. You will need to gain and show evidence of at least 450 days' work experience, which must be completed as part of a training agreement with one of our 5,000 authorised employers around the world. The agreement is separate to your employment contract and details the commitment both you and your employer have to you achieving the ACA qualification.

While you can start the ACA qualification on your own, securing an ACA training agreement with an authorised employer will mean you receive the highest standard of training and support from the start. Your employer will guide you through your ACA training and you'll benefit from six-monthly reviews.

These regular reviews will give you the chance to discuss your progress through all components of ACA training with your employer. Once completed, you will record your practical experience in your online training file.

### Accountancy, finance and business modules

The ACA modules cover a wide range of subjects, to enable you to develop a broad understanding across accountancy, finance and business.

They progress over three levels and are designed to complement the practical experience, professional development and ethical learning you gain throughout your ACA training. This means that you'll be able to apply theory in the workplace right from the start.

If you are in an ACA training agreement your employer will guide you on the pace and order that you complete the ACA modules, and discuss professional tuition with you.

You can complete the ACA modules in any order but you will typically complete the Certificate Level before moving onto the Professional Level. You will then move onto the Advanced Level.

To support you in applying your knowledge in exams, there are alternative modules for Business Planning, Financial Accounting & Reporting and Corporate Reporting.

When you start an ACA training agreement, your employer will guide you on the modules that are right for you. If you start the ACA independently, you should consider your future ambitions when selecting which modules to sit.

Don't forget! If you are studying for, or have completed an accountancy, finance or business-related undergraduate degree, a master's or professional qualification, you may be eligible to apply for exam credits towards the ACA qualification. Visit [icaew.com/cpl](http://icaew.com/cpl) to find out more.



### Certificate Level

- Six modules.
- An introduction to accountancy, finance and business.
- Each has a 1.5 hour computer-based exam
- Exams can be sat at any time.
- Can be taken in any order.
- Available as a stand-alone qualification – ICAEW Certificate in Finance, Accounting and Business (ICAEW CFAB).

### Professional Level

- Six modules.
- Learn to apply technical knowledge in real-life scenarios.
- Each has a 2.5-3 hour exam.
- Exams can be sat in March, June, September and December.
- Can be taken in any order.
- Alternative modules available for Business Planning and Financial Accounting and Reporting.

### Advanced Level

- Three modules.
- Strategic decision making at a senior level.
- Real-life scenarios with increased complexity.
- Each has a 3-4 hour written exam.
- Exams can be sat in July and November.
- Alternative modules available for Corporate Reporting.

This is a snapshot of what training for our chartered accountancy qualification will involve. Visit our website [icaew.com/careers](http://icaew.com/careers) to find out more about the ACA qualification and how it will help you develop into a business professional. ●

# ICAEW STUDENT SCHEME

If you're studying at university and interested in a highly rewarding career in accountancy, finance or business, then you can start your journey with ICAEW now through the ICAEW Student Scheme (USS).

## What is the USS?

USS is an online toolkit to help you develop the job-essential skills that employers are looking for in graduates. Whether you want to strengthen your CV, gain additional support for your degree, or simply stand out from your peers; the ICAEW Student Scheme can help you.

## Job-essential skills resources

Develop skills for the workplace with our range of webinars and sheets on topics including:

- What employers look for.
- How to describe your skills on a CV.
- Commercial awareness.
- Interview techniques.

## Microsoft Excel online training

Microsoft Excel is the perfect tool to help you organise all aspects of your personal, student and business life. With our online training programme, Students' Excel, you can complete progress tests, watch video tutorials and track your personal improvement. What better way to enhance your CV!

## How much does it cost?

For a £20 one-off fee, you will gain full access to all of the features and resources the scheme has to offer for the entire duration of your studies. What's more, you can continue to use the Scheme for up to twelve months after your graduation date.

## ICAEW CFAB – an extra qualification

When you join the ICAEW Student Scheme we will automatically waive the fee to register for our key business skills qualification – the Certificate in Finance, Accounting and Business (ICAEW CFAB). You get a certificate for each module you complete, so it's a great way to evidence your business skills to potential employers.

So, if you wanted to study for the Certificate alongside your degree, all you have to do is pay for the exams as you take them. ●



# THE ICAEW CERTIFICATE IN FINANCE, ACCOUNTING AND BUSINESS (ICAEW CFAB)

A good understanding of business, finance and accounting is highly valued in any role, in any organisation in the world. The ICAEW Certificate in Finance, Accounting and Business (ICAEW CFAB) provides you with the essential business skills to succeed in your career.

## ICAEW CFAB – fast facts

**Getting started:** no formal academic entry requirements needed, although a good understanding of English and Maths is useful. What you'll learn: essential knowledge in finance, accounting and business.

**Study:** study options include online, classroom tuition, self-study and more. You decide what works best for you and your lifestyle.

**Duration:** ICAEW CFAB can be gained in one year – but you can work at your own pace.

**Exams:** six computer-based exams which you can take in any order and at any time.

**Exam credit:** credit is available for five out of six modules if you are studying for a degree that has components of finance, accounting or business. Check your eligibility at [icaew.com/cpl](http://icaew.com/cpl)

**Proof of achievement:** once you've passed all the exams, you'll get an internationally-recognised qualification from ICAEW to prove your achievement and knowledge.

You get a certificate for each module you pass, meaning you receive recognition every step of the way.

**Cost:** depending on the study method, it can cost less than £800 (covering exams and registration fees and learning material). As a student you can sign up for the ICAEW Student Scheme, and get a discounted price on your ICAEW CFAB registration.

## Why choose ICAEW CFAB?

**Get ahead:** show prospective employers you are ambitious and self-motivated.

**Start a new career:** if you are considering a career in business, finance or accounting, you can study ICAEW CFAB to see if it's right for you. With the skills you'll gain, you can also explore a range of different career options in a business environment.

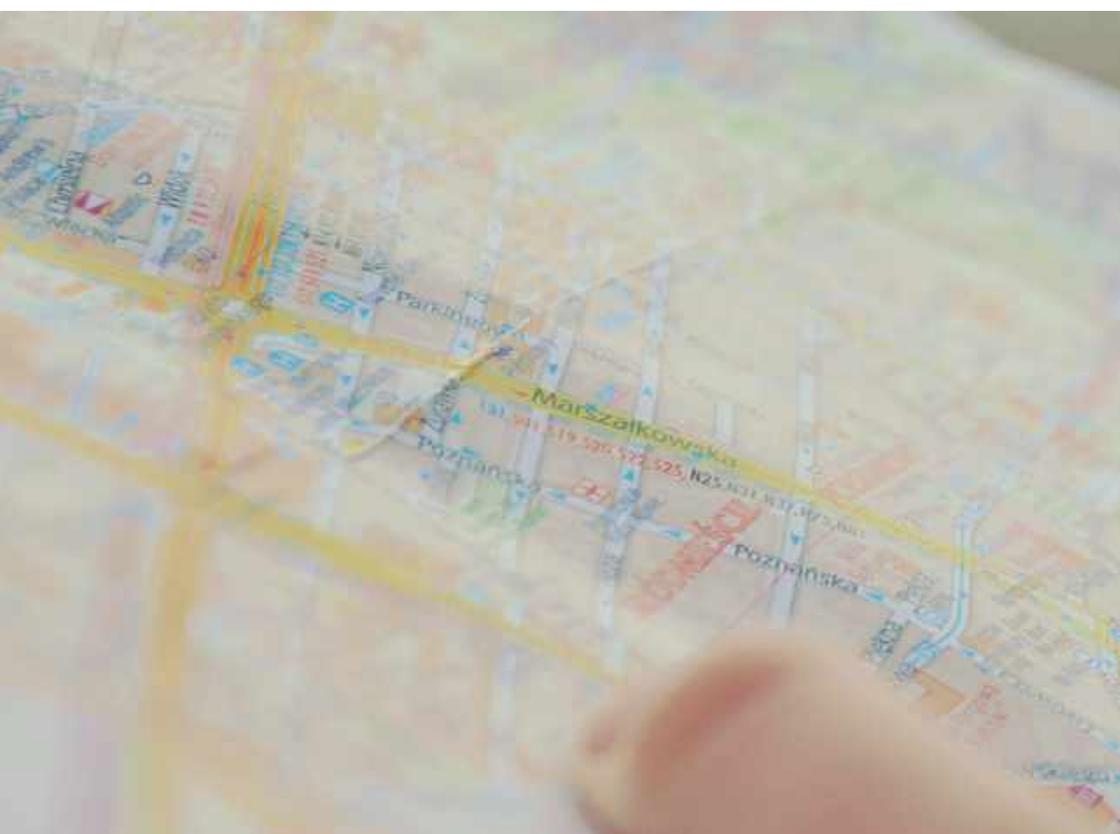
**Route into chartered accountancy:** the certificate is made up of the first six modules of ICAEW's world-leading chartered accountancy qualification, the ACA. This means that you will be well on your way to qualifying as a chartered accountant.

**Gap year:** make your gap year count by gaining key skills and a certificate to demonstrate your achievement.

## More information

For more details and to register, visit [icaew.com/cfab](http://icaew.com/cfab).





# FURTHER STUDY

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Queen Mary University of London

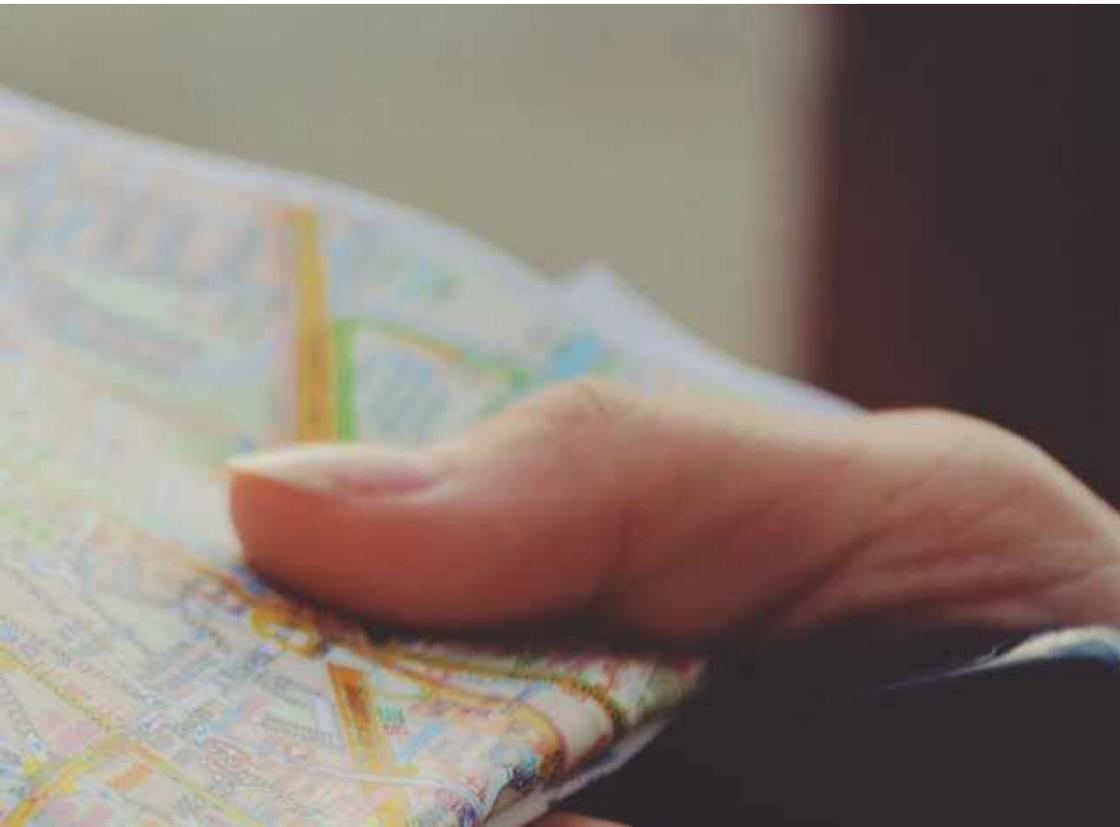
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University of Essex

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University of Exeter

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# Start your career with Accountancy Careers





### Accounting at Queen Mary

Accountancy and finance lie at the very heart of every business organisation, whether it is a company, government department or charity. At the School of Business and Management, our interdisciplinary programmes offer a contemporary and specialised approach to accountancy, finance and management, focusing on the exploration of key practical, theoretical and empirical issues. Our Accounting and Finance subject is currently ranked 2nd in London (QS World University Rankings 2021).

Our programmes offer a solid foundation for those hoping to enter the accounting profession or pursue careers in finance and management. We aim to help you to develop a wide range of skills that are transferrable to the job market including: critical thinking, analytical problem solving, teamwork, research, strategic thinking, and communicating information. We also offer a wide range of optional courses within our programmes that will help you to gain a skill-set to fulfil your chosen career objectives.

The School of Business and Management has strong links with accountancy professional bodies and our programmes are accredited by the main professional associations in the UK: the Institute of Chartered Accountants in England and Wales (ICAEW); the Association of Chartered Certified Accountants (ACCA); and the Chartered Institute of Management Accountants (CIMA). You will have the opportunity to gain exemptions from some professional exams and will, during the course of the programme, have opportunities to listen to inspirational speakers from the accounting profession and finance specialists from the City of London.

### Our programmes

- BSc (Hons) Accounting and Management
- BSc (Hons) Accounting and Finance
- MSc Accounting and Management
- MSc Accounting and Finance
- MSc International Financial Management.

### Get a head start on your career

At Queen Mary you'll have the opportunity to learn from staff who engage with students through research-led teaching, and whose research has been extensively presented in world-leading conferences and published in internationally recognised academic journals.

The School of Business and Management's dedicated careers team will also provide the support you need to succeed in your future career path, with regular careers and networking events, skills workshops, exclusive internships and 1:1 support.

### Study at a Russell Group university in London

Our beautiful campus in the heart of East London is close to graduate employers in Canary Wharf and the City of London. You'll benefit from our world-class reputation as a member of the Russell Group, and teaching from academics who are experts in their field. ●

#### FURTHER INFORMATION

School of Business and Management, Queen Mary University of London

**E:** [sbmenquiries@qmul.ac.uk](mailto:sbmenquiries@qmul.ac.uk)

**W:** [qmul.ac.uk/busman](http://qmul.ac.uk/busman)



University of Essex



### Accounting at Essex goes well beyond the preparation of financial statements

We teach you to be accountable, act ethically and make financial decisions that positively impact both organisations and society.

You have the opportunity to explore the changing role and perception of accounting within dynamic global markets.

We encourage you to take a critical view of both financial reporting and management accounting, so that you can be perfectly placed to lead financial decision-making in your chosen industry.

### Whether or not you've studied business before, we've got a Masters course for you

- MSc Accounting
- MSc Accounting and Finance

Both of the courses above will advance the depth and scope of your knowledge of accounting.

- MSc Accounting and Financial Management
- MSc International Accounting and Banking

These programmes above are designed for those who have not studied accounting before, but have a degree in business, economics or another related subject.

### Our undergraduate degrees are grounded in the accounting profession

We offer a range of Bachelors courses including:

- BSc Accounting
- BSc Accounting and Finance
- BSc Accounting and Management
- BSc Accounting and Economics

Foundation year options are also available for all of these programmes.

### Give your career a head start

Many of our courses are professionally accredited and give you exemptions from some professional exams. This means you can gain a professional qualification more quickly after you graduate, by taking fewer exams. Professional accreditation is highly prized by employers and can give your career a head start by allowing you to move into a professional role faster.

### Business as usual? Not at Essex.

At Essex Business School, we aim to teach leadership with integrity. We encourage our students to think critically about business and support them to do business better. We demonstrate these values through our teaching and research and through our environment, our home in Colchester is the UK's first zero carbon business school building.

### Home to the curious, bold and brave

We are Essex. We're a university where curiosity prevails, and where exploring new ways of thinking and pushing boundaries isn't just encouraged, it's expected.

We're home to a truly global community for original thinkers who seek to change the world for the better. We were named University of the Year at the Times Higher Education Awards 2018 for our determination to do things differently and put student success at the centre of everything we do.

We're proud to be gold rated in the Teaching Excellence Framework 2017 and we're in the top 25 for research quality in The Times and Sunday Times Good University Guide. This year we were also in the top 15 for the seventh year running in the National Student Survey for overall student satisfaction (2019, overall student satisfaction, English mainstream universities\*).

We're committed to two things: excellence in teaching and excellence in research. We put student success at the heart of our mission, supporting every student from every background to achieve outstanding outcomes; preparing our students to thrive in their future lives.

\* Non-specialist higher education institutions with a survey population of at least 500. ●

### FURTHER INFORMATION

**T:** 01206 873333  
**E:** ebs@essex.ac.uk  
**W:** www.essex.ac.uk/ebs



### Join the #1 UK business school for graduate employability\*

The triple accredited University of Exeter Business School offers Accounting and Finance degrees that are designed for those who want to pursue a career in accounting or business.

By studying with us, you will gain a broad understanding of business subjects and the wider context in which accounting operates. There is also the potential to get a head start in the job market by gaining exemptions from professional accounting qualifications.

Our undergraduate and postgraduate degrees offer you many ways to specialise, including tax, auditing and management accounting. You can combine these skills with wider business knowledge from management to organisational law, marketing to economics, creating varied and exciting career possibilities.

Example modules: Introduction to Financial Accounting, Business Finance for Accountants, Economic Principles, Management Accounting, Corporate Finance, Introduction to Securities and Investment, Leadership and Teams, Global Securities, Operations Investment Practice, Financial Modelling

#### Your future

A degree in accounting and finance from the University of Exeter is recognised worldwide as an academically rigorous, industry standard degree, offering you entry into a range of roles and organisations.

Example careers: Trainee Stockbroker, Actuary, Insurance Associate, Finance Administrator, Auditor, Decision Support Analyst, Researcher, Marketing Manager, Actuarial Pricing Trainee, Tax Associate

\*HESA DLHE 2016/17

*"I chose Exeter because the ranking of the Accounting and Finance course is among the top in the UK. The employment rate after university is also very high. Moreover, Exeter is a lovely city and has a very student-friendly campus.*

*I love how my degree has helped me broaden my global business perspective, and allowed me to explore management concepts alongside accounting. I really like that my degree allows me flexibility to choose modules from other disciplines so I can tailor it to my own interests."*

- Khin from Myanmar, studying BSc Accounting and Finance

#### Why Exeter?

- 9th for Accounting and Finance – The Complete University Guide 2020
- 90% of Accounting and Finance students go into graduate employment or postgraduate study within 6 months of graduation - DLHE 2016/17
- Combine with salaried industrial placement or study abroad options
- Specific modules may enable exemptions from professional accountancy exams

#### Our programmes

- Accounting and Business BSc
- Accounting and Finance BSc
- Applied Finance (Degree Apprenticeship) BSc
- Accounting and Finance MSc
- Accounting and Taxation MSc ●

#### FURTHER INFORMATION

**T:** +44 (0)1392 723192

**W:** [exeter.ac.uk/undergraduate/courses/accounting](http://exeter.ac.uk/undergraduate/courses/accounting)



# Kickstart your job hunt with Accountancy Careers



**GRADUATE JOBS | INTERNSHIPS & PLACEMENTS | ADVICE**

[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

# EMPLOYER DIRECTORY

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## JOB FINDER

Provides summary information on employers recruiting trainee chartered accountants.



## BARNES ROFFE

CHARTERED ACCOUNTANTS

### Who We Are

Barnes Roffe is an independent firm of Chartered Accountants and business advisors. We have been providing audit and assurance, consulting, financial advisory, risk management and tax services to owner managers and corporates since 1899. We are one of the UK top 50 accountancy firms, and our 23 partners and 140 employees are all committed to delivering outstanding value to our clients.

### Our Opportunities

Our graduate accountant training scheme is designed with the specific purpose of giving you the best of both worlds: fast access to first class learning and the consideration to allow you to focus on what's important – your studies, whilst at the same time providing you with great practical and client experience.

We want to free you from the excessive burdens that can accompany some graduate training schemes and offer you the means to successfully pass your exams first time. Our trainees receive support throughout the training programme and beyond. At the end of the three year programme, our trainees are experienced Accountants with exceptional audit, accounting and tax knowledge and skills.

### What Makes Us Different

Barnes Roffe is a medium-sized firm and that means you are a right size fish in the right size pond. The Partners and Managers know who you are, they are interested in you and your progression within the firm. Successes are recognised and responsibility is given early on meaning you can develop your knowledge and skills as an Accountant at a much faster pace. We are a team, we work together, we help each other, we train each other, we share knowledge with each other and we get the job done together.

### What We Are Looking For

Ambitious, hard-working and driven individuals who can communicate with colleagues and more importantly our clients. These are all qualities held by a Barnes Roffe accountancy trainee.

### Development And Career Progression

More than half our current partners began their journey as graduate trainee accountants within our firm. Working their way up from assistant to senior to manager to become either an audit or tax partner. For most of them, this has been achieved within 10 years of joining the firm. ●

## EMPLOYEE NUMBERS

### No. of Employees

160

### No. of Partners

22

### No. of Trainees

40

## JOB OPPORTUNITIES

### Opportunities Offered

✓ GRADUATE JOBS

### No. of Graduate Jobs

15

### Disciplines Recruited From

Any

### Office Locations

East London, South London and West London



For the latest jobs visit  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)



IDEAS | PEOPLE | TRUST

BDO LLP is one of the UK's largest accountancy and business advisory firms providing services to ambitious businesses within the UK and worldwide.

With more than 5,000 talented people, generating £590m in UK revenues, we bring real leadership across the mid-market. We are a member of BDO International, which has more than 1,500 offices worldwide, spread across more than 162 countries. Put simply, we are advisers to ambitious businesses, providing exceptional service worldwide through our international network.

We're big enough to be a major global player, but not so big that we lose sight of the individual needs of our clients. At heart, our work is simple: helping businesses achieve their goals. To do this, we offer a host of different services that include auditing, tax advice, risk management, forensic accounting, business restructuring, corporate finance and more. Our clients range from growing entrepreneurial enterprises to listed multinational groups.

Trainees are a huge part of our business and our plans for growth and this is where you come in. We're looking for the people who are hungry to learn and inspired to achieve their full potential. We want people to join us who question how things work and who want to fulfil their long-term aspirations. In return, we'll coach and empower you to be all that you can be. ●

## EMPLOYEE NUMBERS

### No. of Employees

5,000

### No. of Partners

294

### No. of Trainees

c.1,200

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ PLACEMENTS
- ✓ INTERNSHIPS
- ✓ INSIGHTS
- ✓ SCHOOL LEAVER SCHEMES

### No. of Graduate Jobs

c.350

### No. of Undergraduate Opportunities

Varies

### No. of School Leaver Opportunities

Varies

### Disciplines Recruited From

Any disciplines welcome

### Office Locations

London, Birmingham, Bristol, Cambridge, Ipswich, Norwich, Nottingham, Liverpool, Manchester, Northern Ireland, Reading, Edinburgh, Glasgow, Gatwick, Guildford, Southampton and Leeds



For the latest jobs visit  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

# TRAINEE PROFILE

NAME	Chandni Shah
LOCATION	London
UNIVERSITY	CASS Business School
DEGREE	BA Accounting and Finance
ROLE	Audit Trainee



## What was the application process like?

The application process was fair, structured and well managed. What was interesting was the personalised approach to feedback - for example during the interview stage we received feedback about our performance via a telephone call, regardless of the outcome. This demonstrated BDO's interest and commitment to the career progression of all candidates.

## What do you like about the BDO graduate scheme?

The BDO graduate scheme is an excellent launchpad for a career in accountancy and has helped me build a strong professional network. The scheme is underpinned by an exceptional training programme which is designed to instil the necessary skills and behavioural competencies for the work place and simultaneously prepares trainees for the exams.

## How much responsibility do you have?

From the outset I have been given a range of responsibilities and challenges which are aligned to my position and am encouraged to own my work and discuss it directly with client stakeholders. Equally there is a wide range of expertise and support available at all times to help me learn.

## What do you enjoy most about your role?

Every day and every client is different. I really enjoy gaining exposure to the variety of work across the client portfolio and working with different people. I have the opportunity to gain experience across all sorts of different industries, like legal and professional services, recruitment and architecture. There's never a dull day!

## How do you find balancing study and work?

There's no denying it, getting the right balance between study and work is difficult. However the extensive support available at BDO through assistance with workload management, study leave, study groups and having understanding managers helps to make sure I can find the time to fit everything in.

## How have you found your BDO experience so far?

The experience has been incredible and really exceeded my expectations. Though I still have a long way to go, I have noticed significant enhancements in my skills and competencies, both personally and professionally. I feel like a more confident, well rounded person and have made some great friends along the way too.

## What do you think makes BDO different?

Having been at BDO for a while, I believe what makes BDO different is the quality of the training and development programmes, the 'open door' culture where managers and even partners are approachable and the focus on continuous learning.

Employees are recognised for their efforts and their contributions are valued. BDO's structure and client network also provides an ideal opportunity for trainees to gain great insight at each stage of the audit instead of being limited to specific areas.

## Do you have any advice for anyone wanting to join BDO?

Be bold, demonstrate commitment and seize the opportunity! ●



**Make sure that your career is  
heading in the right direction  
with Accountancy Careers**





We're not the only Top 50 firm of chartered accountants and tax advisers you'll find in this guide. Nor are we the only people offering graduates and school leavers exciting opportunities to work with clients across a range of sectors during ACA and CTA training.

So who are we and why should you choose us?

We like having bright, hard-working trainees working with us. 'High challenge, high support' is the balance we aim for.

From tech startups to property companies over 100 years old, our clients are forward-thinking and ambitious: something we also aspire to. In 2019 we became the first mid-sized accounting firm in the country to accept a cryptocurrency as fee payment. We want our staff to be innovative too, ready to explore fresh ideas.

We treat wellbeing as more than just a business buzzword to be ticked off a list: we encourage each other to be open and share experiences of mental health. And we're working with Inclusive Employers to make sure that whatever your background when you join us, you feel a sense of belonging and a desire to get involved in the life of BKL. This is one area where, from your first day, we can learn from you.

Even before you qualify, you can look forward to progression: not just in the money you earn but in the recognition you earn. We'll help you develop as a professional and as a person. Two of BKL's partners joined as trainees – one from university, one from school – and we know they won't be the last.

People joining us in 2020/21 will get to experience our newly refurbished office. Equally, if you can be productive working from home, we're happy to be flexible.

We want individuals who can show drive, curiosity and commitment. If you're ready to put in the effort, we're ready to work with you. ●

## EMPLOYEE NUMBERS

**No. of Employees**  
150

**No. of Partners**  
15

**No. of Trainees**  
40

## JOB OPPORTUNITIES

**Opportunities Offered**  
 ✓ GRADUATE JOBS  
 ✓ SCHOOL LEAVER SCHEMES

**No. of Graduate Jobs**  
6-8

**No. of School Leaver Opportunities**  
4-6

**Disciplines Recruited From**  
Any

**Office Locations**  
London



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[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)



We are looking to recruit a number of graduates, who aspire to become Chartered Accountants. We have high standards and are looking for candidates with excellent academic qualifications as well as drive, ambition and a hunger for success.

### About us

Brebners is a long established firm in the West End of London.

Clients are drawn from many sectors including restaurants and leisure, media, manufacturing, service industries and finance. They range in size from large corporates to individuals in business.

We aim to be the best in our field. Our service is based on a thorough understanding of our clients. Our success has come from consistently providing dynamic, imaginative solutions to our clients' problems. Our strength lies in the range of specialist advice we provide and the consistent quality of service. That quality is not negotiable because we want our clients to be as proud of us as we are of them.

The firm is large enough to have specialist departments, which are used by the client contact partners to provide top quality service, but small enough to maintain close relationships with clients and staff.

### Training

Students join our audit and accountancy department spending on average a couple of weeks on each assignment. Secondments to other departments ensure that a wide variety of experience, both of types of work and different businesses, is a feature of the training. SWAT UK provides both in-house work related courses and the link to the tutors for your examinations. We provide an office environment that is friendly and hard-working with the support of colleagues and partners as you build up your knowledge and experience.

### About you

The skills needed to complete the vigorous training regime are well known, accountancy is neither all numbers nor all client contact! Those with good social skills and an ease with numbers will undoubtedly do well and we hope you will bring them to us. Once qualified and building on your breadth of experience, there is plenty of scope to specialise within the partnership. ●

## EMPLOYEE NUMBERS

### No. of Employees

115

### No. of Partners

19

### No. of Trainees

18

## JOB OPPORTUNITIES

### Opportunities Offered

✓ GRADUATE JOBS

### No. of Graduate Jobs

4

### Disciplines Recruited From

Any

### Office Locations

London and Sevenoaks



For the latest jobs visit  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

# TRAINEE PROFILE

NAME	Helen Morris
LOCATION	London
UNIVERSITY	Oxford
DEGREE	Mathematics
ROLE	Audit Senior



I joined Brebners just over three years ago having decided to try a career in accountancy when I finished university. I was attracted to Brebners because I felt that a medium sized firm would offer me more variety of work as well as opportunities to develop personally. Our graduate trainees come from diverse degree subjects, with some joining straight from university while others are starting a second career.

Brebners has clients in a wide array of industries – from galleries, theatre, and charities to consultancy, private equity, and shipping. I mostly work on audits and on preparing accounts for small- and medium-sized businesses, but there are opportunities to undertake secondments in tax, corporate finance, or Financial Conduct Authority work.

Brebners gives trainees responsibility early; while this may seem challenging initially there's plenty of support provided. Working directly with clients during on-site audit work and leading teams has really helped me to develop transferable skills. For many jobs I've been involved at every stage, giving me a stronger understanding of both the statutory process and the client's business. This opportunity to see the "big picture" has been invaluable to me and is one of my favourite things about training here.

Brebners has an informal office culture and staff at all levels work together closely. The trainees support each other and everyone is ready to provide help and guidance when you need it, right up to partner level. The relaxed atmosphere helped me to settle in quickly.

Most of the managers and partners at Brebners joined as trainees – there are great opportunities for career progression within the firm. Trainees are valued as individuals, and during my biannual reviews with the training partner my career progression and future goals are always discussed, with additional support available if required.

The firm encourages a good work/life balance and it's rare to find trainees with noses to the grindstone after working hours. Instead we're more likely to be found at the annual karaoke social, office quiz, or Christmas party, or maybe celebrating the most recent set of exam passes with some well-earned drinks. We've also had office-planned trips to sporting events and to several theatrical productions – one of the many perks of working in London's West End! The camaraderie among trainees is one of the firm's greatest strengths and makes Brebners a brilliant place to work. ●

# Buzzacott

At Buzzacott almost 450 people work together under one roof at our office in St Paul's London, making us the largest single office accountancy firm in the UK.

Trust underpins the culture of Buzzacott, together with specialist expertise, approachability and exceptional client service. Trust is more than providing the best expertise, it's about character and integrity. The people you trust have values that match your own and this is an important consideration when choosing people to join our team.

We're big enough to display deep knowledge over a range of specialisms, but small enough to understand the power of personal connections. We long ago moved from being accountants to advisers and are now partners to our clients. In fact, we believe that what we do is as much about relationships as expertise, so we're looking for individuals who are prepared to look beyond the numbers, to see the people and stories behind them.

The importance of relationships is equally significant between colleagues. We expect our teams to collaborate with each other to successfully operate across departments. It means externally we support the whole of the client's needs rather than a fragment, and internally we all benefit from shared experience and knowledge. ●

## EMPLOYEE NUMBERS

### No. of Employees

394

### No. of Partners

36

### No. of Trainees

116

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

### No. of Graduate Jobs

c.25

### No. of School Leaver Opportunities

c.6-8

### Disciplines Recruited From

We employ trainees from a wide variety of disciplines

### Office Locations

London



For the latest jobs visit  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)



Carter Backer Winter LLP are a top 50, full service City based accountancy firm.

With only 20 partners and a team of over 165 professional and support staff, we are a firm that is small enough to care about you and big enough to create great career opportunities.

Our team offers a powerful combination of business and financial insights, ensuring informed decision-making by individuals and businesses. Our practical knowledge is relied upon for effective wealth management, business start-ups and sales, investment in assets and innovation, overseas expansion, tax efficiencies, regulatory compliance and profitable growth. And through our international association, DFK International, we have the reach and partnerships to support our clients wherever they operate.

CBW is an organisation committed to continuous learning and development, whether you're a graduate just starting out on your career or a qualified professional with several years of experience.

You would be joining a social team who are focused on learning new skills and taking on fresh challenges. We are all about expanding our employees' expertise and living up to the CBW values.

#### Our values

Care, Pride, Loyalty, Innovative & Quality Service and Integrity – are an intrinsic part of all our business actions and decisions, and shape the culture of our firm. We take pride in nurturing an open and collaborative environment where all employees can share ideas with confidence and have an active role in our award-winning team.

- Insights lead to care and pride in our work.
- As we learn and develop together, our loyalty to each other and our clients grows.
- Trying new things helps us innovate and deliver a quality service.
- Knowledge enables integrity. ●

### EMPLOYEE NUMBERS

#### No. of Employees

Over 165

#### No. of Partners

20

### JOB OPPORTUNITIES

#### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ PLACEMENTS
- ✓ INTERNSHIPS

#### No. of Graduate Jobs

4

#### No. of Undergraduate Opportunities

Varies

#### Disciplines Recruited From

All - minimum requirement 2.1

#### Office Locations

London



For the latest jobs visit  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

## COOPER PARRY

### We are changing what working in Accountancy is all about!

Picture the stereotypical accountancy firm; corporate, grey, hierarchical and dull. An army of number crunchers, suited, booted and muted in their individual offices.

Now, flip that on its head. Replace the grey with a colour palette that knows no bounds. Add in vibrancy, passion and a collective drive to DISRUPT the industry, LEAD the way in everything we do and MAKE LIFE COUNT for our people, our clients and our local community. That's why we offer things like unlimited holidays, the ability to work from anywhere anytime and some of the most incredible offices in the UK (Google us to check them out!)

That's Cooper Parry in a nutshell. We fly in the face of convention. And the best part? It's working

### We're 8th in The Sunday Times Best Companies to Work For list – the highest placed accountancy firm.

We also picked up a lot of awards in our journey to being the Midlands best Firm...like a hat trick of wins at the European Engagement Awards, including the biggest prize of them all: European Employee Engagement Company of the Year.

Our people are the beating heart of what we do. They help us thrive. They help us grow. They keep our dreams alive.

That's why we pull out all the stops to engage, develop and excite them. Naturally, the irresistible client experience follows. It's why our Teams are constantly winning best in class awards and why our people love working for us and feel like they can truly unlock their potential

### Statistics worth a thousand words:

- Overall weekly happiness score of 8.5/10 firm wide (2020)
- Most of our people have been with us at least 4 years or more (and some have been here a lot longer and still love it!)
- In 2019/2020 we had over 37 promotions and counting.
- #No1 Firm of Accountants in the Midlands and growing fast in London, Birmingham and Bristol

Think it's all bull? Check out our Glassdoor rating and see for yourself.

### Are you CP?

We don't just look for people who can "do the job" – we're on the lookout for people who love to challenge the status quo. The bright sparks who are always searching for a better way – and deliver brilliant service to our clients as a result.

Fancy coming along for the ride? ●

## EMPLOYEE NUMBERS

**No. of Employees**  
440

**No. of Partners**  
35

**No. of Trainees**  
98

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ PLACEMENTS
- ✓ INTERNSHIPS
- ✓ INSIGHTS
- ✓ SCHOOL LEAVER SCHEMES

**No. of Graduate Jobs**  
20

**No. of Undergraduate Opportunities**  
4-8

**No. of School Leaver Opportunities**  
4-8

### Disciplines Recruited From

All degree backgrounds welcome

### Office Locations

Nottingham, Solihull, Bristol and London



For the latest jobs visit  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

# cowgills

Cowgills isn't your ordinary accountancy firm. Far from it.

We're one of the North West's leading firm of Chartered Accountants and Business Advisors. We've been established since 1983 and, with a team of over 180, we've never lost sight of the fact we work with people not just numbers!

We're extremely proud of all the people who make up Cowgills. It's what sets us apart. Each and every one of our staff makes a huge impact for clients, colleagues and our community.

At Cowgills, we like to invest in stars of the future that's why we offer a number of alternative routes to gaining a qualification for a career in accountancy.

## Our Services

We provide a full service offering to our clients which means our trainees get a taste of all aspects. Our services include:

- Audit & Advisory
- Business Funding
- Business Recovery
- Corporate Finance
- Tax
- Wealth

## Sector Specialism

We're a top UK accountancy firm, and the only one in the North West to offer a full service audit, accountancy, tax and business advisory service to specific sectors. Our sector focussed approach is all geared up to give our clients highly targeted, unique and specific expertise across key market segments which include:

- Family Business
- Growing & Entrepreneurial
- International
- Property & Construction

We will fully fund any qualifications and provide trainees with hands on experience, providing full support at every step of the way.

Our Graduate programme is a three year ICAEW training contract. It allows our graduates to obtain a real insight into the world of accountancy by gaining practical experience whilst working towards your professional qualifications.

For this programme you must have three B grades at A Level, and have, or expect to achieve, at least a 2:1 in your degree. ●

## EMPLOYEE NUMBERS

### No. of Employees

180

### No. of Partners

14

### No. of Trainees

29

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS

### No. of Graduate Jobs

3

### Disciplines Recruited From

Any

### Office Locations

Bolton and Manchester



For the latest jobs visit  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)



Crowe UK is a leading audit, tax, advisory and risk firm with a national presence to complement our international reach. We are an independent member of Crowe Global, the eighth largest accounting network in the world. With exceptional knowledge of the business environment, our professionals share one commitment, to deliver excellence.

### Starting your career at Crowe

To develop your career and professional experience, you will have the opportunity to work with a diverse range of clients across a range of sectors and industries, as well as getting involved in a variety of assignments.

To guarantee the highest levels of audit, tax and advisory services, we are looking for trainees with the attitude and commitment to meet the needs of our award winning firm. In return, you will share in the success of one of the UK's leading audit, tax and advisory firms.

### What you can expect

Throughout your career with Crowe, we give you our commitment that we will support and help you develop your role, allowing you to expand your interests and reach your full potential. In-house training to complement your examination study. These courses continue throughout your professional career, to build your technical and personal skills.

### Potential Pathways

We promote a culture of support so that you are challenged, while feeling valued. Crowe offer the following routes to qualification in either audit tax, advisory or risk: CFAB/ACA, AAT/ACCA, ATT/CTA, ACA/CTA

Once qualified, graduates can carry on building their career by specialising in a particular service area, or by taking an international secondment with a member firm in the Crowe Global network. We take the time to understand each individual's hopes and goals to create tailored career paths.

### Social life

Each office run their own social programmes for employees ranging from after work drinks, quizzes, bowling, wine tasting and Christmas parties, to name a few. Our people also come together to raise money for local charities through team runs, climbing mountains or running bake sales.

### Take the Leap

Crowe is where talented people can realise their potential, are successful and enjoy what they do by making a positive difference to our clients, communities and each other. Everything we do is shaped by our values, in that we care, we share, we invest, we grow. If you have a genuine interest in accountancy and finance, we'd like to meet you. ●

## EMPLOYEE NUMBERS

### No. of Employees

850+

### No. of Partners

85+

### No. of Trainees

250+

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ PLACEMENTS
- ✓ INTERNSHIPS
- ✓ SCHOOL LEAVER SCHEMES

### No. of Graduate Jobs

50+

### No. of Undergraduate Opportunities

Varies

### No. of School Leaver Opportunities

Varies

### Office Locations

London, Midlands, Manchester, Cheltenham, Kent and Thames Valley



For the latest jobs visit  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)



Dains is a dynamic, modern thinking Professional Services firm with a 'people-focused' culture. Our strengths and opportunities lie in our independence and reputation for quality and knowledge. As a business we understand that our employees are our biggest asset and we strive to provide the best working environment from flexible working hours to a fantastic benefits scheme. We listen to our people and evolve to make Dains a great place to work. We are located in 5 offices across the Midlands (Lichfield, Burton on Trent, Derby, Birmingham and Stoke on Trent).

Our Vision is to become a £20 million turnover 24/7/365 accountancy business, delivering tailored services for every client who values what we do.

We deliver a wide range of accountancy related services to SME's, private individuals, charities and large corporate entities:

- Accountancy & Business Services
- Audit
- Business Recovery & Insolvency
- Commercial Services
- Corporate Finance
- Corporate Tax
- Employment Tax
- Forensic Accounting
- Private Client
- VAT

Our graduate recruitment programme is designed to ensure we develop individuals with high academic achievement and fantastic people skills, who want to work as part of a great team. Our aim is to help you flourish in your accountancy career, gaining hands on experience, complemented by exam success. Our trainees develop a broad range of experience through working with a variety of clients, whilst working closely with colleagues involved in other disciplines. A commitment to continual professional development is integral to a rewarding career in professional services and post qualification there are further opportunities to develop through secondments and our leadership programme.

We recognise that enjoying your job is key to long term success and we have a wide range of benefits which promote a healthy work/life balance. We value our employees and offer salaries that are fair and in line with market rates. Dains will finance students attending tuition courses and relevant revision courses as well as the time taken to sit the exams. We offer a competitive 33 days annual leave (including statutory bank holidays). As part of Dains Flexible Benefits Scheme, you have the ability to buy/sell up to 5 days holiday. We believe in our people and a reward and recognition culture that rewards staff for exceptional work over and above their normal duties. We reward employees for making referrals of new clients from their personal contacts. We recognise the value of the Firm's employees as a source of candidates for vacant permanent and fixed term contract positions and offer rewards in this area too. At Dains we offer flexibility in working hours where employees can build surplus hours to take at a later date or have the flexibility as to when they begin and end a day. If an employee is looking for a permanent change to their working pattern, we can also discuss this. ●

## EMPLOYEE NUMBERS

### No. of Employees

Over 180

### No. of Partners

16

### No. of Trainees

44

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ PLACEMENTS
- ✓ SCHOOL LEAVER SCHEMES

### No. of Graduate Jobs

Varies

### No. of Undergraduate Opportunities

Varies

### No. of School Leaver Opportunities

Varies

### Disciplines Recruited From

Any

### Office Locations

Five offices across the Midlands



For the latest jobs visit  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

# DUNCAN & TOPLIS

Duncan & Toplis was established in 1925 and has since grown into one of the largest independent firms of chartered accountants and business advisers in the Midlands. We offer a wide range of services, from accountancy, audit and tax to payroll, human resources and IT support services to businesses across the Midlands, UK and beyond.

We are an award-winning company and hold a number of titles, including ICAEW East Midlands Large Accountancy Firm, a British Accountancy Award for Outstanding Advisory / Client Project of the Year and a Gold Award from Investor in Customers. We also appear in the top 30 UK accountancy practices list published by Accountancy Age.

We are a member of Kreston International, giving our clients access to international markets through established professional contacts, which presents a range of exciting opportunities for our people and clients. We put our people front and centre of all that we do, and we pride ourselves on attracting and retaining top talent. Our people centric strategic plan demonstrates how committed we are to investing in the learning and development of our team members.

### Training contract

Our trainee accountants are enrolled onto a fully funded and supported three-year ACA training contract. This allows them to gain experience and expert insight across each of our services, including audit, accountancy and taxation as well as early opportunities to meet with clients and really see how the business operates. This helps our trainees to gain the professional experience they need to both succeed in their qualification and become a qualified accountant and business adviser.

At Duncan & Toplis, our people have all the benefits and opportunities that come with working for a large independent practice with the community feel of a smaller practice, where individual commitment and contributions are celebrated. You'll enjoy a generous benefits package which includes a competitive salary and exam bonus structure, mentoring programme and regular performance reviews.

### Your future with Duncan & Toplis

We are committed to helping our people grow and develop both professionally and personally. In addition to the formal professional qualification, we host a range of lectures and technical updates for all our team members to attend. All trainees are enrolled onto our Management Development programme so at the end of the three-year training contract, they not only have the professional qualification and abilities to flourish, but also the management skills to take their careers to the next level.

Our focus is to ensure we are a first choice employer, with a commitment to effective employee engagement and communication. By creating a positive working environment, we empower and support our team to be the best they can be - after all, that's why our clients continually choose to work with us! ●

## EMPLOYEE NUMBERS

**No. of Employees**  
400+

**No. of Partners**  
29

**No. of Trainees**  
60

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

**No. of Graduate Jobs**  
12

**No. of School Leaver Opportunities**  
12

**Disciplines Recruited From**  
All

### Office Locations

Boston, Grantham, Lincoln, Loughborough, Louth, Melton Mowbray, Newark, Sleaford, Spalding, Stamford and Skegness



For the latest jobs visit  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

# TRAINEE PROFILE

NAME	Sophie Hewson
LOCATION	Louth, Lincolnshire
UNIVERSITY	East Anglia
DEGREE	Business Finance and Management
ROLE	ACA Trainee



## How did you get your job at Duncan & Toplis?

I attended a university outside of Lincolnshire, so I first heard of Duncan & Toplis through word of mouth from my friends and family who suggested I should enquire about graduate jobs or work experience. I initially came into contact with the company during my second year summer break from university when I reached out to the HR team to enquire about work experience. Although I had missed the deadline for applications, the HR team directed me to the graduate roles that they would be recruiting for.

I decided to apply for a role and was invited to undertake a range of aptitude and ability tests, as well as an interview with HR and a director. I was offered a position within days of my interview, which I accepted immediately!

## What is it like working for Duncan & Toplis?

From day one I have had exposure to clients, with my first on site visit on day four! I get to work on a range of different clients, from sole traders to private limited companies and public sector entities. I also have a diverse workload which can range from accounts preparation to audits and corporate tax work. No two days are the same, which I really enjoy.

The diverse workload has also helped me to apply the skills I have learnt at university whilst studying for my ACA qualification. Duncan &

Toplis provide students with enough time away from the office to attend college tuition for these exams, which is hugely beneficial. What skills do you need to succeed:

To succeed in an accountancy graduate role, you have to be determined and very self-driven as ultimately it is down to you to work full time and ensure you are able to pass all 15 ACA exams to achieve your professional qualification. The exams themselves can be very challenging and it will involve giving up some evenings and weekends to make sure you are prepared for them. I would also say that to be successful, don't be afraid to ask questions along the way as that is one of the best ways to learn. I've found that no question is too silly and most of the time the people you are asking have been in your position in the past and are more than willing to help.

## Advice for anyone wanting to work at Duncan & Toplis

Don't be afraid to reach out and enquire about any potential jobs or work experience. Everyone is extremely friendly and more than happy to help. I showed a clear interest in the practice and a desire to work for Duncan & Toplis by reaching out to them, rather than waiting for an opportunity to arise, and this ultimately put me in good stead to secure my role. Taking initiative will put you in the best possible position, so don't be scared to reach out! ●



**Wherever you are on your career journey, EY will help you keep learning, evolving and building the future that's right for you.**

The world is changing fast, and we're right at the heart of it. It's our job to help some of the largest, most influential businesses worldwide navigate these changes and the new technology that's driving them. We do this with talented teams of experts using the latest in tech innovation.

Our apprentice, undergraduate and graduate programmes have you working with clients from day one. If you're creative, curious and want to make a real impact on the working world while developing important skills for the future, one of our programmes could be for you.

You'll join one of our four service lines – Assurance, Consulting, Tax or Transactions – and work with local, national and global teams. Together, you'll come up with better solutions to help clients seize opportunities and lead change and innovation on issues that matter.

In Assurance, we help protect public confidence in the world's capital markets, which involves a variety of skills across many areas in both audit and non-audit work. In Consulting, we work across almost every part of our clients' businesses to help them investigate risk and improve their performance.

Our Tax teams are all about providing a full suite of tax services to everyone, from multi-national companies to fast-growing entrepreneurial start-ups. And in Transactions, we help businesses negotiate to raise, preserve and increase their earnings, ensuring their long-term success in a complex global market.

With 284,000 experts around the world, and offices in more than 150 countries, our people get the support and opportunities they need to create the careers they want. We believe they work best when they're free to be themselves, so we've created a welcoming, flexible working culture that focuses on helping everyone learn new skills to prepare them for the future.

We recruit based on strengths and potential, and offer a range of career paths and roles. Our greatest asset is our diverse teams, so from the moment you apply we provide you with unrivalled support and learning opportunities to help you create the career you want. ●

## EMPLOYEE NUMBERS

### No. of Employees

284,000

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ PLACEMENTS
- ✓ INTERNSHIPS
- ✓ SCHOOL LEAVER SCHEMES

### No. of Graduate Jobs

850

### No. of Undergraduate Opportunities

350

### No. of School Leaver Opportunities

350

### Disciplines Recruited From

Open to graduates with an honours degree in any subject. Some programmes require a specific degree; so please check online for specific criteria

### Office Locations

UK Wide



For the latest jobs visit  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

# Flemmings

## About us

Flemmings is a practice specialising in wealth management for high net worth individuals. Since its inception 30 years ago, the firm has grown organically and has developed into a professional and forward thinking practice.

Our client base consists mainly of UK qualified professionals running owner managed businesses as Doctors, Dentists, Pharmacists, Lawyers, Barristers and even Accountants.

The firm's approach is to provide a holistic "one-stop" service, starting with the Auditing and Accounting services. Further value is added with our Tax Planning, Financial Services, Property and Corporate Finance Services. The Tax Planning services involve Income tax, Inheritance Tax and other Capital Taxes, whilst Financial Services involves providing advice on future pensions, savings and investments. Property Services involve advice on the acquisition, management and disposal of high value commercial properties, and is interlinked with Corporate Finance.

We are always actively looking for new opportunities and take great pride in presenting and advising on well researched proposals for our clients.

## Opportunities

We have a dynamic young team of 30 staff who are mainly graduates from top universities. They report directly to Partners and Managers and are encouraged to challenge themselves.

Our staff can expect to develop strong business acumen during their training. Our internal training ethos provides plenty of opportunity for staff to learn and develop in technical and interpersonal skills.

Our recruitment process is designed to ensure that the staff we recruit will be able to perform to the high quality level of service that we and our clients expect and demand. All new recruits undergo a first interview and a rigorous second interview which lasts three days.

For our ACA training programme, we are looking for graduates with a strong academic background, preferably with UK degrees, from good universities. We are looking for applicants who have

- a commitment to completing their professional qualification with us
- the drive and passion to develop into aspiring business advisors
- excellent communication skills
- a good level of commercial awareness
- confidence and patience
- an ability to thrive in a cosmopolitan environment ●

## EMPLOYEE NUMBERS

### No. of Employees

30

### No. of Trainees

23

## JOB OPPORTUNITIES

### Opportunities Offered

✓ GRADUATE JOBS

### No. of Graduate Jobs

Up to 10 throughout the year

### Disciplines Recruited From

All degrees considered as long as candidates show good commercial awareness and has the commitment to pursue and complete the ICAEW qualification

### Office Locations

Croydon



For the latest jobs visit  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

# Galloways

Accounting

## Who we are

Galloways is the fastest growing accounting firm in Sussex. Operating from multiple offices across the county we look after small, medium and large businesses, charities and individuals. We have over 100 people with specialist expertise across all areas of accountancy, taxation, and financial planning. We all want to be successful, have great careers, enjoy our work and make money. We make that happen by working with like-minded people and thriving on each other's knowledge. We run our firm like a business, just like our clients do.

## What we do

We help businesses and individuals manage their financial and compliance matters, whilst helping them make or save money. Accountants like talking about what they do (don't we all?), but every client story starts with their specific problem or requirement that needs addressing. That's why the most important thing that we do is listen...

We embrace the digital world through our cloud accounting capabilities, but equally recognise the importance of face-to-face and empathetic advice. Robots may take over the world one day, but when a client is worried about a tax bill or a business problem a friendly, familiar and knowledgeable face makes all the difference.

## We work with

Our firm has been in existence for a very long time (1870 we think). The only relevance our longevity has is that it has enabled us to build a fabulous and diverse client base in Sussex. We are pretty certain that we don't have many clients that date back to our beginnings, but we have many family and business customers that we have been looking after for many generations, and will continue to do the same for generations to come.

## Work with us

We are a group of great people helping even greater clients manage their financial affairs. We offer the study support, market rate salary and competitive benefits package that you'd expect, but what differentiates us is our ambitious growth plans for the future. Growth means limitless opportunity for you to develop, grow and build your career as you want to – all with the support of a group of like-minded people in a great part of the country.

We recognise that most accountants fall into the profession and thus we are simply looking for people who are able to demonstrate a high level of numeracy, the intellectual ability required to pass demanding professional examinations, an eagerness to work hard and the personal skills with which to build effective relationships with both clients and colleagues.

Everything else can be picked up along the way if you are willing to put in the effort! ●

## EMPLOYEE NUMBERS

### No. of Employees

100+

### No. of Partners

8

### No. of Trainees

15

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ PLACEMENTS
- ✓ INTERNSHIPS
- ✓ SCHOOL LEAVER SCHEMES

### No. of Graduate Jobs

10

### No. of Undergraduate Opportunities

5

### No. of School Leaver Opportunities

5

### Disciplines Recruited From

All

### Office Locations

Brighton, Haywards Heath, Uckfield and Horsham



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[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)



## Looking for a fulfilling career? One that can have a wider impact on society?

At Grant Thornton, that's precisely what we offer. A career where you can have your ideas implemented. Your opinions heard. Your contributions valued. Not just by your colleagues, but by coveted clients.

### Shape more than just your career

We believe we're best positioned to make a meaningful impact on the economy. After all, we provide organisations with the business and financial advice they need to make big decisions and unlock sustainable growth. With a relentless focus on quality and integrity, we help businesses to achieve their objectives. As one of our trainee business advisers, you'll help us provide our clients with the insight and ideas they need for the future of their business.

Free to be their authentic selves, our people are inspired to make a difference. We are an inclusive employer and committed to ensure our workforce is representative of our diverse society.

We have a flexible approach to academic entry requirements. We'll consider your academic achievements, but your strengths, motivations and connection with us and our values are more important. We're looking for people with a broad range of interests and experiences.

Here, we do things differently. We give our people the freedom to drive change and shape their own destinies. So bring your passion, ambitions and inspiration, and together let's make it happen. ●

## EMPLOYEE NUMBERS

### No. of Employees

4,500

### No. of Partners

750

### No. of Trainees

22

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ PLACEMENTS
- ✓ INTERNSHIPS
- ✓ SCHOOL LEAVER SCHEMES

### No. of Graduate Jobs

300-350

### No. of Undergraduate Opportunities

80-100

### No. of School Leaver Opportunities

Varies

### Disciplines Recruited From

Any

### Office Location

London (City) and North London



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**Start your journey today with  
Accountancy Careers.**





Hardwick & Morris is a vibrant firm of Chartered Accountants and Business Managers specialising in Music and Entertainment. One of the guiding principles of Hardwick & Morris is a willingness to subvert the hierarchical nature of many accountancy firms. We have high standards and are looking for candidates with excellent qualifications from any discipline.

We are a client-centred firm - one of the most important reasons behind the success of our business. We listen to our clients and provide them with what they want, at the same time as fulfilling their statutory and legal needs. To meet the demands of the modern music industry, we see our business expanding even further. We are looking to employ greater numbers of staff - this gives you the opportunity for progression and promotion.

You will be working on a wide range of clients, predominantly in the music and entertainment industries. The role includes bookkeeping and preparation of VAT returns, management accounts, statutory accounts, personal and corporate tax returns, following the necessary training.

We offer competitive salaries (with salary increase based on exam success and job performance). Benefits include pension and private medical insurance. Our training contract provides for course fees, paid study leave and first attempt examination fees. ●

## EMPLOYEE NUMBERS

### No. of Employees

25

### No. of Partners

5

### No. of Trainees

11

## JOB OPPORTUNITIES

### Opportunities Offered

✓ GRADUATE JOBS

### No. of Graduate Jobs

3

### Disciplines Recruited From

All

### Office Locations

London



For the latest jobs visit  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

# HASLERS

intentionally different

Haslers is an award-winning Firm of Chartered Accountants, Tax Consultants and Business Advisers. We are based to the East of London in Loughton in a lively town centre location 2 minutes walk from the Central Line tube station. Loughton has many restaurants, bars, shops and sports facilities and is only 15 minutes from the Olympic Park and a little further by tube into the City.

Haslers has a great mix of clients including SMEs, groups and charities. You'll work on both audit and accounts jobs across a range of sectors and also have the opportunity to be trained in, and work on, specialist audits (Solicitors, Charities & NFP, Education).

At Haslers you'll be more than just a number. You won't just be sat behind a desk all day, and you will have regular meetings with Partners, who have an open door policy and take an active interest in the development of our graduates.

Haslers are committed to CSR and, via our registered charity Haslers Foundation, organise fundraising events and support local causes. Our graduates are encouraged to get involved with the work of Haslers Foundation.

### What we can offer you?

- Competitive salary with increases linked to performance and exam success
- Support and mentoring to assist you with the ACA exams
- Advice from other Trainees
- Opportunities to gain experience in other departments whilst training (Insolvency, Corporate Finance, Tax)
- Variety and depth of assignments
- Early responsibility
- Huge potential to progress within the Firm. 70% of our Partners and half of our managers were promoted internally and 17% of our Partners joined our graduate training programme
- Team events, social activities and a volunteering day - all of which help you to switch off from work and study and allow you to interact socially with your colleagues

If this sounds like the opportunity for you, apply today! ●

## EMPLOYEE NUMBERS

### No. of Employees

103

### No. of Partners

10

### No. of Trainees

9

## JOB OPPORTUNITIES

### Opportunities Offered

✓ GRADUATE JOBS

### No. of Graduate Jobs

Varies

### Disciplines Recruited From

Any

### Office Locations

Loughton



For the latest jobs visit  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)



HAT is a training consortium of 60 small to medium-sized firms of accountants. HAT recruits ACA and AAT trainees on behalf of our full member firms. We recruit up to 40 trainees per year, for our member firms. Just one application to HAT will mean that we can consider you for multiple trainee vacancies within the group.

Joining a HAT firm means you will get the best of both worlds; early responsibility that comes from training with a small or medium-sized firm as well as a highly reputable three-year chartered accountancy training programme. In addition to a highly competitive annual salary, fully-paid study leave is given and approximately 24 weeks are spent with tutors during your training contract. As well as passing the exams, you will also attend high quality practical courses which are written and run by HAT; that's why, on average, 88% of our students pass first time!

### Vacancies and location

We have up to 40 trainee roles available each year. We have two intakes each year, in January and August, but we accept applications all year round and we can promise you a personal and highly efficient candidate experience at all stages of the application process. Most vacancies are in London and the surrounding areas. Depending on which firm you join, you can expect a starting salary of £28,000-£29,000.

### Minimum academic criteria

You will need at least 5 GCSEs (grade 9-4) including at least a level 7 in Mathematics and 6 in English, 120 UCAS Tariff points (A,B,B) plus an expectation of at least a 2.1 degree classification in any discipline, with consistently strong module results throughout your degree. (The UCAS Tariff points are achieved from your top three A-levels or equivalent, excluding General Studies, EPQ and Critical Thinking, completed in the same academic year). ●

## EMPLOYEE NUMBERS

### No. of Employees

Varies

### No. of Trainees

Varies

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

### No. of Graduate Jobs

40

### No. of School Leaver Opportunities

Varies

### Disciplines Recruited From

Any discipline

### Office Location

London and surrounding areas



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[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

# haysmacintyre

## Partner with us and grow

From our enthusiastic graduates to our home-grown partners, haysmacintyre is ambitious to its core. Our culture of support and progression means we can grow together as one firm to best help our clients.

As a top 25 UK accountancy firm, leading member of MSI Global Alliance and advisers to some of the country's most exciting businesses and charities, we offer a dynamic place to start your career with our 35 partners (just under half joined as graduates) and over 300 staff all working together on one floor in our modern office located at the foot of Southwark Bridge.

From the beginning you will be working on challenging projects for all kinds of sectors ranging from Creative, Media and Technology clients through to Property, Professional Institutes & Membership Bodies and Charities. Once you are promoted to supervisor or assistant manager, you will be given the opportunity to specialise in your chosen sector.

As part of a close graduate cohort, you'll have access to personal development and professional training whilst working towards your ACA qualification, alongside mentoring and support from both your peers and leaders. Our graduates are our future leaders; we want to give you the best opportunity to help us grow together.

We aim to help all of our clients to improve the way they work and achieve their goals and we'll do the same for you. You will be assigned a mentor from day one to support your career and development. Successful client relationships depend on the quality of our staff. So we're looking for great communicators, problem-solvers and collaborators who are keen to continually enhance their skills and knowledge.

At haysmacintyre LLP we look to achieve the right balance between work and play. With regular staff briefings to keep you up to date with the firm's progress to regular social events, there is something for everyone. From our formal Christmas socials to summer softball in the park, we pride ourselves on making time for each other. Our CSR programme is an important step in ensuring we work with our clients, employees and other stakeholders, to better support our local community and reduce our impact on our environment. ●

## EMPLOYEE NUMBERS

### No. of Employees

300

### No. of Partners

35

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ PLACEMENTS
- ✓ SCHOOL LEAVER SCHEMES

### No. of Graduate Jobs

23

### No. of Undergraduate Opportunities

2

### No. of School Leaver Opportunities

2

### Disciplines Recruited From

All

### Office Locations

London



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[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

# TRAINEE PROFILE

NAME	Ben Telfor
LOCATION	London
UNIVERSITY	Loughborough
DEGREE	Economics and Management
ROLE	Trainee Chartered Accountant

## How did you get your job at haysmacintyre?

After applying for the role, I had to pass a face to face interview and was then invited to attend the assessment centre. This involved a team building exercise and a networking session which allowed me to get to know some of the members of the Firm before being invited to join the Firm. I thought the whole process was both relevant to the job and useful as a learning experience.

## What's it like working at haysmacintyre?

Haysmacintyre is a welcoming, supportive and exciting Firm to work for due to both the range of clients in the Firm's portfolio and the nature and culture of the staff members. Everyone is very engaging and welcoming allowing people to develop their understanding of accountancy in a supportive and friendly environment while also building strong and rewarding relationships.

## What are your main duties/roles in your current position?

My main duties are supporting the relevant audit team by completing income, expenditure and cash and bank testing. I am also responsible for discussing the relevant organisation's control processes and determining whether or not they have changed year on year and if they are sufficient.

## What skills have you found to be particularly useful in this sector/profession?

I have found communication skills to be the most useful skill in this profession. Most of the issues we encounter can often be solved by either discussing them with your team and/or speaking to the client. This allows you to gain a greater understanding of the purpose of the work being performed and also develops relationships easier.

## How do you see yourself progressing from your current position in the next 2-3 years?

In the next 2-3 years, I plan to progress through the graduate programme into more

senior roles completing all of the required training and exams that I need to continue to succeed. I plan to make the most out of the many learning opportunities that I will have throughout the programme in order to maximise my development.

## What challenges have you come across and what support have you received?

In the early stages of my role, I found it challenging to balance the workload that comes with both the job and the requirements of the ACA qualification. However, I have found that this becomes easier to manage the more experienced you become. I have received a lot of support from both the Firm and the tutors for ACA which has helped me to progress to my current position.

## Do you have any advice for anyone wanting to work at haysmacintyre?

The main piece of advice I would give is to put in a lot of effort getting to know as many people you can and to network with as many people possible from all functions of the Firm. This will allow you to develop a strong network of connections which will make your life at haysmacintyre more enjoyable and successful.

## What is your daily/weekly schedule generally like?

Due to the number of clients we work with, the schedule depends on where we're booked for a specific week/month. If we are booked to a client, we would work through the week on all the required matters and finalise the audit working papers at the end of the week. If we are booked to a manager in the office, we would assist with any tasks they provide us with which can range from anything to reviewing accounts to finalising audit fieldwork from the office. Personally, I find that the variety in the schedule is one of the best aspects of the role. ●



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Accountancy roles  
online today**





### Helping you achieve your goals

Hazlewoods is one of the UK's Top 30 independent Chartered Accountants and Business Advisers, employing over 360 employees in Gloucestershire. Being a strong regional practice, with both a national and international reach, it is a great place to be.

If you are looking for a challenge, great career opportunities, fabulous clients and an active social scene, then working at Hazlewoods could be the right career move for you. We are committed to offering opportunities for our staff to develop and succeed. Our employees all have a part to play in the success of the firm and we are proud of our friendly working environment, where new ideas are encouraged and using your initiative is second nature.

Our hard-working employees also enjoy a range of benefits in and around work including flexible working, subsidised gym memberships, railcards, tickets to events and much more.

At Hazlewoods, we recognise that some people want to start their career as soon as possible. If university is not for you, we offer a higher level apprenticeship scheme. This scheme is ideal for sixth form and college leavers and fully supports your journey to becoming a qualified Chartered Accountant, whilst gaining experience from across the firm.

For graduates we offer a three-year training programme, at the end of which you will have gained your Professional Qualification in the form of ACA or ACCA, and be ready to take on one of our dynamic qualified positions in one of our audit, tax, business advisory or corporate finance teams.

Whichever route you chose we are aligned to a highly rated training provider who fully supports your journey through qualifications, with block release study courses, regular feedback and online support through the duration of the course.

We are looking for outstanding applicants who can demonstrate:

- Genuine interest in Accountancy and Finance
- Analytical and creative approaches to problem solving
- Excellent written and verbal communication skills
- Confidence with humility
- Independent thinking with strong collaborative skills
- Desire to build and grow our practice ●

### EMPLOYEE NUMBERS

**No. of Employees**  
380+

**No. of Partners**  
30

**No. of Trainees**  
90+

### JOB OPPORTUNITIES

**Opportunities Offered**  
✓ GRADUATE JOBS  
✓ SCHOOL LEAVER SCHEMES

**No. of Graduate Jobs**  
c. 35

**No. of School Leaver Opportunities**  
Varies

**Disciplines Recruited From**  
Any

**Office Locations**  
Gloucestershire



For the latest jobs visit  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)



Hillier Hopkins LLP has held the Investor In People accreditation since 1994. More than merely a badge of honour, many of our current Principals' careers developed from the starting point of ACA student to currently leading the Firm. Hillier Hopkins recognise that giving scope of opportunity and responsibility at an early stage can enhance knowledge, skills and attitude to a person's future.

With a growing and diverse client base, as an ACA student, you can expect to work on a range of demanding assignments in any one year. Working closely with a variety of professional members and qualified staff you will learn technical skills and see the results of your input from an early stage.

Not everyone fits in with our style, but here's an indicator of what we are looking for:

- Intelligent, articulate and independent mind with warm, lively interpersonal skills.
- A graduate (with or expecting to achieve a 2.1 degree or above) with good A levels (a minimum of 300 UCAS points (120 after 2017), or equivalent, excluding general studies).
- Looking to enjoy the challenge of working as part of a team to deliver results.
- Committed to your career with a business-like attitude.
- Willingness to accept responsibility early on.
- Aim to study hard and pass exams first time.
- A good networker of people.
- Able to be based from Watford, Hertfordshire but travel to London and home counties.

### About us

Established in 1933, Hillier Hopkins is one of the region's leading independent and progressive Top 50 firms of chartered accountants. Serving London and the Home Counties, we operate a culture of innovation where training and development of our people is seen as key to our continued success. We are a socially responsible business and committed to making a positive contribution to our community. We are currently supporting The Pepper Foundation, a charity who aims to alleviate the suffering of children with life limiting complex illnesses. We continue to implement new measures to decrease our environmental impact and reduce wastage ●

## EMPLOYEE NUMBERS

### No. of Employees

160

### No. of Partners

15

### No. of Trainees

23

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ PLACEMENTS

### No. of Graduate Jobs

8

### No. of Undergraduate Opportunities

3

### Office Locations

London, Milton Keynes and Watford



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# TRAINEE PROFILE

NAME	Alex Russell-Mills
LOCATION	Watford
UNIVERSITY	Nottingham Trent
DEGREE	BA Business
ROLE	1 year Work Placement returning to take up ACA



## What was your reason for wanting to do a placement year whilst at university?

I wanted to prolong university, as I didn't think I wouldn't be ready to go straight into work after 3 years at university. I also was unsure what I wanted to do as a career, so a placement year would give me a great taster whilst being paid!

## Expectations versus Reality?

I thought the environment would be a lot harder for a Work Placement student as I assumed you would be like a fish out of water. In fact, its very student focused with a very positive career path upwards. People put me at ease immediately and helped me with my work whenever I needed it. I learned more on the job skills.

## What has the placement year given you personally?

Undoubtedly confidence! I am able to do things now in my personal life that I would have been anxious about before. Of course having a salary for the year is an eye opener. I have a good group of friends here which extend beyond the student group, not just the same age range.

## Why are you returning to study ACA qualification with Hillier Hopkins after university, and what did you learn from the current students?

This placement year has made me realise I want to do the ACA qualification. I've spent a year developing the skills, it makes it so much easier to go back.

I have observed the students who are studying the ACA and I can see what I will be walking into. I realise now how hard the qualification is to achieve but when I see the students succeed with their exams, I want to be like them. I'm hoping it might be a bit easier when I return after university as I know the systems and people.

## How has the placement year helped you to focus for your finals next year?

In my 1st and 2nd years at university I would go to lectures then go home and not have a defined structure to my day. Having worked 9 -5.30 I now realise how much you can achieve in a day and I am now totally focused for my most important year of university.

## What advice would you give a student who is thinking of taking up a placement year with Hillier Hopkins?

Get involved with everything including social activities. Don't be afraid to ask plenty of questions – no one minds if you do and they are willing to help. Talk to as many people as you can, not just the students, as it makes you look forward to work when you have a wider network of people. The Bookkeeping course Hillier Hopkins offers is really useful. You get sent on this a few weeks into your year after you've done the work for a while. Make the most of it as it really helps you to see connections between theory and practical application. ●



If you are a bright and ambitious graduate thinking about your future, HW Fisher can help you on the road to success. We are a top 25 UK accountancy firm with a hugely diverse client portfolio that covers all areas of commerce and industry. Our services are aimed at entrepreneurial (SMEs) and large corporates.

**Our services include:**

- Audit
- Corporate tax
- Private client
- Forensic accounting
- Corporate finance

We pride ourselves on our bright, motivated and commercial teams that work with businesses across a broad range of sectors.

**Your training and development**

We offer a challenging ACA training scheme based in our audit department, where you can expect to benefit from early responsibility to maximise your full potential. As well as full training and support, you will have the opportunity to work on an array of clients in various industries including media, property and charities.

Your professional exam training is provided by First Intuition and we liaise closely with their professional tutors to monitor your progress, and ensure you have all the support you need to help pass your exams. We provide a comprehensive programme of in-house training to complement your exam studies to give you the best possible chance of success.

**Your future**

After you qualify, you will have important decisions to make about your future career progression. We will assist you by recognising your individual skills and abilities, and by continuing to provide you with challenging and stimulating work as well as the opportunity to move to specialist departments.

As your career develops, we will help you prepare for new challenges by providing ongoing training in management and personal skills, as well as via technical updates. ●

**EMPLOYEE NUMBERS**

**No. of Employees**

280

**No. of Partners**

27

**No. of Trainees**

50

**JOB OPPORTUNITIES**

**Opportunities Offered**

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

**No. of Graduate Jobs**

5-10

**No. of School Leaver Opportunities**

Varies

**Disciplines Recruited From**

Any

**Office Locations**

London



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# TRAINEE PROFILE

NAME	Jonathan Nickson
LOCATION	London
UNIVERSITY	Oxford
DEGREE	Theology
ROLE	ACA Trainee



## How did you get your job at HW Fisher?

I applied via the online recruitment system. This required completing an application form with competency based questions. The recruitment team review your application in detail and if successful you are invited to an assessment day. HW Fisher approached the recruitment process differently to the other firms I applied to. Rather than an emphasis on impersonal online testing, candidates have the opportunity to impress in a live setting at assessment days. These involve group work, problem solving and a presentation, allowing you to fully showcase your abilities.

## Why did you choose HW Fisher?

I was drawn to the idea of mid-tier firms from the outset. I wanted a range of experiences in different industries rather than being tied down to few clients for my training contract. I have worked with a wide range of clients in Steel Mills, Art Galleries and high-end restaurants to name a few. It has been great to experience different industries, office cultures and personalities.

## What is it like working at HW Fisher?

HW Fisher combine the professional scope of a larger firm with the people-friendly atmosphere of a smaller firm, making for a great working environment. The work is fast

paced, demanding and requires initiative. While you are given time and support to find your feet, responsibility does come quickly. The more you can grasp and run with it, the more you will enjoy and excel at the work.

## What skills are useful in the profession?

The biggest misconception is that you need to be a maths genius to make it as an accountant. I had no previous background in accountancy. Accounting skills are learnt on the job with the support of supervisors and the training manager. People skills are critical; you will be speaking one-on-one with clients within months of arriving, so being able to communicate and engage with people is essential. Discipline and time management are also important. You will need to balance work and private study. The firm and tutors do a lot to help you but the onus is on you to get it done.

## What do you like most about your role?

Everyone at the firm has been in the position of a new starter which helps create a team environment. Whether at college with your intake, or in the office supporting junior colleagues while still being supported by those above you, there is always a strong sense of being part of a team. ●



### We're characters – not digits!

As an accountancy firm, you could be forgiven for thinking it's all about numbers here. It is not. At Johnston Carmichael, the last thing we do is treat you like a number. We're characters not digits, and each member of our team has their own goals and areas of interest.

### Our team

With over 800 people across Scotland and beyond and over 16,000 clients across eight services and 14 sectors, there's always going to be an exciting challenge to push you out of your comfort zone, if that's what you want. Whether you want to venture into new geographies, learn a new skill, expand your sector expertise or move into a new service area, our personal development programme, your JC Path, will help you to grow your own way. We've a range of opportunities for you to kickstart your accountancy career, wherever you may be on your journey.

### Start straight from school

If university is not for you and you would prefer to earn while you learn, straight out of school, our JC Futures programme is for you. A six-year training programme giving you hands on experience from day one alongside supported training towards your professional accountancy qualification.

### Summer internships

If you're midway through your degree and looking for some valuable work experience, our summer internships may interest you. Our internships normally last between 4 – 12 weeks and our panned programme means you get insight into what it's really like to work for us.

### Graduate programmes

When you join us a graduate, you'll be working in one of our specialist teams where you'll be assigned a line manager who will work with you on your JC Path as you begin to grow. When the time comes to start studying towards your professional qualifications, our generous study leave and support will mean you can focus on what's important, without any distractions.

### Challenges and variety

If you're looking to widen your horizons, our geographic reach extends beyond our 13 locations in the UK. Through our membership of PKF International, a network of independent firms based in 440 cities across 150 countries worldwide, we periodically have opportunities where we can provide secondments for employees to other offices within the network, across the globe.

We are always looking for like-minded people to join our team, visit our website to find out more. ●

## EMPLOYEE NUMBERS

**No. of Employees**  
800

**No. of Partners**  
58

**No. of Trainees**  
Over 90

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ INTERNSHIPS
- ✓ SCHOOL LEAVER SCHEMES

**No. of Graduate Jobs**  
See Website

**No. of Undergraduate Opportunities**  
See Website

**No. of School Leaver Opportunities**  
See Website

**Disciplines Recruited From**  
Any

**Office Locations**  
Scotland and London



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Kirk Newsholme is a director firm of Chartered Accountants based at Thorpe Park in Leeds – next to the new retail development 'The Springs'. A well-established firm, having been formed over 26 years ago and with a team of 40 staff, we offer a full range of accountancy services including Audit, Accounts, Corporate & Personal Tax, Payroll, Bookkeeping and our Financial Planning arm that run alongside us.

### School Leavers training programmes

We are interested in hearing from school leavers and offer a fantastic training programme which is tailored to your individual needs.

You will enjoy a challenging work experience as part of a dedicated and nurturing team whilst earning a full-time salary.

We offer training through a recognised UK provider, enabling you gain professional qualifications in one of the following areas:

- Accounting/Tax Technician via an apprenticeship
- Chartered Accountant/Chartered Tax Advisor
- Chartered Certified Accountant

We are also interested to hear from Graduates looking to pursue a career in Accountancy - usually to be recruited into our Audit department.

### Why choose Kirk Newsholme?

- Flexible, first class training programme
- Competitive salary and benefits package
- A committed team, dedicated to your training and development needs
- Experience of working in a professional and challenging environment

### How to apply

Our recruitment process for school leavers starts in February with a September start date.

If you are interested in applying for a trainee position at Kirk Newsholme, we would love to hear from you. ●

## EMPLOYEE NUMBERS

### No. of Employees

40

### No. of Directors

7

### No. of Trainees

10

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

### No. of Graduate Jobs

4 (from Sept 2021)

### No. of School Leaver Opportunities

Varies

### Office Locations

Leeds



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### Firm structure

Kreston Reeves are chartered accountants and business advisers offering audit, accounts, strategic tax and business development advice and is one of the major Accountancy and Financial Services firms practising in the South East of England.

Established over 100 years ago in Canterbury, we have built a growing reputation for our award-winning tax and financial advice. Today, we have offices in Kent, Sussex and London.

We believe it is about understanding our clients' needs in order to provide a personal, proactive and professional range of financial services; including wills and probate. Although some of our main functions include auditing and accounts preparation, we see ourselves more as business advisers who help companies to raise capital, restructure and to set up advanced accounting systems to sharpen their competitive edge in the marketplace.

### Training contract

If you think accountancy is just about number crunching... then Kreston Reeves is NOT the firm for you.

Many practices say that they value people, but we really do, in fact we invest over £60,000 in every trainee over the course of their training contract. Commitment and loyalty are key principles that are applied throughout the Firm. They are central both to our client relationships and our approach to those who would like a career with us. Corporate Social Responsibility is high on the agenda at Kreston Reeves too.

An apprenticeship and training contract with Kreston Reeves is the key to a secure future. Our approach to professional development is a two-way collaborative responsibility. We expect you to take the initiative for directing your career and we will help you achieve your goals in terms of professional satisfaction, career progression and personal development.

We will support you financially, help you to achieve your professional goals and promote your personal development in return for your hard work and commitment to us. ●

## EMPLOYEE NUMBERS

**No. of Employees**  
550+

**No. of Partners**  
53

**No. of Trainees**  
126

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ PLACEMENTS
- ✓ INTERNSHIPS
- ✓ SCHOOL LEAVER SCHEMES

**No. of Graduate Jobs**  
Varies

**No. of Undergraduate Opportunities**  
Varies

**No. of School Leaver Opportunities**  
Varies

**Disciplines Recruited From**  
All degrees considered

**Office Locations**  
London, Kent and Sussex



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# TRAINEE PROFILE

NAME	Dan Firmager
LOCATION	Chatham
UNIVERSITY	School Leaver
ROLE	Audit Controller



## How did you get your job at KR?

The application process took place over three stages. This included:

- Three online tests: numerical, verbal and logical
- Half day Assessment Centre with an initial interview, group exercise and in-tray test
- Second interview with a Partner and Senior Managers

## Why did you choose Kreston Reeves?

I had several different options to choose from but after my second interview I found myself in a position where I had to look no further. My second interview felt like it was not just an opportunity for Kreston Reeves to know me but also a chance for me to know them. It was clear that Kreston Reeves is a firm eager to grow, and with that growth will come opportunity to develop that you may not find at a larger firm. I wanted to be a part of this. Kreston Reeves also offer award winning training that I could not turn down.

## What are your main roles in your current position?

Currently my role is to assist seniors with the planning and completion of audits. However, I have found that since starting Kreston Reeves are happy to push you at a rate you are comfortable with. I have been here for just under two years and have already been given the responsibility of controlling several audits which has been great for my development.

I have also had the opportunity to work on the CSR (Corporate Social Responsibility) activities for the firm, being made the Chatham Office representative. This has given me the opportunity to work on ways that we can raise money for Charity (for instance I led

the implementation of a RAG, or Raise And Give, event at Kreston Reeves for the first time) and work towards making sure we are doing the best we can for the environment. This is currently very topical in the public eye and something that I am keen to develop at Kreston Reeves, but it is great that I am being given the opportunity to do to so.

## How do you see yourself progressing from your current position in the next 3 years?

In the next 3 years I see myself gaining more audits to be responsible for and training new starters on the job, which is something that I am very much looking forward to doing. As the world of accountancy adapts to the modern era, I also our role adapting towards advising clients. I hope that I can begin to gain some more insight into advisory and see where this takes me.

In 3 years' time I should also be a fully qualified Chartered Accountant, which will open up a world of opportunities and allow me to focus solely on my progression at work and my hobbies.

## Do you have any advice for anyone wanting to work at Kreston Reeves?

Learn as much as you can about the firm's values and take the opportunity at the assessment centre and second interview to ask as many questions as you want to. Working here is not just about whether you are right for the firm, but also whether the firm is right for you. Go prepared with questions that you have really thought about and think about what motivates you. ●

# LubbockFine

Chartered Accountants

Lubbock Fine provides a full range of services on all aspects of accountancy and audit, UK and international taxation, financial management and administration and company secretarial. In addition to routine audit and tax compliance the firm provides specialist services including IT consultancy, corporate finance, specialist audits, insolvency, litigation support and more.

Founded in 1929, we currently have 13 partners and more than 121 staff based in the City of London. Lubbock Fine is a founder member of Russell Bedford International (RBI), an association of independent accountancy firms which extends to over 350 offices in more than 100 countries worldwide.

### You and your career

Recruiting high calibre staff with friendly, confident personalities and good interpersonal skills is crucial to us, as is your ability to cope with professional exams alongside your daily work load. We monitor the progress of our trainees closely with formal individual reviews and a mentoring programme. We will provide you with comprehensive training, support for your professional examinations and assist you in developing practical and personal skills to progress in your day to day work. You will also have the opportunity to attend in-house and external training courses, giving you the ability to achieve and progress.

### What do we have to offer?

You will be enrolled on a four-year training contract leading through to ACA qualification and will be assigned a senior level mentor to guide you through all aspects of technical and practical training as well as familiarisation with working in a commercial environment. If you can demonstrate that you have what it takes to succeed, progress and salary packages will be reviewed twice a year as part of a formal review process.

At Lubbock Fine we enjoy an active social programme, including summer team building, away days, festive parties, charitable sports and fundraising events.

### Our values

Honesty, integrity, flair and imagination – people with just that little bit extra. Good humour, a flexible outlook and a broad range of interests to bring an added dimension to our business. ●

## EMPLOYEE NUMBERS

### No. of Employees

121

### No. of Partners

13

### No. of Trainees

22

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ INTERNSHIPS

### No. of Graduate Jobs

6

### No. of Undergraduate Opportunities

4

### Disciplines Recruited From

Any

### Office Locations

London



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# TRAINEE PROFILE

NAME	Zak Fraser
LOCATION	London
UNIVERSITY	Nottingham
DEGREE	Industrial Economics
ROLE	Trainee Accountant



### Why did I choose Lubbock Fine?

I was attracted to medium sized firms as I believe that the training offered would be high quality with a more tailored approach. I was lucky enough to get a place on the summer scheme at the end of my second year of university and although it was only two weeks long, I really felt at home in the firm and thought it would be the perfect place for me to start my career. I did consider other firms however, in the end, I felt that Lubbock Fine were exactly what I was looking for; a welcoming mid-sized firm, where you feel that you're making a difference.

### What was the application process like?

I completed a summer placement application through the Lubbock Fine website, I had to complete some questions regarding my prior experience and why I thought I would be right for the role. The internship itself serves as a working interview on both sides, as I was tasked with helping complete areas of audit files, whilst supporting a senior member of the team. I also experienced the social aspect of LF life, taking part in the inaugural sports day whilst on my placement. Lubbock Fine could see how I applied myself and simultaneously I got a feel for the working environment at Lubbock Fine. Following the placement, I was invited for an assessment day during which my numerical, verbal and communication skills were tested. Following this, an interview day was organised, allowing me to meet with the partners, managers and other graduates.

### What experience have I gained here?

During my time at Lubbock Fine, I have learnt a lot about accountancy. In less than a year I have gained a huge range of experiences by completing accounts for a variety of clients, from charities to property firms and using different accounting frameworks. The firm works across a variety of sectors which means

exposure to many different areas of work. Along with working on audits, I have also had the opportunity to work on accounts preparation, which has enhanced my understanding of the nuts and bolts of accountancy, whilst also giving me the responsibility to work independently, which I very much enjoy. The audit teams are relatively small and are constantly rotated, this allows me to expand my audit experience as well as network with all the staff, from graduates up to senior level, which is a great feature of a mid-sized firm.

### What type of training have I had?

Lubbock Fine offer three main types of training, the formal accountancy training at Brierley Price Prior (BPP), internal training, and finally, on the job training that is an integral part of our everyday work.

### How do you rate the work/life balance?

Whilst hard work is important, LF also offers a great social life. You inevitably become close to the people that you join with as you go through your exams and the first days of accountancy life together; but you also get to know people throughout the firm at various social events such as our Christmas party, the annual firm away-day, our bi-annual charity quizzes and departmental socials. I have organised a regular five a side football match and also taken part in a few pub quizzes along with my colleagues. Lubbock Fine encourages a happy and settled work environment and a great work/life balance!

### Is there anything specifically about LF that stands out to you?

I believe the friendly atmosphere and approachability is outstanding. All the managers and senior staff are very willing to help and want to see all graduates make the most of our time at the firm and progress as fast as possible. ●

# MENZIES

BRIGHTER THINKING

Menzies is a leading firm of accountants, finance and business advisors that operate out of a network of offices across Surrey, Hampshire and London, providing our clients with easy access and local knowledge. Described as the 'best performing firm outside of the top 10' by Accountancy Magazine, Menzies has over 450 employees and an annual turnover of more than £40m.

Many of our clients are expanding overseas and benefit from the outward perspective we can provide via our active membership of HLB International.

Our key strength is focus. We focus on our clients – understanding your business via our in-depth sector expertise, which enables us to provide you with insights that add real value.

Our Relationship Partners focus on getting to know you. Research shows that 72% of business owners feel that meeting regularly with their accountant adds value to their business. We use an advisory-led approach and a variety of diagnostic tools we've developed to challenge your objectives and guide your business growth.

Clients also benefit from our diversity – we offer the full range of services you'd expect from your accountants – tax, corporate finance, audit & compliance and business recovery, plus some you might not – like strategic advisory, outsourced HR and FD support, franchising and business valuations. ●

## EMPLOYEE NUMBERS

### No. of Employees

480

### No. of Partners

40

### No. of Trainees

90+

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ PLACEMENTS
- ✓ SCHOOL LEAVER SCHEMES

### No. of Graduate Jobs

Varies

### No. of Undergraduate Opportunities

Varies

### No. of School Leaver Opportunities

Varies

### Disciplines Recruited From

Accounting & Finance, Business Management, Economics, Physics, Chemistry and More

### Office Locations

London, Cardiff, Woking, Heathrow (Egham), Leatherhead, Farnborough and Solent



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# ARE **YOU** LOOKING TO INNOVATE AND BE **INSPIRED** WITHIN AN **ACCOUNTING AND** **BUSINESS CAREER?**

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**MENZIES**  
BRIGHTER THINKING





It is difficult to enter the world of work confident that you are absolutely on the right path, location, salary – all of it!

At Mercer & Hole we understand this, we support our clients making difficult decisions all the time – life is imperfect but with positive intent, and a demonstrable motivation for excellence, it really can be what you make it. Surely you are looking to have fun and enjoy the journey too!

### Join us to make your career your own – start now

Our platforms for entry are to complete the ACA qualification over three years, or a four year course to achieve dual qualification of ACA and CTA. Why? These qualifications ground you in a firm knowledge of how businesses survive. We want you to be curious as to how to help our clients thrive and have the technical expertise to give them the answers they are looking for from their business advisers. We need joined up thinkers to create solutions to all sorts of puzzles. It is why we offer you permanent employment from day one – you become part of our long term solution.

Whether you are launching a start-up, helping families leave their legacies to future generations, or completing an audit snapshot of the year a client has had, our clients value the relationships they have built with Mercer & Hole. Therefore on joining us, that will become your responsibility too.

### Are you up for the challenge?

We listen to what challenges you are interested in and support you in this with ongoing development. This starts at the early stage of your career with professional study and qualifications. Later on by knowing your strengths and development needs, we will to progress you into more senior roles to continue to grow yourself and also Mercer & Hole, having already contributed to the firm's success.

### Become a professionally qualified human

At this stage in your life you want to start a path that will realise your capabilities, gaining rounded business qualifications, which no one can take away from you once you have achieved them. This will always be a firm foundation to exceed your earning and career expectations in the decades ahead. Your journey is fully funded, with study leave, soft skills training, team support and client exposure. We have opportunities beyond Audit and Tax in our other services as well.

### Have you got the Mercer & Hole ingredients?

If you have the humility to explore your career with us as captured above, and show the values expressed here we would love to hear from you. Make your career relationship meaningful, don't just be a number.

We hope to see you soon! ●

## EMPLOYEE NUMBERS

### No. of Employees

Over 200

### No. of Partners

24

### No. of Trainees

44

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

### No. of Graduate Jobs

10

### No. of Undergraduate Opportunities

Varies

### No. of School Leaver Opportunities

Varies

### Disciplines Recruited From

All degrees considered

### Office Locations

London, Rickmansworth, St. Albans and Milton Keynes



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# TRAINEE PROFILE

NAME	Luke Noble
LOCATION	St. Albans
UNIVERSITY	Southampton
DEGREE	Bachelor of Science
ROLE	Trainee



## How did you choose Mercer & Hole?

I studied a couple of tax modules throughout my degree and enjoyed them, so I decided this would be my area of focus in the search process. From there I was looking to train at a firm where I would be challenged and encouraged to develop professionally, not only in gaining a relevant qualification but also in the strength of their tax offering.

## What are your main duties/ roles in your current position?

As a trainee, which for me involves partly working in the personal tax team and partly in the trusts team, I am given responsibility for a portfolio of clients each year. This will involve compliance related work, such as preparing a tax return or a set of accounts. I also get involved with advisory work on those clients and it's a great opportunity to put into practice all that I am learning in my studies with support from a manager or partner. I am also a mentor to a graduate from the most recent intake.

## What challenges have you come across and what support have you received?

In my first year, I would come across technical aspects I had not yet seen at college.

My colleagues have always been willing to take the time to teach me and I have one-to-ones with my training manager too. Another tough challenge is balancing work and my studies and it's great to know that they want you to do well and they will be as flexible as they can in helping you achieve that.

## Do you have any advice for anyone wanting to work at Mercer & Hole?

My top tips:

Try to identify the values that Mercer & Hole have and see if they are compatible with your own. Don't place too much emphasis on what you studied in the past, it's more important that you're a good fit and you have a can-do attitude.

## What is the culture like at Mercer & Hole?

The culture is all about taking a personal approach and building relationships, both with clients and colleagues. Working hard is always important, but there is also an emphasis on making sure people are engaged, enjoy where they work and have a work-life balance. There are social activities and a charity of the year to get involved with and all of these allow you to get to know each other a bit better. ●



We offer graduate programmes with numerous firms of Chartered Accountants. This means when you apply through us, you're not just applying to one firm of Chartered Accountants, you're applying to many.

### **Our graduate programme is more than just a job. It's a career path!**

Our graduate programme provides you with a 3-year training contract with one of the firms of Chartered Accountants for which we recruit. Our programme will provide you with a wide range of practical experience while studying for your professional accountancy examinations; all of which leads to the ICAEW (ACA) Chartered Accountant qualification.

### **What support and benefits will you receive?**

You will receive a competitive salary and an excellent study and benefits package. You will also be given paid study leave and we cover the costs of all your accountancy courses and examinations (for first attempts).

You will be provided with support and mentoring to assist you with the ACA exams, as well as being able to tap into advice from trainees who are further on in their studies. This wide range of support means that we have a good track record of students passing all their exams first-time.

### **Practical work experience**

We offer graduate programmes with a wide range of small-to-medium size firms, meaning there is huge scope for you to progress within the firm. Indeed, many of our trainees have gone on to become senior managers and partners themselves.

One of the many benefits of training within a small-to-medium size firm is that you will enjoy more of a hands-on role and be given exposure to a wide range of assignments with clients of all sizes in various industry sectors. Some of the industries our firms work with include charities and not-for-profit, education, retail and e-commerce, gaming & apps, media and entertainment, sports and many more. ●

## EMPLOYEE NUMBERS

### **No. of Employees**

Varies between firms

### **No. of Partners**

Varies between firms

### **No. of Trainees**

40+

## JOB OPPORTUNITIES

### **Opportunities Offered**

✓ GRADUATE JOBS

### **No. of Graduate Jobs**

20-40 per year

### **Disciplines Recruited From**

Any

### **Office Locations**

London and South East



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[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)



# mha MOORE & SMALLEY

MHA Moore and Smalley is a leading independent provider of accounting, business advisory and wealth management services. We have offices in Preston, Blackpool, Southport, Lancaster, Kendal, Kirkby Lonsdale, Manchester, Liverpool and East Midlands. We have over 300 partners and staff providing trusted advice to clients across the UK. Via MHA, we are a UK member of Baker Tilly International, making us part of a global network of firms, helping clients with international trade matters.

Trusted thinking is at the heart of everything we do. Underpinning our firm is an intuition for outstanding client service, a thirst for continuous improvement and a natural instinct to do the right thing. That makes us a trusted choice for clients, a trusted employer for our people and a trusted partner for our intermediaries. MHA Moore and Smalley strives to create an environment where everyone counts. It's a place where people enjoy stimulating, rewarding and flexible careers, and an opportunity to work with exceptional, market leading clients and inspiring colleagues.

### Our Mission...

To engage with our clients and our people to deliver technical excellence and quality in everything we do.

### Our Values...

- Delivering outstanding client service
- Creating a friendly, positive environment
- Striving to be the best we can be
- Doing the right thing
- Putting something back

### Why work for MHA Moore & Smalley?

- A great place to commence your career in accountancy
- We are a top 50 award winning professional services firm
- We have an excellent reputation for training staff in a friendly and welcoming environment
- Clear career opportunities and progression paths
- Focus on work/life balance – flexible working patterns/locations
- Pay progression linked to role development
- High levels of staff engagement around the firm's values
- Great social life and involvement in community and charitable initiatives
- Part of a national and international network of firms with global opportunities
- A diverse work family
- Benefits package (after qualifying period) including: pension scheme, life assurance, flexible benefits (such as options to buy/sell annual leave, cycle to work scheme and dental insurance)
- Popular staff social club with subsidised events throughout the year ●

## EMPLOYEE NUMBERS

**No. of Employees**  
328

**No. of Partners**  
25

**No. of Trainees**  
95

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ INTERNSHIPS
- ✓ INSIGHTS
- ✓ SCHOOL LEAVER SCHEMES

**No. of Graduate Jobs**  
c. 5 per year

**No. of Undergraduate Opportunities**  
Varies

**No. of School Leaver Opportunities**  
5-10 per year

**Disciplines Recruited From**  
All disciplines

### Office Locations

Preston, Blackpool, Kendal, Lancaster, Liverpool, Manchester, Southport and Nottingham



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## National Audit Office

### About us

The NAO's position is unique, and our work is extraordinarily influential. Totally and distinctively independent of government, we scrutinise public spending for Parliament and investigate major government projects and programmes. This means we work for, and for the good of, all citizens in our country. We help our economy and society work better – supporting and enabling improvements in financial management and the way public services are delivered right across the public sector to millions of people every day.

For you, this means work that has a real purpose, and offers challenge and variety. You'll contribute to audits and projects that scrutinise government's use of resources and help drive improvement in our clients' businesses. Our work informs debates and influences some of the biggest decisions that government makes. You'll collaborate and work in teams with dedicated and talented people to deliver high-quality work that makes a difference.

By joining the NAO and achieving a prestigious qualification as a chartered accountant, you'll build a rewarding and fascinating career. You'll make an impact that you and the nation will benefit from.

### Our trainees

We welcome graduates from ANY degree discipline (not just maths!) to join our highly successful professional training scheme. Covering three years (up to five years for School Leaver Apprentices), it will take you right through to qualification as a Chartered Accountant (ACA) with the Institute of Chartered Accountants in England and Wales (ICAEW). You'll benefit from 25 weeks of study leave across the programme, giving you the quality time and space to focus on your studies and achieve success. By the time you qualify, you'll have outstanding professional experience behind you and a world of career possibilities ahead.

Alongside your qualification you'll work with clients from across government. You'll start out working as a team member supporting our core financial audits, building up over time to work on bigger audits and more complex work, taking more of a lead role as you develop your skills and confidence. While working mainly on financial audits you'll also have the opportunity to be involved in a range of our other work – including support for Parliament, investigations and our larger value-for-money studies of major government projects and programmes, which result in high-profile reports to Parliament that often make the headlines. ●

## EMPLOYEE NUMBERS

### No. of Employees

c.800

### No. of Trainees

c.215

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ INTERNSHIPS
- ✓ SCHOOL LEAVER SCHEMES

### No. of Graduate Jobs

c.70

### No. of Undergraduate Opportunities

c.12

### No. of School Leaver Opportunities

c.12

### Disciplines Recruited From

Any degree discipline

### Office Locations

London and Newcastle Upon Tyne



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National Audit Office

# CHANGE YOUR WORLD

Chartered accountancy  
graduate professional  
training scheme





## Accountants & business advisers

PKF Littlejohn LLP is a fast-growing firm of accountants and business advisers based in London's Canary Wharf. We provide a full range of audit, accountancy, tax and advisory services to a broad range of clients in London and the South East. We're also an important part of PKF International, a network of leading accountancy practices located in around 125 countries throughout the world.

Our Values are at the heart of who we are and help inform everything that we do as a business – from how we work with our clients to who we recruit to our team.

**We are Curious** - we want to better understand the world around us and enjoy getting under the skin of important issues. We seek out innovative ideas, original ways of thinking and emerging technologies.

**We value Authenticity** - we admire character, honesty and courage. We encourage our colleagues and clients to be themselves rather than forcing them to fit a particular stereotype.

**We are Respectful** - we live by the motto that we should treat our clients and colleagues the way we want to be treated ourselves. We recognise that we're at our best when we feel valued, so we invest time and effort to make the people we work with feel valued too.

**We Enable** - we're here because we want to make our clients more successful. We're eager to get involved and we're not afraid to take the lead in making things happen.

We're particularly well known for working with clients in the following sectors: **international businesses** (including major inward investors and subsidiary companies of multinational organisations), **capital markets** (we're one of the top auditors of businesses listed on the London stock markets), **financial services** (we have one of the largest insurance teams and are leaders in providing services to insurers and brokers in the London Market) and **not for profit** (we work with charities of all sizes, including those working in education, social enterprise, and overseas humanitarian and development aid). ●

## EMPLOYEE NUMBERS

**No. of Employees**  
261

**No. of Partners**  
31

**No. of Trainees**  
82

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ PLACEMENTS
- ✓ INTERNSHIPS
- ✓ SCHOOL LEAVER SCHEMES

**No. of Graduate Jobs**  
Varies

**No. of Undergraduate Opportunities**  
Varies

**No. of School Leaver Opportunities**  
Varies

**Disciplines Recruited From**  
Any

**Office Locations**  
Canary Wharf (London)



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[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

# TRAINEE PROFILE

NAME	Kathleen Carter
LOCATION	Canary Wharf (London)
UNIVERSITY	Warwick
DEGREE	Economics
ROLE	Trainee Chartered Accountant



## How did you get your job at PKF Littlejohn LLP?

I decided to apply to accountancy firms after finishing my degree and PKF Littlejohn was my first interview. The application process included numerical and verbal reasoning tests, a telephone interview and an assessment centre. The assessment centre comprised of a presentation about the firm, a group task and discussion and a final interview with a manager and partner. I was very nervous before the interview, but I was instantly put at ease by the friendly approach of the staff, and it felt more like a discussion of how my skills and interests were suited to the firm; I was delighted when they offered me the job.

## What is your weekly schedule like?

As part of the Financial Services division, I am involved in the audit of various firms including insurance companies, brokers and investment managers. The majority of these clients are situated in the City of London. Most of the time, I am based at the client offices and this gives me the opportunity to learn more about their day to day business. Moving between different clients also means that I have the opportunity to work with many members of the Financial Services team; this has enabled me to learn a wide range of skills and approaches.

Preparing for professional examinations at the same time as working can be challenging, but I feel very well supported and have benefitted from the exam preparation courses. There are often opportunities to socialise with people across the firm and the Canary Wharf office is friendly and welcoming.

## What is your role in the firm?

I am currently working as an Assignment Leader. In this role, I am given more responsibility and the opportunity to lead smaller audits; I also benefit from being part of a larger team for more complex clients. Through this approach, I have been able to learn on the job very quickly which has built up my confidence and knowledge of the industry.

This experience has helped me to gain a deeper understanding of audit, accounting and tax for the exams. I have greatly appreciated the chance to work closely with managers and partners who have been able to provide valuable feedback about my work and how I can continue to improve. ●



Welcome to RSM. As one of the largest networks of audit, tax and consulting firms in the world, we help school leavers and graduates kick-start their career in business.

Whether you join us in audit, tax, consulting, corporate finance, risk advisory or accounting, you'll enjoy a powerful combination of on-the-job learning and structured training – not to mention an impressive client list to work with. We support organisations across a wide range of sectors, so you could be working with premier league footballers and tech start-ups one day, and charities and multinationals the next.

When you join RSM, you'll discover a culture that nurtures individuality and celebrates fresh thinking. You'll find an environment where everyone is supported to reach their potential, with personalised training that fits your goals and annual salary reviews. With us, you'll always be moving forward.

And with access to a global network spanning more than 120 countries, you'll have a world of opportunity to build the career you want.

**It's your future. Own it at RSM. ●**

## EMPLOYEE NUMBERS

### No. of Employees

3,250

### No. of Partners

250

### No. of Trainees

c.450

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ PLACEMENTS
- ✓ INTERNSHIPS
- ✓ SCHOOL LEAVER SCHEMES

### No. of Graduate Jobs

290

### No. of Undergraduate Opportunities

160

### No. of School Leaver Opportunities

Varies

### Disciplines Recruited From

Any

### Office Locations

Nationwide



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# TRAINEE PROFILE

NAME	Jake Cross
LOCATION	Birmingham
UNIVERSITY	School Leaver
ROLE	Corporate Tax Associate



## How did you get your job at RSM?

When I was approaching the end of Year 13 at school studying for my A-Levels, I had to make a choice between University and an Apprenticeship. I applied for both degree courses at several universities and apprenticeships with different employers, but ultimately decided that learning via an apprenticeship route would get me to where I wanted to be quicker and without the lifetime debt!

## Why did you choose RSM?

I chose RSM as I felt that the team was the right size to really feel valued and I also wanted the opportunity to work with a variety of clients, from large corporate groups to owner-managed businesses to not-for profit organisations.

## What's it like working at RSM?

I really enjoy working here at RSM. I get to interact on a near daily-basis with our Audit and Accounts departments which has helped to improve my communication skills. Also, I have witnessed the variety of work which I had previously anticipated when applying for the job initially. Everybody is approachable and willing to help you as much as they possibly can which really helped when I was first settling in.

## What are your main duties/roles in your current position?

Now that I have been at RSM for 4 years, my role has moved from more of a 'preparer' role to a 'reviewer' role. My main duties are:

- Preparation and reviewing corporation tax computations and returns for my client portfolio
- Research into technical aspects of the role using the tax legislation (essentially 'tax law')
- Helping to develop the more junior members of the team
- Assisting the department managers with advisory-based projects (such as research and development tax relief claims)

## What skills have you found to be particularly useful in this sector/profession?

Good communication skills are really helpful for working in this role. There are always letters, e-mails and phone calls to make to clients, other departments internally and HMRC.

My communication skills have definitely improved since joining RSM. Time-keeping is an essential skill. There are various deadlines throughout the year, for example when tax returns need to be submitted by, when any tax liability needs to be paid and the preparation of tax figures may be required. A strong work ethic is also needed as the levels of work can fluctuate, whether this is having a lot of work to complete in a short space of time or simply due to the technical nature of some work.

## How do you see yourself progressing from your current position in the next 2-3 years?

I am hoping to have finished my CTA qualification and working towards achieving manager grade. I had to work hard across the previous 3-4 years to complete both my ATT and Apprenticeship qualifications, but ultimately that has led to me being promoted from 'Assistant' to 'Associate', along with the knowledge learnt on the job. Once I have finished all of my qualifications, I would also be interested in completing an international secondment to one of our worldwide RSM offices, such as USA or Australia.

## What challenges have you come across and what support have you received?

Studying at the same time as working and also trying to have a personal/social life is a difficult equilibrium to achieve. There have been some key deadlines whilst I have been out of the office so it was important that I was on top of things well in advance to ensure that I could get the work done.

## Do you have any advice for anyone wanting to work at RSM?

It is important to make sure that research is completed to make sure you know how you'll fit in at RSM, what value you can add and the culture of the team. I would also like to add that it is rewarding to be involved in such a great team and working with some great clients. My assistance in advisory projects has led to our clients receiving hundreds of thousands of pounds in tax repayments which really highlights how important the work is and how much of a valued member of the team I am.

## Describe RSM in 3 words

Collaborative, supportive, knowledgeable. ●

# Saffery Champness

CHARTERED ACCOUNTANTS

As a top 20 UK accountancy firm, Saffery Champness is a dynamic and exciting place to launch and build your career. We are recognised as one of the UK's leading firms of private client advisers, specialising in providing advice to a broad range of individuals, their families, businesses and wider interests. The sectors in which we operate include: private wealth; owner-managed businesses; landed estates and rural businesses; sports and entertainment; not-for-profit organisations; corporate finance and professional firms and consulting businesses.

Our style is personal and we value our strong client relationships and genuinely partner-led service. Staff and partners alike demonstrate our shared values of Excellence and Integrity in all that we do and being Enthusiastic and Collegiate in the way that we do it. Providing excellent training and development opportunities for staff is an important part of what we do, as our long-standing Investors in People accreditation demonstrates. We are very proud to have been awarded Investors in People silver accreditation in 2018 and named as one of 'Britain's Top Employers' for the 16th consecutive year.

## Our trainees

As one of our trainees, you can play a major part in our ongoing success story. From early on in your time with us, you will be entrusted with real client assignments and real responsibilities. In return, we will support you with our first-class training and development programme, designed to lay the foundations for an exceptional career.

## On the job training

Our trainees will complete a three-year (for graduates) to five-year (for school leavers) training contract with a view to becoming a qualified accountant or tax advisor. You will have exciting development opportunities available where you can build your knowledge in many of the sectors in which we operate. You will work in a friendly and progressive environment, within teams of varying sizes and for a range of exciting clients ●

## EMPLOYEE NUMBERS

### No. of Employees

700+

### No. of Trainees

134

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ INTERNSHIPS
- ✓ SCHOOL LEAVER SCHEMES

### No. of Graduate Jobs

Varies

### No. of Undergraduate Opportunities

65

### No. of School Leaver Opportunities

Varies

### Disciplines Recruited From

Any

### Office Locations

Bournemouth, Bristol, Edinburgh, Harrogate, High Wycombe, Inverness, London, Manchester and Peterborough



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# TRAINEE PROFILE

NAME	Marie Kubo
LOCATION	London
UNIVERSITY	Imperial College London
DEGREE	Medicine
ROLE	Trainee Chartered Accountant



## Why accountancy?

At Saffery Champness, I have worked with people from a multitude of different academic and career backgrounds. I previously worked as a doctor and made the difficult decision to leave the medical profession due to health reasons.

I was drawn to accountancy due to the opportunities that the ACA qualification would offer. As a doctor I enjoyed meeting different people, the need for logical thinking and continual development opportunities and this was mirrored in the accountancy profession. I wanted exposure to a variety of clients in different sectors during my training and it was evident that Saffery Champness could offer this.

## Professional qualifications

The ACA qualification involves 15 exams, gaining 450 days of practical work experience, professional development and training in ethics and professional scepticism.

At Saffery Champness, you tend to sit the six certificate level exams and three to four professional level exams in your first year of training. You sit the remaining professional level exams and two advanced level exams in your second year, leaving one exam in your final year. After sitting my first two exams, it was apparent that my studies were essential to building my competence and understanding of tasks at work. I have found that having passed 11

exams now, my ability to tackle problems independently has improved.

## What challenges have you come across?

Studying towards the qualification whilst working requires discipline as the exams are not something that you can cram for. It can take a hit on your social life particularly in the run up to exams, however the firm is very understanding and ensure that we prioritise our exam preparation. Despite continually growing, the firm maintains an open door policy and I have regular exposure to senior staff, including partners who support me through my qualification.

## Internal training

You get an even mix of technical training and softer skills training through audit and accounts work, both in the office and during fieldwork at the client site. I can ask technical questions with ease to fellow trainees or senior staff due to the supportive and approachable culture.

Working closely at client sites with senior trainees and seniors, gives you an opportunity to learn from their interactions with the client and within the team.

This has helped me to improve both my communication skills and leadership skills. We also attend a residential course with all UK trainees, which is tailored to relevant accountancy topics as well as developing soft skills and IT training. ●



# Start your career with Accountancy Careers





### About us

Do you aspire to join a modern and dynamic firm? Then why not join us! As an ambitious and progressive award winning top 20 group of UK chartered accountants, we have a strong national and international network.

Each trainee is given responsibility from day one and has the chance to stretch their talents and experience a wide diversity of work. Our trainees deal with a variety of clients; from very small companies through to what we call the 'dynamic mid-market' businesses, including AIM and fully listed public entities. The recruitment experience may vary slightly from office to office, however, we all share one vision and the same intrinsic values.

### What makes us a great employer?

From the outset, you will receive exposure to a varied portfolio of clients, as well as access to the best training available. Our trainees always tell us that the culture and family spirit is one of the best firm attributes we provide and Efe, a graduate within our London office, strongly agrees: 'UHY has a great friendly and relaxed atmosphere and is a very tight knit company with lots of social activities.' As an approved training office for the ICAEW, we are considered a leading trainer within the accountancy profession. But don't just take our word for it; read the unedited experiences of our current staff on our website.

### What we're looking for

We are looking for the partners of the future – someone that has excellent communication skills and the ability to actively engage with clients. Someone that is ambitious, passionate and wants to progress within the practice.

### Development and career progression

We are dedicated to your professional development and so have established a mentoring programme to support our trainees. We have a genuine passion for our students to succeed, not only through exams but in your future career with us. We are passionate about and committed to our staff, and will always try to promote internally; even as far as partner level. ●

## EMPLOYEE NUMBERS

### No. of Employees

500+

### No. of Partners

90

### No. of Trainees

100+

## JOB OPPORTUNITIES

### Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

### No. of Graduate Jobs

20+

### No. of School Leaver Opportunities

10+

### Disciplines Recruited From

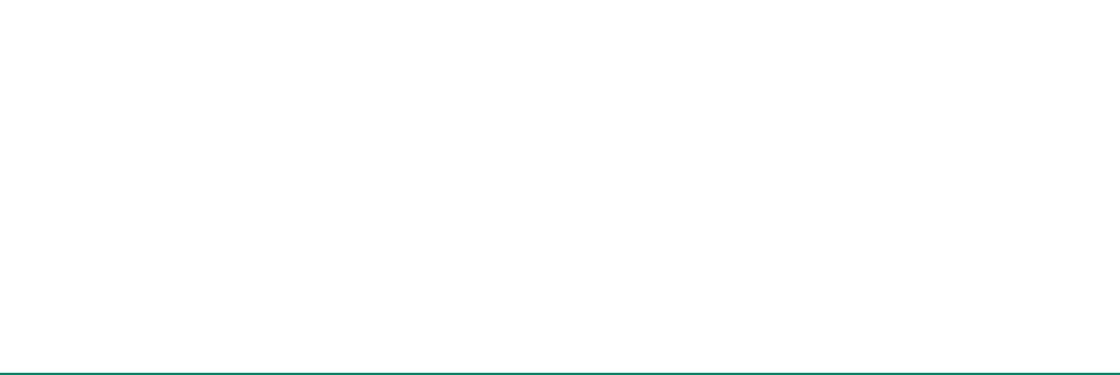
All

### Office Locations

Birmingham, Brighton, Letchworth, London, Newport, Nottingham, Manchester, and York



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# JOB FINDER

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Provides summary information on employers recruiting trainee chartered accountants.



Company	No. of Employees	No. of Partners	No. of Trainees	OPPORTUNITIES OFFERED					No. of Graduate Jobs	No. of Undergraduate Opportunities	No. of School Leaver Opportunities	Further Information (page)
				Graduate Jobs	Placements	Internships	Insights	School Leaver Schemes				
	160	22	40	●	-	-	-	-	15	-	-	63
	5,000	294	c. 1,200	●	●	●	●	●	c. 350	Varies	Varies	64
	150	15	40	●	-	-	-	●	6-8	-	4-6	67
	115	19	18	●	-	-	-	-	4	-	-	68
	394	36	116	●	-	-	-	●	c. 25	-	c. 6-8	70
	Over 165	20	-	●	●	●	-	-	4	Varies	-	71
	440	35	98	●	●	●	●	●	20	4-8	4-8	72

Company	No. of Employees	No. of Partners	No. of Trainees	OPPORTUNITIES OFFERED					No. of Graduate Jobs	No. of Undergraduate Opportunities	No. of School Leaver Opportunities	Further Information (page)
				Graduate Jobs	Placements	Internships	Insights	School Leaver Schemes				
 cowgills	180	14	29	●	-	-	-	-	3	-	-	73
 Crowe	850+	85+	250+	●	●	●	-	●	50+	Varies	Varies	74
 DAINS <small>ACCOUNTANTS</small>	Over 180	16	44	●	●	-	-	●	Varies	Varies	Varies	75
 DUNCAN & TOPLIS	400+	29	60	●	-	-	-	●	12	-	12	76
 EY	284,000	-	-	●	●	●	-	●	850	350	350	78
 <u>Flemmings</u>	30	-	23	●	-	-	-	-	Up to 10	-	-	79
 Galloways <small>ACCOUNTING</small>	100+	8	15	●	●	●	-	●	10	5	5	80

Company	No. of Employees	No. of Partners	No. of Trainees	OPPORTUNITIES OFFERED					No. of Graduate Jobs	No. of Undergraduate Opportunities	No. of School Leaver Opportunities	Further Information (page)
				Graduate Jobs Placements	Internships	Insights	School Leaver Schemes					
 Grant Thornton	4,500	750	22	●	●	●	-	●	300-350	80-100	80-100	81
	25	5	11	●	-	-	-	-	3	-	-	83
 HASLERS	103	10	9	●	-	-	-	-	Varies	-	-	84
 HAT Group of Accountants	Varies	-	Varies	●	-	-	-	●	40	-	Varies	85
 haysmacintyre	300	35	-	●	●	-	-	●	23	2	2	86
 HAZLEWOODS DRIVING YOUR SUCCESS FORWARD	380+	30	90+	●	-	-	-	●	c.35	-	Varies	89
 H: HillierTophams	160	15	23	●	●	-	-	-	8	3	-	90

Company	No. of Employees	No. of Partners	No. of Trainees	OPPORTUNITIES OFFERED					No. of Graduate Jobs	No. of Undergraduate Opportunities	No. of School Leaver Opportunities	Further Information (page)
				Graduate Jobs	Placements	Internships	Insights	School Leaver Schemes				
 IWFisher	280	27	50	●	-	-	-	●	5-10	-	Varies	92
 JOHNSTON CARMICHAEL	800	58	Over 90	●	-	●	-	●	See Website	See Website	See Website	94
 Kirk Newsholme	40	-	10	●	-	-	-	●	4	-	Varies	95
 KRESTON REEVES	550+	53	126	●	●	●	-	●	Varies	Varies	Varies	96
 LubbockFine Chartered Accountants	121	13	22	●	-	●	-	-	6	4	-	98
 MENZIES BRIGHTER THINKING	480	40	90+	●	●	-	-	●	Varies	Varies	Varies	100
 Mercer & Hole	Over 200	24	44	●	-	-	-	●	10	Varies	Varies	102

Company	No. of Employees	No. of Partners	No. of Trainees	OPPORTUNITIES OFFERED					No. of Graduate Jobs	No. of Undergraduate Opportunities	No. of School Leaver Opportunities	Further Information (page)
				Graduate Jobs Placements	Internships	Insights	School Leaver Schemes					
 mercia incorporating bswr	Varies	Varies	40+	●	-	-	-	-	20-40	-	-	104
 mha MOORE & SMALLEY	328	25	95	●	-	●	●	●	c. 5	Varies	5-10	105
 NAO National Audit Office	c. 800	-	c. 215	●	-	●	-	●	c. 70	c. 12	c. 12	106
 PKF Accountants & business advisers	261	31	82	●	●	●	-	●	Varies	Varies	Varies	108
 RSM	3,250	250	c. 450	●	●	●	-	●	290	160	Varies	110
 Saffery Champness CHARTERED ACCOUNTANTS	700+	-	134	●	-	●	-	●	Varies	65	Varies	112
 UHY Hacker Young Chartered Accountants	500+	90	100+	●	-	-	-	●	20+	-	10+	115



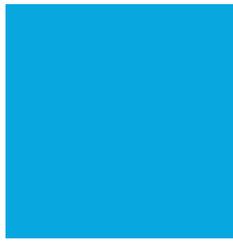
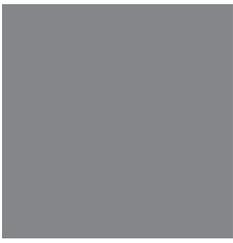




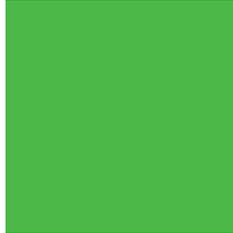








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