



THE ONLY GRADUATE CAREER GUIDE TO

Chartered Accountancy

2019/20

33rd Edition



GRADUATE JOBS | INTERNSHIPS & PLACEMENTS | ADVICE

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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 in you can use the **Employer Directory** as well as the **Job Finder** from page 54 to help you find your future employer, before applying for the vacancies featured on www.accountancycareers.co.uk. Good luck!

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

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Discover your route to chartered accountancy with ICAEW and the *Accountancy Careers Guide 2019/20*. 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 5000 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 million pound deals. They are the ones who are comfortable providing stability to financial strategies. As an ICAEW Chartered Accountant, your ideas will be 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 we are committed to delivering our 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 we 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 our 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 78 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. We 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 our 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?

Chartered accountants 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 such as KPMG, Deloitte and L'Oreal – 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 tell you strong people skills, creative thinking and clear communication are instrumental in your development.

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

- Taking control of managing financial systems and budgets.
- Deliver 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.

Case Study

Zoe Wong, Finance and Operations Director at Depop, explains her creative route to accountancy.



"The ACA qualification gives a broad foundation for anyone wanting to work in business and offers multiple routes that can suit passion and interests."

I love working in areas I am passionate about – fashion and ecommerce. I work at a start-up app called Depop, where I have been growing the finance function and helping the business scale up and grow. It's always a personal achievement to see your business growing year on year.

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



FIVE REASONS WHY YOU SHOULD 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

A global career

The ACA qualification is internationally recognised. Our members work in 154 countries and ICAEW is the founding partner of Chartered Accountants Worldwide (CAW). This is a chance to take your career to places you may not expect.



All degrees are accepted

You don't need a business or financial degree to become an ICAEW Chartered Accountant, so secure good grades in what you have a passion for – all degrees are welcome.

4



Training and support

Training agreements with our authorised employers offer practical work experience as well as studying and exams. We'll help you with every step in your accounting journey and you'll receive industry leading training from your employer.

2

5

Work in an industry you love

Chartered accountants shape the business decisions and strategies across all types of organisations. From charities to sports brands – you'll find the employer that's right for you.



3

Earn while you learn

You will earn a salary while you work towards your ACA qualification. On average you can earn £51k 0-2 years' after obtaining your ACA.



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 150,000 ICAEW members, gaining industry insight, support and advice throughout their career. ●

For more on ICAEW qualifications:
www.accountancycareers.co.uk

AREAS OF WORK

With a range of industries and sectors to work in, a career in chartered accountancy offers exciting and limitless opportunities. 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.

PUBLIC PRACTICE

A public practice firm's accountants deal with accounting and financial needs of a client whilst remaining independent from their staff. Accountancy practices vary in size, type and location as well as what services they offer, including:

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

Public practice is often seen as the sector that can offer job security, as other sectors can be hit hard by recession

Why work in public practice?

While public practice can be challenging, it can also present trainees with a wide variety of experiences working on multiple industries and providing a lot of flexibility. Public practice is often seen as a sector that can offer job security, as other sectors can be hit hard by recession, and there is also the chance to specialise in areas such as audit or consultancy in this area of accountancy.

Routes into public practice

There is a lot of variety for graduates entering this area of accountancy.

Large international firms sit within public practice, and include the "Big Four" accountancy firms – PwC, EY, KPMG and Deloitte. On the other end of the scale there are also smaller accountancy firms, known as small and medium enterprises (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.

COMMERCE AND INDUSTRY

A growing number of graduates are beginning their accountancy careers in banks and businesses. Whether you work in a large global organisation or a small business, working in this sector means that you will experience the full process of financial management and reporting.

Typically, accountants working within financial services work in middle office banking roles such as monitoring trade activity but you will also develop an understanding of IT, marketing, sales and operations.

You will be working in a highly competitive environment at times, with rapidly-changing risks and constant demand for innovation. As your career progresses, you will become involved in making strategic decisions to drive the business forward, creating plans and leading change for business success.

Working in business and financial services allows you to make strategic decisions and work towards the growth of a company

Why work in commerce and industry?

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

Routes into commerce and industry

A common route into commerce and industry is to make the move once they have completed their training agreements. This can include major commercial companies, such as those in manufacturing, retail and telecoms industries, though many of these companies also offer ACA training through themselves. Financial services include global banks such as Goldman Sachs, HSBC and Macquarie, some of which will offer accountancy training.

Accountants are needed in all areas of industry to manage budgets, monitor the economic health of the company and to make important strategic decisions.

For more careers advice visit:

www.accountancycareers.co.uk/career-advice

Accountants will often occupy the most senior positions in companies, all the way to chief executive.

CHARITY AND NOT-FOR-PROFIT

If you would like your skills to make a difference, then you may be looking at the charity and not-for-profit sector.

There are a range of opportunities for accountants in this 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 also 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?

There are many reasons why working in a charity or not-for-profit organisation can make for a rewarding and satisfying career.

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 also known to have a healthier work/life balance than other sectors.

PUBLIC SECTOR

Chartered Accountants in the public sector manage, distribute and invest finances in public services such as health, education, housing, emergency services and local authority services.

They are constantly challenged to reduce expenditure and improve efficiency to ensure value for money.



Accountants working in this field are also in charge of holding government departments to account by monitoring spending.

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

If you work in the public sector, you will quickly develop commercial and decision-making skills

Why work in the public sector?

There are a lot of benefits to working in the public sector, and many choose to develop their career in this area as it affords the opportunity 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 – helping you to see that they are effectively and efficiently employed to give value for money.

Additional benefits, such as a good pension scheme and longer holidays can be a deciding factor when it comes to choosing work in the public sector. ●

TRAINING FACTS AND FIGURES

We have already discussed what education and skills you need to become a chartered accountant, but is it really the case that you don't have to study accounting at university to become a chartered accountant? We look at what current ACA student studied at university, and you might be surprised at the results.

As of 2018, there were over 150,000 members of the Institute of Chartered Accountants in England and Wales in 153 countries across the world. There are over 27,000 students currently taking the ACA qualifications in order to become chartered accountants.

So what did those students study? The accountancy profession is for everyone, of all degree backgrounds not just accounting or finance. While it is true that a lot of students do study accounting and finance, 28% of all ACA students in fact, the same percentage studied business and management.

Proficiency in maths is just one requirement to become an accountant, with employers

valuing softer skills including communication and team work which is why so many arts and humanities students find their place in the accountancy profession.

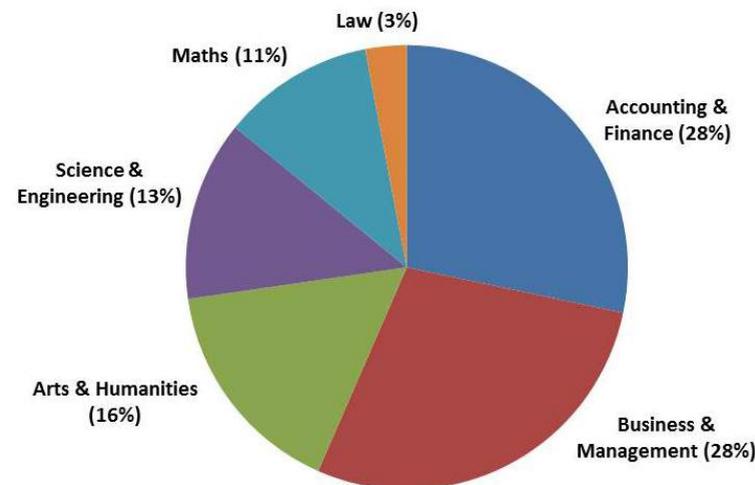
Science and engineering graduates have also found that they can apply the skills they learnt in their degree in the wider context of the accountancy profession.

As you can see in the chart below, the accountancy profession is for everyone of all degree backgrounds, not just accounting and finance. You can read profiles by students from a range of degree backgrounds from page 30. ●

Career Destinations

Chartered Accountants work at the highest level of business and finance. You could:

- Become a partner of an accountancy practice
- Become the chief executive of a FTSE 100 company
- Hold a management position within a financial services organisation
- Become a director of a well-known or globally renowned company
- Become the finance manager of leading charity
- Manage your own business



ACCOUNTING & FINANCE SALARY TRENDS

The ongoing skills shortage has intensified competition for top performers in accounting and finance. According to our recent research, 40% of CFOs consider it is significantly challenging to find qualified professionals, naming finance management, financial planning and accounting as the hardest roles to hire in the current market.

Hiring speeds are coming under scrutiny as one of the factors preventing businesses from securing the best talent. As skilled accounting and finance professionals are receiving multiple offers and counteroffers for roles, so rarely remain on the market for long. Newly qualified ACCA, CIMA and ACA accountants with less than five years' experience are in high demand at present.

It is expected that skill sets within finance will evolve due to automation and digitalisation initiatives. CFOs have predicted that team dynamics will need to change, shifting more towards a collaborative and communicative approach, and in-demand skills will trend towards adaptability and data analysis. Finance leaders are looking to hire professionals with the right skills and experience, combined with a willingness to learn and the right cultural fit.

The trend for temporary hiring in finance is strong. When asked, 38% of UK businesses said they would be using temporary or interim staff to help ensure their teams had the requisite skills. More than a third (38%) of CFOs said temporary, and contract staff were a core component in their long-term

staffing strategy, and 38% said they felt a mix of both temporary and permanent staff was crucial for departmental success. In terms of budget allocation, most CFOs are considering temporary professionals to fill roles in financial management (32%), accounting (28%) and credit management (27%).

Some businesses are offering salary increases for finance and accounting professionals, but many are not able to move beyond current salary bands. According to our survey, 12% of CFOs have no plans to increase salaries in the coming year, and 11% hoped to offer a raise to 20% of their team. The majority of CFOs believed that salaries would increase by 2% for existing permanent staff in 2019.

Businesses without the means to offer financial incentives are offering flexible benefits to compete for talent. The trend for flexible working is popular among jobseekers – flexible schedules, the option to work from home, and condensed working hours are all attractive prospects. As the desire for training and development grows, more businesses are offering study assistance and allowances to support the upskilling of their employees. ●

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



2019 UK SALARIES FOR ACCOUNTING AND FINANCE

Roles	Salary Range
Accounts Assistant	£18,000-28,500
Assistant Management/Financial Accountant	£20,000-35,000
Part-Qualified Accountant	£25,000-40,000
Ledger Manager	£25,000-48,000
Qualified Accountant	£40,000-75,000

EDUCATION & SKILLS

Businesses and organisations need people with varied backgrounds, interests and knowledge to help them become as successful as possible. There are many ways to become an ICAEW Chartered Accountant, so whether you're a graduate, a school leaver or a professional looking to move industry, there is a route for you.

Do I need an A-level in maths?

No. You just need to be comfortable with numbers. Most employers look for students with maths at GCSE level at grade B/5 or above, but do not require it at A level.

What grades do I need?

ICAEW's entry requirements relate to your school, college or other relevant qualifications and full details can be found on the ICAEW website. While employers are looking for applicants with a good academic history, employability skills are just as important. Check your chosen employer's website for their specific requirements before you apply.

Finding your place

You can start the ACA as an independent student, but we recommend you secure a training agreement with an authorised employer as soon as you can. These firms must meet strict standards to train ACA students, meaning you'll benefit from a first-rate employer who is committed to giving you support and guidance throughout your training. Securing a training agreement early on also means that you'll be paid a competitive salary while training.

Employability skills

Recruiters look for a broad range of personal skills, not just academic ability. Having demonstrated your sharp mind, you'll also need to show that you have the right character and outlook. Part of this means being good with people (particularly clients), at ease with numbers and interested in the way an organisation's financial matters impact on performance.

As well as being independent, confident and innovative, employers are looking for candidates to possess the following skills:

Chartered accountants are highly respected for behaving professionally and conducting business ethically at all times.

PEOPLE SKILLS

Great chartered accountants are able to communicate complex financial information and advice to colleagues, managers and clients in an easy to understand way.

Improve your people skills by putting yourself into situations that require lots of interaction with people from a wide range of backgrounds, abilities and cultures. Volunteering and part-time jobs give you access to lots of people from different generations, levels and experiences, all of which helps to develop your communication skills.

TEAM WORKING

Knowing when to operate as a team member or a team leader is vital, as is the ability to support and motivate others to achieve common goals.

Team working skills can be gained and demonstrated through any societies or teams you are part of. Think about what made your team successful and highlight your contribution to that. Keep track of any actions you took that resulted in the overall success of the team for future job applications and interviews.

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.

Businesses and organisations need people with varied backgrounds, interests and knowledge to help them become as successful as possible. There are many ways to become an ICAEW Chartered Accountant, so whether you're a graduate, a school leaver or a professional looking to move industry, there is a route for you.

Problem solving is all about using logic, as well as imagination, to make sense of your situation and come up with an intelligent solution. Examples of problem solving can be taken from and applied to all aspects of your life. Consider mistakes that you have rectified in the past and what you would do differently in the future. When it comes to communicating your problem solving ability the most important thing is to present the problem and the actions you took.

PROFESSIONALISM

Chartered accountants are highly respected for behaving professionally and conducting business ethically at all times.

Presenting a professional image doesn't mean sacrificing your own personality. It means you should always be aware of how your behaviour may be viewed by others and ensure you always take the best course of action for both yourself and your employer. Professionalism also includes how you treat your colleagues – superiors, peers and all those around you in your place of work. It is very important to respect all individuals in the workplace at every stage in your career.

COMMERCIAL AWARENESS

By being commercially aware, chartered accountants are able to think creatively about problems to identify solutions and give their organisation the competitive edge. Having an understanding of an employer's business will show them that you have a grasp of their market. Demonstrating knowledge of an employer's competitors helps you recognise the challenges they come up against. It will make you better equipped to make decisions for them.

Go the extra mile and sign up for industry news in your chosen sector, follow employers on Twitter and LinkedIn and set up key word searches. All of this will be great preparation for an interview.

IT SKILLS

Chartered accountants have well-rounded technical skills, keep up to date with technology and are able to use it to solve problems and develop strategic advice.

Even at entry level, employers will expect applicants to be computer literate. This is one area where first impressions count.

The majority of employers now take online applications so the first example they will see of your IT skills will be your application or CV. Make sure there are no spelling mistakes, don't just rely on spell check, get someone to proof read it for you too. This will show an employer you have a keen attention to detail. ●



CHOOSING THE RIGHT EMPLOYER

Deciding what type of employer you would like to work for is a difficult decision and one of those important choices that you have to make when you start looking for your first graduate role. The accountancy profession boasts a wide variety of employers, so read on to help decide which type is best for you.

Different sectors all have their own advantages and disadvantages: it's down to you to decide what suits your personality and career aspirations best.

Ask yourself – what does success in my career look like? Does it mean a large salary? Working for a multi-national firm with opportunities for overseas secondment? Long-term job security or the opportunity to specialise in an interesting field? Try and consider as many factors as possible when defining what success looks like for you. Most employers in the industry pay competitive salaries, so what is it that you really want to achieve?

Becoming successful in your career requires working in the right role, with the right employer, for the right salary. Sometimes these employers can be small companies, charities or new start-ups.

Here are a few things you should consider when choosing your employer:

- What are the organisation's values – do they fit with your own?
- What is the organisation's culture and work environment like?
- Do you fully understand the opportunity you are being offered? Does it fit with what you are looking for?
- Is there a structured training programme?
- What support will you get through training?
- What will you be doing day to day?
- What could the career journey look like at that organisation? Are there structured progression routes?

Where can you train?

ICAEW Chartered Accountants train and work in a variety of sectors and in all sizes of organisation.

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

There is no such thing as a typical employer: there are a diverse range of opportunities on offer. While they all offer something different, all ICAEW authorised employers have to meet strict training standards. 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.

It's important to consider the industry sector you want to work in, as each will offer different experiences and suit different skills and attributes:

- Professional services and public practice.
- Business and financial services.
- Charity.
- Not-for-profit.

In addition, you should also think carefully about the size of the organisation; small and large organisations can offer very different 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.

Finally, there is the important matter of location. London is one of the most vibrant cities in the world and a popular choice for graduates. However, 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 graduate vacancies.

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

Don't delay your search. Employers advertise a range of internship, placement and graduate opportunities, which you can search by location and type, so you're bound to find an opportunity that's right for you. Employers' websites contain useful information and hints about their recruitment processes and the roles available.

If you've already found an employer who you want to train with who isn't authorised, don't worry. ICAEW can help your employer to become authorised to train you for the ACA. It is a straightforward process which is also free of charge for the employer. Ask your employer to visit icaew.com/trainaca to find out more or to arrange for one of our team to visit.

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 qualified, 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 or www.accountancycareers.co.uk.

For an A-Z of Employers:
www.accountancycareers.co.uk/employer-directory



INTERNSHIPS & WORK EXPERIENCE

Work experience is integral to graduate recruitment for many leading employers. Once again employers have repeated the warning that graduates who have had no previous work experience are unlikely to be successful in their graduate recruitment process. Read on to find out more about the different types of opportunity available.

When it came to graduate recruitment last year the outlook was cautiously optimistic. However, this year graduate recruitment is expected to rise 'substantially', with one of the biggest increases within the accounting and professional services.

That said, an increase in places has brought an increase in applications, and employers are reporting they have received 4% more graduate job applications so far compared to 2017-2018*. This means that you will have to stand out from your peers and promote yourself in the best possible way.

Many employers now see work experience as the most reliable way to find candidates for their graduate vacancies. It's a great way to show employers that you have the interest and the ability to succeed in the accountancy profession and therefore could help you secure a graduate position. 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.

What's on offer?

There are two main types of work experience; placements and internships. 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. This differs from internships, which usually last 6-12 weeks, are not linked to a degree course and are normally taken in the summer.

Many employers now see work experience as the most reliable way to find candidates for their graduate vacancies

PLACEMENTS

Some accounting, finance and business degree courses will give students the options 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:

- Gaining valuable industry experience
- Increasing your subject knowledge
- Building your employability skills
- Earning money to support yourself through your studies
- 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 for and contact employers directly. University careers fairs and the Accountancy Careers website are both good places to start.

INTERNSHIPS

Formal internships are a popular choice among students. They can provide up to 12 weeks of experience and they are usually 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, High Fliers have reported that nearly three-quarters

of employers have work experience places for first year undergraduates. These could come in the form of paid internships, introductory courses and course placements.

If you are interested in an internship, the key is to 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

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:

- **Volunteering as a treasurer** for a university club or society. Being a treasurer of a club could prove useful in an interview situation and on your CV. This role 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.

- **A part-time job.** Customer facing experience is crucial in any role, even more so in accountancy. Therefore your part-time job could prove that the perfect work experience. If you want to make it more relevant to accountancy, you could 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.
- **The relevance of your 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 transferrable skills and commercial awareness. ●

*The Times High Fliers 2019 Report



APPLICATIONS & INTERVIEWS

The most successful accountants will possess the ability to communicate with peers, customers, external business partners and investors alike, coupled with an acute eye for detail and key technical accounting knowledge. Employers will be looking for you to demonstrate your professional qualities in your technical competencies both on your CV and in person. Karen Young from Hays gives her application and interview tips.

As pressure on organisations to recruit the best accountancy and finance talent continues to intensify, employers are looking for the right professional qualities, technical skills and competencies in candidates now more than ever. If you're starting out in the industry, you can use your personal branding and interview opportunities to secure a job, and go on to use the first few weeks to get off to the right start.

When starting your search for a trainee accountancy role, firstly it is important to identify your key skills and research the organisations and jobs that you are best suited to. Decide if you are looking to gain broad practice experience or specialise in a specific area, to know where to start your search. You should also be aware of the factors which are most important to you, for example, location, salary and benefits, and workplace culture including flexible working or working hours. It's recommended to possess an idea of your career aims and objectives for your first role in the sector. However, most important is the desire and enthusiasm to work in the accounting and finance field, as showing passion for your choice of work will make a huge difference in an interview.

The Hays UK Salary & Recruiting Trends 2019 guide found that 68% 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 how you can stand out to those employers planning to expand their workforce.

Personal branding

Smart jobseekers understand the value of building up their brand and raising their profile. Your personal brand should reflect your values, skills and experience across a number

Social media is now an integral part of job searching and if used correctly, should be seen as a positive asset for job seekers

of mediums and if done effectively, is what sets you apart from other professionals. Your CV and online identity are two integral elements of your brand which form the basis of how recruiters and employers perceive you.

CV preparation

Before embarking on your job search, ensure that your CV is up to date with your experience, key achievements and training and any professional qualifications that you already hold or are working towards. If you do not have 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. Make sure you also update any voluntary or extra-curricular activities too, as these will most likely bear relevance to a graduate or trainee job in finance.

Remember that your CV is your first sales pitch to a potential employer so ensure there are no spelling or grammatical errors and it is professionally presented. Choosing a clear, simple font size and type will help with this. Your CV and application also need to be specifically tailored to each individual role. This means ensuring that you demonstrate all the required competencies as outlined in the job and person descriptions. You may not need to change your CV completely each time you apply to a job, but consider re-ordering the

content so that the most relevant experience and skills are higher on the page and therefore read first.

Online identity

Along with your CV, how you represent yourself online is an integral element of your personal brand and has a huge bearing on your job prospects. Any social media platforms you use in a professional capacity should be up to date. Focus on your LinkedIn profile which should align with the information you have on your CV. Make sure that both match up in terms of employment dates and experience. Failure to do this might indicate poor attention to detail or an unfaithful representation of you as a candidate.

LinkedIn is a great way to showcase passion for your industry by joining relevant groups, posting frequently and updating your profile with professional achievements. You can also use 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, should be seen as a positive asset for job seekers.

The interview

If you are successful in your application, you will then be invited to an interview. Interviews can often feel stressful and it's not unusual to feel overwhelmed or nervous, particularly if it is an interview for a job you are very passionate about. However, an interview is an opportunity to demonstrate your skills, personality and of course your interest in the job and organisation, and creating a great first impression will go a long way.

Preparation

Preparation is key to making a good first impression. You can prepare by researching the organisation that you are interviewing with in detail and check their website to learn about their service offerings, structure and recent news. Familiarise yourself with the requirements of the role so you are able to confidently demonstrate your suitability.

Strong preparation like this will show your commitment to the job and provide evidence of your organisational skills.

Interviewers usually ask at least some competency-based questions which target a specific key skill or capability from the job specification. These questions give you the opportunity to discuss examples of where you have shown qualities outlined in the job description. You should have a number of relevant examples prepared in advance either from your studies or previous part time employment. To be an accountant, you have to be exceptionally organised and able to work to strict deadlines whilst having technical numeracy skills and developing communication and people skills, so perhaps tailor your examples around these requirements.

For more tips and advice visit:
www.accountancycareers.co.uk/career-advice

A particularly useful tool to demonstrate your skills is the STAR (Situation, Task, Action, Result) acronym. Even if a company follows a different interview format, knowing how to structure your responses in a way that really sells your experience is the key to success. 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.

Arrive for your interview promptly and 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.

During the interview

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 deal with clients and colleagues. Conducting your interview in an engaging way will demonstrate the personal characteristics and "can do" attitude that are essential for the very best accountants. Be mindful of your body language; your posture, eye contact and gestures can show a lot about your confidence and mind-set.

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 the end of your interview that demonstrate you have done your research and are genuinely interested in the job and organisation, as this will create a positive impression of curiosity. If the interview has followed a strict format, asking questions is a way to get across experience that you may otherwise not be asked about.

Follow-up

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.

Starting your new role

Congratulations, you've secured the job! Starting a new job can be one of the most exciting, but also potentially one of the most stressful experiences in our professional lives. You will work hard to prove your value and will be keen to make an impact from the get-go. By keeping the following in mind you can make sure your new role gets off to the best start possible.

Your first day

When you arrive on your first day, it's important to remember to be confident. Despite not knowing anyone walking into a new organisation and starting out fresh, it's important to be yourself from day one.

Make a great impression when meeting your new colleagues by introducing yourself, maintaining eye contact and smiling.

Be mindful of your body language; your posture, eye contact and gestures can show a lot about your confidence and mind-set.

Remembering people's names will also go a long way in those first few days and weeks at work. It is also absolutely critical not to be late on your first day.

Be open-minded

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 a network of support

Following on from the initial introductions, it is important that you make an effort to really get to know your colleagues in the upcoming days. Take the time to 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 Director of 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 the right finance professionals with the right organisation.



**Find your dream accountancy
role online today**



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INDUSTRIAL PLACEMENT

KRESTON REEVES

STUART GEMMELL



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

“The most important thing I have learnt during my time...is not to be afraid of asking for help”

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.

Do your research into your chosen company. Why would any company employ someone who knows nothing about them?

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.

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. ●

SUMMER INTERN

SAFFERY CHAMPNESS

ED HILL



UNIVERSITY OF EDINBURGH
MA ECONOMICS & FINANCE
WITH HONS
LONDON
PRIVATE WEALTH AND ESTATES
GROUP SUMMER INTERN

“I could not recommend enough doing an internship before starting work”

Why did you choose to do a Summer Internship in Private Wealth with Saffery Champness?

Whilst in my third year of a four year course at university, I was looking to gain experience in a 'working environment' to allow me to make a more informed career decision after graduation. An internship with Saffery Champness offered an opportunity to gain an insight into accountancy and the broader variety of work that the Private Wealth and Estates team offers.

The variety of work I experienced in my internship allowed me to gain a better understanding of what I enjoyed doing

How did it tie in with your overall career plans?

Prior to my internship I was still very unsure as to what I wanted to do after graduating. The variety of work I experienced in my internship allowed me to gain a better understanding of what I enjoyed doing, and therefore the career I would like to pursue. I found my weeks at Safferys far more stimulating and interesting than previous internships and work experience I had done. This, alongside the

great social scene at the firm meant I had an easy choice as to where I wanted to be post university. I took the offer to return as a Trainee Chartered Accountant the following September very happily.

What was the application process like – any advice for other students?

My application process consisted of completing an online application form, an online numerical and verbal reasoning test, a telephone interview, an assessment centre and a final interview. I think the best advice to take away is make sure you have done your preparation and have a good understanding of what the firm does as well as what the ACA entails.

What attracted you to apply for the internship?

With little knowledge of the industry, the real attraction of the internship was to broaden my knowledge of the variety of work that is available. An internship at Safferys offered an opportunity to gain exposure to a wide range of work, especially in the private wealth team. I also wanted to go somewhere where I would still enjoy my summer in London. I had been recommended Safferys by a friend and I ended up loving my time on my internship; playing both cricket and football for the firm as well as going to the socials after work and the Safferys 'Fun Day' - it was a great few weeks.

What were the most important things you learnt from the internship?

I think the main thing I took away from my internship was that you are not expected to know everything. If you have a good attitude and a desire to learn, that is what is important. The team at Safferys were very willing to help me with my queries throughout the internship and I finished having learnt a multitude of skills that are invaluable to my career. Coming from university it is difficult to really appreciate the '9 – 5' routine, managing your time, and constantly being in a team and having others relying on you. I hugely enjoyed the step up and I went back for my final year at university with better time management and a greater ability to deal with pressure and deadlines.

Do you have any advice for someone seeking an internship?

I could not recommend enough doing an internship before starting work. It is a good way to find out if you enjoy the work as well as if the firm is a good fit for you. Make sure you do thorough research to find a firm that you really think suits you; I would recommend looking beyond just the larger firms and work out what size and culture is the best for you. It is also very important to have an interest in the type of work and clients that you will be working with so this should also take priority when researching for an internship. ●

For the latest internships visit:
www.accountancycareers.co.uk/jobs

TRAINEE CHARTERED ACCOUNTANT BLICK ROTHENBERG

NAS SAEID



UNIVERSITY OF EXETER
MENG MECHANICAL
ENGINEERING
LONDON
TRAINEE CHARTERED ACCOUNTANT

“I believe the most important skill for an accountant is communication.”

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.

It can be intense and sometimes tiring but the positives of being a fully qualified chartered accountant far outweigh the negatives.

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.

It is important to read up on the different accounting qualifications and making sure the ACA is right for you

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.

For the latest graduate jobs visit:
www.accountancycareers.co.uk/jobs

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. ●

TAX TRAINEE

MERCER & HOLE

RACHEL MORGAN

UNIVERSITY OF EXETER
LAW
MERCER & HOLE
LONDON
TAX TRAINEE



“As interns, we were essentially treated as associates would be upon joining the organisation”

What was the application process like?

It comprised of an online application, telephone interview and assessment day, the application process is well structured, clear and supportive. Of course academics are important, however, the firm is interested in understanding the full range of skills you have to offer.

I am particularly grateful for the way that my traineeship has acted as a springboard to shape my clear career path for the future

During the process you have contact with a variety of people: HR, partners, managers and current trainees which means the application process is a great opportunity to ask any questions. The key thing when applying is to make sure you understand your motivations for wanting to pursue a career in tax and to be ready to demonstrate that you understand what the role entails.

What do you like about the Mercer & Hole graduate scheme?

My favourite thing about the graduate scheme is the structure and support which

demonstrates the commitment the firm have made to investing in trainees. From the outset there is a dedicated training manager (who also trained at the firm) who is responsible for guiding you through all aspects of trainee life; whether this be in relation to work in the office, exams or simply coping with striking a balance.

Your aims and goals are clearly defined and tailored specifically to the skills of a trainee with your progress toward these reviewed regularly. This allows you to understand your strengths and weaknesses and to accurately set goals for the future. It also makes asking for help easy!

How much responsibility do you have?

At Mercer & Hole you are entrusted with a range of responsibilities at every level of your development. As a tax trainee you take on casehandler responsibility for your own portfolio of clients encouraging early ownership and nurturing the development of client relationships from the outset.

As you progress through the training programme you take on the role of a mentor to the new generation of trainees which tests your own understanding by teaching others. This means that as your skills develop so does your level of responsibility, fostering a feeling of independence and trust. This stands you in good stead for your career beyond traineeship.

How do you find balancing study and work?

Balancing study and work can be tricky. However, the exams are testing the skills and knowledge that you are using in the office so they complement each other.

The managers and partners are all understanding of the challenges you are facing, so as long as you are honest about your workload and deadlines the process is not difficult to manage. The team is as eager for you to succeed as you are!

Of course academics are important, however, firms are interested in understanding the full range of skills you have to offer.

How have you found your Mercer & Hole experience so far?

I have loved my Mercer & Hole experience so far. Mercer & Hole's 'joined up' approach to client care means that I am always challenged to approach tasks from different angles and consider the big picture. I was recently offered the opportunity to embark on an in-house

secondment to our Financial Planning team to gain an understanding into how the work of other teams can complement the work I do in tax. This showcases the firm's commitment to the development of my skillset and highlights that there are plenty of opportunities available for those who are eager to learn!

I am particularly grateful for the way that my traineeship has acted as a springboard to shape a clear career path for the future and helped me envisage a long-term career at the firm.

For the latest roles visit:
www.accountancycareers.co.uk/jobs

What do you think makes Mercer & Hole different?

The thing that makes Mercer & Hole different is the people and the ethos. The value placed on learning and teaching coupled with the culture of collaboration means that you are always engaging with others. Working in a small and intimate tax team means that you have contact with managers and partners on a daily basis, cementing the feeling of responsibility and value. ●

ACA TRAINEE SRLV

SCOTT KERR



UNIVERSITY OF MANCHESTER
ACCOUNTING AND FINANCE
LONDON
ACA TRAINEE

“I have gained exposure to diverse clients in a number of different industries”

Why did you choose a career in accountancy?

I studied accounting and finance at university so I knew early on that I wanted to ultimately undertake the chartered accountancy training. The qualification is well respected and would enhance my career in whatever I chose to do in business. The exam process as well as learning on the job and constant training workshops and seminars has set me up well for my future career.

What was the application process like?

The application process is certainly one of the simpler ones I went through. It begins by submitting a covering letter and CV which, if successful, is followed by a telephone interview.

An assessment day follows which consists of a small icebreaker, a team exercise and a short presentation on something you are passionate about. If, like me, you are someone who gets nervous about giving presentations and being out of your comfort zone then there is nothing to be worried about. Everyone present is keen to make sure you are put at ease whilst performing the presentation. Talk about something that is personal to you and it will be easy for you to talk about and present. Lunch is provided, which gives you a chance to mingle with all members of the audit team, from semi seniors to partners.

Following the assessment day an interview with a partner and a manager is next, where they want to find out a little bit more about you as a person, not just about your accounting knowledge.

How do you balance work and studying?

Adapting from university life to being a full time employee whilst studying for the ACA qualification was a challenge, however I endeavoured to establish a sensible working pattern and tried not to work around the clock.

Studying in the evenings and at weekends, when appropriate, but also maintaining a healthy diet and exercise regime enable me to give my best at all times. There are busy and quiet periods during the year, so being able to balance work with study during these times is very important, especially in the run up to exams. It can be difficult to work a full day and then have to revise into the evening, but it is part of the job and if you manage your time efficiently you will find you are still able to have a social life even during exam periods. Revision comes in blocks, so you will not be revising throughout the whole year and you will find that there are often large breaks between exams to give you time to relax and prepare yourself for the next ones.

What skills have you learnt in the role?

I have learnt that the main skills needed to be successful in this profession are having the ability to listen, be a team player, be versatile and have good time management. There are going to be different deadlines for different clients so being able to keep on top of them all and doing them correctly is very important and also very challenging. However, the help and knowledge I have received from colleagues and management around me has made it much easier to achieve my goals and complete my work to a professional standard.

The main skills needed to be successful in this profession are having the ability to listen, be a team player, be versatile and have good time management

What are your main duties?

Before I started working, I was told that each day I would be doing something different and having worked for over a year and a half now, this has certainly been the case. You can be working on a different client on a day-to-day basis as well as working in office and out on client's sites. We have a very diverse client portfolio and I have gained exposure working in audit, accounting and corporation tax. I have also gained experience working on some major clients as well as being a senior on some smaller clients, both of which have helped me

during my time at SRLV. This is combined with spending time at college working towards my professional qualification. I am very proud of my work ethic and commitment to achieve and believe the environment at SRLV is helping me to achieve this.

For more profiles head to:
www.accountancycareers.co.uk/career-advice

Why SRLV?

When I first began applying for jobs I always knew that I wanted to join a top medium-sized firm as I felt there would be a more personal relationship with managers and partners and this ultimately would be of great help to me during my accountancy career. Having found, and subsequently joined, SRLV I found this was certainly the case and I thrive on the personal relationships I have forged. I am able to work very closely with managers and partners and benefit from their expertise and knowledge, which has helped me greatly in my short accountancy career so far. I have gained exposure to diverse clients in a number of different industries and this helps to keep me motivated whilst at work. The firm's main priority is your personal development and you are given plenty of opportunities to grow and develop yourself as an accountant. You will receive plenty of training and all colleagues are happy to help you with whatever queries you may have during the working day. ●

SENIOR MANAGER, AUDIT & ASSURANCE

KRESTON REEVES

“I decided against going to university as I wanted to earn whilst learning. At the time, I didn’t see myself as an accountant, I just felt the career path being offered was going to work for me. I’m glad I made the right choice” - Philip Reynolds discusses a non-graduate route into the profession and the opportunities on offer as your career develops.

PHILIP REYNOLDS



2016

Promoted to Senior Manager, Audit and Assurance

2013

Promoted to Manager in the Audit and Assurance department

2008

Completed the ACA qualification

2003

Completed the AAT qualification

2000

Joined Kreston Reeves after completing A-Levels

I joined Kreston Reeves back in 2000 as an AAT trainee after completing my A-Levels. I decided against going to university as I wanted to earn whilst learning. At the time, I didn’t see myself as an accountant, I just felt the career path being offered was something that was going to work for me. I’m glad I made the right choice.

After completing the AAT qualification, the firm supported me further by allowing me to undertake the ACCA qualification, which I duly completed in 2008. Since then I have progressed through the firm to become a Senior Manager in our Audit and Assurance department.

I care passionately about the firm, not because that has been installed in me, but because I know what working here has done for me as a person

My role in the firm continues to evolve. When the Government’s academy programme commenced back in 2010 I wanted to ensure we could offer support to our existing school clients and some potential new ones. The firm needed someone to learn about academy schools and I was keen to be that person. The support and backing I received to develop into this area was fantastic and we haven’t looked back - we have been successful in establishing a dedicated academies team and have won numerous new clients.

I also continue to look after a portfolio of corporate clients and I use social media on a regular basis to demonstrate to the wider world the firm’s expertise and specialisms. Although the company has grown significantly over time via mergers, I like the fact there is still a real focus on looking after its employees and clients.

Aside from accountancy training, I’ve also benefited from fantastic people skills-based training with the support of an outside company. This training has been really good and helped me to hone my people skills far more than I would have done without it. It’s such a vital ability to have in this industry.

Everyone here is extremely sociable and there’s a dedicated committee that organises events throughout the year, including quizzes, football tournaments and sports days. This helps everyone get to know those they don’t necessarily work with on a regular basis – this has been especially important since the Spofforths merger.

Recently I have been a part of the project team launching a Wellbeing initiative into the firm. This has been a good challenge and I think demonstrates how much the firm cares

For more senior profiles head to:
www.accountancycareers.co.uk/career-advice

about their partners and staff. We are very much in the early stages of the initiative but I am looking forward to helping support the firm on its journey

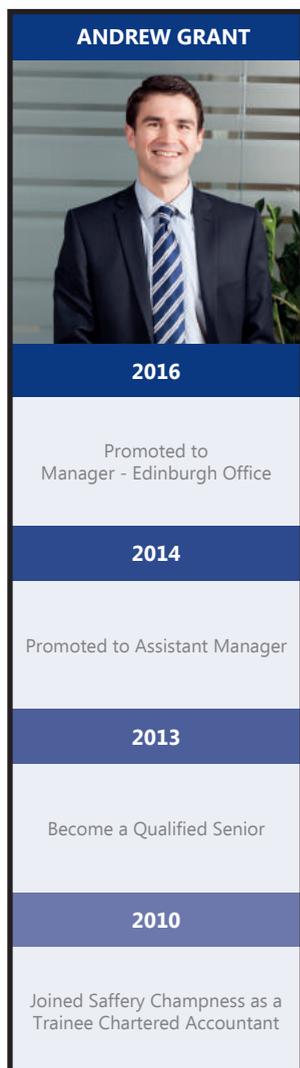
As for the future, I eventually want to become a partner in the firm and help to shape its future. I care passionately about the firm, not because that has been installed in me, but because I know what working here has done for me as a person, as well as the career opportunities that are available.

Would I recommend a career in accountancy? A million percent yes! ●

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.



ANDREW GRANT

2016

Promoted to
Manager - Edinburgh Office

2014

Promoted to Assistant Manager

2013

Become a Qualified Senior

2010

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.

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.

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 INSTITUTE & 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 78 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?

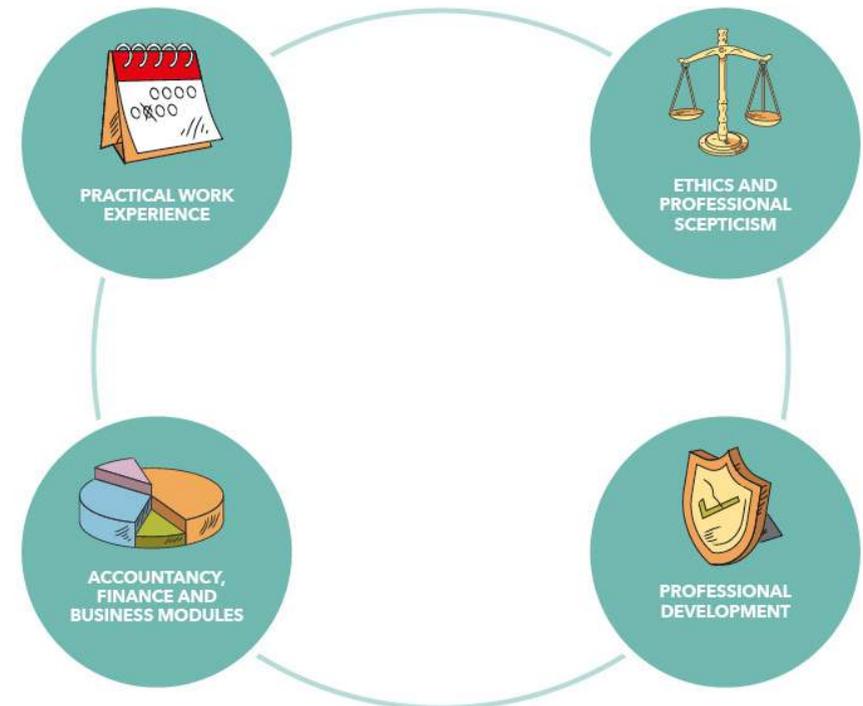
As an ICAEW Chartered Accountant you will be doing meaningful, impactful work. You could be managing the funding of a cutting-edge technology product one day, to guiding the financial development of an international charity the next. You will have opportunities around the world, with a prestigious qualification 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.

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



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 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 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

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. ●



EMPLOYER DIRECTORY

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JOB FINDER



Alliotts is an independent accountancy and business advisory practice based in London and Guildford. We are able to offer talented individuals a wide range of experience and an exposure to a varied and eclectic client base.

Careers with Alliotts

We recruit for two annual intakes with successful candidates commencing their contract during August/September and January. We have high standards and are looking for candidates with excellent academic qualifications as well as drive, ambition and a thirst for success. In return, you'll enjoy a competitive salary and an excellent study and benefits package, with salary increases based on exam and work performances. Add to this the opportunities and varied lifestyle that working in the South East has to offer and it all adds up to a very rewarding opportunity. With a combination of structured training and ad hoc on the job learning, we encourage the development of our people to achieve their potential in both technical and soft skills.

Our ongoing performance review system is linked to Alliotts goals. The online system used is designed to provide a framework to enable people to track their progress and identify developmental needs. The process encourages high levels of engagement and motivation to succeed.

Alliotts Specialities: Owner managed businesses & SMEs, Inward Investment & International Businesses, Charities & NFP, Education, China, Media, Leisure & Hospitality, Retail & E-commerce, Gaming & Apps, Fintech & Space, High Net Worth individuals

The benefits of training with a medium-size firm like Alliotts

A major benefit of training with a medium size firm (compared with a much larger firm) is the depth and variety of assignments you will be involved with. You will have exposure to a wide range of assignments with clients of all sizes in various industry sectors. In addition, you'll tend to work with far more clients in a medium size firm (giving you a broad ranging experience) because the time spent at each client tends to be far less than that of a larger firm.

With a medium size firm, you'll also benefit from involvement from the firm's partners, who will take a direct interest in your development and support you through your training. ●

No. of employees

c. 70

No. of partners

12

No. of trainees

3-4

Opportunities available

✓ GRADUATE JOBS

No. of graduate jobs

3 per year

Offices recruited into

London and Guildford



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



As one of the fastest growing business service practices, Baldwins work within three brands, Campbell Dallas in Scotland and Wilkins Kennedy in London and the South East. With this breadth of coverage, we can offer graduate opportunities across the country.

We are the only practice in the country to achieve platinum status with all major accounting platforms and the launch of CoZone; the next generation of client portals, we are at the forefront of technology within the industry. We believe that our success comes from our talented team, in joining us, we will give you the opportunity to work within a full-service advisory firm for you to carve your career in a fast-paced technology driven firm.

What sets us apart?

We believe we should offer our trainees continued job security not just until you qualify but beyond, so we offer our graduates permanent employment rather than a fixed term training contract.

In addition to this, we are currently the only practice in the UK to offer a bespoke Level 7 combined apprenticeship programme for those who have graduated in courses other than just Accountancy and Finance. This bespoke programme allows you to become fully qualified in ACA within four years without having to have specialised in an accountancy-based degree.

Of course, this does not exclude those who have decided early on that chartered accountancy is for them. If you have graduated in an accountancy-based degree, we are keen to have you on board! We offer a fully funded 3-year training programme setting you on your way to becoming ACA qualified with one of the fastest growing firms in the U.K.

So what are we are looking for?

Someone with a desire to grow and develop within our business, we look for more in a graduate than just qualifications. Life experience, personality, determination and having the ability to adapt is what drives people to succeed within our business. We are looking for candidates who demonstrate the following skills;

- A solid understanding of Technology
- Forward Thinking Nature
- Adaptable to change
- Resilience
- Personable
- Driven to succeed

Ultimately the possibilities are endless and we want our graduates to have a say in their career path. "This is your journey, your voice and your way" ●

No. of employees

c. 3000

No. of partners

227

No. of trainees

200

Opportunities available

✓ GRADUATE JOBS

No. of graduate jobs

167

Offices recruited into

Various Locations



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

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 40 accountancy firms, and our 22 partners and over 160 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. ●

No. of employees

160

No. of partners

22

No. of trainees

40

Opportunities available

✓ GRADUATE JOBS

No. of graduate jobs

15

Offices recruited into

Three outer London locations



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

BEEVER AND STRUTHERS

CHARTERED ACCOUNTANTS
AND BUSINESS ADVISORS

Beever and Struthers is one of the UK's leading independent accountancy practices with offices in Manchester, London and Blackburn. We have been providing support and advice to clients for over 100 years and have a strong reputation for providing quality services. We currently rank in the Top 10 firms in the North West.

As a dynamic and constantly developing practice we are always keen to hear from individuals interested in pursuing a career with us.

We have many areas of expertise, but one single minded focus. We judge our achievements on what we achieve for our clients, by striving to excel in everything we do, in every sector we operate in, every day. For each sector we apply specialised knowledge and a very specific set of accounting tools. But we also apply something else; true business insight. Because we believe that the better informed you are, the better your business growth will be.

Opportunities:

- Graduates study for the ICAEW's ACA qualification.
- School leavers with A-levels (or equivalent 120 UCAS points) study for the ICAEW's Higher Apprenticeship or the AAT qualification.
- Our tax department in Manchester also recruits school leavers to study for the ATT exams.

Training

Our objective is to recruit staff with excellent academic qualifications combined with good interpersonal skills. Our belief is that the latter is of paramount importance if the provision of high-quality client service and care is to be maintained.

The Firm has invested heavily in training over recent years. We believe that our staff are our greatest asset and we have designed training programmes to ensure that trainees are given every opportunity to realise their full potential. We believe that building business skills at all levels is a major investment for our future.

Beever and Struthers' trainees are provided with the high standard of training required to pass their professional exams at the first attempt. ●

No. of employees

170

No. of partners

19

No. of trainees

45

Opportunities available

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

No. of graduate jobs

up to 12

No. of undergraduate opportunities

up to 6

Offices recruited into

Manchester, Blackburn, London



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



Want to join an award-winning firm recognised for delivering exceptional client service?

Ranked in the Sunday Times' 'Top 100 Best Companies To Work' is just one example of Bishop Fleming's commitment to our people, and to being an employer of choice. With seven offices across the West Midlands and South West, we are a leading UK firm with national and international reach.

Ranked in the top 30 Accountancy Age league table, our strength lies in our people for whom we provide a modern and agile working environment, and we understand the importance of a work life balance that enables them to thrive.

Join us, and you'll be given the opportunity to work in different accountancy disciplines such as accounts, audit and tax as well as specialist areas such as Corporate Finance and Business Recovery – areas you'll be able to specialise in further after the completion of your studies.

As a trainee you'll be part of a collaborative team, sharing ideas and helping each other to focus on our clients. Always forward thinking, we provide the right team for each client and we have specialist people who have expertise in the key business sectors. That's why we've been awarded Gold for exceptional client service by Investor in Customers.

Everyone in our firm is valued and recognised as a key team member from day one and you'll be able to draw on the knowledge and experience of a supportive senior management team.

We also have a proactive approach to corporate social responsibility, a focus on diversity and inclusion and a programme of social and sporting activities that you will be able to get involved with from day one.

We recruit Graduate ACA Trainees as well as School Leavers onto our 5 year 'Launch Pad' School Leaver programme across our network of offices.

If this sounds like an opportunity you'd like to explore further, visit our website. ●

No. of employees
350

No. of partners
31

No. of trainees
120

Opportunities available
 ✓ GRADUATE JOBS
 ✓ PLACEMENTS
 ✓ INSIGHTS
 ✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs
25

No. of undergraduate opportunities
10

Offices recruited into
Worcester, Bristol, Bath, Exeter, Torquay, Plymouth, Truro



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



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 join us each year and if you're one of them, your colleagues will help you to give your best. 'High challenge, high support' is the balance we aim for. By making a difference to you, we're helping you do the same for our clients and communities.

As long as you're giving your best, we want you to feel your best. To help us keep wellbeing as a priority at BKL, we support Mind and they've awarded us bronze in their Workplace Wellbeing Index.

Inclusion matters to us too. The more diverse we are – in people, experiences and ideas – the better we become. We're working with Inclusive Employers on this, 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.

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.

If you're now thinking about applying for a role at BKL, what are we looking for?

We want individuals who can show drive, ambition and commitment. It doesn't matter where you've come from; it's all about where you're heading and what you want to do. If you're ready to put in the effort and the commitment, we're ready to work with you. ●

No. of employees
175

No. of partners
20

No. of trainees
55

Opportunities available
 ✓ GRADUATE JOBS
 ✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs
6-8

No. of undergraduate opportunities
4-6

Offices recruited into
London and Cambridge



For application deadlines, the latest jobs and events visit:

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. ●

No. of employees
115

No. of partners
19

No. of trainees
18

Opportunities available
✓ GRADUATE JOBS

No. of graduate jobs
6

Offices recruited into
London and Sevenoaks



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

TRAINEE PROFILE

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



I joined Brebners just over two 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. ●



Burgess Hodgson LLP is a Kent based accountancy firm with the skills and expertise to rival any other accountancy firm in the UK.

Our 19 Partners and in excess of 150 staff work from offices in Canterbury, Kent, for a portfolio of clients across the UK and beyond. We are dedicated to growth and are committed to providing the best possible service to our clients. With an excellent reputation for delivering high levels of expertise and client-focused service, we combine the values of a focused local business with the first-class capabilities and excellence of a London-based firm.

Why train with us?

We are proud to announce that we are currently supporting 44 ACA trainees (and a further 20 across other qualifications) with consistent annual intake year on year. Being surrounded by like-minded individuals you will benefit from the support and culture this offers both inside and outside of the work environment.

At Burgess Hodgson you'll enjoy early responsibility with a greater level of client interaction than you could expect from one of the big London firms, and you'll work alongside talented professionals from a wide range of backgrounds to develop the technical and practical skills you need to succeed.

What we are looking for

People who excel - We're not only looking for high academic achievers – we want people who demonstrate leadership through their extra-curricular activities and community involvement.

People with integrity - We want people with a clear sense of personal and professional accountability, who build relationships by doing the right thing.

People who demonstrate respect - We look for people who recognise the value of different backgrounds and points of view. By respecting these differences, we enrich our perspectives and enhance the services we provide to our clients.

People who are good at working in teams - We look for evidence that individuals are good at listening, learning, sharing, developing and working together to achieve more for our clients.

People with energy, enthusiasm and the courage to lead - We want people who are passionate and excited about the opportunities at Burgess Hodgson, their futures and achieving their potential.

Successful candidates will be invited to an interview with our two recruitment Partners. We do not keep our potential recruits waiting and will always aim to inform you of our decision promptly. We take on trainees throughout the year so if you are successful you won't need to wait to start your career. ●

No. of employees
150+

No. of partners
19

No. of trainees
44

Opportunities available
✓ GRADUATE JOBS
✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs
10-15 per annum

Offices recruited into
Canterbury, Kent



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

TRAINEE PROFILE

NAME	Jade Lucas
LOCATION	Canterbury
UNIVERSITY	Warwick
DEGREE	Law LLB (Hons)
ROLE	Senior Trainee Accountant



How did you get your role at Burgess Hodgson?

Having studied business modules in my final year at University I began to research accountancy firms in my local area and discovered Burgess Hodgson. After looking at their website I felt the firm was the perfect fit for what I was looking for. I completed the online application and was then invited for a face to face interview with the recruitment Partners. The process seemed daunting at first considering I had no previous accounting experience. However, Burgess Hodgson take a much more personal approach to assess your character and capabilities to ensure you have the right attitude and skills to fit the firm's culture.

Why did you choose Burgess Hodgson?

I identified Burgess Hodgson as a firm that offers variety to its trainees, combining local expertise with wider City connections. The firm's regional scope and diverse client base means it is well equipped to act across multiple business sectors giving trainees in-depth exposure at an early stage.

This, coupled with the firm's supportive and sociable environment, made Burgess Hodgson an obvious choice. The firm puts on a range of social activities throughout the year and encourages everyone to get involved. The firm's involvement with local charities and commitment to organising fund-raising activities ensures that equality thrives within the workplace. This instils a sense of pride amongst the trainees as we feel we are a key member of the local community.

How would you describe the firm's culture?

The culture at Burgess Hodgson, with a professional yet personable approach at the apex of client and trainee relationships, is a culture that sets Burgess Hodgson apart. In creating a culture of friendship, the firm understands the importance of building strong relationships, and

for me, this sets it apart from other firms.

What's it like working at Burgess Hodgson?

Our ethos is to deliver forward thinking business advice to our clients. From the outset I have been given a range of responsibilities and exposure to different tasks. Burgess Hodgson is committed to continuous learning and we are therefore encouraged to think outside the box and appreciate our role as financial specialists at the heart of all areas of business. This helps us to focus on the wider picture and consider both national and international developments allowing us to anticipate issues that may affect our clients.

On a day to day basis I liaise with my reporting Partners to establish what work they require completing. My work is varied and can consist of preparation of statutory accounts, visiting business premises to conduct audit work and management assistance for regular reporting back to our clients. I also have an active role in assisting with the on-the-job training of the more junior trainees in my team.

What's next for you at Burgess Hodgson?

I aim to become ACA qualified in the coming months and following this I hope to work towards sitting my Chartered Tax Advisor exams. In terms of my role within the firm, I aim to progress on to the role of manager, managing a broad portfolio of clients and a small team of ACA trainees.

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

The working environment is fast paced and demanding. Studying for the ACA alongside working full-time is challenging especially during busy periods in the office. The 'open door' culture at Burgess Hodgson means that everyone, from the trainees to Partners, is very supportive and are always happy to offer help along the way! ●

Buzzacott

At Buzzacott, over 400 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. Because of this, cultural fit 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 being 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 important 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 rather than a fragment and internally we all benefit from shared experience and knowledge. ●

No. of employees
410

No. of partners
30

No. of trainees
105

Opportunities available

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

No. of graduate jobs
c. 25-30

No. of undergraduate opportunities
c. 10

Offices recruited into
London



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



Citroen Wells is a 15 partner firm of Chartered Accountants, based in the West End of London. 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.

In return, you'll enjoy a competitive salary with increases based on both exam success and work performances. We'll give you all possible support so that you can achieve your full potential and there is plenty of opportunity to progress within the firm as it's our belief that each trainee has a chance of becoming a partner in our firm. Five of our current partners joined the firm as trainees and also other ex-trainees hold senior positions within the firm.

At Citroen Wells You're Part of a Team

The partners and staff at Citroen Wells work closely together as a team. We demand a mutual respect and understanding for each other which has allowed us to function and expand as a team within a solid framework. Success at Citroen Wells is generated by a combination of individual effort and effective team work. We ensure our trainees learn and understand how commercial decisions are made.

Citroen Wells Specialties: Academie, Authors, Barristers and Chambers, Charities, Media, Regulated Clients, Solicitors' Accounts, UK and Offshore Trusts

The Benefits of Training With Citroen Wells

A major benefit of training with a small/medium-sized firm (compared with a much larger firm) is the depth and variety of assignments you will be involved with. You will have exposure to a wide range of assignments with clients of all sizes in various industry sectors. In addition, you'll tend to work with far more clients (giving you a broad ranging experience) because the time spent at each client tends to be far less than that of a larger firm.

In addition, you will also benefit from direct involvement with our experienced partners, who take an active interest in your development and support you through your training. ●

No. of employees
64

No. of partners
15

No. of trainees
11

Opportunities available

- ✓ GRADUATE JOBS

No. of graduate jobs
4-6

Offices recruited into
London



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

COOPER PARRY

Haven't heard of us before? No worries, we're a hidden gem

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

We're ranked 13th in The Sunday Times Best Companies to Work For list – the highest placed accountancy firm. And we also picked up a hat-trick of wins at the European Engagement Awards earlier this year, 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, and that's why we were named Best Tax Practice in a Regional Firm at Tolley's Tax Awards 2018, and Audit Team of the Year at the British Accountancy Awards.

Statistics worth a thousand words:

- 97% of our people feel their job is good for their development
- Overall weekly happiness score of 8.6/10 firm wide (2019)
- 91% of people have more than 12 months service with us
- In 2019 we had over 50 promotions! 30% up from the previous year.
- #No1 Firm of Accountants in the Midlands

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? ●

No. of employees
400

No. of partners
32

No. of trainees
89

Opportunities available

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

No. of graduate jobs
20

No. of undergraduate opportunities
4-8

Offices recruited into
Nottingham, Solihull, Bristol, London



For application deadlines, the latest jobs and events visit:

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. ●

No. of employees
800+

No. of partners
80+

No. of trainees
250+

Opportunities available

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

No. of graduate jobs
50+

No. of undergraduate opportunities
Varies

Offices recruited into
London, Midlands, Manchester, Cheltenham, Kent, Thames Valley



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

Deloitte.

Looking for a career full of challenges, learning and progression? Driven by curiosity? Then Deloitte could be right for you.

More about us

Deloitte is a business that doesn't just recognise your need to remain curious, but fully embraces it. Here, you'll follow a career path that enables you to be true to yourself. To dream bigger, think creatively and deliver real impact. Deloitte is reshaping both the business and technology landscape. From Human Capital, Tax Consulting and Legal to Technology and Cyber. We're delivering end-to-end improvement programmes, turning disruption into opportunity, and redesigning the art of Audit through automation – you could be part of it.

It's not your background or experience that matters most; it's your mind, and how you'll use it to make an impact for clients, as well as your own career. We have opportunities across our entire business, so whatever your passion is you'll find something that's right for you.

Deloitte has 29 offices across the UK and Northern Ireland, including Aberdeen, Belfast, Cardiff, Channel Islands, Gatwick, London, Manchester, Reading, St. Albans and many more. Whichever location you choose you can be sure of joining a business that is both local and global, with networks, connections and values that reach right across the world.

Core skills required

- Communication skills
- Team work skills
- Problem solving skills
- Relationship building skills
- Inclusive and respectful working style
- Results driven
- Multi-tasking skills
- Thirst for knowledge
- Commercial awareness
- Creativity
- Leadership potential

How do we select?

For full details of our application process check out our website.

A few tips: do your research, read the job descriptions carefully, apply your knowledge to the role and, most importantly, be yourself and show us who you really are. ●

No. of employees

15,000+

No. of trainees

400+

Opportunities available

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

No. of graduate jobs

1,000+

Offices recruited into

Aberdeen, Belfast, Cardiff, Channel Islands, Gatwick, London, Manchester, Reading, St. Albans & more



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

Deloitte.



Where are solutions before they're found?

Welcome to the home of the curious. A place for those who know that imagination, ingenuity and solution finding are what humans are made of. We offer life-changing careers and professional qualifications, across all industries, to those who are true to themselves. Those who set no limits to their dreams and ambitions.

deloitte.co.uk/careers

What impact will you make?

As current holders of both the ICAEW Large Accountancy Firm of the Year Award and a GOLD mark of distinction from Investors in Customers, our people are front and centre of all that we do.

At Duncan & Toplis we pride ourselves on being able to attract and retain top talent, our strategic plan is people centric with a firm commitment to investing in the learning and development of our team members.

Training contract

We enrol our Trainee Accountants onto a fully funded and supported 3 year ACA training contract. Our trainees receive a wide range of expertise across audit, accountancy and taxation along with being given an early opportunity to get out to visit clients and really see how their business works. This helps our trainees to gain the professional expertise they need to both succeed in their qualification and become a successful Accountant and Business Advisor.

We have all the benefits of a large independent practice but are small enough to recognise individual commitment and contribution. You'll enjoy a generous benefits package which includes a competitive salary and exam bonus structure, mentoring programme and performance reviews.

Your future with Duncan & Toplis

In addition to the formal professional qualification, we host a range of lectures and technical updates for all our team members to attend. Our trainees are enrolled onto our Management Development programme so at the end of the 3 year training contract our trainees not only have the professional qualification and abilities but the management skills to take their careers to the next level.

Our focus is to ensure we are an employer of choice with a commitment to effective employee engagement and communication. By creating a positive working environment, we position our team right at the heart of everything we do – after all that's why our clients continually choose to work with us! ●

No. of employees
400+

No. of partners
17

No. of trainees
73

Opportunities available
✓ GRADUATE JOBS
✓ INTERNSHIPS
✓ PLACEMENTS
✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs
12

Offices recruited into
Boston, Grantham, Lincoln,
Loughborough, Louth, Melton
Mowbray, Newark, Sleaford, Spalding,
Stamford, Skegness



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

TRAINEE PROFILE

NAME	Krystopher McQueen
LOCATION	Grantham, Lincolnshire
UNIVERSITY	Lincoln
DEGREE	Accounting and Finance
ROLE	ACA Trainee



How did you get your job at Duncan & Toplis:

I knew I wanted to work for Duncan & Toplis when I heard what a brilliant place it is by individuals at university and trainees already working there. With all the positive feedback, I enthusiastically applied for a graduate trainee role online and was delighted when I was shortlisted. The recruitment process included completing aptitude and ability tests followed by an interview with a member of HR and then later with a Director, who I now work for!

Everyone I met during the process were warm and friendly which included the reception team, who could tell I was nervous and made me feel completely at ease. The whole process made me want to work at Duncan & Toplis even more.

What is it like working for Duncan & Toplis:

From day one I was seen as one of the team and expected to get fully involved. I was able to work on such a variety of clients in my first couple of months and learnt so much in such a short amount of time which I feel has set me up with a practical way of thinking. I feel I have had extensive exposure on clients from many different sectors and this has aided my understanding of the accounting practise as a whole.

What is training like at Duncan & Toplis:

I feel I have developed considerably in my time here and have acquired experience in all aspects of accounts production, audit and tax. This experience has helped greatly with the understanding of the theoretical side needed for my studies. I firmly believe it was this that

helped me pass all my exams first time. The team around me supported me every step of the way and now that I am nearing the end of my contract I have been provided with management development training, resulting in me successfully obtaining the ILM level 3 qualification. This course has provided me with the soft skills to help train others and the confidence to lead my own team, learn new skills and help train new team members.

What skills do you need to succeed:

Duncan & Toplis provide you with every resource you need to succeed but ultimately you must have determination and commitment. Completing the ACA qualification is technically challenging, and you must be willing to give up your own time to prepare for exams whilst still learning the job. Problem solving skills are essential as you must be able to adapt to the environment you are in and find solutions to many different scenarios.

What is the work life balance:

Working and studying at the same time is demanding and leading up to your exams you have to put in a lot of extra hours to ensure you do well and pass. Having flexible working has helped greatly and outside of the exam period I have taken advantage of flexible working so I can pursue other interests such as obtaining my personal trainer qualification. Duncan & Toplis organise a variety of social events throughout the year and encourage the team to actively take part in these. These are great for bonding, making new contacts and having lots of fun! ●



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 261,000 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. ●

No. of employees

261,000 experts worldwide

Opportunities available

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

No. of graduate jobs

850

No. of undergraduate 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.

Offices recruited into

UK Wide



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



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.

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

Opportunities

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 a week.

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 ●

No. of employees

30

No. of trainees

23

Opportunities available

- ✓ 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.

Offices recruited into

Croydon



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

ForrestBrown®

R&D tax credit consultancy

Who we are

We're ForrestBrown. You'll find us in the list of Sunday Times 100 best small companies to work for. But what is it we actually do? The short answer is we're a tax consultancy specialising in research and development (R&D) tax credits. The not-so-short answer is we are a fast-growing business that loves innovation and prides itself on its unique culture. We're based in Bristol, where we have our vibrant headquarters, and we were named best company to work for in the South West 2018.

What we do

We build brilliant relationships with clients in exciting industries – like aviation, technology, fashion and publishing – to provide high-quality R&D tax credit advice. By working closely with our clients, we uncover extra funds for their businesses. That's cash to put towards the next big project, or the final push in creating something remarkable.

What it's like to work here

We've doubled the size of our business and there are no signs of things slowing down. In just five years, we've won 15 awards for our work. The first thing people tend to notice about ForrestBrown is our unique culture and our passion for our clients. So, whether we're keeping fit on #WorkoutWednesday, catching up over a beer at our in-house bar, or developing new skills with the Learning Lab, it's an environment we thrive in and are extremely proud of.

Who we look for

We have fantastic opportunities – and we need people who are going to make the most of them. That means being someone who will thrive in a collaborative, fast-paced environment where there is a real focus on technical excellence. It also means being someone who loves learning, craves responsibility and is prepared to put in lots of hard work.

Our tax associates

As a tax associate you'll have real responsibility from the start. But you won't do it alone. We're an encouraging bunch and want you to do well. We have our own dedicated 'Learning Lab' which allows R&D tax trainees to develop specialist knowledge, and we will support you to complete your professional qualifications – including ATT, CTA or ACA as appropriate. Our trainees have days off to attend college and we'll even help you with mock exam papers. What's more, with an intake of a small group of associates, you'll join together and support one another throughout your time here. ●

No. of employees

110+

Opportunities available

✓ GRADUATE JOBS

No. of graduate jobs

12 per year

Offices recruited into

Bristol



For application deadlines, the latest jobs and events visit:

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 run our firm like a business, just like our clients do. Yes, we are accountants, but we want to be successful, have great careers, enjoy our work and make money, and we make that happen by working with like-minded people.

What we do

We help businesses and individuals manage their financial and compliance matters, as well as trying to help 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 provide the full array of specialist accountancy, taxation, payroll, advisory and financial planning services that you would expect in a firm of our size - from complex group audits to sole trader accounts preparation. We embrace the digital world through our cloud accounting capabilities, but equally recognise the importance of face-to-face and empathetic advice.

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. ●

No. of employees

100+

No. of partners

8

Opportunities available

✓ GRADUATE JOBS
✓ INTERNSHIPS
✓ PLACEMENTS
✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs

10

Offices recruited into

All our offices across Sussex



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

GERALD EDELMAN

We are looking to recruit a number of talented graduates, who want to join an ambitious firm where you can build your skills whilst training to become a qualified Chartered Accountant.

At Gerald Edelman, we aspire to deliver genuinely exceptional relationships, experiences and advice. Although we are a medium-sized professional services firm, we have a relaxed and open environment and encourage you to bring the real you to work.

Your route to the ICAEW (ACA) qualification

You will enter employment under a 3 year training contract, during which you will receive a wide range of practical experience while studying for your professional examinations; all of which leads to the ICAEW (ACA) Chartered Accountant qualification.

Practical training to equip you for your work with us is provided by our training partner (Mercia incorporating SWAT) and more technical training focusing on the exams is provided by professional tutors from Kaplan. Both are leading training organisations in the profession, and this is supplemented by in-house workshops and training sessions. You will be given paid study leave and we also cover the costs of all courses and examinations for first attempts.

Why you should work for us

A major benefit of training with Gerald Edelman is in relation to the depth and variety of assignments you will be involved with. You will have exposure to a wide range of assignments with clients of all sizes in various industry sectors.

Our partners and staff are highly experienced and specialise in the following dedicated departments:

- Audit
- Business Services
- Taxation
- Payroll
- Statutory Compliance (including company secretarial)
- Trusts
- Corporate Finance
- Business Recovery services.

Our philosophy is to encourage our people to take on full responsibility for their client work under the guidance of the partners and managers, and to develop and to progress their career with us. ●

No. of employees

118

No. of partners

16

No. of trainees

22

Opportunities available

✓ GRADUATE JOBS

No. of graduate jobs

4-6

Offices recruited into

London (City) and North London



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

Grant Thornton

An instinct for growth™

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. ●

No. of employees

4,500

No. of trainees

750

Opportunities available

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

No. of graduate jobs

400-450

No. of undergraduate opportunities

100

Offices recruited into

Nationwide



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



**Kick start your career with
Accountancy Careers today.**



GRADUATE JOBS | INTERNSHIPS & PLACEMENTS | ADVICE
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.

Joining a HAT firm means you will really 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 60 trainee roles available each year. Just one application to HAT will mean that we can consider you for all trainee vacancies within the group. 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 Essex. 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 five GCSEs (grade A-C) including a minimum B grade in Mathematics and English, 320 UCAS points (ABB) plus an expectation of at least a 2:1 degree classification in any degree discipline.

No. of employees

Varies depending on the firm you are placed with

No. of partners

Varies depending on the firm you are placed with

No. of trainees

Varies depending on the firm you are placed with

Opportunities available

- ✓ GRADUATE SCHEMES
- ✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs

60

No. of undergraduate opportunities

Up to 8

Offices recruited into

London & Essex



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

haysmacintyre

We'll invest in your future

As a top 25 UK accountancy firm and advisers to some of the country's most exciting businesses and charities, we offer a dynamic place to start your career and gain a prestigious professional qualification. Our 32 partners (just under half joined as graduates) and over 300 staff all work 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.

We'll help you develop your professional skills with on-the-job coaching, study support and top class training to give you the strongest possible foundation for your business career. We offer the opportunity to study towards a number of professional qualifications depending on your chosen department.

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 update 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.

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. We hold formal and informal social events throughout the year.

Alongside our Graduate Training Scheme we also offer one-year industrial placements in our Audit and Business Tax departments. ●

No. of employees
300

No. of partners
32

No. of trainees
24

Opportunities available

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

No. of graduate jobs
24

No. of undergraduate opportunities
5

Offices recruited into
London



For application deadlines, the latest jobs and events visit:

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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www.accountancycareers.co.uk



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 ●

No. of employees

360+

No. of partners

30

No. of trainees

90+

Opportunities available

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

No. of training opportunities

c. 35

Offices recruited into

Gloucestershire



For application deadlines, the latest jobs and events visit:

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, 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 local charity Oli Mills Trust who raise money for teenage cancer. This year we have raised over £27,000 for the charity through various events supported by clients and staff. We continue to implement new measures to decrease our environmental impact and reduce wastage ●

No. of employees
160

No. of partners
15

No. of trainees
23

Opportunities available
✓ GRADUATE JOBS
✓ PLACEMENTS

No. of graduate jobs
8

No. of undergraduate opportunities
3

Offices recruited into
London, Milton Keynes and Watford



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

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. ●

No. of employees
300

No. of partners
29

No. of trainees
50

Opportunities available
✓ GRADUATE JOBS
✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs
12-15

No. of undergraduate opportunities
Varies

Offices recruited into
London



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

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. ●



About us

Isosceles Finance was founded in 2001 by our CEO, Mike O'Connell. Through his initial work with investors and emerging companies, Mike realised that entrepreneurs involved in new ventures and growing businesses need an effective finance, accounting and HR function just as much as well-established corporations. The challenge these organisations faced, however, was how to afford the calibre of expertise and systems needed to develop a thriving business model. Isosceles was formed to meet this challenge.

Isosceles Finance is not a traditional accounting practice - we provide bespoke outsourced accounting, advisory, control and strategic financial support for a varied and expanding client base. While for some we are their full Finance team, we also work with clients on merger, acquisition and divestiture execution, on managing and expanding an international presence, on funding growth and achieving a high value sale.

We work with clients in tech, life science, manufacturing, research and service industries. All ambitious. All growing. All expecting first class support from their professional partners - us.

We have offices in Egham, Sheffield and Cambridge.

About the graduate role

We run two graduate trainee accounting programmes:

- ICAEW from our Egham office
- CIMA from our Sheffield office

You will be working with a team of professionals at various levels in their accounting career, you'll learn the full range of core accounting skills such as management of ledgers; fixed asset registers; expenses; bank reconciliations; VAT; financial reporting across P&L, variances, cash flow analysis and balance sheet, as well as getting involved in audit.

You'll have exposure to and be responsible for client work from the very beginning, so you'll quickly build your own portfolio of clients and or/ areas of technical expertise.

For more information visit our website. ●

No. of employees

45

No. of account directors

9

No. of trainees

15

Opportunities available

✓ GRADUATE JOBS

Offices recruited into

Egham and Sheffield



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



Firm Structure

James Cowper Kreston are chartered accountants and business advisers, with our main areas of specialisation including business direction, business assurance, outsourcing, corporate finance, business tax and private client tax.

We currently employ over 175 members of staff based in our six offices in the South of England. We have decades of experience behind us but our knowledge is 'in the now' and our vision trained on the future.

What sets James Cowper Kreston apart from the rest of the UK's top accountants and business advisers is our professionalism, flexibility, but above all, people are at the heart of our business. What we offer our clients is as varied as our skills, each advised according to their specific needs. We seek to make a positive contribution to the wider community in which we operate, whilst providing support and development opportunities for our partners and employees. This is why we aim to recruit and retain the best, and offer challenging and rewarding opportunities.

Training Contract

As a leading firm of accountants and business advisers, James Cowper Kreston offers you a superb environment in which to start or advance your career. We offer structured career paths within a dynamic working setting, coupled with on-going support, training and personal development to help you achieve real success.

Fresh thinking, diverse skills and a sharp eye for the broader picture mean that together, we can really make things happen. We have a strong team ethic, but always recognise the individual contributions to the team's performance and where everyone gets to play their part in helping us achieve our goals.

That's why we make a great investment in time and resources to promote individual career development. We're committed to developing your career by:

- Offering excellent training for professional qualifications and personal development that are both necessary to help drive you and the firm's business forward;
- Providing you with a challenging environment where your unique talents will be nurtured;
- Helping you create a flexible career plan that will adapt to your evolving needs, aspirations and opportunities across the firm. ●

No. of employees

175+

No. of partners

21

No. of trainees

35+

Opportunities available

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

No. of graduate jobs

Varies

No. of undergraduate opportunities

Varies

Offices recruited into

Newbury, Oxford, Reading and Southampton



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



Kingston Smith is one of the UK's top 20 audit and chartered accountancy firms with over 500 people based in London and the South East. We support entrepreneurs and their businesses, private individuals and not-for-profit organisations across a number of sectors.

As a trainee chartered accountant at Kingston Smith you will train as a general practitioner rather than a specialist and therefore receive a wide range of experience across audit, accountancy and taxation. Kingston Smith's wide range of clients means that you will benefit from working with an interesting mix of industries and businesses. We encourage early responsibility and ensure that as you progress you are given the opportunity to work on all aspects of an assignment.

You will receive first class in house training within a supportive environment, helping you to succeed in both your work experience and your exams. Our ACA pass rates are exceptional and are consistently well above the ICAEW's average, highlighting our success at training and supporting trainees throughout the ACA qualification. Our trainees all study together in the same class at college so you will have the opportunity to build up strong relationships and can help support each other through studying and exams.

We are proud to be offering AAT and ACA programmes under the new Level 4 and Level 7 Apprenticeship standards. Our AAT to ACA apprenticeship programme is a great progression opportunity for those coming straight from school/college. You will be encouraged and supported throughout your training contract and support and guidance is always on hand from an allocated training Manager, training Partner and dedicated People team. We are big enough to be able to offer a wide variety of experience but we're still the kind of place where personality is valued and individual achievement gets recognised. Our personal approach means you will get to know all of our Partners, who will be accessible to you and will be genuinely committed to your training and development.

There is always plenty going on in our friendly offices, with a wide variety of social activities. We have a firm-wide social committee with representatives from every level within the firm, who are always looking for suggestions and volunteers to help organise events.

The recruitment process for these initiatives is efficient with a personal touch and prompt feedback. We welcome new apprentices with our two Trainee intakes, in September and January. ●

No. of employees

545

No. of partners

67

No. of trainees

125

Opportunities available

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

No. of trainee jobs (ACA & AAT)

45 in September and 15 in January

Offices recruited into

City of London, West End, Heathrow, Redhill, Romford, St Albans



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



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 25 years ago and with a team of 36 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

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 March 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. ●

No. of employees

36

No. of directors

7

No. of trainees

7

Opportunities available

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

No. of opportunities

2 (from March 2020)

Offices recruited into

Leeds



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



Knox Cropper is a 6 partner firm of Chartered Accountants (comprising over 40 staff), based in central London, with additional offices in Haslemere, Surrey and Hemel Hempstead.

We are one of the leading firms of Chartered Accountants servicing the "Not for Profit" Sector. We have a large number of clients ranging from small charitable trusts to national charities, trade unions and universities.

We're 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 thirst for success.

In return, you'll enjoy a competitive salary and an excellent package (with salary increases based on exam and work performances). There is also huge potential to progress within the firm. Add to this the opportunities and varied lifestyle that working in the Capital has to offer and it all adds up to a very rewarding opportunity.

Careers with Knox Cropper

At Knox Cropper, our unique client base ensures that our employees have exposure to a wide range of organisations including commercial companies, national charities, universities and trade unions. Capable and committed individuals can expect rapid promotion to senior positions.

We want our students to succeed. Our students demonstrate an excellent examination record. Some of our partners trained with Knox Cropper and with commitment and ambition, the opportunity is available to all.

At Knox Cropper, we recruit graduates who display initiative, motivation and who can demonstrate the ability to contribute effectively to team work. We recognise that our business is a people-business and our staff are our most important resource. For our part we are committed to providing the highest quality of training for students and qualified staff including sound examination and practical instruction, together with effective on-the-job training. ●

No. of employees

35

No. of partners

6

No. of trainees

11 (inc. 2 ACCA)

Opportunities available

✓ GRADUATE JOBS

No. of graduate jobs

2

Offices recruited into

London



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



KPMG in the UK is part of a global network of member firms. Our largest practice is Audit, which provides independent challenge and delivers quality audits to organisations of all shapes and sizes. In Tax & Pensions, Consulting, Deal Advisory and Technology & Engineering, we work shoulder-to-shoulder with clients to help them solve some of their most complex business challenges.

From joining, graduate and undergraduate trainees at the firm will undertake intellectually-stimulating challenges alongside some of the brightest minds in business. You'll gain exposure to a range of sectors and companies, from the biggest multinationals through to the most innovative start-ups.

Our colleagues come from all sorts of degree disciplines and backgrounds, bringing diverse perspectives, but sharing a natural curiosity, a desire to work together and explore new ideas, inspire change and deliver exceptional results.

Technology & Engineering is a rapidly growing part of our firm and is fundamental to everything we do. You'll have access to advanced technologies, such as artificial intelligence and the latest Cloud tools. KPMG tools, such as KPMG Clara, our progressive global collaboration and analytics tool, enables our Audit teams to provide quality insights and consistency across all audit engagements.

We have a simple vision: to be the clear choice for our clients, our people and the communities we work in. You'll benefit from funded professional qualifications or accreditations relevant to your programme, and the support you need to build a rewarding career. With volunteering days and numerous community initiatives, you'll be encouraged to make a difference beyond the office, too.

Our innovative Launch Pad assessment, at the final stage of the recruitment process, ensures successful candidates receive a job offer within just two working days.

Life at KPMG means being part of a fast-moving, intellectually challenging and supportive community, where graduates and undergraduates are inspired to learn, grow and thrive. ●

No. of employees

14,500

Opportunities available

✓ GRADUATE PROGRAMMES
 ✓ VACATION PROGRAMMES
 ✓ ONE YEAR PLACEMENTS
 ✓ INSIGHT PROGRAMMES
 ✓ APPRENTICESHIPS

No. of graduate jobs

1,200

No. of undergraduate opportunities

c. 200 undergraduate, c. 250 apprenticeships

Offices recruited into

Nationwide



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



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. ●

No. of employees
550+

No. of partners
53

No. of trainees
126

Opportunities available

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

No. of graduate jobs
Varies

No. of undergraduate opportunities
Varies

Offices recruited into
London, Kent and Sussex



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

TRAINEE PROFILE

NAME	Dan Firmager
LOCATION	Chatham
UNIVERSITY	School Leaver
DEGREE	Maths, History, Psychology
ROLE	Audit



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 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. ●



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Lovewell Blake

Different because you are

Lovewell Blake is one of East Anglia's leading accountants, business advisers and financial planners. Our teams comprise experienced and highly qualified for experts skilled at helping businesses, individuals and charity/not for profit. As well as being the oldest accountancy firm retaining its original name, Lovewell Blake is also one of the most innovative in serving clients. With specialist teams covering the needs of particular professions and business sectors, we offer over 12 specialisms and serve more than 10,000 business throughout East Anglia and beyond.

The reason our clients value us as their adviser is because we make a point of building a picture of each client, which pulls in all the things that make each one different. This allows us to wrap individual service and advice around each client, which suits them perfectly and which they really appreciate. That's why we're different – because each one of our clients is different. We don't only understand that each of our clients are different, we understand that each of our employees are different too. We work with each and every one of our employees on an individual basis to ensure the training and development they receive supports their specific learning objectives and career aspirations. We are committed to nurturing and developing the talent of all of our employees, whatever stage of their career they may be at.

Your training and development

Joining Lovewell Blake from University will give you the opportunity to study for the Association of Chartered Accountants (ACA) or the Association of Chartered Certified Accountants (ACCA) Qualification. You may be exempt from some of the exams depending on what you studied at University.

We will fully support you through the qualification with a study package that includes:

- Paid time out of the office to attend our training provider
- Paid study leave ahead of the exams
- Regular reviews with our Student Training Administrator
- Alongside the training you will gain invaluable experience in one of our offices. No week is ever the same and, depending on what department you join, you can expect to assist with audits, prepare accounts for limited companies and individuals and produce VAT returns.

We will discuss future career plans with you to ensure they meet your aspirations. Once you have qualified there may be an opportunity to specialise in a particular sector or transfer to another department. Most importantly your learning will never stop and you will be fully supported throughout your career. ●

No. of employees

250

No. of partners

26

No. of trainees

55

Opportunities available

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs

Varies

No. of undergraduate opportunities

Varies

Disciplines recruited from

All degrees considered but Finance, Accounting and Business preferred

Offices recruited into

Norwich, Lowestoft, Great Yarmouth, Halesworth, Bury St Edmunds, Ely and Thetford



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

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. ●

No. of employees

121

No. of partners

13

No. of trainees

22

Opportunities available

✓ GRADUATE JOBS

✓ INTERNSHIPS

No. of graduate jobs

6

No. of undergraduate opportunities

4

Offices recruited into

London

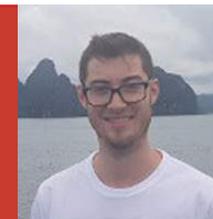


For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

TRAINEE PROFILE

NAME	Zak Fraser
LOCATION	London
UNIVERSITY	University of 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. ●

No. of employees
480

No. of partners
39

No. of trainees
90+

Opportunities available

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

No. of graduate jobs
10

No. of undergraduate opportunities
5

Disciplines recruited from
Graduate Scheme - Any
Apprenticeship - 3 A-Levels, A-C

Offices recruited into
London, Cardiff, Woking, Egham,
Leatherhead, Farnborough & Whiteley
(Southampton)



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

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

MENZIES LLP IS LOOKING FOR FUTURE TALENT TO BE OUR NEXT GENERATION OF BUSINESS ADVISORS AND LEADERS!

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- **AAT Accountancy Apprenticeship Programme**
- **ATT Tax Training Programme**

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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! ●

No. of employees

200

No. of partners

21

No. of trainees

44

Opportunities available

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs

10

No. of undergraduate opportunities

Varies

Offices recruited into

St Albans, London, Milton Keynes and Rickmansworth



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



Accountancy offers a rewarding career with excellent salaries and huge potential for career progression. We offer graduate programmes with a range of prestigious firms of Chartered Accountants based in London and the South East. 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 graduate 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.

You will receive a competitive salary and an excellent study and benefits package. Add to this the opportunities and varied lifestyle that working in the South East has to offer and it all adds up to a very rewarding opportunity.

You will be given paid study leave and we also 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.

The firms we recruit for range from 4-19 partners in size, meaning there is huge scope for you to progress within the firm. What's more, you will have exposure to a wide range of assignments with clients of all sizes in various industry sectors. You will be given responsibility from an early stage and benefit from involvement from the firm's partners, who will take a direct interest in your development and support you through your training. Indeed, many of our trainees have gone on to become senior managers and partners themselves. ●

No. of employees

Varies depending on the firm

No. of trainees

40+

Opportunities available

- ✓ GRADUATE JOBS

No. of graduate jobs

20-40 per year

Disciplines recruited from

Any

Offices recruited into

London and South East



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



For more than a century, MHA Larking Gowen has been giving a trusted, reliable and friendly accountancy service to firms of all sizes, as well as individuals, in East Anglia.

We have eight accountancy offices in Norfolk, Suffolk and Essex, with a combined team of more than 300 dedicated staff. We cover a range of sectors with specialist teams in corporate finance, personal tax, VAT, business strategy and support and business recovery.

We also are part of MHA, which is a UK-wide association of independent accountants and business advisors, all of whom are growing quickly, respected in their area and progressive in their thinking.

MHA can assist with clients' needs wherever they are in the UK, as well as globally through its membership of Baker Tilly International.

Whether you're starting out or you've been working in the business for some time, we'll make sure you get the support you need to take you to the next step in your career and beyond. ●

No. of employees
320

No. of partners
22

No. of trainees
40

Opportunities available

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

No. of graduate jobs
4

No. of undergraduate opportunities
16

Disciplines recruited from

All degrees considered but Finance, Accounting and Business preferred.

Offices recruited into
Norfolk, Suffolk and Essex



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



MHA Moore & Smalley is a leading independent provider of accounting, business advisory and wealth management services. 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. MHA Moore & 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?

- 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
- Great social life and involvement in community and charitable initiatives
- Part of a national and international network of firms with global opportunities
- Benefits package (after qualifying period)
- Popular staff social club with subsidised events throughout the year

THE ROLE:

The firm will sponsor you to undertake a 3-year training contract studying the ACA qualification. This fully funded package will include on-the-job training, exam tuition and practical skills courses, with the support of a qualified student counsellor. You will have the opportunity to work in a challenging and stimulating environment where early responsibility is actively encouraged and rewarded. ●

No. of employees
300+

No. of partners
22

No. of trainees
60+

Opportunities available

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

No. of graduate jobs
c. 5 per year

No. of undergraduate opportunities
Varies

Offices recruited into

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



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



Nyman Libson Paul is a 16 partner firm of Chartered Accountants, based in London.

We are the leading advisors to the UK Entertainment & Media industry. Over the years we have looked after some of the biggest and brightest stars and projects in the Film, TV, Music and Theatre sectors which continues to this day. Our knowledge and expertise has developed into the Animation, Video Games and Digital sectors as we continue to evolve with our client base.

We are looking for between four and seven graduates each year to enter into a three year Training Contract and a full training programme is provided. We have high standards and are looking for candidates with excellent academic qualifications as well as drive, ambition and a thirst for success.

At Nyman Libson Paul you will be given responsibility at an early stage in your career, firstly because we believe that there is no substitute for experience and secondly we want to foster the skills to enable you to think on your feet.

We will encourage you to maximise your potential with excellent career prospects as our emphasis is on internal promotion to both manager and partner level.

You'll enjoy a competitive salary and an excellent package (with salary increases based on exam and work performances). There is also huge potential to progress within the firm. Add to this the opportunities and varied lifestyle that working in the Capital has to offer and it all adds up to a very rewarding opportunity.

What can you expect

You will not be tethered to your desk labouring over never-ending jobs. Instead, our students deal directly with a range of clients from major film and television production and distribution companies, West End theatres, cinema and media personalities through to manufacturing companies, hotels, restaurants and professional firms.

We encourage our staff to provide fast, imaginative and practical solutions to our clients' business problems and while liaising with our tax department, you will be involved in both corporate and personal tax issues. ●

No. of employees

112

No. of partners

16

No. of trainees

21

Opportunities available

✓ GRADUATE JOBS

No. of graduate jobs

4-7

Offices recruited into

London and South East



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



Driving ambition throughout the South West

We're a unique group of industry leading experts and trainees working at the cutting edge of digital accounting, financial planning and tax advisory. Together we form an award winning powerhouse working across a wide range of business areas, with a large diverse portfolio of clients, and a commitment to nurturing and celebrating your talent.

With four offices across the West Country in Yeovil, Wells, Exeter and Melksham and nearly 300 highly trained and qualified staff offering service to 5000+ clients at the highest level, we are truly a group of financial experts.

We believe in supporting the ambition, drive and variety of the South West economy through a combination of expert advice and excellent client support.

Developing People- Investing in You

At Old Mill we understand that career paths aren't linear, they can shift and form different shapes. We aim to stay nimble, spot talent and nurture the skills of our employees. We are proud that many of our people have gained their professional qualifications and we are committed in supporting fresh new talent through theirs.

There is plenty of opportunity to be challenged and you hone your learning and development in line with your interest. This could be in Accountancy, Tax or Wealth Management, we support and develop all Trainees and Graduates through development programs, combining professional qualifications, practical experience and soft skills training.

We believe in empowering individuals, embracing experience and supporting each other. We are committed to nurturing talent amongst experienced and exciting people. We welcome knowledge seekers and team players who want to take control of their career.

We value our people and the big role they play in developing and growing our business, which is why, as well as competitive salaries, we offer a variety of rewards and benefits.

When you join Old Mill you become an important part of something great. ●

No. of employees

300+

Opportunities available

✓ GRADUATE JOBS
✓ PLACEMENTS
✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs

Varies

No. of undergraduate opportunities

Varies

Offices recruited into

Exeter, Yeovil, Wells and Melksham



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

PKF FRANCIS CLARK

Chartered accountants & business advisers

SHARED AMBITION

Where can I get the best start to my career in Accountancy?

Here at PKF Francis Clark, where we welcome, support and encourage our trainees with tailored training and on-going career opportunities that grow with you.

PKF Francis Clark is the largest independent accountancy firm in the South West. We are known for our professionalism and depth of expertise across multiple sectors and we believe that excellent personal client relationships are the key to success in maintaining our award winning reputation.

100 years ago, our founder Francis S Clark opened up our first office in Newton Abbot in 1919. Today we have grown across the south west with 8 offices through the region. We are also part of the PKF international network. This means more opportunities to take your career wherever you want to: around the corner or around the world. It means instant access to a network of 400 offices in over 150 countries to diversify your experience, go on secondment or travel to expand your personal horizons, here in the UK or overseas, while remaining part of our network.

If you join us as a trainee you will get stuck in from day one, learning on the job with access to a wide range of clients, from start-ups to large blue chip household brands and inspirational not-for-profit organisations. We are much more than just accountancy, priding ourselves on our long term client relationships, technical knowledge, strategic

support and commercial insight. We start with our clients' needs and ambitions and work as one to make success happen.

Along the way you'll get all the support you need to grow professionally as you focus on getting your qualifications and becoming a Chartered Accountant or Chartered Tax Advisor. However, getting qualified is just the beginning. We're looking for people who have the potential to be business advisers and problem solvers and be the future of PKF Francis Clark.

All of our trainee opportunities follow apprenticeship standards which means you will receive support and learning not only for your professional qualification but also towards the skills and behaviours that are required to be a successful accountant. We recognise that personal development training is essential in becoming a well trusted business adviser so this is why we have an accredited STEPs programme that offers you the structured interpersonal development.

Our culture is created by our people, all of whom are encouraged to share their opinions, value teamwork and understand the importance of a mutually beneficial, supportive environment. People across all of our locations are social and active and you can get involved with everything from running, cricket and football, to book clubs, cooking and yoga! Each office has a chosen charity and we're proud of our efforts to support and raise funds throughout the year.

We recruit ACA trainees as well as AAT trainees across all of our locations. We also have opportunities to study tax specific qualifications such as ATT and CTA.

PKF Francis Clark really is **The** place to be.

Case study

Name: Holly Ainsworth

Role: Audit ACA Trainee

Office Location: Taunton

University: Cardiff - studied International Business

What do you get up to on a typical day?

Being part of the Audit team means there's no such thing as a 'typical day'! We often work on-site at the clients' offices, which can involve quite a bit of travelling and fairly long days, but I really enjoy the variety of locations, people and businesses that we get to work with.

What's it really like to work at PKF Francis Clark?

Studying and carrying our audit work is challenging, but the people make it worthwhile. Many of my peers and managers have been in my shoes and are therefore very understanding and supportive. I'm really lucky to work with such a friendly bunch!

What would you tell anyone thinking about applying to be a trainee with us?

Do it! It's a big challenge, not to be taken on lightly, but you won't regret it. ●

No. of employees
700

No. of partners
57

No. of trainees
180

Opportunities available

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

No. of graduate jobs
15-20

No. of undergraduate opportunities
20

Offices recruited into

Bristol, Exeter, Truro, Taunton, Torquay, Plymouth, Poole and Salisbury



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



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). ●

No. of employees
275

No. of partners
31

No. of trainees
63

Opportunities available
✓ GRADUATE JOBS
✓ INTERNSHIPS
✓ PLACEMENTS
✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs
Varies

No. of undergraduate opportunities
Varies

Offices recruited into
Canary Wharf (London)



For application deadlines, the latest jobs and events visit:

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 now in my second year with the firm and currently working as a Junior 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. ●



Price Bailey is an award-winning, top 30 accountancy and business advisory firm, with offices throughout East Anglia, London and Guernsey. We provide a wide range of services, including tax consultancy, corporate finance, strategic planning, private wealth management and legal services to regional SMEs, private clients, national and international businesses.

We have been recognised as a 'Sunday Times Top 100 Best Companies to Work For', for two years running and also won best 'Graduate & Non-Graduate Programme of the Year' at the British Accountancy Awards 2018. These awards are a testament to our commitment to developing staff and giving them the right tools to excel in their careers. We aim to provide a professional, personable and approachable service to our clients, which is why we also won 'National Firm of the Year' at the British Accountancy Awards in 2018, and we want to continue to employ likeminded people who help us to achieve this goal.

With our 'Step Ahead' training programme, we help staff to realise their full potential and career aspirations. The training programme focuses on the key attributes that enhance job performance and career progression. We offer opportunities at every level including, partner, manager and newly qualified individuals, as well as support and admin based roles. We also have an award-winning graduate programme, school leaver scheme and offer work experience placements across our offices.

Price Bailey understands the need to provide a happy and modern working environment to attract the best talent, which is why we offer initiatives like 'smart working' to promote a better work/life balance, and a relaxed 'dress for your day' dress code.

The firm has cross-practice departments specifically designed for each client sector and service provided in business, corporate and private client work. Despite this and having several office locations, we very much work as one practice, with representatives from each department based at each location we offer the opportunity to work from our different offices on specific work assignments.

To find out more about what it's like to work at Price Bailey and for more information on our excellent training programmes please take a look on our careers site ●

No. of employees
370

No. of partners
30

No. of trainees
75

Opportunities available
✓ GRADUATE JOBS
✓ PLACEMENTS
✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs
c. 12-14 each year

No. of undergraduate opportunities
c. 10-12 each year

Offices recruited into
Cambridge, Norwich, Bishop's Stortford and London



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



Prime Accountants Group is an independent firm of chartered accountants, forensic accountants, business and financial advisors. We simplify business for our clients, allowing them to spend more time doing what they do best. We have offices within Birmingham, Coventry and Solihull and we are a team made up of over 100 staff.

At Prime we believe in building relationships and providing a personal service to our clients. You will have the opportunity to learn more about clients and develop a strong understanding about their business and provide a service specifically tailored to them and their needs.

We offer a wide range of solutions under one roof and are able to assist clients with a range of requirements. At Prime we have a dedicated team of individuals covering Tax, VAO, Payroll, Accounts & Audit, Wealth planning and Forensic accounting services meaning we are able to set ourselves apart from our competition by servicing our client base. By having a number of departments, it also opens up various opportunities for staff to progress into other areas of business during their career if they desire.

What do we look for?

At Prime Accountants Group we always welcome contact from high calibre, dedicated and motivated applicants. We are a forward thinking organisation that uses the latest technology to run the business and continually improve our service to clients, therefore all candidates should have a good level of IT and communications skills. If you think you would meet the outstanding criteria we expect from our teams, we would be delighted to hear from you.

What is life like at Prime?

At Prime we work closely as a team and will support you throughout your studies to allow you the opportunity to gain the experience you need to achieve your qualification. We believe in being approachable, not only to clients but new members of the team, so you can be sure you will have someone to turn to whenever you need help as you find your feet within the firm.

As a group, we also work together to raise money for charity to make a difference to the local community. In recent years we have hosted a fire walk, a 13 mile space hopperathon and cycled to every gold post box in the UK after the 2012 Olympics. ●

No. of employees
100+ including 10 directors

No. of trainees
10-15

Opportunities available
✓ GRADUATE JOBS
✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs
Up to 4 per annum

Disciplines recruited from
All degrees and disciplines considered but finance, accounting and business preferred

Offices recruited into
Birmingham, Coventry and Solihull



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



Established in 1933, we are a top accountancy practice with an enviable reputation. We were named Accountancy Firm of the Year in the 2019 in the CityWealth Magic Circle Awards; a testimony to the high regard in which Rawlinson & Hunter is held.

Our diverse client base presents opportunities to work on unique one off projects, as well as giving you opportunities to develop a diverse skill set. We have clients in many different sectors, but have specialisms in technology, luxury retail, motorsport and performance engineering, arts and antiquities.

With a network of international offices, some of our staff have the opportunity to spend time working overseas and experience a different way of life.

Our staff are recruited for the skills and potential they offer and come from many different backgrounds. We provide opportunities to help you realise your full potential, including fully funded study support at the best tuition centres in London. Once qualified, your professional learning is supported through further qualifications or other training and development interventions.

Opportunities available:

We are looking for hard working individuals from any degree discipline, with a genuine interest in a career in accountancy for an opportunity providing full training support for the ACA qualification. The successful Graduate candidate must show:

- Minimum 2:1 degree
- Grade B or above in a minimum of three A-Levels
- Ability to work under pressure and in a deadline driven environment
- Excellent communication and interpersonal skills
- Great attention to detail

We additionally have a number of school/college leaver schemes with the opportunity to study AAT/ ATT/ACCA/ACA/CTA. ●

No. of employees
200+

No. of partners
16

Opportunities available

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

Offices recruited into

London & Leatherhead, Surrey



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



Rayner Essex has been established for over 50 years and is a dynamic, medium-sized firm with offices in St Albans and Central London. We have 8 partners and around 75 staff, ranging from apprentices to highly experienced managers. We provide the full range of professional services typically provided by an established and progressive accountancy firm, including audit and accounts, management consultancy, payroll and taxation.

Our clients range from all fields of business, industry, the professions and arts, including large corporates operating nationally and internationally, privately owned businesses of every size, partnerships, sole traders, self-employed individuals and charities. We are looking to recruit a number of graduates who aspire to become chartered accountants. Accountancy is a people-focussed profession and we are looking for articulate and confident graduates with drive, ambition and a thirst for success.

What can you expect from a career with Rayner Essex

We are a friendly firm and it is important to us that everyone enjoys coming to work and feels challenged and supported in their role. We also believe it is essential to continually develop people's skills and knowledge, that's why here at Rayner Essex talented people are supported and encouraged to fulfill their potential. We provide structured training to ensure you acquire the knowledge you need in areas such as audit and assurance, accounting and financial reporting. We also balance the theory with practical training, giving you plenty of hands on experience in the commercial world.

The benefits of training with a medium-size firm like Rayner Essex?

A major benefit of training with a medium sized firm (compared with a much larger firm) is the depth and variety of work you will be involved with. You will have exposure to a wide range of assignments, working with clients of all sizes in various industry sectors, ensuring that you have a broad ranging experience.

In larger firms, trainees often spend much of their training confined to audit work because of the sheer scale of the audits they are involved in. Audit work is just one aspect of an assignment and in a medium size firm such as Rayner Essex, you will benefit from having exposure to many different areas of client work, from large scale high value audits of large corporate businesses to accounts preparation for a small privately owned business.

In addition, the size of our teams ensures that you have direct support and supervision from experienced managers and partners. The firm's partners will take a direct interest in your development and support you through your training. ●

No. of employees
75 (excl. partners)

No. of partners
8

No. of trainees
3-5

Opportunities available

- ✓ GRADUATE JOBS

No. of graduate jobs

1-2

Offices recruited into

London and St Albans



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



**Kick start your career with
Accountancy Careers today.**



GRADUATE JOBS | INTERNSHIPS & PLACEMENTS | ADVICE
www.accountancycareers.co.uk



Rees Pollock was formed in 1990 by a team of experienced partners and managers from Ernst & Young. Twenty-nine years later we have developed a firm that is widely recognised as a leading financial adviser to businesses with turnovers of between £1 million and £50 million, and have won the title 'Small Accountancy Firm of the Year'. We combine the technical expertise of the larger firms with the personal attention and approachability of a small firm.

You will obtain a wide variety of work experience at Rees Pollock. We have particular experience in the media, retail, restaurants and financial sectors. We encourage our students to think for themselves and use their initiative. Responsibility is given relatively early, although assistance and encouragement are never far away.

Rees Pollock recognises that training is one of the most important criteria when choosing an employer. We have therefore tailored our package to ensure you obtain the best all-round experience by using a combination of Kaplan, other specialist training organisations, and our own in house and on-the-job training. This has led to excellent exam pass rates and to a number of our students obtaining prizes in their exams.

We welcome applications from graduates of any discipline with a consistent record of achievement. We are looking for strong communication and analytical skills and a willingness to contribute both to the work itself and the atmosphere of the firm. In return our trainees obtain excellent training and the opportunity to work with a group of very bright people for an exciting range of clients. ●

No. of employees
60

No. of partners
9

No. of trainees
17

Opportunities available
✓ GRADUATE JOBS

No. of graduate jobs
5-6

Offices recruited into
London



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



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. ●

No. of employees
3,250

No. of partners
250

No. of trainees
c. 450

Opportunities available
 ✓ GRADUATE JOBS
 ✓ INTERNSHIPS
 ✓ PLACEMENTS
 ✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs
290

No. of undergraduate opportunities
160

Offices recruited into
Nationwide



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

TRAINEE PROFILE

NAME	Jake Cross
LOCATION	Birmingham
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 ●

No. of employees
700+

No. of trainees
134

Opportunities available

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

No. of graduate jobs
Varies

No. of undergraduate opportunities
65 including internships and school leaver schemes

Offices recruited into

Bournemouth, Bristol, Edinburgh, Harrogate, High Wycombe, Inverness, London, Manchester and Peterborough



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

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. ●



Shipleys is a 13 partner firm of Chartered Accountants and professional business advisors, based in London's glamorous West End. We're 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 thirst for success.

What can you expect from a career with Shipleys?

We are a medium-sized firm and every member of our team makes an important contribution. You're not at the same stage in your career as everybody else is in theirs, and what matters to you is likely to be different from what's important to some of your colleagues and peers. We are a friendly bunch at Shipleys and it's a place where you can be yourself - finding your niche and making your mark.

Our approach to our team is similar to our approach to our clients - very much based on individuals and their aspirations. Whilst the firm is very well known in a number of niche markets such as energy, financial services, and film and television production, overall we look after a wide range of clients so there is plenty of opportunity to build your experience with clients in many different industries.

Roles tend to be very interactive with more exposure to clients and others outside the firm than is often the case elsewhere. We aim to build on our professional expertise to provide proactive business advice and planning to our clients - helping to "make it happen" - providing an excellent service that's worth the cost and which contributes to our reputation as a trusted advisor. People work hard when they are here, but we also do expect them to go home!

In larger firms, trainees often spend much of their training confined to audit work because of the sheer scale of audit work. Audit work is just one small aspect of an assignment and in a medium size firm such as Shipleys, you can benefit from having exposure to many different areas of client work, such as accountancy and tax, as well as gaining client relationship skills.

In addition, you'll tend to work with far more clients in a medium size firm (giving you a broad ranging experience) because the time spent at each client tends to be far less than that of a larger firm.

With a medium size firm, you'll also benefit from involvement from the firm's Partners, who will take a direct interest in your development and support you through your training. ●

No. of employees
c. 110

No. of partners
13

No. of trainees
c. 19

Opportunities available
✓ GRADUATE JOBS

No. of graduate jobs
Varies

Offices recruited into
London and Godalming



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



At Smith & Williamson we have been providing independent, first-class financial advice to clients for over 100 years. Today, we are unique in the market, offering investment management, financial advisory and accountancy services as well as private banking.

It's not just the breadth of our expertise that makes us stand out. Professional practices, corporates, non-profit organisations and individuals value the premium we put on our client relationships. People are the cornerstone of our business - and that includes our employees.

To provide the service our clients expect, we know our trusted business advisers need an empowering and supportive work environment. With 13 offices in the UK, Ireland and Jersey, and global reach through membership of Nexia International, we're big enough to be competitive. Yet our size means you'll be part of a friendly, enthusiastic team - and get to know colleagues across the firm.

We know that investing in the careers of our trainees is essential to our continued success. That's why we have a real commitment to developing the next generation of trusted business advisers across our firm.

For our trainees to flourish, personally and professionally, we have to attract, grow and retain our talent. Our trainees enjoy exposure to a variety of client-facing work, with responsibility from an early stage, along with high-quality professional training. ●

No. of employees
1,900+

No. of partners
235

No. of trainees
120

Opportunities available
✓ GRADUATE JOBS
✓ INTERNSHIPS
✓ PLACEMENTS
✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs
Varies

No. of undergraduate opportunities
Varies

Offices recruited into
Belfast, Birmingham, Bristol, Dublin, Guildford, London, Salisbury, Southampton and Jersey



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

SRLV ACCOUNTANTS

About Us

SRLV is a medium-sized, independent firm of Chartered Accountants and business advisors based in the heart of London's West End. From a two partner firm at its inception in 1988, the practice has developed and grown to be one of the top 50 firms in the UK with 15 partners and over 140 professional and administrative staff. The firm has developed over the past 31 years by offering a mix of energy, enthusiasm and expertise to an ever increasing client base.

Working at SRLV

As an employer, we have a huge amount to offer; our employees make our business the success that it is today. Every member of our team is committed and gives 100% to our clients and the firm. Our culture is unique and we still very much have a "family values" culture.

Our employees are at the heart of our business and it's thanks to them that we are a market leader in our sectors. We offer our employees a supportive, progressive career and recognise and reward ambition and drive. We'll give everyone who joins us the space and encouragement to achieve their potential.

Our clients expect pragmatic, commercial and passionate people to look after their affairs. We only recruit people who will care as much about our clients as we do. Professionalism and expertise is key to our success and we expect no less from every member of our team.

We are constantly striving to keep our employees motivated and we recognise the importance of financial reward along with creating a great work/life balance; truly understanding and delivering what is important to our employees.

Benefits

At SRLV, we offer a wide range of benefits which you will be entitled to after successful completion of your probationary period. These include, but are not limited to, fantastic private medical insurance cover and cashback for medical expenses such as dentist visits and eye tests.

Other benefits include 'summer hours' throughout the warmer months, monthly 'drinks trolley' to wind down after a busy week and extra annual leave over the Christmas period. Season ticket loans and 'Cycle to Work' vouchers are on offer to help with your commute. We also offer company discount at some local establishments including restaurants and hair salons. ●

No. of employees

141

No. of partners

15

No. of trainees

22

Opportunities available

- ✓ GRADUATE JOBS
- ✓ INTERNSHIPS
- ✓ PLACEMENTS

No. of graduate jobs

4

Offices recruited into

London



For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk



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. ●

No. of employees

663 nationally

No. of partners

101

No. of trainees

190+

Opportunities available

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs

45

No. of undergraduate opportunities

Varies

Offices recruited into

Nationwide



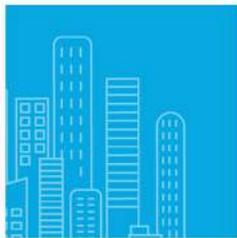
For application deadlines, the latest jobs and events visit:

www.accountancycareers.co.uk

Company	No. of employees	No. of partners	No. of trainees	Offices recruited into	TYPE OF OPPORTUNITIES					No. of graduate jobs	No. of undergraduate roles	Further info (page)		Company	No. of employees	No. of partners	No. of trainees	Offices recruited into	TYPE OF OPPORTUNITIES					No. of graduate jobs	No. of undergraduate roles	Further info (page)
					Graduate jobs	Internships	Placements	Insights	School leaver schemes										Graduate jobs	Internships	Placements	Insights	School leaver schemes			
	c. 70	12	3-4	London and Guildford	✓	✗	✗	✗	✗	3 per year	-	54			64	15	11	London	✓	✗	✗	✗	✗	4-6	-	65
	c.3000	227	200	Various Locations	✓	✗	✗	✗	✗	167	-	55			400	32	89	Various Locations	✓	✓	✓	✓	✓	20	4-8	66
	160	22	40	Outer London	✓	✗	✗	✗	✗	15	-	56			800+	80+	250+	Various Locations	✓	✓	✓	✗	✓	50+	Varies	67
	170	19	45	Various Locations	✓	✓	✓	✗	✓	Up to 12	Up to 6	57			15,000+	-	400+	Various Locations	✓	✓	✗	✗	✓	1,000+	-	68
	350	31	120	Various Locations	✓	✗	✓	✓	✓	25	10	58			400+	17	73	Various Locations	✓	✓	✓	✗	✓	12	-	70
	175	20	55	London, and Cambridge	✓	✗	✗	✗	✓	6-8	4-6	59			261,000	-	-	UK Wide	✓	✓	✓	✗	✓	850	350	72
	115	19	18	London, and Sevenoaks	✓	✗	✗	✗	✗	6	-	60			30	-	23	Croydon	✓	✗	✗	✗	✗	Up to 10	-	73
	150+	19	44	Canterbury, Kent	✓	✗	✗	✗	✓	10-15	-	62			110+	-	-	Bristol	✓	✗	✗	✗	✗	12 per year	-	74
	410	30	105	London,	✓	✓	✗	✗	✓	c. 25-30	c.10	64			100+	8	-	Sussex	✓	✓	✓	✗	✓	10	-	75

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					Graduate jobs	Internships	Placements	Insights	School leaver schemes									Graduate jobs	Internships	Placements	Insights	School leaver schemes			
 GERALD EDELMAN	118	16	22	London	✓	✗	✗	✗	✗	4-6	-	76	 Kingston Smith	545	67	125	Various Locations	✓	✗	✗	✗	✓	60	-	90
 Grant Thornton An instinct for growth™	4,500	-	750	Nationwide	✓	✓	✓	✗	✓	400-450	100	77	 Kirk Newsholme	36	7	7	Leeds	✓	✗	✗	✗	✓	2	-	91
 HAT Group of Accountants	Varies	Varies	Varies	London and Essex	✓	✗	✗	✗	✓	60	8	79	 KNOX CROPPER Chartered Accountants	35	6	11	London	✓	✗	✗	✗	✗	2	-	92
haysmacintyre	300	32	24	London	✓	✗	✓	✗	✓	24	5	80	 KPMG	14,500	-	-	Nationwide	✓	✓	✓	✓	✓	1,200	450	93
 HAZLEWOODS DRIVING LIFE-LONG PROSPERITY	360+	30	90+	Gloucestershire	✓	✗	✗	✗	✓	c.35	-	83	 KRESTON REEVES	550+	53	126	London, Kent and Sussex	✓	✓	✓	✗	✓	Varies	Varies	94
 H: HillierHopkins	160	15	23	Various Locations	✓	✗	✓	✗	✗	8	3	84	 Lovewell Blake Different because you are	250	26	55	Various Locations	✓	✗	✗	✗	✓	Varies	Varies	97
 HWFisher	300	29	50	London	✓	✗	✗	✗	✓	12-15	Varies	86	 LubbockFine Chartered Accountants	121	13	22	London	✓	✓	✗	✗	✗	6	4	98
isosceles	45	9	15	Egham and sheffield	✓	✗	✗	✗	✗	-	-	88	 MENZIES BRIGHTER THINKING	480	39	90+	Various Locations	✓	✓	✓	✗	✓	10	5	100
 JAMES COWPER KRESTON Accountants & Business Advisors	175+	21	35+	Various Locations	✓	✓	✗	✗	✓	Varies	Varies	89	 Mercer & Hole	200	21	44	Various Locations	✓	✗	✗	✗	✓	10	Varies	102

Company	No. of employees	No. of partners	No. of trainees	Offices recruited into	TYPE OF OPPORTUNITIES					No. of graduate jobs	No. of undergraduate roles	Further info (page)	Company	No. of employees	No. of partners	No. of trainees	Offices recruited into	TYPE OF OPPORTUNITIES					No. of graduate jobs	No. of undergraduate roles	Further info (page)
					Graduate jobs	Internships	Placements	Insights	School leaver schemes									Graduate jobs	Internships	Placements	Insights	School leaver schemes			
 mercia incorporating swat <small>Financial Consultant</small>	Varies	Varies	40+	London and South East	✓	✗	✗	✗	✗	20-40	-	103	 RAWLINSON & HUNTER <small>Chartered Accountants Chartered Tax Advisers</small>	200+	16	-	London and Surrey	✓	✓	✓	✗	✓	-	-	114
 mha LARKING GOWEN	320	22	40	Various Locations	✓	✓	✗	✓	✓	4	16	104	 RaynerEssex <small>Chartered Accountants and business advisers</small>	75	8	3-5	London and St Albans	✓	✗	✗	✗	✗	1-2	-	115
 mha MOORE & SMALLEY	300+	22	60+	Various Locations	✓	✓	✗	✗	✓	c. 5 per year	Varies	105	 Rees Pollock	60	9	17	London	✓	✗	✗	✗	✗	5-6	-	117
 Nyman LIBSON PAUL	112	16	21	London and South East	✓	✗	✗	✗	✗	4-7	-	106	 RSM	3,250	250	c.450	Nationwide	✓	✓	✓	✗	✓	290	160	118
 OLD MILL <small>Financial experts, flexible solutions</small>	300+	-	-	Various Locations	✓	✗	✓	✗	✓	Varies	Varies	107	 Saffery Champness <small>CHARTERED ACCOUNTANTS</small>	700+	-	134	Various Locations	✓	✓	✗	✗	✓	Varies	65	120
 PKF FRANCISCLARK <small>Chartered accountants & business advisers SHARE DAMBITION</small>	700	57	180	Various Locations	✓	✗	✓	✗	✓	15-20	-	108	 shipleys <small>CHARTERED ACCOUNTANTS</small>	c.110	13	c.19	London and Godalming	✓	✗	✗	✗	✗	Varies	-	122
 PKF <small>Accountants & business advisers</small>	275	31	63	Canary Wharf	✓	✓	✓	✗	✓	Varies	Varies	110	 Smith & Williamson	1,900+	235	120	Various Locations	✓	✓	✓	✗	✓	Varies	Varies	123
 pb Price Bailey <small>CHARTERED ACCOUNTANTS</small>	370	30	75	Various Locations	✓	✓	✗	✗	✓	12-14	10-12	112	 SRLV ACCOUNTANTS	141	15	22	London	✓	✓	✓	✗	✗	4	-	124
 prime ACCOUNTANTS GROUP	100+	-	10-15	Various Locations	✓	✗	✗	✗	✓	Up to 4	-	113	 UHY Hacker Young <small>Chartered Accountants</small>	663	101	190+	Nationwide	✓	✗	✗	✗	✓	45	Varies	125



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