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EARLY CAREERS GUIDE TO

Chartered Accountancy 2026/27

40th Edition

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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 Institute of Chartered Accountants in England and Wales (ICAEW) and industry professionals, this guide takes you through the basics of becoming a chartered accountant; from entry requirements and essential skills, to professional qualifications as well as the latest salary trends.

The **Employee Profiles** section of our guide provides first-hand reports from accountancy professionals who are at different stages of their careers.

You can also use the **Employer Directory** and **Employer Matrix** sections at the back of the guide to help you research employers before applying for jobs on www.accountancycareers.co.uk.

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

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INTRODUCTION FROM THE INSTITUTE OF CHARTERED ACCOUNTANTS IN ENGLAND AND WALES (ICAEW)

Discover your route to chartered accountancy with the ICAEW and the Accountancy Careers Guide 2026/27. Lenore Dudman, Head of Campaigns 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 offers industry-leading qualifications with over 7,000 authorised employers offering trainee roles.

You may be surprised to know that we don't just train accountants. Yes, we provide qualifications and professional development, but we also share our knowledge, insight and technical expertise. We're committed to protecting the quality and integrity of the accountancy and finance profession – we believe that accountancy can be a force for sustainable economic change across the world.

Through us, talented students like you can obtain world-class qualifications in chartered accountancy, enabling you to start your own business, develop rewarding careers in a range of organisations, and much, much more.

Society as we know it is transforming, and with it, the bright new opportunities for curious minds are boundless. An ICAEW qualification can hone your potential, pushing you to go further to prepare you for the future. The ACA, our chartered accountancy qualification, is recognised worldwide. It signals to employers that you have the strategic knowledge, skills and integrity required for a wide range of careers across business, finance and accountancy.

Look beyond the numbers and you'll find our chartered accountants are the strategic leaders, innovators, and visionary advisers influencing the decisions that shape economies, communities, and the organisations they work for.

Finance is an integral part of business, so you will find your skills are needed in all industries and sectors; from retail and logistics, to fashion and sport, to charities and the public sector.

There are many routes into the profession including straight from school or after university. If you join the profession after university, your degree subject doesn't matter – the employers we work with actively recruit graduates from a wide range of degree disciplines.

You could find yourself in a role within a large multinational organisation, a global accountancy firm, or perhaps a local charity or business start-up. Roles vary from Business consultants and practice partners to finance directors and CEOs.

ICAEW Chartered Accountants are recognised for their leadership and expertise – that's why 98* of the world's 100 leading global brands** employ ICAEW Chartered Accountants.

* includes parent companies. ICAEW member data March 2025, Interbrand Best Global Brands 2024

This guide will introduce you to the world of chartered accountancy, providing real insight into the career – from the wide range of employers available to the salary you can earn while training and once you qualify. You can explore where your career could take you and how to get started, as well as gain plenty of hints and tips on topics such as securing work experience or an internship. ●

Lenore Dudman, Head of Campaigns.



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Careers
Advice

WHAT IS A CHARTERED ACCOUNTANT?

By The Institute of Chartered Accountants in England and Wales (ICAEW)

New industries. Different causes. Global possibilities. The world is changing, and with it, there are new opportunities for you to shine. Chartered accountants are more than just number crunchers – they are talented professionals, prized for their ability to effect change.

“As a chartered accountant, you are never limited to one discipline.”

What’s the difference between an accountant and a chartered accountant?

Becoming a 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.

What do chartered accountants do?

As a chartered accountant, you are never limited to one discipline. You can take your career into a diverse range of specialist areas including auditing, taxation, corporate finance, forensic accounting, business recovery, and the not-for-profit sector.

“Chartered means you are at the top of your profession, and you are ready to take on challenges and equally be rewarded for them.”

Chartered accountants hold influential positions within leading organisations - you can develop in an industry you care about all over the world. They can also choose to specialise in various areas such as working in the finance area of the beauty industry for example or even working for a celebrity in the film industry. Being a chartered accountant means that you have a high level of training

and skills to apply in various areas of work which can offer more opportunities for accountancy jobs.

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

“Chartered accountants are more than just number crunchers – they are talented professionals, prized for their ability to effect change.”

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

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

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

Types of accountancy

As a chartered accountant there is a vast array of career paths open to you - you can take your pick. ●

WHY BECOME A CHARTERED ACCOUNTANT?

By The Institute of Chartered Accountants in England and Wales (ICAEW)

No matter the economic climate, jobs in accountancy have always been stable and can be a great career choice for those who have a knack with numbers and a good eye for detail. Below are some reasons why becoming a chartered accountant could be an ideal career path.

Unlimited Opportunities

With a career in accountancy, there’s no shortage of the different types of opportunities available as you grow in your career. If you always wanted to work in fashion for example, you are able to do so in the finance department and that can vary from working for small start-ups to large corporations. You can even start your own accountancy firm with the skills, knowledge and experience acquired by the ACA.



“With a career in accountancy, there’s no shortage of the different types of opportunities available as you grow in your career.”

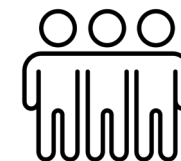
Take your career into multiple industries around the world – 98 of the world’s 100 global leading brands employ ICAEW Chartered Accountants*.

*Includes parent companies. ICAEW member data March 2025, Interbrand Best Global Brands 2024

“Take your career into multiple industries around the world – 99 of the world’s 100 global leading brands employ chartered accountants.”

Support

Whether you are a graduate or a school leaver, there are endless opportunities to get training and support for you to become a chartered accountant. A lot of companies offer graduate schemes and apprenticeships. Here, you gain valuable work experience and progress in the industry whilst getting paid and being fully supported to study and complete your qualifications.



“Whether you are a graduate or a school leaver, there are endless opportunities to get training and support for you to become a chartered accountant.”

Earning potential

Depending on the skills you have and your expertise, salaries as a chartered accountant have a high earning potential, rising as you develop more skills or even become specialised in certain areas. Starting salaries can start from £35,000* as a trainee and rise to £55,000** as a chartered accountant.

*High Fliers: The Graduate Market in 2023. **Indicative based on mean averages of specified salary bands – Member profile response 2025.



Now that you know the benefits of Chartered Accountancy, find out what you need to join the profession by reading the **‘Entry requirements to become a Chartered Accountant’** article. ●

ENTRY REQUIREMENTS TO BECOME A CHARTERED ACCOUNTANT

By The Institute of Chartered Accountants in England and Wales (ICAEW)

Businesses and organisations need people with different interests, experiences and ways of thinking to help them succeed. That's why the accountancy profession welcomes people from a wide range of backgrounds.

There are several routes to becoming a chartered accountant. Whether you're finishing school, studying at university, or already working and thinking about a career change, there are pathways that can help you get there.

"There are several routes to becoming a chartered accountant."

A common myth is that you need a degree in accounting or finance to work in the profession. In reality, many employers welcome applicants from all subject backgrounds. People who studied arts, humanities, sciences, engineering and many other disciplines have all gone on to build successful careers in accountancy.

While an interest in numbers can be helpful, accountancy is about much more than maths. Employers also value skills such as communication, problem solving, teamwork and curiosity. Being able to understand a business, explain ideas clearly and work well with others is just as important as working with figures.

"While an interest in numbers can be helpful, accountancy is about much more than maths. Employers also value skills such as communication, problem solving, teamwork and curiosity."

People from different academic and professional backgrounds often bring valuable perspectives to the role. Arts and humanities graduates, for example, often bring strong communication and analytical skills. Science and engineering graduates may enjoy applying logical thinking and problem solving to real business challenges.

These varied perspectives help the profession better support the organisations it works with.

In fact, 68% of our current students who hold a degree did not study accounting and finance at university.*

*UK ACA students in a training agreement.

Different ways to get started

As a graduate

There are multiple ways to begin your journey towards becoming a chartered accountant.

If you're at university or already have a degree, many employers offer graduate programmes that allow you to work while training for a professional qualification.

As a school leaver

If you'd prefer to start your career straight after school, some employers offer school-leaver programmes or apprenticeships. These combine practical work experience with structured learning, allowing you to earn while you train.

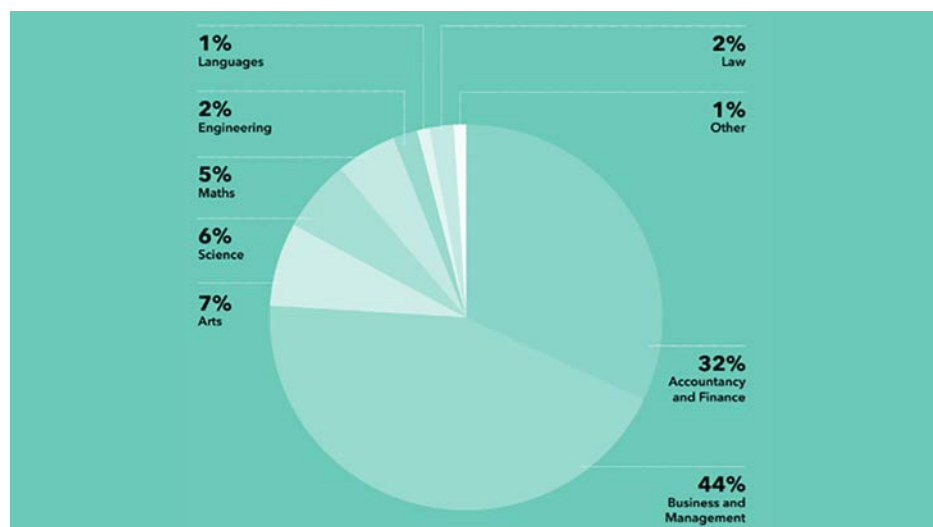
Whichever route you take, the most important thing employers look for is potential. They want people who are motivated, curious about industry, and ready to learn and develop.

A career with many possibilities

The accountancy profession includes people with a wide variety of backgrounds and interests. What they share is a desire to help organisations make informed decisions, solve problems and plan for the future.

If you're interested in understanding how businesses work and want a career that offers opportunities to learn, grow and make an impact, accountancy could be a great path to explore.

Find out more about the skills needed to become a chartered accountant by reading the **'Essential skills to become a successful Chartered Accountant'** article. ●



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ESSENTIAL SKILLS TO BECOME A SUCCESSFUL CHARTERED ACCOUNTANT

By The Institute of Chartered Accountants in England and Wales (ICAEW)

Chartered accountants come from many different educational backgrounds and bring a wide range of skills to their careers. What they share is the ability to combine technical knowledge with professional judgement to help organisations make informed decisions.

The Association of Chartered Accountants (ACA) qualification develops not only your financial expertise, but also the broader professional skills needed to succeed in business. Employers look for individuals who are curious, adaptable and motivated to learn, as well as those who can work effectively with others and apply their knowledge in real-world situations.

“The ACA qualification develops not only your financial expertise, but also the broader professional skills needed to succeed in business.”

Here are some of the key skills that support success in the profession.

Communication and collaboration

Chartered accountants work with colleagues, clients and stakeholders across many areas of an organisation. Being able to communicate clearly and confidently is essential.

A key part of the role involves translating complex financial information into clear insights that non-specialists can understand. This might include presenting findings to senior leaders, advising clients, or working alongside teams in other departments.

Strong collaboration skills are equally important. Accountants often work as part of multidisciplinary teams and need to support colleagues, share ideas and contribute to common goals.

You can develop these skills through group projects, societies, part-time work or volunteering; any experience that involves working with others and communicating ideas effectively.

Analysis and problem solving

Chartered accountants regularly work with large amounts of information and must be able to interpret data, identify patterns and evaluate different options.

This analytical mindset helps accountants solve problems and provide practical recommendations. It also supports the ability to think critically, question assumptions and approach challenges from multiple perspectives.

Problem-solving isn't limited to technical scenarios. Many valuable examples come from everyday experiences, whether resolving an issue in a team project, improving a process at work, or finding creative solutions to unexpected challenges.

Professional judgement and decision making

A key part of the chartered accountant's role is helping organisations make sound business decisions.

This requires the ability to gather and assess information, weigh up risks and opportunities, and apply professional judgement. Accountants often need to evaluate complex situations and recommend the most appropriate course of action.

Employers value individuals who can think independently, show initiative and approach decisions in a structured and thoughtful way.

Professionalism and ethics

Ethics and integrity are central to the chartered accountancy profession. The ACA qualification places strong emphasis on acting responsibly and maintaining the trust of clients, organisations and the public.

Chartered accountants are expected to behave professionally at all times, demonstrate sound judgement and uphold high ethical standards. This includes being transparent, objective and committed to doing the right thing, even when faced with difficult decisions.

Professionalism also extends to how you work with others, showing respect, accountability and reliability in everything you do.

Organisation and adaptability

The work of a chartered accountant often involves managing multiple tasks, deadlines and responsibilities. Good organisational skills help ensure work is delivered accurately and on time.

At the same time, accountants operate in fast-moving business environments where priorities can change quickly. Being adaptable and open to learning allows professionals to respond effectively to new challenges and opportunities.

Building a successful career

The skills developed through the ACA qualification prepare you for a wide range of roles across business, finance and accountancy.

While technical knowledge is important, success in the profession comes from combining expertise with strong communication, analytical thinking, ethical judgement and collaboration.

By developing these capabilities, you can build a rewarding career helping organisations understand their finances, manage risk and plan for the future.

Find out what skills can be particularly useful when becoming a chartered accountant by reading the '**Employee Profile**' section in this guide. These are first-hand reports from those working in the profession. ●

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PUBLIC PRACTICE VS. COMMERCE AND INDUSTRY

By The Institute of Chartered Accountants in England and Wales (ICAEW)

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

Accountants can work in many industries and sectors which include the public sector, commerce and tax as well as in charity and not-for-profit organisations.

“Accountants can work in many industries and sectors which include the public sector, commerce and tax.”

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

“A public practice firm's accountants deal with accounting and financial needs of a client whilst remaining independent from their staff.”

WHY WORK IN PUBLIC PRACTICE?

While public practice can be challenging, it can also present trainees with a wide variety

of experiences working in 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.

“While public practice can be challenging, it can also present trainees with a wide variety of experiences.”

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 (SMEs). 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.

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

“A growing number of graduates are beginning their accountancy careers in banks and businesses.”

manage budgets, monitor the economic health of the company and to make important strategic decisions. 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 be 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.

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 to work in the public sector. Find out what companies are currently recruiting for these areas by viewing the **'Find Jobs'** page of our website. ●

ACCOUNTANCY – A DYNAMIC CAREER

By Andrew Dean, Partner, Mercer & Hole

A career in accountancy offers an exciting and rewarding path, where you can make a significant impact on businesses and individuals alike. As a chartered accountant, you will work with teams across a range of sectors, developing strong relationships with business leaders and individuals, and contributing to the success of their organisations.

A diverse career

A career in accountancy can cover a broad range of roles and offers opportunities to specialise in a number of areas. Many firms work with both individuals and businesses, supporting them in every aspect of their financial wellbeing to help them achieve their goals.

Working with businesses

Working with businesses means that chartered accountants are involved with every step of their journey – whether it's advising start-ups, helping businesses grow, or guiding owners through exit strategies. Chartered accountants provide comprehensive support and advice on an ongoing basis. This includes tax services where they help business owners navigate a complex world, providing technical advice whilst ensuring they pay the right amount of tax and meet their compliance requirements. Chartered accountants also work closely with businesses in providing audit and advisory services. These services are crucial not only for compliance with regulatory requirements, but also in providing valuable insights into business performance. They help businesses identify potential risks, uncover control inefficiencies, and suggest improvements to drive long-term success.

“Working with businesses means that chartered accountants are involved with every step of their journey.”

There are so many ways in which chartered accountants contribute value to their clients and their financial decision-making. This is

in addition to more ‘hands-on’ and practical support such as payroll services, or outsourcing solutions, where businesses may not have the resources to handle these functions in-house.

“A career in accountancy can cover a broad range of roles and specialist areas.”

The sheer variety of industries and organisations with which chartered accountants work also makes a career in accountancy extremely interesting. By understanding these different sectors, accounting firms can offer bespoke advice that addresses the needs and concerns of businesses in each industry, and provide real insight for their clients.

Examples of some of the sectors supported by chartered accountants include:

- Hospitality, Sport and Leisure
- Retail, E-Commerce and Consumer Goods
- Technology and Media
- Healthcare
- Financial Services and Fintech
- Education
- Farming and Landed Estates
- Manufacturing
- Consultancy
- Professional Services
- Charities and Not-for-Profit
- Transportation and Logistics
- Property and Construction

Working with individuals

Chartered accountants work with individuals and their families, providing a wide range of services including personal tax advice, financial planning and estate planning. In many cases, accountants assist the same individuals with both their personal and business financial needs, ensuring comprehensive and joined-up support across all areas.

Building lasting relationships

Across every service provided by chartered accountants, the relationships they develop with their clients are of the utmost importance. These relationships are built on trust, and

often last for many years. Not only are they personally fulfilling, but they also ensure that the advice and support provided are of the highest quality. A strong relationship is integral to understanding a client's needs and offering tailored solutions.

“Across every service chartered accountants provide, the relationships they develop with their clients are extremely important.”

A dynamic career

One of the most engaging aspects of a career in accountancy is the continual change in legislation and technology, and the evolving needs of clients. Chartered accountants are tasked with understanding complex financial areas and reporting on them in a way that is both clear and easy to understand, even in the face of constant and sometimes rapid change.

Like many sectors, advancements in technology have revolutionised accountancy in a number of exciting ways. Not only has it allowed for more flexible and remote working, but technology has also become essential in financial reporting, auditing, and other disciplines, enabling accountants to provide deeper, more accurate insights, and help clients make better-informed decisions.

The evolving technological landscape ensures that the profession remains dynamic and exciting, and offers continuous opportunities for growth, learning, and innovation.

Discover what chartered accountants can earn throughout their careers by reading the ‘Salary Trends’ article. ●



Andrew Dean
Partner
Mercer & Hole

Andrew is based in Mercer & Hole's London office where he manages a diverse audit and advisory client portfolio with entities ranging in size from SME businesses to large groups with an international presence.

He specialises particularly in the retail, hospitality, consultancy and property sectors. Andrew enjoys the opportunities that his role provides to work with ambitious and entrepreneurial people with growing businesses and he prides himself in building strong and sustainable relationships with his clients.

For more careers advice visit:
www.accountancycareers.co.uk

ACCOUNTANCY AND FINANCE SALARY TRENDS

By Lorraine Twist, Director, Hays

The 2026 Hays UK Salary & Recruiting Trends data shows a sector still balancing economic pressure, ongoing skills shortages and rising expectations around flexibility. While employers continue to hire, the market remains competitive, with many finance professionals reconsidering what they want from their careers.

Hiring for potential remains essential

Skills shortages continue to shape hiring decisions. Employers say willingness to learn outweighs existing skills, with 76% viewing attitude as more important than technical ability. Most remain open to developing talent internally: 76% are quite likely or very likely to hire someone who doesn't meet all requirements, with the intention to upskill. Intermediate roles remain the hardest to fill, with 46% of employers citing difficulty. Soft skills continue to rank highly. The top areas professionals want to develop include the ability to upskill (37%), people management (31%) and communication (28%). These align closely with employer expectations and highlight the growing importance of adaptability and collaboration.

Pay satisfaction and transparency

Most finance professionals remain broadly satisfied with their pay, with 63% reporting they're satisfied or very satisfied. However, over one third (34%) feel their pay does not fully reflect their responsibilities or performance.

Looking ahead, just under half (47%) expect some form of pay rise this year, most commonly between 2.5% and 10%.

"Hybrid working remains the dominant model in accountancy and finance."

Salary transparency continues to influence job seeking behaviour, with 94% saying they are more likely to apply when pay is listed upfront.

Hybrid working remains a priority

Hybrid working remains the dominant model in accountancy and finance. 63% of professionals currently work in a hybrid pattern, while only 14% work fully remotely and 23% are fully on site. Flexibility strongly influences job decisions:

- 62% say they would not consider a role without hybrid working.
- 35% would accept a lower salary for flexible work options and 55% for better work-life balance.

Work/life balance continues to vary, with just over half of professionals (57%) rating theirs as good or very good, while 43% describe it as average, poor or very poor. This reinforces the ongoing importance of flexible working policies for both attraction and retention. Interest in a four-day week remains high

among professionals, though adoption remains limited. Just 2-3% of organisations have introduced or trialled it, 91% believe it won't become widespread.

Career confidence mixed as professionals reconsider priorities

Career outlook for 2026 is cautious: 49% feel uncertain about their prospects, and over half (61%) expect to move jobs within the next year. The most important factors when considering a new opportunity, outside salary, are a strong benefits package (50%), positive work environment (47%) and good location (36%).

"The accountancy and finance sector in 2026 continues to evolve, shaped by candidate expectations, persistent skills shortages and employers' need for greater flexibility."

Retention challenges persist, driven by limited progression opportunities, heavy workloads and external competition. Upskilling remains an area of focus, although 24% report receiving no upskilling support from their employer. Many professionals say they would value funded training (47%), structured development and time allocated for learning (29%).

The accountancy and finance sector in 2026 continues to evolve, shaped by candidate expectations, persistent skills shortages and employers' need for greater flexibility. Hybrid working is now firmly embedded, and hiring for potential is increasingly common as organisations adapt to talent gaps. Employers who offer clear career pathways, meaningful flexibility and strong development opportunities will be best placed to secure and retain the talent they need in the year ahead market. ●



Lorraine Twist
Director
Hays

Lorraine Twist, National Director of Professional Services at Hays specialising in accountancy and finance, has over 20 year's of experience in recruitment, and a wealth of knowledge, expertise and market insights when it comes to the accountancy sector. Lorraine leads the specialist business areas of professional services for accounting firms audit, advisory, business outsourcing, general practice, and tax. She is also responsible for Internal Audit, Risk & Compliance, Tax and Treasury across all sectors in the UK and Ireland.

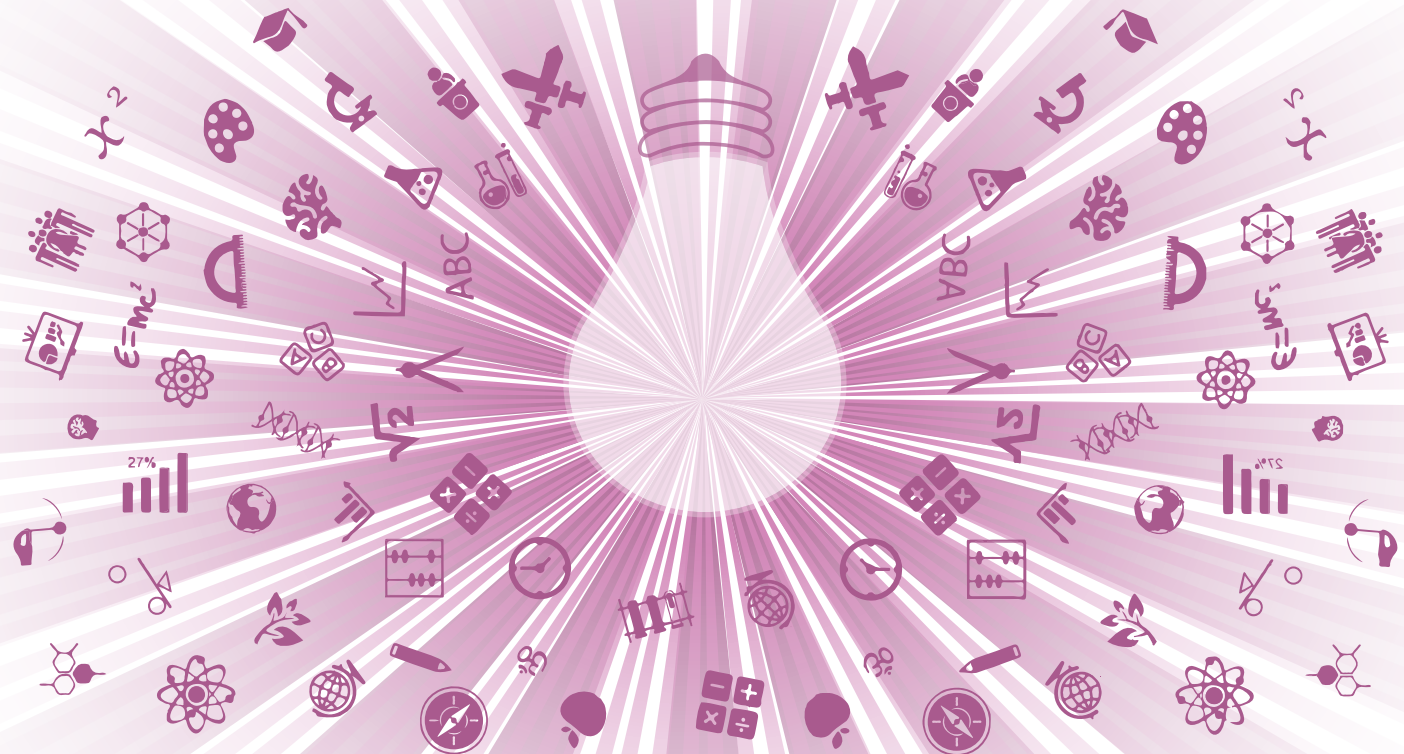
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www.accountancycareers.co.uk

2026 UK SALARIES FOR ACCOUNTING AND FINANCE	
Role	Average Salary
Accounts Assistant	£27,632
Junior Auditor	£42,400
Auditor (Newly Qualified)	£58,699
Financial Accountant	£61,692
Financial Director	£164,091

*Salaries based on jobs across the UK. Source: Hays UK Salary & Recruiting Trends 2026 Guide.

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ABOUT THE INSTITUTE OF CHARTERED ACCOUNTANTS IN ENGLAND AND WALES (ICAEW)



By The Institute of Chartered Accountants in England and Wales (ICAEW)

Chartered accountants at the Institute of Chartered Accountants in England and Wales (ICAEW) are leaders, creators and big thinkers. They look beyond the numbers to construct concrete business solutions for firms across all industries. That's why 84 of the FTSE 100 companies have at least one ICAEW Chartered Accountant on their board.*

*ICAEW member data and FTSE 100 data at March 2025

Our qualifications open up a large number of opportunities 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.

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

Members

We are a world-leading professional membership organisation that develops and supports over 38,000 students. Alongside our prestigious and globally-recognised qualification, we offer technical expertise, professional development and knowledge. We protect the quality and integrity of the accountancy and finance profession, driving innovation across the business world.

"We are a world-leading professional membership organisation that develops and supports over 38,000 students."

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. The ACA will also give you the opportunity to learn while in full-time employment, combining business and professional experience with study and exams.

"We offer more than great career prospects. Our global network means that you can achieve your aspirations anywhere in the world."

Professional prospects

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. ●

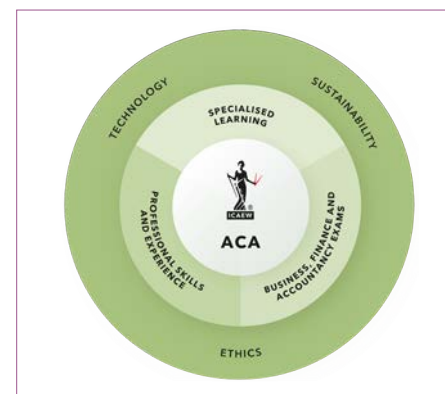
HOW TO BECOME AN ICAEW CHARTERED ACCOUNTANT

By The Institute of Chartered Accountants in England and Wales (ICAEW)

To become an ICAEW chartered accountant, you need to train for and successfully complete the three 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 three components that have been carefully designed to build on each other, integrating the three key themes of sustainability, technology and ethics throughout. This means that you will develop the skills and expertise you need as you progress through your training.



Professional skills and experience

Professional skills and experience is an essential part of ACA training. You will develop key transferrable skills while gaining professional experience putting what you are learning into practice.

Professional skills

Professional skills are about how you advance your career through improving yourself by learning and training. The skills you develop will

prepare you to successfully handle a variety of situations that you will come across throughout your career.

ACA students are required to demonstrate proficiency in 25 skills across five key competency areas throughout their training. The five key competency areas are:

- Communication
- Critical thinking
- Emotional intelligence
- Leadership
- Professionalism



Professional experience

Professional 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 8,000 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.

Specialised Learning

To achieve your career goals faster and stay at the cutting edge of new developments, you'll tailor your learning to your individual development needs, completing a minimum of 30 units of Specialised Learning from a wide range of regularly updated interactive e-learning content. Hosted on an interactive e-learning platform, Specialised Learning content features a blend of interactive activities, quizzes, videos, voice recordings and articles. Specialised Learning courses cover four broad categories:

- **Specialised technical content:** This content builds on the technical aspects within the ACA exams, providing deep dives in areas such as tax, financial reporting and sustainability.
- **Professional skills content:** This content supports skills development, such as communication, curious thinking, project management and report writing.
- **Sector specific content:** This content gives you the opportunity to specialise in particular sectors, ranging from farming to financial services, charities and the public sector. A suite of courses focused on specific areas within these sectors, such as accounting, tax and other key areas.
- **Emerging issues and updates:** this content is updated regularly, providing real time relevant updates on key matters, covering

topics such as tax updates, audit reform, sustainability and new corporate reporting standards.



Business, finance and accountancy exams

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

They progress over three levels and are designed to complement the professional skills and experience you gain and Specialised Learning you complete 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 exams, and discuss professional tuition with you.



You can complete the ACA exams 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.

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 credit for prior learning towards the ACA qualification. Visit icaew.com/cpl to find out more.

Certificate Level

- Six exams
- Introduces the fundamentals of business, finance and accountancy
- Each has a 1.5-2 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 exams
- 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

Advanced Level

- Two exams
- Strategic decision making at a senior level
- Real-life scenarios with increased complexity
- Each has a 4-hour written exam
- Exams can be sat in July and November

Find out more

This is a snapshot of what training for our chartered accountancy qualification will involve. Visit icaew.com/start-your-career to find out more about the ACA qualification and how it will help you develop into a business professional. ●

Visit our website for more Careers Advice

www.accountancycareers.co.uk

ICAEW CERTIFICATE IN FINANCE, ACCOUNTING & BUSINESS (CFAB)

By The Institute of Chartered Accountants in England and Wales (ICAEW)

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

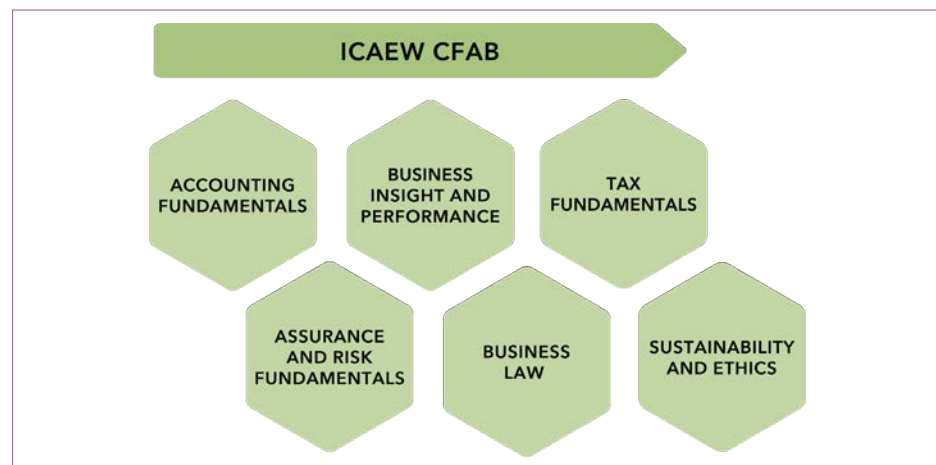
- **Getting started:** no formal academic entry requirements needed, although a good understanding of English and maths is useful.
- **What you'll learn:** essential knowledge in finance, accounting and business.
- **Study:** study options include online, classroom tuition, self-study and more. You decide 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](https://www.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.

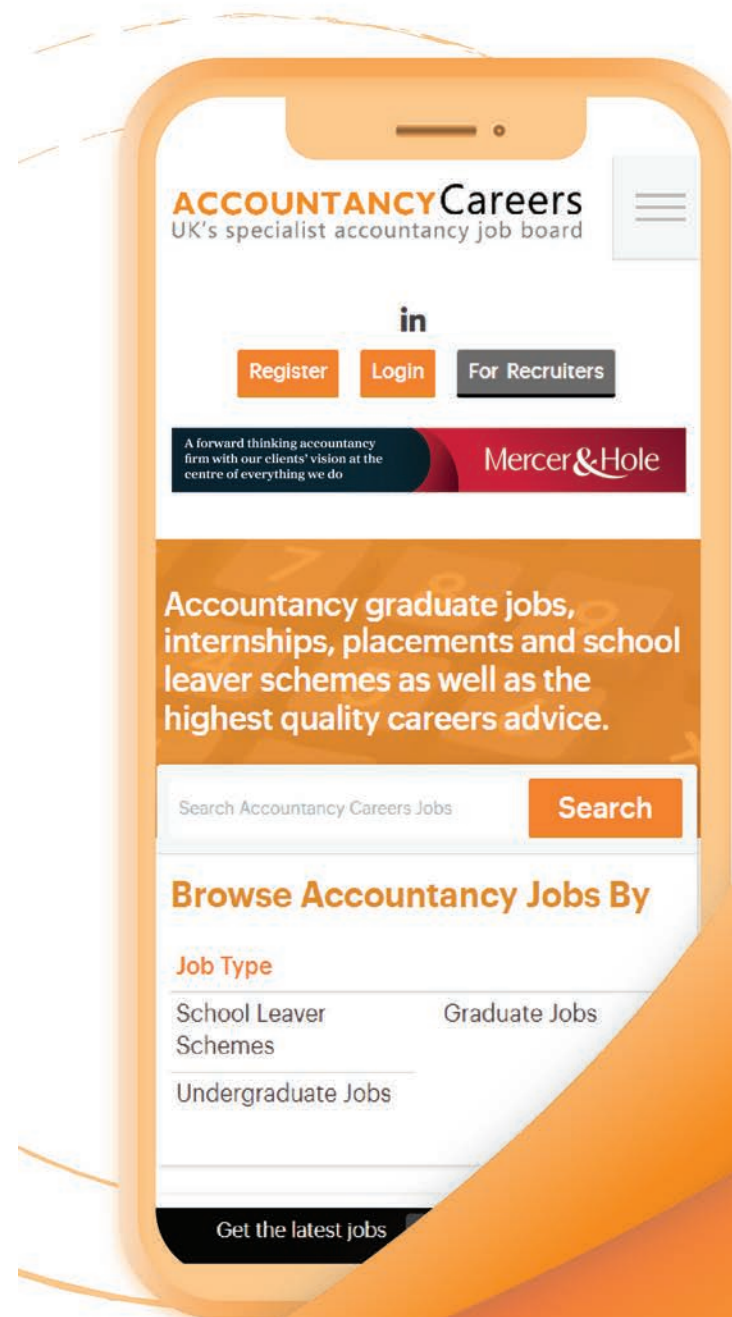
- **Cost:** for further information on the cost of qualifying with ICAEW, visit [icaew.com/cfab](https://www.icaew.com/cfab).

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](https://www.icaew.com/cfab). ●



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The MSc International Accounting and Finance (IAF) at Bayes Business School offers high-quality education with strong theoretical and practical foundations, along with structured networking opportunities in the City of London. The flexible programme includes an IAF with Management (IAFM) pathway for students with management-focused career goals. Students can receive exemptions for up to six ACCA exams, and our course in partnership with ICAEW provides the Certificate in IFRS.

W: bayes.citystgeorges.ac.uk **E:** bayesmscadmissions_fin@citystgeorges.ac.uk



Edinburgh Business School delivers career-focussed undergraduate and postgraduate Accountancy degrees across Heriot-Watt University's international campuses in Edinburgh, Dubai, and Malaysia. Our degrees are accredited by leading industry bodies across the UK. This year, we launched the new MA Professional Accountancy programme, an industry-integrated degree that offers one of the fastest routes to Chartered Accountant status through its unique partnership with ICAS.

W: hw.ac.uk/ebs **E:** studywithus@hw.ac.uk



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W: essex.ac.uk/subjects/accounting **E:** ebs@essex.ac.uk



Study at a triple-accredited business school within one of only four Russell Group universities awarded Triple Gold for excellence in teaching, student experience, and outcomes (TEF 2023). We're ranked 7th in the UK for Accountancy and Finance (Complete University Guide 2026), and our graduates are among the most sought after by leading UK employers (High Fliers Research 2026). Our degrees blend academic excellence with sustainability, responsible leadership, and technological innovation.

W: exeter.ac.uk/undergraduate/courses/accounting **E:** exeter.ac.uk/about/enquiry



Discover the innovative range of undergraduate and postgraduate Accounting and Finance courses available at the triple-accredited University of Liverpool Management School. Our specialist portfolio is research-led, covering everything from Accounting and Finance to Fintech and Data Analytics. Students are supported by an in-house careers team and trained on a range of financial and accounting databases, including a 40-terminal Bloomberg suite.

W: liverpool.ac.uk/management/study **E:** irro@liverpool.ac.uk



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For details on individual courses, visit:
www.accountancycareers.co.uk/search/courses

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First-hand profiles from accountancy professionals

Trainees

Hillier Hopkins

Kreston Reeves

Mercer & Hole

Qualified

HaysMac

Larking Gowen

PKF Littlejohn



Visit www.accountancycareers.co.uk for more

Employee
Profiles



HILLIER HOPKINS

ACA ASSOCIATE

Name
University
Degree

Harry Widdowson
Nottingham
BSc (Hons) Mathematics

What degree did you study at university and what different career options were you thinking of in your final year?

I studied Maths at university and looked at actuarial, data analytics and accountancy as possible options for a career. At that stage, I did not have commercial awareness in business so thought audit was a good way to understand the operations within a wide range of companies and maybe see what opportunities may open up from there.

Most of the career options I was interested in came with further study as part of the contract, so ACA studies within audit suited me.

How did you juggle looking for work with finals and do you have any tips for other students?

Most companies big and small have some sort of AI in their process. It can be quite frustrating as you are limited to the time frame you have available to answer questions. Hillier Hopkins versus the others was more personable and it felt as if you got through by merit rather than luck-based AI. My career search was a bit of a scramble but with hindsight now, I would say to look closely at websites and decide on companies you definitely would like to work for, then work hard to make sure you have a targeted approach to get in with them rather than have a scattergun approach with applications. Quality rather than quantity.

What have your first three months been like?

When I first started, I made sure that I asked lots of questions. Luckily, I was encouraged to do so, which made me feel comfortable and therefore more confident that the work I was producing on sections of the audit file was accurate. I know a lot more now and feel I have been given responsibility for tasks. Some early repetition of work such as bank reviews helps to build your agility and with the support given you learn tasks quickly. Each audit you work on you get to meet different people and you are invited to team social events and audit lunches. Recently, all three offices shut down for a day to have a summer event in Canary Wharf where I managed to meet colleagues from different offices and departments in a purely social setting.

So far, balancing work and study has been manageable as the study time given is enough to get everything done. The exams will become harder but at Certificate Level, so far, I am managing it well and enjoy the variety.

What tips do you have for a graduate starting their first job?

Ask plenty of questions, get to know as many people as you can and make an impression with the work you do and the people you work with. ●



KRESTON REEVES

AUDIT SEMI SENIOR

Name
University
Degree

Jack Attwood
Bath
Bsc (Hons) Economics

Why did you choose a career in audit?

I felt that audit was a very natural progression from my interest in economics after finishing my degree. Whilst my degree certainly contained its share of maths, it was also about understanding decision making and assessing the impact of the numbers on the world. Audit appealed for the same reason as economics: it combines quantitative analysis, and understanding the numbers, with an understanding of how a business is operating and how operational decisions are influenced by the financial information.

Audit allows you to place yourself at the centre of a business, to understand how it works and operates, what issues it faces and how it seeks to overcome these.

While you're doing the job, there's always something new to learn; whether that's deepening your technical understanding of financial reporting or improving how you build relationships and understand processes. Being at a training firm like Kreston Reeves is extra rewarding, as you can see how the information you learn in the completion of your exams can directly translate into you having a better understanding of the work you are doing, allowing you to get more enjoyment out of the job in producing higher quality work.

How does it tie in to your overall career plans?

When I joined as a trainee, I wasn't entirely sure on what my long-term career path would be, which I think is quite normal for any recent graduate. Throughout my training at Kreston Reeves, I have found that I have really enjoyed the work and seeing the progression I make every year.

Looking ahead, I see myself staying in audit and progressing further within the firm. The skills I have learnt so far have provided a strong

foundation to continue to grow, take on more complicated work and develop as a professional.

What skills are useful in audit?

Curiosity is one of the most important skills and auditor can have – asking questions and wanting to truly understand how and why things work.

Alongside curiosity, I've found that analytical thinking is essential. So much of audit involves breaking down information, understanding the underlying drivers, and forming a clear, evidence-based conclusion. The ability to explain complex concepts in a simple, understandable way is also extremely valuable, especially when working closely with clients or more junior members of staff and helping them see issues from a different perspective.

Adaptability is another key skill. No two clients, sectors or year-ends are the same, and being comfortable adjusting, (whether this be to new teams, systems, or other challenges), is a key component to ensuring your work progresses.

Do you have any advice for anyone wanting to enter the profession?

One of the biggest misconceptions I hear from people outside the profession is that audit is just about numbers or ticking boxes. That couldn't be further from the truth. Audit is highly people-focused, heavily based on judgement, and far broader than most expect. This means that anyone, no matter their background, can find something in the profession that they thrive in.

My advice to anyone thinking about entering the profession is to stay open-minded and embrace the learning curve.

If you're curious, enjoy problem solving, and want a role that genuinely challenges you while giving you a strong foundation for the future, audit is a fantastic place to start. ●



MERCER & HOLE AUDIT TRAINEE

Name

Chloe Warne

What made you initially choose an apprenticeship role?

While studying for my A-levels, I explored both university and apprenticeship pathways. I soon realised that the traditional university path wasn't right for me. I wanted a route that combined structured study with real work experience, something more applied and more aligned with my long-term goals. Choosing an apprenticeship allowed me to gain practical experience while working toward my accounting qualifications. Nearly three years later at Mercer & Hole, I couldn't be happier with that decision. It has been, and continues to be, the best pathway for my career in accountancy.

How has the transition been from AAT-ACA?

I began my journey at Mercer & Hole as an AAT student, completing Levels 2 and 3 before progressing to the Level 4 apprenticeship. Because I completed Level 4 under the apprenticeship scheme, I received exemptions from all but one ICAEW Certificate Level exam. Moving into the Professional Level, I also received an exemption from the Fundamental Case Study (FCS). This meant my first Professional sitting consisted solely of Assurance, Risk and Reporting (ARR).

What support do you receive?

When I first joined, I had no experience and very little understanding of audit work. I received extensive support, training, and regular check-ins from seniors, which helped me build confidence and capability. Now, almost three years on, I can independently complete most audit sections and lead smaller audits. Support is still available whenever I need it, but I'm encouraged to problem solve first.

What are your responsibilities?

I have been trusted with training new school leavers and graduates joining the audit team. I've helped develop new trainees, which has

strengthened my leadership skills and deepened my technical understanding. As a semi senior trainee, I work across a wide range of client sizes. On larger audits, I complete more junior sections, while on smaller clients I often lead the entire audit from planning through to completion. When acting as senior, I review junior work, raise review points, and ensure the file meets required standards.

How would you describe the company culture?

The culture at Mercer & Hole is caring, supportive, and collaborative. The firm genuinely wants you to grow into a confident, well rounded professional. Continuous development, both technical and interpersonal, is strongly encouraged.

Why should someone choose this pathway?

A training pathway is ideal for anyone who wants to gain valuable work experience while earning a respected qualification. Whether you join straight from school or after university, you will ultimately need to complete ACA or ACCA to progress in accountancy. Starting as an apprentice gives you early exposure to real work, making the transition into higher level qualifications smoother.

What has been your biggest learning?

My biggest learning has been understanding how audit works in practice. When I joined, I knew audits involved verifying financial statements, but I didn't understand how this was done. I've now learned how to test balances for overstatement or understatement, assess assertion risks, review and correct disclosures, and identify when audit opinions require modification. Seeing how these processes protect stakeholders and support financial integrity has been really interesting.

What three words describe your journey?

Transformative, Progressive, Rewarding ●



HAYSMAC PARTNER, CO-HEAD OF PROPERTY

Name
University
Degree

Jake Pearlman
Leeds
BSc Mathematics

I joined HaysMac as a Graduate Trainee Chartered Accountant in 2013, and nine years later I became Partner and Co-head of HaysMac's Property sector. I have grown both professionally and personally since joining the firm, and some key milestones during my time at HaysMac include being named in the Accountancy Age UK Top 35 under 35 back in 2019 and being admitted to the partnership in 2023.

I came from a maths background, and whilst it was always clear that I wanted to pursue a career where I could use numbers, I have seen many people succeed from a huge range of degrees, both numeric and non-numeric.

When searching for a graduate role, I knew I wanted to join a firm where I could make an impact, and a mid-size firm like HaysMac was the perfect fit. From the get-go I felt the people around me genuinely cared about my career, and I want to ensure that culture continues at the firm in the future.

Working toward the ACA qualification was, and is, challenging. My main piece of advice is to stick with it. Give the exams your all, as once you've got your qualification, nobody can take that away from you, and it will open so many doors.

Post-qualification, I was empowered to immerse myself into the property sector – attending events, building my network and reading into the subject to deepen my technical and sector knowledge. This allowed me to build my credibility with clients and shape my portfolio. HaysMac gave me ownership of my career trajectory, allowed me to craft my own niche and select my industry and area of specialisation.

My advice to anyone joining the industry now would be to follow your interests, but at the same time stay flexible to the opportunities put in front of you.

I'm excited to see the property sector grow and see how we can help our clients further, whilst recruiting the right talent into the business to help us to achieve this.

HaysMac is a home for entrepreneurial and innovative minds. If you want to be a part of our story, we'll ensure you're equipped with the right tools, opportunities and mentors to become a well-rounded chartered accountant. My progression to Partner is a proof point of this. ●



LARKING GOWEN SENIOR MANAGER

Name

Arabella Baker

Why did you decide to pursue a career in this profession?

University didn't appeal to me, so I looked into apprenticeships. I've always enjoyed maths and business at both GCSE and A-level, and hence came across accountancy, (although an interest in either subject isn't a necessity). In 2014 I completed a week's work experience at Larking Gowen and thoroughly enjoyed my time there. I was exposed to different aspects of preparing accounts and developed my understanding of what an accountant does. Getting involved in accounts preparation and seeing how important finance is for a company cemented my decision to pursue a career in this sector. Additionally, the progression available in this profession appealed to me, as there was the opportunity to keep developing after studying.

Background on qualification

In the 10 years I've been at Larking Gowen, I have completed qualifications from the Association of Accounting Technicians (AAT) and the Association of Chartered Accountants (ACA). The AAT Professional Diploma in Accounting covers drafting financial statements, managing budgets and evaluating financial performance, as well as optional units such as business tax, personal tax, external auditing, credit management, and cash and treasury management. This took roughly two years to complete and enabled me to study to be a Chartered Accountant without a degree.

The ACA qualification includes 14 exams covering topics including financial management, law, tax and business strategy. However, I had four exemptions from completing AAT first. The ACA provided me with a combination of finance knowledge, accountancy skills and practical work experience.

Current role

I am currently a Senior Manager within the Farms and Rural Business team at Larking Gowen. I work with partners and the management team to contribute to the growth and development of the team. I have responsibility for aspects of my own portfolio of clients, including the preparation of accounts, business tax returns and personal tax returns, ensuring they're in line with regulatory and internal requirements.

I also oversee and review the preparation of accounts by others in my team, providing training where required. I deal with day-to-day queries from clients and, following recent government changes, assist with estimating potential inheritance tax bills and advising how to mitigate large tax bills. Furthermore, I'm involved in business development activities, raising awareness of Larking Gowen's services and maintaining good relationships with clients.

Future plans

My plan is to continue advancing through the levels at Larking Gowen. There are director roles to grow into, as well as potential pathways to Partnership.

Advice

My advice would be to avoid the stereotypes of accountants – the work is more interesting than people think. If you can't decide if accountancy is for you, I'd recommend speaking to someone in the industry or getting some work experience. Finally, make sure you find a firm that will support you. Studying is challenging but rewarding, and having support from colleagues and management makes a big difference. ●



PKF LITTLEJOHN SENIOR MANAGER

Name

Dan Bowden

University Degree

Nottingham

MMath (Hons), Mathematics with Statistics

I first came across PKF in an accountancy magazine when looking for work experience during my time at university. I applied to join the summer internship programme, hoping for the best, and made it on to the scheme! The internship gave me a great insight to PKF's culture and showed me first-hand what it would be like working at one of the UK's largest accountancy brands.

As my internship ended, I was encouraged to apply for the firm's graduate scheme the following year. I was accepted and moved to London, which was very exciting. I was struck by how sociable everyone at PKF was. I didn't know very many people in London when I moved, but I was able to get to know so many people across the business and make new connections; I've made some close friends as a result. PKF helped with that as there are so many activities organised for people to come together and get to know each other!

During my time as a trainee, the work-life balance could be hard to maintain at times – but it was most definitely worth it! The hardest part was juggling work and exams. Once the exams were done, it was a completely different experience. I was supported throughout the process by managers and mentors, and they helped me to navigate situations that I hadn't yet experienced. For example, I was really bad at saying 'no' initially, which meant that I was working longer days, and I was helped to set boundaries. If there was a advice I could give – "People would rather you say no and give a reason, than say yes and not do it!".

Immediately after receiving my final ACA exam results, I began my six-month internal secondment in the Technical and Compliance team, taking on corporate reporting queries, auditing queries, report reviews, preparation of guidance materials – the list goes on!

Having learnt so much during the secondment, my next objective is to become an audit manager. The secondment gave me valuable skills, helping me to improve my technical knowledge, as well as my people skills. I was also able to develop my training skills as I gave regular internal presentations and prepared a range of training materials. The team was fantastic with guiding and supporting me throughout.

I now have training sessions scheduled to help me work out how I can get to where I want to be, and how I can further develop my skills. There are so many opportunities here and there's a real focus on personal and professional development. There's perhaps a perception in the industry as a whole that your professional growth slows down once you get to manager level, but that's not the case at PKF. This is made clear by the variety of training programmes in place and the number of people that attend – all levels of seniority get involved – and I find that really motivating.

My role at PKF is more than just a job to me because I get to interact with different people every day, and I love that. Whether it be with colleagues, clients or contacts, I'm able to build relationships with such a variety of people. It's so much more than just a desk job.

PKF is a place where I feel valued. The firm is continuously growing and is always giving back to its people. I'm proud to say that I work in a place where I feel heard, and I actually see change. A great example of that is the weekly 'How's it going' survey that is sent to everyone in the firm asking for feedback. So many changes have been made as a result of the survey to make our office a better place for everyone. The firm is always looking for people's views and people are always encouraged to be themselves. ●

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Brebners	James Cowper Kreston	Rawlinson & Hunter
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Burgess Hodgson	JS.	RouseFinerva
Buzzacott	Kendall Wadley	RPG Chartered Accountants
CK	Kirk Newsholme	RSM
Cooper Parry	KPMG UK	S&W
Cowgills	Kreston Reeves	Saffery
Crowe	Larking Gowen	Shaw Gibbs
Deloitte	Lovewell Blake	SRLV
Dixon Wilson	Lubbock Fine	TC Group
DJH	Menzies	UHY Hacker Young
Duncan & Toplis	Mercer & Hole	Wellers
ECOVIS Wingrave Yeats	MGI Midgley Snelling	Whitley Stimpson

Visit www.accountancycareers.co.uk to

Find Jobs



AAB exists to help clients overcome barriers, achieve their goals and reach their full potential. We deliver Audit, Business Advisory, ESG, Corporate Finance, Payroll & Employment, Tax, and Virtual Finance services from offices across the UK, Ireland and the US. Through AAB, AAB People and AAB Wealth, we support businesses at every stage - helping them manage their people and finances. Our graduate programme supports you from day one through to qualification, with fully funded exams and a strong focus on technical and personal development. You'll gain hands-on experience while working towards qualifications such as ACA, ICAS or ATT/CTA. We're looking for enthusiastic team players with strong relationship skills and a desire to learn. Join AAB and unlock your potential.

EMPLOYEE NUMBERS

Total Employees	1,200
Partners	120
Trainees	275

OPPORTUNITIES OFFERED

Graduate Jobs	55
Undergraduate Jobs	25
School Leaver Jobs	25



In sport, music, entertainment... in the business of being accountants! Founded in 1986, **Adler Shine LLP** is an award-winning boutique commercial accounting firm. Our Sports & Media Group advises professional athletes, musicians, entertainers, and film, television, radio, and press personalities. Our mission is to build long-term relationships with clients who value trusted advice and personal service. Alongside professional expertise and integrity, we focus on two key priorities: delivering exceptional client satisfaction and investing in a talented, motivated team. While embracing the latest technology, we believe strong personal relationships remain at the heart of successful business partnerships. This client-focused approach has driven our growth, with many new clients coming through referrals and recommendations from existing clients.

EMPLOYEE NUMBERS

Total Employees	100
Partners	11
Trainees	-

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



At **Affinia**, our people are at the heart of what we do. We are passionate about creating opportunities for our talented employees to grow as a professional in our industry.

Working alongside driven and supportive colleagues, you'll be part of a business that values your contribution. We encourage our people to share ideas, learn from each other and feel part of the team, within a culture that celebrates diversity and collaboration.

Start your journey with us. If you are looking to build your career in a supportive, forward-thinking environment where you can make a real difference, we would love to hear from you.

EMPLOYEE NUMBERS

Total Employees	1,100
Partners	97
Trainees	80

OPPORTUNITIES OFFERED

Graduate Jobs	41
Undergraduate Jobs	-
School Leaver Jobs	9



Our teams across the South West partner with clients to deliver accountancy, tax, financial planning and business advisory services. We are proud of our independence, and we've previously been named the Best Companies number one accountancy firm to work for in the UK. We've recently been certified as a Great Place to Work employer. We were also immensely proud to have secured B Corp status in 2023. We offer training programs for ambitious graduates and college leavers, enabling our trainees to achieve qualifications through the ICAEW, ACCA, AAT, CTA and ATT. At **Albert Goodman** we encourage a supportive culture, creating the environment to shape your career around your goals; your professional qualification is only part of the story.

EMPLOYEE NUMBERS

Total Employees	350
Partners	25
Trainees	100

OPPORTUNITIES OFFERED

Graduate Jobs	10-15
Undergraduate Jobs	Varies
School Leaver Jobs	10-15



Start Your Accountancy Career with **Alliotts**. Alliotts LLP, a friendly 11-partner firm in London and Guildford, is part of the Shaw Gibbs Group (top 35 UK). We offer graduates the chance to launch their careers in audit, accounts, tax or outsourcing, with a focus on one specialism and exposure to others. You'll gain hands-on experience from day one, working with diverse clients while studying towards a professional qualification (ACA, ACCA, CTA). With strong mentoring, structured training, and early responsibility, you'll quickly build confidence and expertise. We're looking for ambitious, driven graduates ready to succeed. What we offer: competitive salary, full study support, clear progression, and a collaborative culture. Apply now and build your future with Alliotts.

EMPLOYEE NUMBERS

Total Employees	116
Partners	11
Trainees	30

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	1-2
School Leaver Jobs	-



At **Armstrong Watson**, your career is our priority, and we're with you every step of the way. If you're ready to gain a globally respected qualification, we're ready to invest in your future.

Our graduate programme is a structured, supportive three-year journey designed to help you qualify as a chartered accountant or chartered tax adviser - two of the most sought-after professional qualifications in the UK and beyond.

You won't just be watching from the sidelines; you'll be working with real businesses right from the start, making a genuine impact while being supported by mentors, coaches, and a dedicated counsellor every step of the way.

EMPLOYEE NUMBERS

Total Employees	790
Partners	57
Trainees	203

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



AYNESLEY WALTERS COHEN LTD

At **AWC**, our trainee programme is designed to build well-rounded, confident professionals working towards the ACA or ACCA qualification. What trainees can expect: A structured three-year training programme, full ACA or ACCA study support, including tuition, exam fees, and study leave, rotations across different departments, real client responsibility, regular feedback, coaching, and professional development workshops, exposure to accounting tools and digital finance technologies, a clear pathway to progression, including senior and managerial roles. We offer: A broad, varied training experience, early responsibility and meaningful client interaction, a friendly, supportive team, a modern, technology-driven practice embracing innovation, a long-term career path, with partners and managers having joined as trainees.

EMPLOYEE NUMBERS

Total Employees	9
Partners	3
Trainees	2

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	1



Azets is a people-powered business with more than 3,800 colleagues across the UK, delivering accounting, tax, audit, advisory and business services with a personal approach.

Our purpose is to improve the lives of our colleagues, clients and communities in a sustainable way. We offer flexible working, clear career pathways, wellbeing support and an inclusive culture where everyone can thrive. Whether you're starting your career or stepping into a leadership role, you'll find opportunities to develop, make an impact and work alongside talented people who are committed to helping clients move forward with confidence.

EMPLOYEE NUMBERS

Total Employees	3,800
Partners	600
Trainees	-

OPPORTUNITIES OFFERED

Graduate Jobs	250
Undergraduate Jobs	-
School Leaver Jobs	100



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 trainee accountants within our firm. Working their way up from assistant to senior to manager to become either an audit or tax partner. For most of them, this has been achieved within 10 years of joining the firm.

EMPLOYEE NUMBERS

Total Employees	240
Partners	29
Trainees	50

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	-
School Leaver Jobs	Varies



We're all about helping people and businesses succeed. So, if you're looking for somewhere you can be yourself and feel inspired at the same time, **BDO** is the place for you.

As one of the UK's largest accountancy and business advisory firms, our clients have diverse ambitions and challenges. BDO employs over 8,000 people offering tax, audit and a range of advisory services. BDO is the UK member firm of the BDO International Network, generating \$16bn in revenues globally.

We're big enough to be a major global player, but not so big that we lose sight of the individual needs of our clients and audited entities.

EMPLOYEE NUMBERS

Total Employees	8,000
Partners	400
Trainees	700

OPPORTUNITIES OFFERED

Graduate Jobs	360
Undergraduate Jobs	180
School Leaver Jobs	130



At **BHP**, we don't just crunch numbers, we build futures. BHP is one of the largest firms of chartered accountants in Yorkshire, and we've created a people-first culture where you come before the bottom line.

With over 450 professionals and circa 40 partners across our five regional offices in Sheffield, Leeds, York, Cleckheaton and Chesterfield, we're big enough to offer you variety, yet agile enough to see you as an individual from day one.

As a certified Great Place to Work, we pride ourselves on our positive culture and being a supportive workplace that places the well-being and future success of our people at the forefront of what we do.

EMPLOYEE NUMBERS

Total Employees	480
Partners	39
Trainees	180

OPPORTUNITIES OFFERED

Graduate Jobs	25
Undergraduate Jobs	15
School Leaver Jobs	25



Bishop Fleming is a forward-thinking audit, accounting, tax and advisory firm built on strong relationships and a people-first culture. Recognised nationally, we're Great Place to Work certified, Ofsted-rated 'outstanding' for our apprenticeship programme, and named among the Sunday Times Top 100 Apprenticeship Employers. Through our graduate and school leaver programmes, we offer structured training, professional qualifications (ACA/CTA), mentoring and hands-on experience from day one. With opportunities across nine offices in the South West and West Midlands, you'll work with diverse clients while building essential business and life skills. Our programmes are designed to support long-term progression, empowering you to grow into a future leader in a supportive, ambitious environment.

EMPLOYEE NUMBERS

Total Employees	520
Partners	58
Trainees	210

OPPORTUNITIES OFFERED

Graduate Jobs	20
Undergraduate Jobs	5
School Leaver Jobs	20



At **BKL**, we're focused on helping you become more than a qualified accountant or tax adviser. We want you to become a trusted professional: someone who can build relationships, solve problems, communicate with confidence and make a real difference to clients. From day one, you'll gain hands-on experience with a wide range of clients and industries. Along the way, you'll learn how to combine technical expertise with commercial thinking and exceptional client service. Qualifying is an important milestone, but it's not the finish line. Many of our partners and directors started their careers at BKL as trainees. If you're curious, ambitious and ready to challenge yourself, we'll help you build a career that's about more than passing exams. We'll help you become a trusted professional who can make a lasting impact.

EMPLOYEE NUMBERS

Total Employees	444
Partners	40
Trainees	98

OPPORTUNITIES OFFERED

Graduate Jobs	20
Undergraduate Jobs	-
School Leaver Jobs	20



Who are we? Based in Covent Garden, London, **Blick Rothenberg** is a leading mid-sized audit, tax, accounting and business advisory firm. Our partner-led approach means you'll work closely with experienced professionals and gain exposure to a wide range of clients. We offer a supportive environment where everyone can be themselves and thrive. Our strong focus on inclusion helps create a workplace where everyone can reach their potential.

What's in it for you? From day one, you'll take on real responsibility and be part of a collaborative team. You'll be supported to build your skills, and receive training throughout your journey. We offer graduate and school leaver pathways in Tax, Audit and Accountancy, including studying towards the accountancy and tax qualifications.

EMPLOYEE NUMBERS

Total Employees	800
Partners	80
Trainees	-

OPPORTUNITIES OFFERED

Graduate Jobs	30
Undergraduate Jobs	3
School Leaver Jobs	10



Brebners is a long established firm in London. 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. Students join our audit and accountancy department spending 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.

EMPLOYEE NUMBERS

Total Employees	115
Partners	19
Trainees	18

OPPORTUNITIES OFFERED

Graduate Jobs	6
Undergraduate Jobs	-
School Leaver Jobs	-



Bright Grahame Murray (BGM) is an independent, 11-partner accountancy firm based in central London, established in 1934. We provide audit, accounting and tax services to a diverse client base across sectors including property, logistics, media, professional practices and charities. Our ACA trainees gain hands-on experience from the outset, working closely with senior staff and developing strong technical and commercial skills. We offer a fully supported ACA training programme, alongside a collaborative and professional working environment. With a strong track record of developing talent, BGM offers graduates an excellent platform for a long-term career in accountancy.

EMPLOYEE NUMBERS

Total Employees	75
Partners	11
Trainees	18

OPPORTUNITIES OFFERED

Graduate Jobs	8
Undergraduate Jobs	-
School Leaver Jobs	-



Burgess Hodgson is a Kent-based accountancy firm with 19 partners and over 200 staff who work 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 outstanding reputation for delivering high levels of expertise and client-focused care, we combine the values of a local business with the first-class capabilities and excellence of a London-based firm. 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.

EMPLOYEE NUMBERS

Total Employees	207
Partners	19
Trainees	92

OPPORTUNITIES OFFERED

Graduate Jobs	10
Undergraduate Jobs	-
School Leaver Jobs	10



At **Buzzacott**, over 600 people work together under one roof at our St Paul's office in London, making us the largest single office accountancy firm in the UK. We combine expertise with a people-first approach, building strong relationships with our clients and colleagues. We're looking for graduates and school-leavers to join our specialist teams and work towards professional qualifications in accountancy, tax, or financial planning, with support every step of the way. Ranked 39th in The Times Top 100 Apprenticeship Employers 2026, we're committed to developing future talent through training, mentorship, and career development. Alongside professional qualifications, trainees receive a competitive salary, paid study leave, interest-free loans, pension contributions, wellbeing support, discounted gym memberships, and a range of networking opportunities.

EMPLOYEE NUMBERS

Total Employees	600
Partners	57
Trainees	180

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	-
School Leaver Jobs	Varies



CK offers a friendly and welcoming place to work and develop your career in accountancy. We have nurtured a family-like culture where everyone works together as one team and has the chance to learn from each other. Not only will you grow your expertise at CK, but your new ideas will always be valued.

We do not expect our team to work long hours. Instead, we have created an environment in which people can thrive, supported by flexible hybrid working, technology and a dedicated training partner.

As an ICAEW training provider, we can give you the platform to begin a successful accountancy career.

EMPLOYEE NUMBERS

Total Employees	33
Partners	5
Trainees	6

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	-
School Leaver Jobs	Varies

COOPER PARRY

Accountants are all the same, right? Not even close.

At **Cooper Parry**, we're here to disrupt the industry, lead from the front, and make life count for our people, clients and communities. Dubbed the rebels of accountancy, we don't do generic advice or tick-box thinking. We're straight-talking, people-first, and focused on building real relationships, cutting through jargon and red tape to deliver work that truly matters.

Now the fastest-growing accountancy firm in the UK, we're evolving into a next-gen professional services firm with broader expertise and bigger impact. With hubs across the Midlands, Manchester, Reading, London, Leeds, Scotland and Northern Ireland, plus true hybrid working, there's never been a better time to join us.

EMPLOYEE NUMBERS

Total Employees	1,900
Partners	150
Trainees	500

OPPORTUNITIES OFFERED

Graduate Jobs	50
Undergraduate Jobs	20
School Leaver Jobs	50



Part of the SUMER Group

Cowgills is one of the North West's most successful and long-established firm of accountants and business advisors. Over the last 40 years, we've never stood still, adapting to new markets and ways of working with an ever-changing dynamic.

We support our trainees in working towards professional qualifications relevant to their role and provide valuable hands-on experience, with guidance and support from us every step of the way.

Our graduate programmes are designed to give a real insight into the world of accountancy and professional services. You will gain practical experience across your chosen specialism while studying towards qualifications that align with your career path.

EMPLOYEE NUMBERS

Total Employees	261
Partners	38
Trainees	61

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



Crowe is a national audit, tax, advisory and consulting firm with global reach and local expertise. As part of Crowe Global, one of the world's top 10 accounting networks, we combine deep business knowledge with a commitment to excellence.

Starting your career with Crowe means joining a supportive team where you're valued and guided through a training programme that develops your professional skills and helps you achieve qualifications such as ACA, AAT, ACCA or ATT/CTA.

Whether you're looking to work in audit, tax, advisory or consulting, you will be given the tools to succeed before continuing to build a rewarding career at Crowe.

EMPLOYEE NUMBERS

Total Employees	1,400
Partners	100
Trainees	450

OPPORTUNITIES OFFERED

Graduate Jobs	100
Undergraduate Jobs	-
School Leaver Jobs	40



Whether it's innovating with tech, protecting our planet or developing skills, what matters is different for everyone. At **Deloitte**, we're working together to reshape the business, finance and technology landscape. In our Audit and Assurance teams, we ensure information supplied by global companies is accurate, holding businesses to account. Through our advisory teams, we help companies to solve their biggest challenges, from managing risk to implementing major changes. In tax and legal we support businesses to comply with regulations, building relationships along the way. Whatever your passion is you'll find something that's right for you. Have a look at our programmes; Spring into Deloitte, Summer Vacation Scheme, Industrial Placements, Graduate Programmes. Discover what matters to you.

EMPLOYEE NUMBERS

Total Employees	24,500
Partners	1,400
Trainees	400

OPPORTUNITIES OFFERED

Graduate Jobs	1,100
Undergraduate Jobs	600
School Leaver Jobs	200



Founded in 1888, **Dixon Wilson** is a leading UK accountancy firm with 15 partners and around 180 employees, including 65 trainees. We provide accountancy, audit, tax and strategic advisory services to private clients, entrepreneurs and businesses. Our values – Seek the Solution, Solve Together, Be Curious – shape everything we do. We offer ACA and ATT/CTA graduate programmes, and summer internships for undergraduates. We are committed to developing future talent through structured training, dedicated mentoring, professional exam support, and hands-on client work from day one. Trainees benefit from a collaborative and supportive environment where learning and career progression are prioritised. Dixon Wilson fosters an inclusive culture that values individuality, diversity and wellbeing, ensuring everyone can thrive and contribute to our success.

EMPLOYEE NUMBERS

Total Employees	180
Partners	15
Trainees	65

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	4
School Leaver Jobs	-



Launch your accountancy career with the firm that's setting the standard. From introverts to extroverts and everyone in between, we celebrate all kinds of personalities, and we think that's pretty awesome! With over 700 driven and ambitious individuals in **DJH**, we stay ahead of the curve to make sure our team gets the recognition they deserve. Work hard, play hard, right? We have a real commitment to ensuring our people are fully supported throughout their career with DJH. We understand that balancing your studies alongside the day-to-day job can sometimes be tricky – and that's why we've developed an unmatched support offering for all our talented studiers, right from day one.

EMPLOYEE NUMBERS

Total Employees	786
Partners	90
Trainees	215

OPPORTUNITIES OFFERED

Graduate Jobs	14
Undergraduate Jobs	-
School Leaver Jobs	12



Whether you're joining us at entry level, changing career or if you're already an experienced candidate, we offer rewarding careers that help you progress and grow.

At **Duncan & Toplis**, we offer two types of training opportunities for early career accountants - our beginner pathway (for school leavers or those who do not want to attend university) and our advanced pathway (for graduates or those with the AAT qualification). Both allow trainees to embark on a career in accountancy, audit, or tax with the support needed to succeed. We also offer opportunities for second-year university students to undergo a 12-month placement or a rich and exciting work experience programme.

EMPLOYEE NUMBERS

Total Employees	750
Partners	40
Trainees	100

OPPORTUNITIES OFFERED

Graduate Jobs	10
Undergraduate Jobs	-
School Leaver Jobs	10



ECOVIS Wingrave Yeats is a seven-partner firm made up of circa 90 chartered accountants, business advisors, and tax specialists. We put the training and development at the centre of everything we do and foster a culture of teamwork. We offer graduate and school leaver programmes in a range of exciting business areas – from tax and audit to business advisory and financial management – giving you the qualifications, skills and experiences you need to embark on a rewarding career in the world of accountancy. You will also earn while you learn, and work on a variety of business projects, exercising real responsibility alongside industry professionals and an extensive network of peers, mentors, managers, and partners. Our current trainees study a multitude of different pathways, ranging from ACA, ACCA to ACA/CTA students.

EMPLOYEE NUMBERS

Total Employees	100
Partners	10
Trainees	40

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	-
School Leaver Jobs	Varies



Are you ready to shape your future with confidence? Whether you're exploring work experience, studying towards an undergraduate degree, preparing to graduate, or considering an alternative to university, our programmes are designed to help you build skills for the future. **EY** is a global professional services organisation that helps businesses make better decisions about business, finance, sustainability and technology. With over 400,000 people across the globe, we bring together diverse perspectives to solve complex challenges and create long-term value. Across our four business areas - Assurance, Consulting, EY-Parthenon and Tax - our people are united by a shared mindset: curiosity, courage and the ability to adapt in a rapidly changing world. At EY, shaping the future starts with shaping you.

EMPLOYEE NUMBERS

Total Employees	400,000
Partners	-
Trainees	-

OPPORTUNITIES OFFERED

Graduate Jobs	1,000
Undergraduate Jobs	600
School Leaver Jobs	450



At **Forrester Boyd**, we are one of the largest independent chartered accountancy firms in Lincolnshire and Yorkshire, offering students and trainees valuable experience across a wide range of industries. Our structured training programme, mentoring support and trainee network help you develop both technical knowledge and essential soft skills, including communication, teamwork and problem solving. With over 90 years' experience, we develop talent, with many partners and staff trained here and building long careers. We support students from study through to qualification and beyond. We offer flexible working, wellbeing support and a strong social culture. Recognised for our people-first approach, we remain focused on helping you build a successful career in accountancy.

EMPLOYEE NUMBERS

Total Employees	142
Partners	17
Trainees	36

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	5-10
School Leaver Jobs	Varies



Grow. Belong. Impact.

At **Forvis Mazars**, we're more than a leading international professional services firm. We're a place where you can grow your career, belong to a supportive team, and make an impact from day one.

We offer graduate programmes, school leaver apprenticeships and work experience opportunities across Audit, Tax and Advisory in 13 UK offices. Whatever your career goals, there's a pathway to help you get there. From day one, you'll gain real responsibility, get early exposure to clients, and develop valuable professional skills.

EMPLOYEE NUMBERS

Total Employees	3,400
Partners	185
Trainees	350

OPPORTUNITIES OFFERED

Graduate Jobs	220
Undergraduate Jobs	60
School Leaver Jobs	130



Entry Requirements/Pathway: If joining from A-levels, B grades or higher = AAT or ATT then ACA, ACCA or CTA. If joining from uni, 2:1 degree or higher = ACA, ACCA or ATT/CTA joint pathway.

Job Details: All trainees work in a Trainee Accountant role, developing technical and practical knowledge while supporting clients and colleagues. **Galloways** provides structured study support, tuition, exam funding and dedicated study time via BPP, Kaplan and Tolley apprenticeships.

Salary: Starting from national living wage (NLW). Galloways run salary reviews every April and October for all trainees. Trainees move to qualified salary rate from the date they become chartered.

EMPLOYEE NUMBERS

Total Employees	300
Partners	28
Trainees	90

OPPORTUNITIES OFFERED

Graduate Jobs	10-15
Undergraduate Jobs	Varies
School Leaver Jobs	5-10



Goodman Jones LLP is a Top 60 independent firm of chartered accountants, tax and business advisers, based in Fitzrovia, London. Established in 1934, we've spent over 90 years building something deliberately different: a firm where you can do genuinely complex, varied work without disappearing into a large corporate structure.

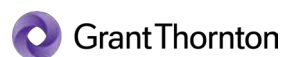
Our clients range from ambitious entrepreneurs and family-run businesses to large international groups, charities and start-ups across a wide range of sectors. That breadth means real exposure from day one, not years of narrow specialisation. With 11 partners, 21 trainees and around 100 colleagues in total, we're big enough to offer a structured career path and small enough that your contribution actually matters.

EMPLOYEE NUMBERS

Total Employees	100
Partners	11
Trainees	21

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



At **Grant Thornton**, we're one of the UK's fastest-growing professional services firms, helping businesses and communities grow, adapt, and thrive. We're large enough to work with complex organisations, but small enough to stay close, giving our people meaningful experience and real responsibility from day one.

We're ambitious about where we're going, investing in digital innovation, new technologies and how we work to better support our clients. At the same time, we're focused on developing our people, embracing new ideas and creating opportunities to grow. It's a collaborative, down to earth environment where you can build your skills, shape your career and make a genuine impact.

EMPLOYEE NUMBERS

Total Employees	5,500
Partners	200
Trainees	800

OPPORTUNITIES OFFERED

Graduate Jobs	200
Undergraduate Jobs	100
School Leaver Jobs	200



Gravita is a full-service, tech-enabled accountancy firm working with ambitious businesses and entrepreneurs across audit, tax, advisory and managed business services. We combine expert advice with intuitive technology, helping clients plan better, grow faster and make confident decisions.

Our Early Careers Programme is designed for ambitious graduates looking to build a career in accountancy through ACA, ACCA or ATT training. You will combine college-based learning with hands-on client experience, supported by regular guidance, feedback and development conversations. At Gravita, you will work with a wide range of clients, learn from experienced colleagues and build the skills, confidence and knowledge to grow your career.

EMPLOYEE NUMBERS

Total Employees	460
Partners	45
Trainees	80

OPPORTUNITIES OFFERED

Graduate Jobs	15
Undergraduate Jobs	-
School Leaver Jobs	5



Haslers is an award-winning chartered accountants, tax consultants and business advisers. Based in Loughton, two minutes walk from the Central Line station, we have a great mix of clients including SMEs, groups and charities. You'll work on audit and accounts jobs across a range of sectors. You'll work closely with our partners, who have an open door policy and take an active interest in the development of trainees. Haslers are committed to CSR via our registered charity, the Haslers Foundation, that organises fundraising events and supports local causes. We also offer a wide range of benefits, social activities, committees, a volunteering day, your birthday off and more!

EMPLOYEE NUMBERS

Total Employees	88
Partners	10
Trainees	31

OPPORTUNITIES OFFERED

Graduate Jobs	8
Undergraduate Jobs	2
School Leaver Jobs	1



Hawsons exists to deliver long-term client success by providing pro-active advice, sharing our extensive expertise and embracing change. Through forward thinking, we encourage growth and create opportunities. Our approachable team are at the heart of our service, which is why we invest in them to develop and empower the next generation of accountants and advisers. We create a supportive environment where everyone feels welcome, valued and respected.

Trainees to receive a wide range of experience and take early responsibility. The partners know every trainee well, and take an active interest in their careers. We are committed to remaining independent as we believe this allows us to provide the best opportunities for our trainees and staff.

EMPLOYEE NUMBERS

Total Employees	115
Partners	12
Trainees	30

OPPORTUNITIES OFFERED

Graduate Jobs	9
Undergraduate Jobs	2
School Leaver Jobs	-



Build your career with a firm that puts people first.

HaysMac is an award-winning chartered accountancy and tax advisory firm, offering services across audit and assurance, tax, outsourcing, business advisory and transactions. You'll join a community of 45+ partners and 650+ staff who work closely with clients to understand their goals and deliver real impact. We combine modern thinking with traditional values – doing great work, being supportive, and always keeping our word. We work with entrepreneurs, fast-growing and owner-managed businesses, not-for-profits and private clients across the UK and internationally. As a founding member of MSI Global Alliance, we also provide access to trusted global advisers in law, tax, audit and accountancy.

EMPLOYEE NUMBERS

Total Employees	666
Partners	46
Trainees	264

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



At **Hazlewoods**, we know our clients don't just choose us for our accountancy expertise. It's our vibrant, friendly and sociable team that make the real difference. We typically take on a high number of graduates and university work placements every year. And we don't base our selection on the subjects you've studied – we're far more interested in the person behind the qualifications. You'll be given unbeatable training and support and have the opportunity to work alongside a great range of clients. Our benefits include: a competitive salary, profit-sharing and paid study leave. We offer a great work/life balance which include a health and wellbeing programme, social events throughout the year and a Trainee Committee to support your progress.

EMPLOYEE NUMBERS

Total Employees	600
Partners	45
Trainees	150

OPPORTUNITIES OFFERED

Graduate Jobs	30
Undergraduate Jobs	15
School Leaver Jobs	20



Hillier Hopkins is one of the country's leading independent and progressive Top 50 chartered accountants. We operate a culture of innovation and work very closely within our community to be a socially responsible business making positive contributions. For our staff we ensure there is training and development, a platform to hear new ideas and we actively encourage involvement with charity and environmental campaigns.

We have recently been accredited with three significant awards: The Sunday Times best place to work; Investors In People, Gold award and B Corp. All of these independently tell potential students that we are a proven good employer with a safe and growing business.

EMPLOYEE NUMBERS

Total Employees	220
Partners	17
Trainees	45

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	3
School Leaver Jobs	-



HURST is proud to be one of the UK's leading independent accountancy firms. Headquartered in South Manchester, our 125-strong team has supported the ambitions of the North West's most admired businesses for over four decades. We go beyond traditional accountancy - it's our extra insight and commitment that help our clients truly thrive. We're proud to be officially recognised as a Great Place to Work and our training programme is designed to ensure that within three years, you could be fully qualified with the ICAEW or CIOT. You'll be supported with tuition, professional qualifications, a mentor, and a tailored career development plan. From the outset, you'll gain hands-on experience, working alongside partners and managers on a variety of interesting assignments.

EMPLOYEE NUMBERS

Total Employees	125
Partners	18
Trainees	43

OPPORTUNITIES OFFERED

Graduate Jobs	8
Undergraduate Jobs	2
School Leaver Jobs	-



Isosceles provides fractional FDs, CFOs, and outsourced Finance and Accounting services to fast-growing companies. Our experienced teams act as an extension of our clients' leadership teams, offering Finance Director expertise and scalable back-office support that evolves as businesses grow. We deliver flexible, high-value solutions that drive growth and shareholder value, including bespoke outsourced accounting, advisory, control and strategic financial support. As part of the wider Dains Group, we can offer a full-service package of technical and commercial business solutions relevant to the entire lifecycle of our clients. We work with ambitious clients in tech, life science, manufacturing, research and service industries. All expecting first class support from their professional partners – us.

EMPLOYEE NUMBERS

Total Employees	50
Partners	4
Trainees	25

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	-
School Leaver Jobs	-



James Cowper Kreston is a leading firm of accountants and business advisers with offices across the Thames Valley and Southern England. Founded over 100 years ago, we work closely with businesses, entrepreneurs and private clients, providing a full range of advisory services. Our people-focused culture combines professional excellence with a supportive and collaborative working environment. We invest heavily in learning and development, offering structured training programmes, mentoring and clear career progression opportunities. We believe in helping people maximise their potential, with many of our partners and senior leaders having started their careers with the firm as trainees. As a member of the global Kreston network, we provide access to international expertise while maintaining the personal approach of a local firm.

EMPLOYEE NUMBERS

Total Employees	228
Partners	19
Trainees	67

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	-
School Leaver Jobs	Varies



At **Johnston Carmichael**, you can grow your own way. Our graduate and school leavers programmes give you hands-on client experience, real responsibility and support from day one, helping you build a career that reflects your strengths, interests, and ambitions. You'll work with a diverse client base across a range of sectors while studying towards professional accountancy qualifications, supported by generous study leave and a dedicated Early Careers team. We're committed to helping you develop through continuous learning opportunities, including our JC Aspire programme and leadership pathways. As well as varied experiences, you'll benefit from exposure to international perspectives through our membership of Moore Global. We're also committed to making an impact in our communities, through partnerships, volunteering, and fundraising.

EMPLOYEE NUMBERS

Total Employees	850
Partners	68
Trainees	290

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



Kirk Newsholme are interested in hearing from A-level leavers and graduates, and offer a fantastic training programme tailored to your needs. You'll 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 (Level 3/4 apprenticeship), Chartered Accountant/Chartered Tax Advisor (Level 7 apprenticeship), Chartered Certified Accountant (Level 7 apprenticeship). Our recruitment process for school leavers and graduates starts around January time with a September start date (opportunity to start over the summer). Please check our website careers page for current vacancies and details of how to apply.

EMPLOYEE NUMBERS

Total Employees	62
Partners	4
Trainees	21

OPPORTUNITIES OFFERED

Graduate Jobs	2-4
Undergraduate Jobs	-
School Leaver Jobs	2-4



JS. (JS. Accountants & Business Advisors) is one of the largest independent firms of chartered accountants and business advisors in the North West. Headquartered in Warrington, with an office in Liverpool, we've been delivering outstanding service and advice to thousands of businesses and business people for over 100 years. Our legacy is built on independence, ownership, and innovation, making us a unique and dynamic place to work. JS offers excellent training and career progression, with structured in-house training programmes, mentoring, appraisals, and full support for professional qualifications. Accredited by the ICAEW and ACCA, JS is committed to equality, diversity, and inclusion, creating an environment where employees are respected, supported, and empowered to succeed.

EMPLOYEE NUMBERS

Total Employees	105
Partners	11
Trainees	25

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



KPMG UK is part of a global network of firms, delivering services across audit, consulting, technology, tax and law. Audit is our largest practice, where our graduates and apprentices get stuck in from day one. Join us in audit and you'll help businesses operate transparently, grow sustainably and build trust in the economy. It's work that really matters.

Along the way, you'll earn fully funded professional qualifications and build valuable skills in problem solving, communication and teamwork, opening up a wide range of future career paths. You'll be supported every step of the way with structured training, dedicated study time and a team around you who genuinely care. Giving you the confidence to take on new challenges and keep progressing.

EMPLOYEE NUMBERS

Total Employees	16,000
Partners	-
Trainees	4,000

OPPORTUNITIES OFFERED

Graduate Jobs	600
Undergraduate Jobs	60
School Leaver Jobs	600



Kendall Wadley LLP is one of the West Midlands' leading independent chartered accountancy firms. Located across the Three Counties region with offices in Worcester, Malvern and Hereford, our team of dedicated, friendly and enthusiastic professionals has one clear aim in mind – to provide businesses and individuals with a comprehensive range of accountancy, business and tax solutions which will help you or your business to evolve. We have a rolling student recruitment programme offering full training contracts for Chartered & Accounting Technician qualifications. We also sometimes offer roles for tax, payroll and bookkeeping qualifications. We aim to offer a career path for those looking to remain in practice. We actively encourage progression through manager level and on to partner.

EMPLOYEE NUMBERS

Total Employees	42
Partners	5
Trainees	14

OPPORTUNITIES OFFERED

Graduate Jobs	1
Undergraduate Jobs	1
School Leaver Jobs	1



At **Kreston Reeves**, we help businesses, not-for-profit organisations, individuals and families with much more than just accountancy, business and wealth advice. We're purpose-driven and help all generations embrace change through trusted advice, support and guidance. Our dedication to providing a personal service is what sets us apart – we get to know you, understand your goals, support and advise you on your journey to help you realise your ambitions. Join the ranks of ambitious graduates, placement students, and school leavers who embark on our training programmes each year. Our comprehensive programme includes a diverse range of courses, coupled with personal, professional, and financial support to pave your way to success.

EMPLOYEE NUMBERS

Total Employees	504
Partners	43
Trainees	80

OPPORTUNITIES OFFERED

Graduate Jobs	25
Undergraduate Jobs	Varies
School Leaver Jobs	20



Larking Gowen offers graduates the opportunity to launch their careers through structured training programmes leading to professional qualifications such as ACA and CTA. Alongside study support, trainees gain hands-on experience, developing strong technical knowledge and commercial awareness from day one.

Graduates benefit from a collaborative and supportive environment, with mentoring, coaching and a strong peer network to help them progress. The firm places a strong emphasis on personal development, enabling individuals to grow at a pace that suits them while building both technical and interpersonal skills essential for a successful career.

EMPLOYEE NUMBERS

Total Employees	426
Partners	27
Trainees	102

OPPORTUNITIES OFFERED

Graduate Jobs	15
Undergraduate Jobs	Varies
School Leaver Jobs	15



Lovewell Blake are one of East Anglia's leading chartered accountants and financial planning firms. Serving more than 10,000 businesses, private and charitable clients throughout East Anglia and beyond. Our teams comprise experienced and highly qualified experts in all areas of accounting, auditing, and tax planning, making us one of the most innovative in serving clients.

Whilst being a UK Top 50 firm, Lovewell Blake remains proudly independent, and this independence means we can be agile when it comes to shaping new roles for excellent candidates. Lovewell Blake has a strong strategy for growth and at the centre of this are our people. We are committed to nurturing and developing the talent of all our employees, whatever stage of their career they may be at.

EMPLOYEE NUMBERS

Total Employees	300
Partners	17
Trainees	74

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



Lubbock Fine is a Top 60 accounting, tax, audit, and business advisory firm dedicated to providing exceptional services to a diverse range of clients. We offer high-quality practical training, both in-house and through external courses, to provide you with the exposure needed to unlock your full potential. Life at Lubbock Fine also goes beyond the office. As a trainee, you will be able to benefit from our smart working approach and enjoy active social programmes, including festive parties, fundraising activities and virtual events. Our partner-led approach ensures that our clients receive dedicated attention and support throughout their financial journey. Join us in our mission to transform business performance by exceeding the expectations of our clients, our people, and our communities.

EMPLOYEE NUMBERS

Total Employees	200
Partners	21
Trainees	55

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	20
School Leaver Jobs	Varies



At **Menzies**, we're more than an accountancy and business advisory firm. We're a place where early careers talent can learn, grow and build a future with purpose. Joining Menzies means becoming part of a relationship-led firm where people matter. You'll work alongside experienced professionals, learn from specialists across a wide range of sectors, and gain hands-on experience with clients from day one. We call our approach Brighter Thinking. It means looking beyond the numbers, asking better questions and helping clients move forward with greater confidence. If you're looking for an early careers opportunity where you can be supported, challenged and trusted to make an impact, Menzies is a great place to start.

EMPLOYEE NUMBERS

Total Employees	1,100
Partners	87
Trainees	300

OPPORTUNITIES OFFERED

Graduate Jobs	70
Undergraduate Jobs	15
School Leaver Jobs	30



If you want to take ownership of your career, we want to hear from you. We are interested in learning about how you want to challenge yourself in your career.

Why join **Mercer & Hole**: A Top 50 accountancy firm with offices in London, St Albans, Rickmansworth, and Milton Keynes. We make a meaningful difference to our clients by providing bespoke accountancy and tax advice that helps businesses grow, and we support individuals and families in achieving their financial and personal goals. We also offer expert guidance to charities and trustees, helping manage their finances and meet regulatory obligations. But it's not just about the services we offer, it's about how we deliver them – which starts with our people.

EMPLOYEE NUMBERS

Total Employees	290
Partners	28
Trainees	80

OPPORTUNITIES OFFERED

Graduate Jobs	15
Undergraduate Jobs	-
School Leaver Jobs	10



At **MGI Midgley Snelling LLP**, staff are valued, supported and encouraged to develop their careers. We welcome talented individuals who want to join a collaborative and professional team. We provide comprehensive training, ongoing support and clear opportunities for career progression. The work is varied and engaging, giving you the chance to build strong client relationships and develop a genuine understanding of their businesses. As part of our team, you'll help deliver relevant, impactful accounting and business advice while gaining the confidence and skills to succeed. Every employee benefits from a personalised career development programme and opportunities to strengthen the professional and personal skills needed for long-term success.

EMPLOYEE NUMBERS

Total Employees	29
Partners	6
Trainees	9

OPPORTUNITIES OFFERED

Graduate Jobs	1-2
Undergraduate Jobs	-
School Leaver Jobs	1-2



At **Moore Kingston Smith**, we believe in the potential of people to make a positive impact, fuelled by the power of genuine understanding. As an accredited training firm, we offer graduate programmes that support you through professional qualifications such as ACA, ATT/CTA or ACA/CTA alongside hands-on experience. In audit, you could work across diverse sectors or join specialist teams focused on areas such as media or nonprofit. In tax, opportunities are available in corporate tax, private client tax and employment tax. You'll develop technical expertise, build meaningful client relationships and gain early responsibility in a supportive and collaborative environment. We're committed to helping our people realise their ambitions through continuous learning, flexibility and long-term career development.

EMPLOYEE NUMBERS

Total Employees	1,200
Partners	124
Trainees	350

OPPORTUNITIES OFFERED

Graduate Jobs	80
Undergraduate Jobs	10
School Leaver Jobs	40



Join our ever-expanding, and truly diverse audit, accountancy and tax teams. Our team of expert chartered accountants and tax advisors work nationally, and offer clients a personal, partner-led approach. This, together with our training heritage makes **Newby Castleman** a knowledgeable, social and supportive place to work. We provide full study support, and are committed to working with our trainees to ensure that they achieve both their exam qualification and personal goals whilst studying with us. As an established training practice we have a good network of students within the firm. We also offer a salary increase after each exam pass, an extra day leave for your birthday, early Friday afternoon finish, and personalised support through the firm's employee assistance policy.

EMPLOYEE NUMBERS

Total Employees	63
Partners	8
Trainees	12

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	-
School Leaver Jobs	Varies



What our trainees experience: At **Myers Clark** you'll gain hands-on experience in accounts preparation and audit, working with a diverse range of SME clients. This gives you a strong understanding of how owner-managed businesses operate in practice and helps you develop valuable technical and commercial skills. We offer a supportive, approachable environment where questions are encouraged and learning is continuous. You'll be trusted with real responsibility early on, helping you build confidence, take ownership of your work and develop quickly. As a single-office firm, you'll also gain a well-rounded perspective of the business and how different teams work together. This exposure helps you build strong relationships, broaden your experience and understand the wider impact of your work.

EMPLOYEE NUMBERS

Total Employees	38
Partners	3
Trainees	-

OPPORTUNITIES OFFERED

Graduate Jobs	1
Undergraduate Jobs	-
School Leaver Jobs	1



Our story began in 1933, as an accountancy firm for those who dared to dream, create, and inspire. From our inception, **Nyman Libson Paul** became the trusted firm for pioneers in entertainment. As the years turned to decades, we grew with our clients. Whether in the bright lights of entertainment or the hustle and bustle of property, we understood that each client was unique, each story different. You will not be tethered to your desk labouring over never-ending tasks. Instead, our students deal directly with a range of clients from major film and television production and distribution companies, West End theatres, cinema, and video games through to manufacturing companies, hotels, restaurants and professional firms.

EMPLOYEE NUMBERS

Total Employees	148
Partners	14
Trainees	33

OPPORTUNITIES OFFERED

Graduate Jobs	8
Undergraduate Jobs	-
School Leaver Jobs	-



National Audit Office

Launch your career with a prestigious ACA qualification in a collaborative and inclusive environment. You'll contribute to meaningful work that supports the nation, working across a unique network of government departments and public sector bodies. At the **National Audit Office**, you'll gain hands-on experience, develop as a professional, manager and future leader, and build confidence in your strengths and ambitions. Alongside a supportive peer network, you'll be part of a social and inclusive community committed to your growth.

We'll fully fund your ACA training and ICAEW membership, giving you the tools, experience and support to build a rewarding, purpose-driven career.

EMPLOYEE NUMBERS

Total Employees	1,000
Partners	-
Trainees	250

OPPORTUNITIES OFFERED

Graduate Jobs	70
Undergraduate Jobs	15
School Leaver Jobs	12-15



At **Old Mill**, we're more than just accountants. We're trusted advisors, problem-solvers, and innovators working at the cutting edge of digital accountancy and financial advice. With five offices and a talented team of over 350 professionals, we are proud and committed to fuelling the South West's vibrant economy. Supporting ambition, entrepreneurial spirit and growth through expert guidance and exceptional client service. We understand that careers are as individual as the people who pursue them. That's why we focus on spotting potential, nurturing strengths, and celebrating success. We believe in empowering individuals, valuing experience, and fostering a collaborative culture. If you're a curious thinker, a team player, and ready to take charge of your future, you'll thrive here.

EMPLOYEE NUMBERS

Total Employees	350
Partners	22
Trainees	75

OPPORTUNITIES OFFERED

Graduate Jobs	10-30
Undergraduate Jobs	10-30
School Leaver Jobs	10-30

At **Page Kirk**, we believe people are more than just numbers. As an independent firm of chartered accountants and chartered tax advisers based in Nottingham, we invest in our people and give them the opportunity to make a real impact from day one. Whether you join us as a graduate or placement student, you'll be a valued member of the team, working alongside experienced professionals, building relationships with clients and gaining hands-on experience across a wide range of sectors. With structured training, support towards professional qualifications and a friendly, collaborative culture, we'll help you develop the skills, confidence and experience needed for a successful and rewarding career, with opportunities to progress and gain international experience through our associate firms.

EMPLOYEE NUMBERS

Total Employees	42
Partners	5
Trainees	16

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



Join **PEM's** early years programme and build your career with graduate opportunities across various departments throughout the year. Learn alongside industry leaders and experienced mentors, gaining hands-on experience, expert guidance and full exam support as you work toward becoming a chartered accountant or tax adviser. Based in the heart of Cambridge, you'll be part of a collaborative, ambitious team with a clear path for progression, vibrant social events and valuable networking opportunities. Benefits include a fully funded study package with paid study leave, competitive salary and bonuses for first-time exam passes, 25 days' holiday plus your birthday off, enhanced pension, free parking, supported railcard, flexible benefits and a modern, inclusive workplace.

EMPLOYEE NUMBERS

Total Employees	270
Partners	19
Trainees	80

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



PKF Francis Clark offers graduates a structured and supportive start to their careers in accountancy and business advisory. With professional training pathways such as ACA and tax qualifications (ATT/CTA), combined with early client exposure and hands-on experience, graduates quickly build confidence, capability, and commercial awareness. A strong mentoring culture, collaborative environment, and clear progression opportunities ensure individuals are supported every step of the way. Graduates benefit from working with a diverse client base, making it an ideal place to develop a successful, rewarding, and long-term career.

EMPLOYEE NUMBERS

Total Employees	980
Partners	58
Trainees	208

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	-
School Leaver Jobs	Varies



PKF Littlejohn is one of the leading challenger firms in the UK with offices in London, Leeds and Manchester. We are also an active member of PKF Global, an international network of legally independent accounting firms that gives us an on the ground presence in 150 countries around the world with access to more than 20,000 people across 440 offices globally.

We provide a full range of audit, accountancy, tax and advisory services, and are experts at simplifying complexity. We are particularly well-known for working with complex clients with challenging issues in fast-moving and highly technical areas, such as the insurance industry, the global capital markets and the not for profit sector.

EMPLOYEE NUMBERS

Total Employees	800
Partners	50
Trainees	240

OPPORTUNITIES OFFERED

Graduate Jobs	100
Undergraduate Jobs	40
School Leaver Jobs	5



PKF Smith Cooper offers early careers opportunities within a multi-award winning Midlands firm, combining local, personalised support with the reach of the global PKF network. Graduates can develop specialist knowledge, gain practical experience and access structured training within an ambitious, supportive environment. With hybrid working opportunities, international secondments available, social activities and a strong focus on progression, the firm provides a rounded start to a professional career. We are looking for motivated graduates with strong organisation, communication and teamwork skills who are ready to learn, grow and contribute to a people-focused firm built on the values of Engage, Empower and Excel.

EMPLOYEE NUMBERS

Total Employees	268
Partners	15
Trainees	96

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	-
School Leaver Jobs	Varies



PM+M are a vibrant, dynamic and award-winning firm of Chartered Accountants and business advisers, with offices in Blackburn and Bury. Our vision is to be the best North West firm of finance professionals and we want great people to join our team and help us do that. We are proud of our inclusivity and diversity, encouraging people to be the best they can be and to be involved, no matter their level of experience or role. Joining the PM+M team will help take your career to the next level. You will be joining a values led organisation with a unique culture where you will be encouraged to take ownership of your own development and achieve your career goals. We understand that we thrive when we help our clients succeed and that is our core purpose.

EMPLOYEE NUMBERS

Total Employees	185
Partners	13
Trainees	40

OPPORTUNITIES OFFERED

Graduate Jobs	3
Undergraduate Jobs	5
School Leaver Jobs	-



Make your career count. Founded in 1938, **Price Bailey** is a leading accountancy and business advisory firm with 10 UK offices and an international presence. We've achieved over 50% revenue growth in the last four years while remaining proudly independent. Our people are at the heart of what we do. We foster a supportive, positive environment where individuals can grow personally and professionally. Recognised as an 'Outstanding' workplace by Best Companies in 2025, we are committed to development through structured training, enhanced CPD and leadership programmes. With flexible Smart Working, early client exposure and a collaborative culture, we offer our trainees a rewarding and well-rounded career.

EMPLOYEE NUMBERS

Total Employees	480
Partners	51
Trainees	150

OPPORTUNITIES OFFERED

Graduate Jobs	15
Undergraduate Jobs	4
School Leaver Jobs	15



At **Rickard Luckin** we are proud of our roots in Essex, and passionately support individuals and businesses across the region with their financial requirements. Our extensive team's ultimate aim is to help people fulfill their personal and business objectives. To support this goal, our diverse team of over 150 colleagues work closely with clients across a range of services, supporting their lifestyle and encouraging growth. Take the next step in your accountancy career and join our team of experienced accountancy and tax professionals at Rickard Luckin in supporting our clients with all their accounting, tax and business needs.

EMPLOYEE NUMBERS

Total Employees	150
Partners	9
Trainees	22

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



Prime Accountants Group is an independent firm of accountants, forensic accountants, and business and financial advisors, with offices in Birmingham, Coventry and Solihull. Our team of almost 100 professionals supports clients by simplifying business and providing tailored, relationship-driven advice. We offer a wide range of services, including tax, accounts & audit, business services, payroll, wealth planning and forensic accounting, giving graduates exposure to diverse career paths and opportunities for progression. At Prime, we look for motivated, high-calibre individuals with strong communication and IT skills. We provide full support throughout professional studies, encourage collaboration, and are proud of our commitment to charitable fundraising and making a positive impact in our local communities.

EMPLOYEE NUMBERS

Total Employees	69
Partners	11
Trainees	10

OPPORTUNITIES OFFERED

Graduate Jobs	2
Undergraduate Jobs	2
School Leaver Jobs	2



RouseFinerva was founded through the merger of Rouse, a full-service, UK Top 100 firm with a history spanning over 100 years, and Finerva, a specialist firm for tech, scale-ups, and high-growth clients. Together, we are proud to be a leading independent, partner-led firm, which means our team benefits from a collaborative culture, clear career progression, closely working alongside our partners and recognition for their achievements.

What we offer: Full study support towards ACA qualification, structured training and ongoing professional development, a friendly, supportive team that invests in your growth, exposure to a broad mix of industries and clients, clear progression pathways competitive salary and benefits.

EMPLOYEE NUMBERS

Total Employees	110
Partners	9
Trainees	25

OPPORTUNITIES OFFERED

Graduate Jobs	6
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



Rawlinson & Hunter LLP is a leading independent firm of chartered accountants and tax advisers. We specialise in providing high-quality, tailored advice to individuals, families, and businesses, particularly in complex and high-value affairs. As a boutique firm, we pride ourselves on our personal approach, strong client relationships, and exposure to varied and interesting work. Our trainees benefit from hands-on experience, close support from senior colleagues, and excellent training and development opportunities. What we look for in a student: We look for motivated, professional students with strong attention to detail, good communication skills, and a willingness to learn. A positive attitude, teamwork, and the ability to take initiative are key to succeeding with us.

EMPLOYEE NUMBERS

Total Employees	300
Partners	19
Trainees	79

OPPORTUNITIES OFFERED

Graduate Jobs	10
Undergraduate Jobs	6
School Leaver Jobs	4-6



RPG Chartered Accountants is the largest independent firm of chartered accountants based in central Manchester and a UK Top 100 accountancy firm. Our team of over 120 people provide a breadth of support to our corporate and personal clients with services including accountancy, audit, tax, payroll, business recovery, corporate finance, company secretarial and financial planning. We have ambitions and plans for continued growth and with people are firmly at the heart of everything we do, a good work-life balance is at the centre of our ethos.

EMPLOYEE NUMBERS

Total Employees	120
Partners	10
Trainees	32

OPPORTUNITIES OFFERED

Graduate Jobs	2
Undergraduate Jobs	2
School Leaver Jobs	2



RSM is a leading provider of audit, tax and consulting services to the middle market, globally. Across more than 29 locations in the UK, we're a team of over 5,000 people driven by skills, energy and ideas that help us achieve our goals and unlock change together. We value creativity, dynamism and passion. And if you share our vision and goals, you could be the right fit for our team.

Our early careers programmes will challenge you from day one, helping you develop your experience and knowledge across a broad selection of services and sectors. In return, you can count on us to be by your side every step of your journey.

EMPLOYEE NUMBERS

Total Employees	5,000
Partners	420
Trainees	1,000

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



At **Shaw Gibbs**, we believe our people are the future of our business. We are known for having a friendly and supportive team culture built around our values of collaboration, respect, innovation, and expertise. We develop high performing teams diverse in experiences, backgrounds and ideas on the firm belief that creating better client solutions requires innovation and continuous improvement. We develop our people's strengths and help carve longer-term career paths. Everyone receives training and development not just around technical knowledge but also around commercial, management and leadership skills. Whatever your ambitions, they can be met at Shaw Gibbs. That's why our Learning and Development team is dedicated to empowering every individual on their professional journey with us.

EMPLOYEE NUMBERS

Total Employees	593
Partners	52
Trainees	126

OPPORTUNITIES OFFERED

Graduate Jobs	20+
Undergraduate Jobs	-
School Leaver Jobs	-



At **S&W**, you'll build your career from day one, working on real client projects and developing skills that will stay with you for life. As one of the UK's fastest-growing accountancy and advisory firms, we support businesses and individuals across a wide range of industries. Whether you're joining as an intern, placement student, school leaver or graduate, you'll gain hands-on experience, professional training and early responsibility in a supportive environment. You'll work alongside experienced colleagues, including partners and directors, while building a valuable professional network. With a collaborative culture and strong commitment to inclusion, S&W is a place where ambitious students can learn, grow and achieve their potential.

EMPLOYEE NUMBERS

Total Employees	2,300
Partners	150
Trainees	200

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



Careers at **SRLV** – Find your home with us. Each year we welcome ambitious graduates and interns onto our Audit Graduate Pathway and Internship Programme. You'll work with a diverse mix of clients - from global music artists and luxury brands to international corporates and owner-managed businesses - supported by a friendly, collaborative team. Based in our open-plan West End offices, you'll learn fast, gain real responsibility and enjoy a dynamic but down-to-earth culture. We value individuality and look for people who bring curiosity, character and drive. Our four-year Graduate Pathway offers full study support and progression from junior to senior. Our one-year Internship provides hands-on experience in our Creative Division and may lead to a permanent role.

EMPLOYEE NUMBERS

Total Employees	217
Partners	21
Trainees	21

OPPORTUNITIES OFFERED

Graduate Jobs	12
Undergraduate Jobs	Varies
School Leaver Jobs	-



Saffery is a leading partner-led and people-focused firm of chartered accountants, tax and business advisers. Since 1855, we've built long-term relationships with our diverse, high-profile clients, across varied and specialised sectors. We have over 90 partners and over 1,200 staff that work from nine offices in the UK, plus offices in the Cayman Islands, Ireland, Guernsey, Switzerland and the UAE. We're also a proud member of Nexia, a worldwide network of trusted member firms, so we've got access to local insight on a global scale. We pride ourselves on our informal and inclusive culture, building an environment where people can be themselves and enjoy challenging, interesting, rewarding careers.

EMPLOYEE NUMBERS

Total Employees	1,200
Partners	90
Trainees	400

OPPORTUNITIES OFFERED

Graduate Jobs	100
Undergraduate Jobs	30
School Leaver Jobs	40



We are **TC Group**, the fastest-growing Top 20 accountancy firm in the UK. We're an innovative firm who offer a relaxed friendly working environment. As active leaders, we explore bold new ways of working in a new era of accounting.

By joining us, you'll benefit from having a supportive employer who promotes within and encourages employees to grow and develop within the company. We provide study support, help you progress (both professionally and personally) in whatever way you'd like to, and we've got some pretty good benefits and perks too.

EMPLOYEE NUMBERS

Total Employees	2,063
Partners	213
Trainees	251

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies



The **UHY Hacker Young** Group is a leading network of chartered accountants with 20 offices spanning England, Wales and Northern Ireland. We are also a founding member of UHY International, our Top 20 global network, which has over 340 offices in all major global business jurisdictions. We are a people-first business, and we recognise that you, and the rest of our team, are essential to deliver on our purpose of helping you prosper, whether you are a client, a member of our team, or part of our wider community.

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EMPLOYEE NUMBERS

Total Employees	798
Partners	83
Trainees	245

OPPORTUNITIES OFFERED

Graduate Jobs	60
Undergraduate Jobs	-
School Leaver Jobs	20

EMPLOYEE NUMBERS

Total Employees	95
Partners	15
Trainees	35

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	Varies
School Leaver Jobs	Varies

EMPLOYEE NUMBERS

Total Employees	52
Partners	3
Trainees	10

OPPORTUNITIES OFFERED

Graduate Jobs	Varies
Undergraduate Jobs	-
School Leaver Jobs	Varies

EMPLOYER MATRIX



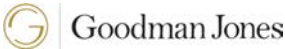
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COMPANY	EMPLOYEE NUMBERS			ACCOUNTANCY OPPORTUNITIES		
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Undergraduate Jobs	School Leaver Schemes
	1,200	120	275	55	25	25
	100	11	–	Varies	Varies	Varies
	1,100	97	80	41	–	9
	350	25	100	10-15	Varies	10-15
	116	11	30	Varies	1-2	–
	790	57	203	Varies	Varies	Varies
	9	3	2	Varies	Varies	1
	3,800	600	–	250	–	100
	240	29	50	Varies	–	Varies

COMPANY	EMPLOYEE NUMBERS			ACCOUNTANCY OPPORTUNITIES		
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Undergraduate Jobs	School Leaver Schemes
	8,000	400	700	360	180	130
	480	39	180	25	15	25
	520	58	210	20	5	20
	444	40	98	20	–	20
	800	80	–	30	3	10
	115	19	18	6	–	–
	75	11	18	8	–	–
	207	19	92	10	–	10

COMPANY	EMPLOYEE NUMBERS			ACCOUNTANCY OPPORTUNITIES		
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Undergraduate Jobs	School Leaver Schemes
	600	57	180	Varies	–	Varies
	33	5	6	Varies	–	Varies
	1,900	150	500	50	20	50
	261	38	61	Varies	Varies	Varies
	1,400	100	450	100	–	40
	24,500	1,400	400	1,100	600	200
	180	15	65	Varies	4	–
	786	90	215	14	–	12

COMPANY	EMPLOYEE NUMBERS			ACCOUNTANCY OPPORTUNITIES		
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Undergraduate Jobs	School Leaver Schemes
	750	40	100	10	–	10
	100	10	40	Varies	–	Varies
	400,000	–	–	1,000	600	450
	142	17	36	Varies	5-10	Varies
	3,400	185	350	220	60	130
	300	28	90	10-15	Varies	5-10
	100	11	21	Varies	Varies	Varies
	5,500	200	800	200	100	200

COMPANY	EMPLOYEE NUMBERS			ACCOUNTANCY OPPORTUNITIES		
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Undergraduate Jobs	School Leaver Schemes
 Gravita	460	45	80	15	–	5
 HASLERS	88	10	31	8	2	1
 Hawsons	115	12	30	9	2	–
 HaysMac ⁺	666	46	264	Varies	Varies	Varies
 Hazlewoods	600	45	150	30	15	20
 HillierHopkins	220	17	45	Varies	3	–
 HURST just imagine...	125	18	43	8	2	–
 ISOSCELES PART OF THE DAINS GROUP	50	4	25	Varies	–	–

COMPANY	EMPLOYEE NUMBERS			ACCOUNTANCY OPPORTUNITIES		
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Undergraduate Jobs	School Leaver Schemes
 JAMES COWPER *KRESTON Accountants & Business Advisers	228	19	67	Varies	–	Varies
 JOHNSTON CARMICHAEL	850	68	290	Varies	Varies	Varies
 JS.	105	11	25	Varies	Varies	Varies
 kendall wadley Chartered accountants	42	5	14	1	1	1
 Kirk Newsholme Chartered Accountants & Business Advisors	62	4	21	2-4	–	2-4
 KPMG	16,000	–	4,000	600	60	600
 KRESTON REEVES	504	43	80	25	Varies	20
 Larking Gowen	426	27	102	15	Varies	15

COMPANY	EMPLOYEE NUMBERS			ACCOUNTANCY OPPORTUNITIES		
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Undergraduate Jobs	School Leaver Schemes
Lovewell Blake Different because you are	300	17	74	Varies	Varies	Varies
LF LUBBOCK FINE	200	21	55	Varies	20	Varies
MENZIES BRIGHTER THINKING	1,100	87	300	70	15	30
Mercer & Hole	290	28	80	15	–	10
mgj midgley snelling llp CHARTERED ACCOUNTANTS	29	6	9	1-2	–	1-2
MOORE Kingston Smith	1,200	124	350	80	10	40
Myers Clark	38	3	–	1	–	1
NAO National Audit Office	1,000	–	250	70	15	12-15

COMPANY	EMPLOYEE NUMBERS			ACCOUNTANCY OPPORTUNITIES		
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Undergraduate Jobs	School Leaver Schemes
NEWBY CASTLEMAN CHARTERED ACCOUNTANTS TAX • AUDIT • ADVISORY	63	8	12	Varies	–	Varies
NYMAN LIBSON PAUL	148	14	33	8	–	–
OLD MILL Financial experts, fuelling ambition	350	22	75	10-30	10-30	10-30
PAGE & KIRK CHARTERED ACCOUNTANTS AND CHARTERED TAX ADVISERS	42	5	16	Varies	Varies	Varies
pem.	270	19	80	Varies	Varies	Varies
PKF Francis Clark	980	58	208	Varies	–	Varies
PKF	800	50	240	100	40	5
PKF Smith Cooper	268	15	96	Varies	–	Varies

COMPANY	EMPLOYEE NUMBERS			ACCOUNTANCY OPPORTUNITIES		
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Undergraduate Jobs	School Leaver Schemes
	185	13	40	3	5	–
	480	51	150	15	4	15
	69	11	10	2	2	2
	300	19	79	10	6	4-6
	150	9	22	Varies	Varies	Varies
	110	9	25	6	Varies	Varies
	120	10	32	2	2	2
	5,000	420	1,000	Varies	Varies	Varies

COMPANY	EMPLOYEE NUMBERS			ACCOUNTANCY OPPORTUNITIES		
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Undergraduate Jobs	School Leaver Schemes
	2,300	150	200	Varies	Varies	Varies
	1,200	90	400	100	30	40
	593	52	126	20+	–	–
	217	21	21	12	Varies	–
	2,063	213	251	Varies	Varies	Varies
	798	83	245	60	–	20
	95	15	35	Varies	Varies	Varies
	52	3	10	Varies	–	Varies

NOTES

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