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2021/22

35th 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 ICAEW and industry professionals, this guide will take you through everything you need to know about the chartered accountancy profession; from the different areas of work to the essential qualifications required to reach your full potential, and from salary trends and interview advice, to first-hand reports from chartered accountants at various career levels.

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

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

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A comprehensive directory of employers recruiting Trainee Chartered Accountants. Page 67 to 147.

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Albert Goodman	HW Fisher
Alliotts	Jeffreys Henry
Azets	Johnston Carmichael
Barnes Roffe	KPMG
BDO	Kreston Reeves
Beever & Struthers	Larking Gowen
Bishop Fleming	LB Group
BKL	Lovewell Blake
Blick Rothenberg	Lubbock Fine
Brebners	Menzies
Bright Grahame Murray	Mercer & Hole
Buzzacott	MHA Moore & Smalley
CBW	Moore Kingston Smith
Cooper Parry	Myers Clark
Cowgills	National Audit Office
Crowe	Newby Castleman
Dains	Nyman Libson Paul
Deloitte	PKF Littlejohn
DTE	Price Bailey
Duncan & Toplis	Prime Accountants
Ecovis Wingrave Yeats	Rawlinson & Hunter
EY	Rouse Partners
ForrestBrown	RSM
Galloways	Saffery Champness
Grant Thornton	Sagars
Haslers	SRLV
HAT Group	UHY Hacker Young
haysmacintyre	Whitley Stimpson
Hazlewoods	

JOB FINDER

*Provides summary information about employers and the opportunities they offer.
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INTRODUCTION FROM THE ICAEW

Discover your route to chartered accountancy with ICAEW and the Accountancy Careers Guide 2021/22. Lynne Hamilton-Gow, Head of Marketing and Student Recruitment at ICAEW, gives her reasons for why becoming an ICAEW Chartered Accountant is a rewarding and prestigious career.



ICAEW is a global membership organisation that offers industry-leading qualifications with over 6000 employers all over the world.

But 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 and preparing you for the future. Our chartered accountancy qualification, the ACA, is recognised around the world; with it, you'll be seen by employers as someone who's committed to the profession, with a wealth of strategic-level knowledge, skills and integrity.

There are a number of routes into the profession including straight from school or after university. And if you choose university, it doesn't matter what your degree is – the employers we work with are actively recruiting from a range of degree subjects. This guide will introduce you to the surprising world of

chartered accountancy, with a real insight into the career, from the wide range of employers available, to the salary you can earn while you're training and once you qualify. You can explore where your career could take you and how to get started as well as getting lots of hints and tips on subjects like getting work experience or securing an internship.

If you look beyond the numbers, and you'll find our chartered accountants are talented professionals, prized for their ability to affect change. They 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.

So you could find yourself in a role in a large multinational organisations or global accountancy firms or perhaps a local charity or business start-up. Roles vary from being Business Consultants and Practice Partners, to Finance Directors and CEOs. ICAEW chartered accountants are recognised for their leadership and expertise – that's why 77 of the FTSE 100 companies have an ICAEW Chartered Accountant on their board.

ICAEW, we get you there – it's a no brainer. ●

Lynne Hamilton-Gow
Head of Student Recruitment and Marketing

Spreadsheet Robots? Sounds like you need to get to know us.

ICAEW, we get you there.





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WHAT IS CHARTERED ACCOUNTANCY?

New industries. Different causes. Global possibilities. The world is changing, and with it, there are new opportunities for you to shine. A qualification with ICAEW can take you to new heights; the opportunities are limitless. ICAEW Chartered Accountants are more than just number crunchers - they are talented professionals, prized for their ability to effect change.

What do ICAEW Chartered Accountants do?

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

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

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

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

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

to make business recommendations and then being able to communicate this information is key.

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

Becoming an ICAEW Chartered Accountant means you have received intensive training, you will have studied the trade for at least three years and you will be a member of a professional membership body with a royal charter.

Chartered means you are at the top of your profession and you are ready to take on challenges and equally be rewarded for them. As a graduate, ICAEW Chartered Accountants can earn up to £26,300 with the potential to increase to £47,700 after qualifying.*

Types of Accountancy

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

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

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

* 2021 High Fliers Accountancy Sector Report.



**Goodbye number
crunching.**
Hello unbelievable talent.



Case Studies

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

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

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



Tang Yan Ru, Assistant Manager at T Biz Management Services in Malaysia, explains why she swapped a career in dentistry for one in chartered accountancy.

"I originally started my studies in dentistry, but later discovered that compared with dentistry, accounting and finance offered a more practical career in the future – with the rational that finance plays an important role in ALL organisations, hence my switch to take up the ICAEW ACA qualification.

"The best part of the qualification is that it drives you to succeed – the qualification is challenging, hence, it forces you to put in your best effort to excel and then employ that to the work you do."



Roshan Ramesh, Senior Associate at PwC based in UAE gives us his account on training as an independent student.

"As an independent student, a major part of my time went into preparing for the exams and planning my studies on a regular basis.

"The ACA qualification equips you with a sound technical knowledge in various fields such as Accountancy, Finance, Tax, Law, Ethics and Business Management which are transferrable from industry to industry, thus providing a strong footing in the business world." ●



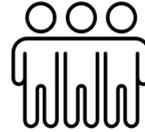
REASONS TO BECOME AN ICAEW CHARTERED ACCOUNTANT

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

1

Community

You'll be supported by our global network of over 157,000 members and over 30,000 students.



Leadership Potential

The ACA prepares you for leadership right up to board level. That's why 77 of the FTSE 100 companies have an ICAEW Chartered Accountant on their board.

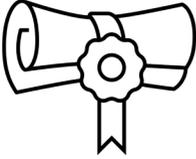
2

3

Support

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





Progression

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

4

5

Opportunity

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



Chartered Accountancy with ICAEW is a dynamic and rewarding career. 90% of students qualify as ICAEW Chartered Accountants within four years or less. Once qualified, students will join a prestigious network of over 157,000 ICAEW members, gaining industry insight, support and advice throughout their career. ●

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

EDUCATION & SKILLS

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

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

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

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

There are no set entry requirements to start ICAEW CFAB. When you've completed ICAEW CFAB you can continue onto the ACA. If you haven't completed ICAEW CFAB you

want to start the ACA, you'll need to have two A-level passes (grades A*-E) or equivalent. You'll also need three GCSE passes (grades 9-4/A-C) or equivalent.

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

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



EMPLOYABILITY SKILLS

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

ICAEW promotes sustainability, diversity, inclusion, society and ethical business

People skills

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

Communication

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

Decision making and problem solving

The ability to be able to research, collate, analyse and interpret data from a wide range of sources helps chartered accountants to make sound, ethical business decisions that provide professional solutions all round.

Professionalism and ethics

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



CHOOSING THE RIGHT EMPLOYER

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

What is an ICAEW Authorised Training Employer?

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

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

What industry should I choose?

It's important to consider the industry sector you want to work in. ICAEW Chartered Accountants make key business decisions in industries they really care about.

Qualifying as an ICAEW Chartered Accountant opens up a huge number of potential career paths. You could find yourself analysing a fashion brand's finances, advising charities on tax, shaping schools' spending, working on the board of a multinational consumer company or helping to prosecute criminals.

Here's an idea of just some of the sectors you could work in:

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

Are big employers the best employers?

Not at all. Smaller companies can offer dedicated career path with support that is

thorough and personable. The size of the organisation, small or large, can offer many opportunities. You may be looking to become a specialist in a particular service line or perhaps a broader experience is what you are looking for.

What location should I study in?

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

How do I choose the right employer?

The right employer is different for everyone. So really dig deep into what employers are all about. Visit their websites, social media, go to careers fairs and why not get in touch? We would also recommend reading the employee profiles on Accountancy Careers to get a feel for the various employers. Once you are done you can use the find jobs section to search and apply for the perfect job.

Here are a few questions to think about:

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

Beyond training

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

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

Qualifying as an ICAEW
Chartered Accountant opens
up a huge number of potential
career paths

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

You'll be able to move between organisations, sectors and even countries, throughout your career.

For more information visit:
www.accountancycareers.co.uk/search/employers/

In the meantime, it's up to you to explore the opportunities and choose which suits you best. ●



AREAS OF WORK

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.

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

Why work in public practice?

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

Routes into public practice

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

Large international firms sit within public practice, and include the "Big Four" accountancy firms – PwC, EY, KPMG and Deloitte. On the other end of the scale there are also smaller accountancy firms, known as small and medium enterprises (SME's). They both have their benefits and their drawbacks, so be sure to do your research before you decide which firm is right for you.

Specific entry roles into public practice include Audit Trainee, Assurance Trainee and Financial Analyst.

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

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 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 make for a rewarding and satisfying career.

This area of accountancy generally offers very gratifying work – knowing that you are

helping an organisation that exists to make a positive difference in the world. This area of accountancy is also known to have a healthier work/life balance than other sectors.

PUBLIC SECTOR

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

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

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

Working in this sector means that you will be responsible for making sure that public money is being spent properly for the benefit of the nation. And of course, you will be helping local communities and changing people's lives while leading a successful and satisfying career.

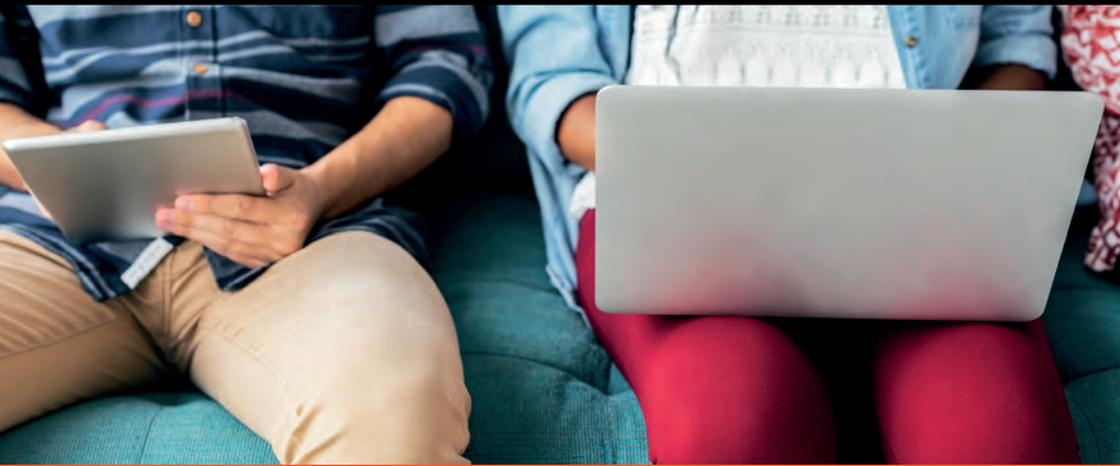
Why work in the public sector?

There are a lot of benefits to working in the public sector, and many choose to develop their career in this area as it affords the opportunity to give something back to society.

If you work in the public sector, you will quickly develop commercial and decision-making skills as you allocate and monitor resources – helping you to see that they are effectively and efficiently employed to give value for money.

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





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with Accountancy careers**



SALARIES & TRENDS

Hays talk us through some of the salary and benefit trends that we may see in the coming months.

The Hays Salary & Recruiting Trends 2021 guide surveyed 3,800 employers and employees across accountancy and finance functions and found that on the whole, the short-term outlook of the profession is positive. This was particularly the case with employers, with most (88%) saying they expect their organisation's activity levels to increase or stay the same this year.

What's also encouraging is that over half (54%) of accountancy and finance employers plan to hire new staff in the year ahead. This is actually a touch higher than last year (50%). Tax and audit, risk and compliance are the two areas which our data suggests will see the most hiring activity.

Employers are on the lookout for new skillsets

We've heard a lot about skills shortages in the profession and the consensus is that this is still an issue for employers. Nearly three quarters (73%) say they have experienced some form of skills shortage in the past year, causing nearly a fifth (19%) to admit that their organisation does not have the talent needed to achieve its current business objectives.

These shortages may be owing to the fact that employers are on the lookout for new skillsets, particularly those drawing on soft skills. The top soft skills most in demand are:

- Communication and interpersonal skills (needed by 55% of employers)
- The ability to adopt change (54%)
- Problem-solving skills (45%)
- These skills certainly reflect a new world of work in which we are interacting

differently and facing new and ongoing challenges.

Salaries are on the up

The hunt for new skillsets has driven competition and led to half (50%) of employers increasing salaries over the past year. Across the UK, salaries for accountancy and finance professionals rose on average 0.9%. Some functions received much higher rises – for example, payroll, accounts receivable and insolvency practice saw salaries rise over 2%.

Impacts of the pandemic will live on

Our guide definitely highlighted some reasons to be optimistic about the year ahead. However, we cannot deny that Covid-19 has impacted people's careers and many are still grappling with impacts of changing restrictions and a wounded economy.

In our guide last year, over half (55%) of employees said they feel positive about their career prospects. This year, it has dropped to just over a third (39%). About a quarter (28%) also believe that their career progression has reduced in scope as a result of the pandemic.

Another impact of the pandemic has been on working patterns and preferences, with the vast majority of accountancy and finance professionals switching to full-time remote working around the time of the first national lockdown in March 2020. Nearly two thirds (63%) say that remote working has been a positive thing and a third (33%) say they would like to work mostly remotely (with some office time) in 12 months. ●

2021 UK SALARIES FOR ACCOUNTING AND FINANCE

Roles	Average Salary
Accounts Assistant	£22,208
Junior Auditor	£34,364
Auditor (Newly Qualified)	£45,773
Financial Accountant	£46,125
Financial Director	£111,402

Data from the Hays salary survey



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ABOUT THE ICAEW

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

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



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

Get to know us

We are a world-leading professional membership organisation that develops and supports over 30,000 students. Alongside our prestigious and globally-recognised qualification, we offer professional development, knowledge, and technical expertise. We protect the quality and integrity of the accountancy and finance profession, driving innovation across the business world.

We get you there

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

ACA being renowned as the most prestigious accountancy qualification. We pride ourselves on offering a high level of support, and will encourage professional development throughout your entire career. Because of this support, ACA students enjoy high pass rates, with 85% of our students passing first time. The ACA will also give you the opportunity to learn while in full-time employment, combining business and professional experience with study and exams.

It's your time to shine

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

HOW TO BECOME AN ICAEW CHARTERED ACCOUNTANT

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

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

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

What is the training and exam schedule?

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

01

ETHICS AND PROFESSIONAL SCEPTICISM

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

02

PROFESSIONAL DEVELOPMENT

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

03

PRACTICAL WORK EXPERIENCE

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

04

ACCOUNTANCY, FINANCE AND BUSINESS MODULES

There are 15 modules, each with its own exam. These modules are staged across three levels: the first introduces you to core concepts; the latter two build on your growing technical knowledge and experience.

Professional development

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

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

Ethics and professional scepticism

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

3-5 years' practical work experience

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

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

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

Accountancy, finance and business modules

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

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

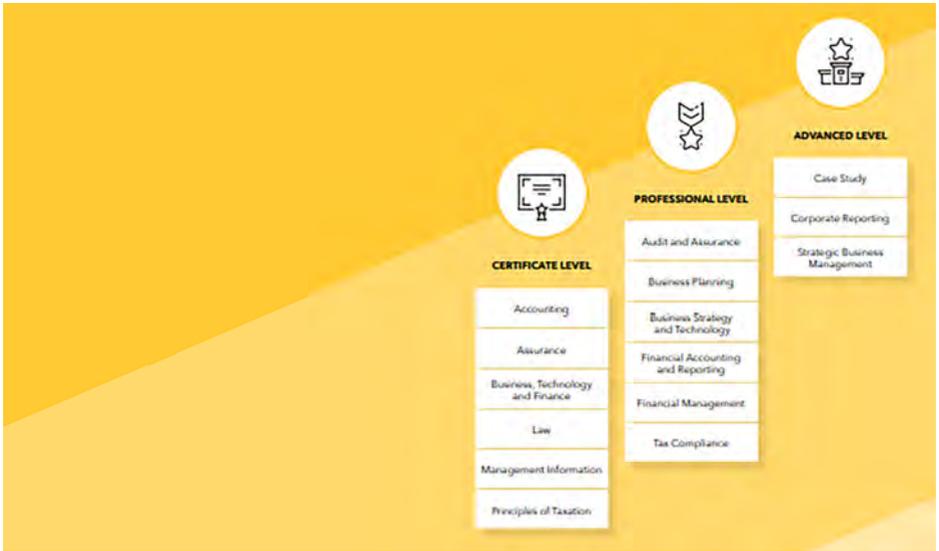
If you are in an ACA training agreement your employer will guide you on the pace and order that you complete the ACA modules, and discuss professional tuition with you.

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

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

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

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



Certificate Level

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

Professional Level

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

Advanced Level

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

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

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

ICAEW CAREERS+

If you're studying at university and interested in a highly rewarding career in accountancy, finance or business, then you can start your journey with ICAEW now through ICAEW Careers+

What is ICAEW Careers?

Whilst still at university, or as you're starting out in your career, developing your skills will help you become a well-rounded professional.

ICAEW Careers+ is a free online hub where you can explore those skills, learn about best-practice when building your CV, or looking for a job, and gain the confidence to achieve your goals.

What is included?

By joining ICAEW Careers+, you will:

- Discover resources to help you kickstart your career
- Understand the soft skills that will make you popular with employers – now and in the future
- Explore topics such as personal finance, business, accounting and sustainability
- Gain access to career advice and insight from our network

- Find courses and certificates to develop your finance and accountancy skills

How much does it cost?

It is all completely free!

Who can I join?

There are no formal requirements, so anyone can join. As long as you have an interest in developing your skills, as well as finding out more about finance, business and accounting, you can join ICAEW Careers+.

Once registered, you will be able to access the resources online – anytime and from anywhere in the world.

Where can you find out more information?

For more details, visit [icaew.com/careersplus](https://www.icaew.com/careersplus) ●

Navigate through your career

We get you there
ICAEW Careers+



ICAEW CFAB

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

ICAEW CFAB – fast facts

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

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

Duration: take the exams 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 exams if you are studying for a degree that has components of finance, accounting or business. Check your eligibility at icaew.com/cpl

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

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

Cost: depending on the study method, it can cost less than £850 (covering exams and registration fees and learning material).

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 exams 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, visit icaew.com/cfab ●



**Dull and dreary isn't
our game. Your
chance to shine is.**



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KRESTON REEVES

ACCOUNTANCY APPRENTICE

ANNA-MAE WILKINSON COX



“My biggest piece of advice would be do not be afraid to ask questions.”

Growing up I had every intention of attending university and studying some sort of (International) Business Management degree, until I applied, and received all my offers. It was at that point I turned to my parents and told them I didn't want to go to university. I began looking for school leaver jobs – I didn't think about an apprenticeship. Like a lot of people, I thought an apprenticeship would mean I would be making coffees and doing filing. I spoke to my careers advisor at school who really explained what apprenticeships are about. If I'm honest there were times, I questioned whether I had made the right decision, when I chose not to go to university especially after seeing some of my closest friends move away, 18 months later and I am so glad I made the decision to do. If I had to chose to go to university, I would've spent three, maybe four years studying, and then a further three years after studying towards the ICAEW's professional qualification.

Tell us about yourself?

Before starting at Kreston Reeves, I worked part time in retail while studying Business, Sociology and Politics at A-Level. I started my Certificate in Finance, Accounting and Business (CFAB) in December 2019, and completed the qualification in November 2020 – CFAB is the first six exams of the ACA Qualification (Certificate Level). I have recently started my Professional Level studies and will hopefully be a fully qualified ICAEW Chartered Accountant in 2023. Alongside these

courses, I have also attended a number of soft skills training courses, such as communicating ethically and customer orientation. Looking back to where I was when I first started, I have learnt so much already and grown as a person.

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

I always loved numbers and was a maths over English kind of person, and the finance topics in A-Level business just confirmed this for me. It was my dad that suggested a role in accountancy to me, my instant response was "no way, you have to be super smart to do that", I did however look at what the accountancy profession is all about and what the role entails and could instantly picture myself in this profession.

What skills are useful in this profession?

There are many skills that are useful in this profession, some of the key ones being: time management, good communication skills, computer literacy, attention to detail, resilience, and the ability to manage your own workload.

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

My biggest piece of advice would be do not be afraid to ask questions. When you are starting a new role especially as an apprentice always remember "there's no such thing as a silly question" and I could not agree more. You are

there to learn, so if there is something you're not quite understanding, reach out and ask, I guarantee someone else has asked the exact same question when they were in the your position.

Another key piece of advice would be to remember that you are not expected to know everything on your first day. When I first started, I thought I was meant to know what to do and remember everything I was taught the first-time round. This is not the case at all, you are there to learn, so do not panic, if you find yourself asking a colleague the same thing more than once, they're there to help and support your learning and development.

What is your role?

My role includes the preparation of year end accounts for both incorporated and unincorporated businesses. I am involved in Solicitors' Client Money Examinations (SARs), and the preparation of personal and partnership tax returns. I also was given the responsible to train our new starter, when she joined the firm and we both assist our outsourcing department, in bookkeeping and client VAT Returns. I am also a member of the firm's staff forum, where representatives from each office meet with the HR department, giving us an opportunity to share ideas, office updates and any issues that may have arisen on behalf of our constituents. Alongside this I have an active role in our offices' CSR activities, where we aim to raise funds specifically for our office charity. In summary, my role covers a range of areas, and no two days or clients are the same in this profession

Is it a 9-5?

In a sense yes. I work Monday – Friday 8am –4:30pm, totally 37.5 hours a week. When I first started, I was working 9am – 5:30pm, but like a lot of students in the firm, I chose to change my hours, so I have more time in the evenings for studying. I had people saying to me before I started "why would you want to work 9-5, you're only 18", an apprenticeship isn't just a 9-5, its so much more than that.

Why did you choose your training path?

The ACA qualification is one that is recognised globally, which offers well rounded knowledge, ensuring I gain practical experience alongside my exam modules, and ethics learning programme.

For more school leaver profiles visit:
www.accountancycareers.co.uk/career-advice

What challenges did you face and how did you overcome them?

I think my biggest challenge has been myself. When I first joined the firm, I put so much pressure on myself, thinking I was expected to know everything and ended up making myself more stressed. I ended up speaking to a couple of my colleagues, and they explained that I wasn't expected to know everything, in fact I wasn't expected to know anything, that's why I'm there... to learn. Once I stopped stressing so much, I was able to focus on what was important which is developing my knowledge and skills. It has been hard balancing full-time work and studying, no one likes studying, but having a timetable or some sort of routine really helps tackle the work that needs to be done. I also think it's important to make sure you also take time for yourself, when you're not studying and instead doing something you enjoy. Like anything, the ACA qualification is all about balance. I like to think of the qualification as short-term sacrifices for long-term gains.

To any current students questioning whether to go to university

It is completely your choice! You must think about what's going to be best for you, where do you see yourself in 10 years? 5 years even? It's important to know your options. Apprenticeships are so different to what a lot of people think they are (including me before I did my research) and can open you up to such a wide range of career opportunities. ●

EMILY SLEET



“Don’t be afraid to make mistakes, but learn from them so that you can improve your future performance.”

I have been working as an accounts and audit trainee for Menzies LLP for the past year and a half. My day-to-day role sees me working for clients from different sectors and the work I undertake is always varied. I work as part of the legal team to carry out SARs (Solicitors Accounts Rules), the audit team to carry out Audits and as part of the accounts team to compile year end accounts. After deciding University wasn't the right move for me, I realised I wanted to gain experience in the workplace whilst being able to study for a qualification. Menzies have enabled me to do just that and hopefully this might encourage you to hit submit on your application.

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

When I first started working for Menzies, I had recently dropped out of University. I had no idea what I really wanted to do, but I knew I wanted to be challenged and to work whilst studying. My mother works as a self-employed bookkeeper and I had started to help with her work; therefore I took it upon myself to start studying towards the AAT Level 2 Bookkeeping Qualification. The more of the course I worked through, the more I realised I had found a career I was passionate about; it was from this realisation that I found Menzies through an advert for their trainee programme.

Although I had started learning a little about accountancy through the course I was on, I didn't have a lot of experience in the profession so I was worried I would not be qualified enough for the trainee role. I spoke with HR a few times on the phone before I was invited to a face to face interview. They were so kind and helped answer all the questions I had leading up to the interview. From this I knew without a doubt that I wanted to join Menzies and learn more about accountancy through their trainee programme.

I was so excited to start in the September cohort and I was invited to a summer party before my start date so that I could get to know the team I would be working with in a more relaxed atmosphere. Since this first meeting I have felt very comfortable and respected by my colleagues. The Better Place to Work Team at Menzies work hard to make the work environment as positive and inclusive as possible, with employee wellbeing at the centre of what they do. Through COVID-19 and a few personal issues that have happened during the past year, Menzies have really looked after myself and my family - it truly is a 'better place to work'.

What are your main duties / roles?

In the first week of work new trainees are sent to our Heathrow office where we undertake basic

accounting training and an initial induction. You are also enrolled onto the AAT course and are given dates for when your courses will start. After the first week, I was being given real responsibility, and, with guidance and support from my manager, I was able to start working on real clients straight away. This is something that has allowed me to gain a better understanding not only of my work but also with regards to my studies.

On a day-to-day basis, I work for different departments within the accounts and audit team. My work is therefore constantly changing and varied. I love this aspect of my job as I am always being challenged and no two days are ever the same. Even if I work on audits week after week, the work is always different as no two clients' financial information, and therefore audit, is ever the same.

My work is constantly changing and varied. I love this aspect of my job as I am always being challenged and no two days are ever the same.

Although I work as part of three teams within the Audit and Accounts department (SAR, Audit and Accounts), most of the work I undertake is independent and, therefore, it is imperative to have good time management skills. As a trainee, it's important to know when to ask for help. As I have now been with Menzies for over a

year, I also help to train the newer trainees in my office. -This is something I enjoy doing as it helps to confirm my own understanding of the accounting profession.

What would you like to achieve in the future?

As I am almost at the end of my apprenticeship with Menzies, I have now started thinking more about my future progression.

Once I have qualified, I would really like to continue my training and study for my Associated Chartered Accountant Qualification (ACA) as this is my long-term goal. Menzies are really committed to their trainees and continue to offer training programmes after the Associated Accounting Technician Qualification (AAT) that I am currently training for.

For more school leaver profiles visit:
www.accountancycareers.co.uk/career-advice

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

If I were to give advice to anyone thinking of applying for a trainee position at Menzies, I think the best advice would be to ask as many questions as you can. Even if you think you might be wrong or sound silly, from experience you will learn a lot more by putting yourself out there and questioning 'why' rather than by just sitting in silence. Don't be afraid to make mistakes, but learn from them so that you can improve your future performance. ●

MERCER & HOLE

TRAINEE

AMI PATEL



“Plan your study time effectively to give yourself sufficient time to learn and prepare for exams.”

Explain why you decided to pursue a career in this profession.

Having previously had work experience in an accounts department of a financial institution, this sparked my interest in wanting to pursue a career in this profession. Additionally, my favourite subjects at school were maths and business and I felt that accountancy had a good combination of the two.

I was also keen to pursue a career where I had the opportunity to learn, broaden my skills, and gain professional qualifications. I felt that a career in accountancy would fulfil this ambition, as well as matching my interests and skill set.

Give a bit of background on your qualifications and the training that you have completed.

After completing my A Levels in business, maths and psychology at school, I started working in the Outsourcing department at Mercer & Hole as an apprentice. I completed my Level 3 AAT qualification within the first year and a half. This involved a mixture of attending college as well as on-the-job training, leading to exams. I subsequently joined the graduate intake program for the ACA qualification. Again, this entails a combination of work, studying and exams. This combination of studying and working has been beneficial as I find they complement each other which also helps my development.

Explain what your current role involves.

My current role involves a wide range of tasks: accounts preparation, audits, bookkeeping and preparing VAT returns for clients. I work with a variety of clients in different sectors, giving me exposure to different businesses and their needs. I am also involved in supporting other new apprentices when they have queries. This has helped me to think critically and consolidate my own learning.

I work with a variety of clients in different sectors, giving me exposure to different businesses and their needs

Future Plans

My goal for the next 2-3 years is to qualify as a Chartered Accountant. During this time, I hope to gain more exposure to other areas which will help me progress in my career.

Although I don't have a set plan post this, as I gain more exposure within the next few years, I am hoping that will aid me in creating and achieving further goals. Eventually, I would like to work my way up and maybe one day even become a partner!

Any advice

My advice would be to ask questions and seek guidance from the people around you when you need to. I have found it extremely valuable to be surrounded by supportive colleagues who are knowledgeable and experienced. It has aided my growth and has also helped me to form strong working relationships,

I have found it extremely valuable to be surrounded by supportive colleagues who are knowledgeable and experienced.

as well as having enhanced my communication skills with different levels of the organisation.

For more school leaver profiles visit:
www.accountancycareers.co.uk/career-advice

Furthermore, as you will be working and studying at the same time, I would also say it is important to make sure you plan your study time effectively to give yourself sufficient time to learn and prepare for exams.

This will help with the work, life, and study balance. ●

BEEVER & STRUTHERS

12 MONTH INTERNSHIP

GRACE NICHOLSON



UNIVERSITY OF MANCHESTER
ACCOUNTING

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

HAZLEWOODS

12 MONTH PLACEMENT

NAOMI CRADDOCK



UNIVERSITY OF GLOUCESTERSHIRE
ACCOUNTING AND FINANCE

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

Tell us about yourself?

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

I enjoy the challenge this career gives me, how it enables me to push myself out of my comfort zone and always to learn more.

Why did you choose a degree with a placement year?

After studying a subject completely unrelated to accounting for my first year at university, I was unsure about the career I wanted to pursue. After a lot of thought about what I'd

be good at, and what would give me good long-term prospects, I decided that accounting would be a sensible option. Choosing a degree with the placement year allowed me to gain a real insight into what this career would involve, and the many different paths I could take.

What attracted you to Hazlewoods?

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

What are your main duties and responsibilities?

I currently work within the tax team at Hazlewoods, and did so for the course of my 12 month placement. During the placement I had exposure to corporate and personal tax and my main duties were involved with the compliance side of both of these. Throughout the year my duties shifted with

the various deadlines and this gave me a good overview of the various aspects involved with tax. I also had the opportunity to work with another team on the audit of a company. This helped expand the knowledge I had already gained from the audit modules I studied at university, however this experience also confirmed that audit was not for me – I'll stick to tax!

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

What key things have you gained from your placement year?

During my placement year I was able to solidify the knowledge I learned at university by applying this to real life practice. Learning by doing is definitely the best way - the proof is in the huge improvement to my grades

in my final year at university. My confidence significantly improved too, as having a supportive and encouraging team around me created the ideal environment for learning and personal growth.

For more internship profiles visit:
www.accountancycareers.co.uk/career-advice

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

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

KRESTON REEVES

INDUSTRIAL PLACEMENT

STUART GEMMELL



CANTERBURY CHRIST
CHURCH UNIVERSITY
ACCOUNTING AND FINANCE
SANDWICH, KENT

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

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

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

Why did I choose to do a placement?

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

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

How did it tie in with your overall career plans?

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

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

What was the application process like – any advice?

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

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

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

What are your main duties?

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

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

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

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

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

The most important thing I have learnt during my time in my placement is not to be afraid of asking for help. In the short time that I

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

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

What skills did you acquire or improve during your placement?

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

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

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

Do you have any advice for someone seeking a placement?

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

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

BLICK ROTHENBERG

TRAINEE CHARTERED ACCOUNTANT

NAS SAEID



UNIVERSITY OF EXETER
MENG MECHANICAL
ENGINEERING
LONDON

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

What are your career plans?

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

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

Why did you choose a job in this profession?

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

How did you get your job at Blick Rothenberg?

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

What was the application process like – any advice?

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

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

What are your main duties/roles?

As a junior, I attend audits with seniors and complete the simpler parts of the testing. This includes testing sales, purchases and wages.

I also prepare sets of accounts which are to be filed with Companies House.

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

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

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

What skills are useful in this sector/profession?

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

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

What would you like to achieve in the future?

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

For more trainee profiles visit:
www.accountancycareers.co.uk/career-advice

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

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

LUBBOCK FINE TRAINEE AUDITOR

TAJMIN



UNIVERSITY OF LINCOLN
ACCOUNTING AND FINANCE

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

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

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

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

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

How did you get your job at Lubbock Fine?

I applied directly through Lubbock Fine’s website by filling out an application form. After that, I made it through round one of assessment day and then another interview day. After that I was offered a place on the scheme.

What was the application process like – any advice?

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

The in-tray exercise was not as easy to practice for beforehand and the most important thing to remember with this exercise is to be efficient with your time and to prioritise the tasks in the best way you can. The last stage of this process was an interview day, consisting of two separate interviews. I felt the interviews were quite personable. It mostly felt like my interviewer was trying to get a feel for my personality. I think if you have a genuine interest in accountancy and completing your ACA and would like to join a medium sized firm, the interview will be a good experience for you – don’t be afraid to show your personality.

What are your main duties/roles?

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

Is it a 9-5 job?

In the way that you expect it be, it is. Most of the time you are working at the office, doing regular hours – it's a steady job. However, there is also the opportunity to be taken out of your routine, such as when you are sent to the

client's site. This can feel like a total change of scenery. Your work can also involve travel where you stay in other parts of the UK for around a week with your team. Occasionally there may be opportunities to go abroad too. Another instance where the routine is changed is when we are sent to college, usually for at least a week at a time, or more. The college centres are in a different part of London and we are put in classes with students from other firms. College days usually end after 4pm.

What skills are useful in this sector/profession?

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

PRIME ACCOUNTANTS

ACCOUNTS SENIOR

EMMA PITHOUSE



COVENTRY UNIVERSITY
BSc MATHEMATICS

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

Why did you choose a job in accounting?

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

After studying mathematics at university, I decided to pursue a career in accounting as I knew it would be a good opportunity and a valuable qualification to gain

The graduate scheme involves studying towards 3 tiers of exams, as well as documenting the training side of this through completing a training file, showing the application of relevant knowledge and ethical principles. Soft skills are also developed whilst studying towards ACA, which are important for any career.

Carrying out this work allows for reflection on your progress, which may have otherwise been overlooked.

What skills are useful in this sector?

I wouldn't say that having any previous accounting knowledge is a pre-requisite as I didn't have any when I started in the sector. However, I would recommend having enthusiasm along with a willingness to learn as you will be faced with a number of challenges while studying. However, with determination you will be successful.

I learnt a lot in my first few weeks at Prime, and within the first week of joining I was enrolled onto an online bookkeeping webinar which was particularly useful, as it allowed me to learn the basic accounting principles and how accounts are formed.

How has your employer supported your training?

The scheme has allowed me to link ACA college tuition to my day-job throughout, as I have had continuous exposure to accounts preparation and audits from the day I joined Prime.

We are given days off work to attend our college courses, so I was able to concentrate on those days and dedicate my full attention to learning new information.

Attending college with another trainee from Prime, and progressing through the whole process with him and other colleagues, meant that I had an extra support network, which definitely made us feel like ‘we’re all in this together’ – and we could ask each other questions when studying at home too.

This scheme has been a good transition from university to starting my career, as I could still feel as though I was a student, and maintain many of the study habits I had developed at university. Having work alongside study did present its challenges, however I set myself a study rule, ensuring that I would always have an 8pm cut-off from study so that I could relax.

Working toward the ACA accreditation has been the most difficult thing I have done but definitely the most rewarding

I would definitely say that finding a schedule that works for you is key, as everyone is different. Also I found that telling family members of my study rule helped, as they were soon to remind me when I was still studying past 8pm!

For more trainee profiles visit:
www.accountancycareers.co.uk/career-advice

The approachable, caring attitude of staff in the audit and accounts team across all levels has meant that I have never felt alone. I have never been afraid to ask questions when stuck on a job, and knew that I could raise any concerns or worries to managers or the director.

Working towards the ACA accreditation has been the most difficult thing I have done, but definitely the most rewarding, and worth every moment of uncertainty and doubt, not only to gain knowledge and experience, but also soft skills that can be carried into other walks of life, like perseverance and self-belief. ●

MERCER & HOLE

ASSISTANT AUDIT MANAGER

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

PATRICK MAYOR



2018-Present

Joined Mercer & Hole as an Assistant Manager

2018-2018

Joined KPMG as an Assistant Manager

2017 - 2018

Promoted to Assistant Manager at Mercer & Hole

2014 - 2017

Joined Mercer & Hole as an Audit Trainee

2014

Graduated from the University of Nottingham with a BSc in Economics

Why did you choose a career in the industry?

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

What is a 'typical' day like for you?

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

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

What do you enjoy most about your job?

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

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

What would you like to achieve in the future?

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

What are the current challenges the industry faces?

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

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

with cloud accounting software becoming more accessible and Artificial Intelligence being used to analyse data and patterns, are likely to be the biggest challenge to the industry. Businesses and audit practices will need to ensure they stay abreast of the changing environment.

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

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

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

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

SAFFERY CHAMPNESS

ACCOUNTS AND AUDIT MANAGER

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

ANDREW GRANT

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

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

Why accountancy?

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

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

Professional qualifications

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

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

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

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

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

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

Internal training

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

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

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

My current role

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

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

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

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



FINDING THE RIGHT JOB

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APPLICATIONS & INTERVIEWS

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

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

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

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

Your CV still reigns supreme

Your CV is still your most important sales document, so make sure yours is completely up to date before embarking on your job search. The key things to include are your career experience, professional achievements and any qualifications that you already hold or are working towards which relate to the

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

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

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

The importance of a personal brand

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

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

Tackling the interview

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

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

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

Preparing and structuring your responses

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

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

Hold on to your professionalism throughout

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

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



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

First (and last) impressions count

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

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

Starting your new role

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

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

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

Build your network from day one

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

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



INTERNSHIPS & WORK EXPERIENCE

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

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

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

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

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

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

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

There has been a substantial increase in the number of employers who offer work experience places for first year undergraduates

What's on offer?

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

PLACEMENTS

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

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

There are huge benefits to taking part in a placement year, including:

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

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

INTERNSHIPS

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

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

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

Alternative types of work experience

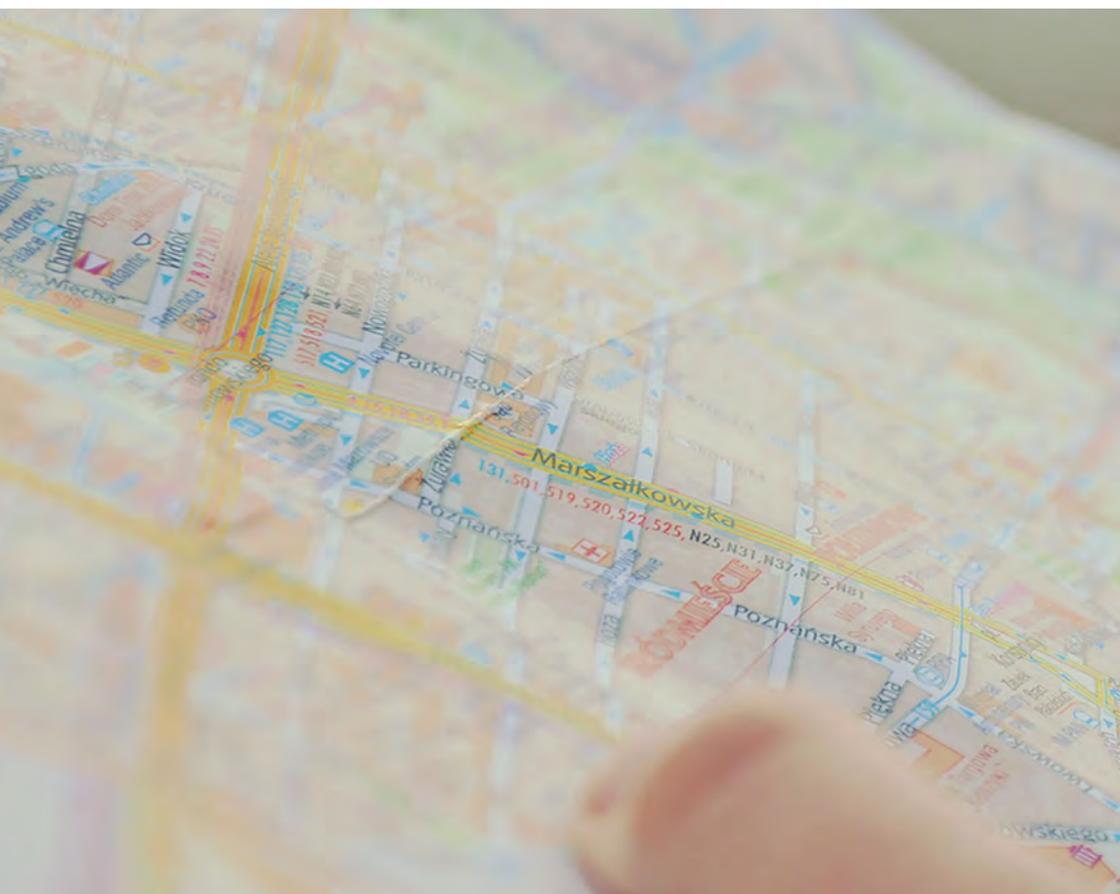
Unfortunately in today's competitive market there are not enough opportunities for every student interested in work experience. If you

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

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

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





COURSE PROVIDER DIRECTORY

A comprehensive directory of the UK's leading undergraduate and postgraduate Accountancy course providers.

Heriot Watt University

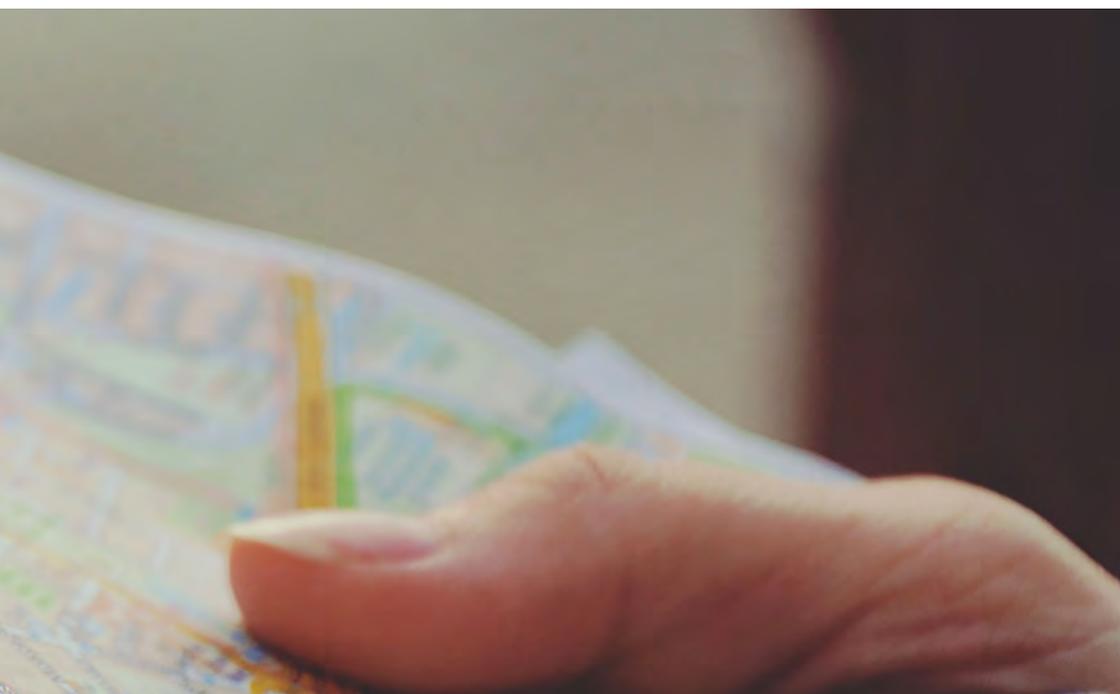
Queen Mary University of London

University of Bath

University of Essex

University of Exeter

University of Nottingham



If you would like to be included within the Course Provider Directory, please contact us at mkting@insidecareers.co.uk.





The **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, including ACCA, and give students the chance to boost their employability with hands-on learning in our state-of-art Bloomberg Trading Room.

W: www.hw.ac.uk/ebs **E:** studywithus@hw.ac.uk **T:** 0131 449 5111



Queen Mary
University of London

At the **School of Business and Management**, our interdisciplinary programmes offer a contemporary and specialised approach to accountancy, finance and management, focusing on the exploration of key practical, theoretical and empirical issues. Our programmes offer a solid foundation for those hoping to enter the accounting profession or pursue careers in finance and management.

W: <https://www.qmul.ac.uk/busman/> **E:** sbmenquiries@qmul.ac.uk



MSc Accounting and Finance

Develop an in-depth knowledge of the financial system. Use your quantitative skills and graduate ready for a career in finance or accounting. This course is for graduates who have little or no business experience and want a finance or accounting-related career.

W: go.bath.ac.uk/msc-accounting-finance-21 **E:** [mscaf@management.bath.ac.uk](mailto:mscsaf@management.bath.ac.uk) **T:** 01225 383757



Accounting at Essex

We teach you to be accountable, act ethically and make financial decisions that positively impact both organisations and society. You have the opportunity to explore the changing role and perception of accounting within dynamic global markets. Whether or not you've studied business before, we've got a Masters course for you.

W: <https://www.essex.ac.uk/departments/essex-business-school> **E:** ebs@essex.ac.uk **T:** 01206 873333



1st for graduate prospects for Accounting and Finance in The Times and The Sunday Times Good University Guide 2021.

The triple accredited University of Exeter Business School offers Accounting and Finance degrees for those who want to pursue a career in accounting or business. By studying with us, you'll gain a broad understanding of business subjects and the context in which accounting operates.

W: exeter.ac.uk/undergraduate/courses/accounting **T:** 01392 723192



Enhance your accounting and finance career at the University of Nottingham

Our MSc Accounting and Finance will develop your current skills and equip you with specialist knowledge in financial accounting, management accounting, corporate finance, financial analysis, and corporate governance. The course will help boost future career prospects, setting you apart from other postgraduates.

W: www.nottingham.ac.uk/pgstudy **E:** www.nottingham.ac.uk/studywithus/enquiry

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



**Make sure your career
is heading in the
right direction**



EMPLOYER DIRECTORY

A comprehensive directory of employers recruiting Trainee Chartered Accountants.

Adler Shine	Hillier Hopkins
Albert Goodman	HW Fisher
Alliotts	Jeffreys Henry
Azets	Johnston Carmichael
Barnes Roffe	KPMG
BDO	Kreston Reeves
Beever & Struthers	Larking Gowen
Bishop Fleming	LB Group
BKL	Lovewell Blake
Blick Rothenberg	Lubbock Fine
Brebners	Menzies
Bright Grahame Murray	Mercer & Hole
Buzzacott	MHA Moore & Smalley
CBW	Moore Kingston Smith
Cooper Parry	Myers Clark
Cowgills	National Audit Office
Crowe	Newby Castleman
Dains	Nyman Libson Paul
Deloitte	PKF Littlejohn
DTE	Price Bailey
Duncan & Toplis	Prime Accountants
Ecovis Wingrave Yeats	Rawlinson & Hunter
EY	Rouse Partners
ForrestBrown	RSM
Galloways	Saffery Champness
Grant Thornton	Sagars
Haslers	SRLV
HAT Group	UHY Hacker Young
haysmacintyre	Whitley Stimpson
Hazlewoods	

JOB FINDER

Provides summary information about employers and the opportunities they offer. Page 149 to 156.



IN SPORT, MUSIC, ENTERTAINMENT...IN THE BUSINESS OF BEING ACCOUNTANTS!

Established in 1986, Adler Shine LLP is an award winning, full service, boutique, commercial accounting firm.

Our Sports & Media Group represents international, professional sports persons, musicians, entertainers, film & television personalities and other famous names of stage, screen, radio & press.

The Practice Mission is "to enjoy working with clients who value and respect us and with whom we seek to have long term relationships".

Professional expertise and integrity are values expected from any professional firm. Our Practice Values also recognise another two major assets:

- Our Clients - ensuring their total satisfaction by delivering high quality work and service.
- Our Team - recruiting and retaining high calibre, professional staff and providing a secure and motivating work environment, encouraging their development and training and ensuring clarity and openness in communication.

Adler Shine recognises that clients can select from a wide list of capable and professional accountants. We live in a world with ever increasing technology. Businesses are eager to capitalise on technology to "streamline" processes. Whilst ensuring we benefit from all the latest technology, Adler Shine remains committed to the principle that "human" contact is still a primary requirement for a successful relationship.

Our focus on our employees and their welfare stems from our analysis of factors that feature strongly in companies renowned, world-wide, for delivering exceptional service to their customers. The care and service employees deliver to customers is a mirror of how they themselves are treated by their employer.

By holding true to our "Mission" and "Values", Adler Shine has enjoyed phenomenal growth, largely from referrals by existing clients. This is a most satisfying testimony to our clients' opinion of our professional skills and the service we deliver. In describing the attributes of Adler Shine, our clients have used words such as "Dynamic"; "Proactive"; "Enthusiastic"; "Creative"; "Progressive"; "Sincere"; all of which, and more, we are proud to be associated with. ●

EMPLOYEE NUMBERS

No. of Employees
100+

No. of Partners
9

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs
Varies

No. of Undergraduate Opportunities
Varies

No. of School Leaver Opportunities
Varies

Disciplines Recruited From
Any

Office Locations
London



For the latest jobs visit
www.accountancycareers.co.uk



The Albert Goodman philosophy is simple.

We aim to contribute most to our clients' success.

All Albert Goodman's 280+ people have a shared aim – to contribute significantly so that our clients achieve their long-term objectives and ambitions. Our people are bright, commercial and professional and go out of their way to provide the highest levels of client care. We have over 150 years' worth of heritage as accountants in Somerset and Dorset and we are proud to have worked with many clients across multiple generations. That is why small and mid-sized business clients, families and individuals continue to share their goals and work with us.

We're big enough to offer the scope you're looking for, but not so large that the hard work you put in goes unnoticed as we can see how every individual makes a difference. We value everyone's input and ideas.

Training

We offer rewarding and challenging training programs for ambitious graduates and college or school leavers, enabling trainees to achieve industry qualifications through the ICAEW, ACCA, AAT, CTA and ATT.

This is enhanced by our commitment to professional and internal training, giving you the best possible career and personal development opportunities. We are proud of our track record in developing the talents and careers of our employees. You can join Albert Goodman as a trainee and expect to be a partner one day – our managing partner did this, as did a number of our partners and managers.

We understand that your professional qualification is only part of the story. We support all of our trainees with a blended approach to training and development, including classroom study, 1:1 coaching and support and, as you progress, technical and skills training to enable you to progress to management and leadership positions. ●

EMPLOYEE NUMBERS

No. of Employees

280

No. of Partners

17

No. of Trainees

43

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

Varies

No. of Undergraduate Opportunities

Varies

No. of School Leaver Opportunities

Varies

Disciplines Recruited From

All Disciplines

Office Locations

Taunton, Yeovil, Weston-Super-Mare, Chard, Weymouth and Bristol



For the latest jobs visit
www.accountancycareers.co.uk



Alliotts LLP is an independent mid-tier firm of Chartered Accountants and business advisors based in London and Guildford.

We provide a wide range of national and international clients with a full range of accountancy services including audit and accounts, tax, payroll and corporate finance. However to ensure we cater to all of our clients' needs we also offer more specialist advice on business strategy, fraud prevention and HR advisory services. Alliotts is able to offer talented individuals a wide range of experience and an exposure to a varied and eclectic client base. Whatever your role or function, our size means that you will not be pigeon-holed and no two days will be the same. In our people we engender creative thinking, a flexible attitude and enquiring minds.

We are looking for students who have the ambition and drive to succeed as qualified accountants and who have the personality to gain credibility early on with clients, partners and staff. We encourage the development of our people to achieve their potential in both technical and soft skills.

In return, you can expect:

- a competitive salary with increases for exam success and each anniversary of your three year contract
- a combination of structured training and ad hoc 'on the job' learning
- potential to progress within the Firm. Some of our Partners and Managers trained with the Firm on our graduate training programme.
- to work on a diverse range of clients including retail, media, technology, not for profit, education, leisure & hospitality
- responsibility from an early stage
- to meet colleagues outside of work at various social and charity fund-raising events organised by the Staff Action Team

To start with, you will become part of an audit team. Accompanied and mentored by experienced colleagues, through the audit process you will progressively learn the key skills, 'hands on'. As your experience, confidence and competency increases, you will be given higher degrees of responsibility for your assignments - until ultimately you are entrusted to undertake a full audit. In addition to gaining 'on-the-job' experience, you will be given formal training to become professionally qualified. ●

EMPLOYEE NUMBERS

No. of Employees

80

No. of Partners

13

No. of Trainees

12

JOB OPPORTUNITIES

Opportunities Offered

✓ GRADUATE JOBS

No. of Graduate Jobs

Varies

Disciplines Recruited From

Any discipline

Office Locations

London and Guildford



For the latest jobs visit
www.accountancycareers.co.uk



Who are we?

Azets is an award-winning, leading firm of Accountants and Business Advisers operating across the UK, Nordics and the USA. We are a family of over 6,500 employees and work across 80 offices in the UK alone. We have seen dramatic growth in recent years which has made us the 9th largest accountancy firm in the UK, and we are over the moon to have been awarded Accountancy Firm of the Year in the FD Excellence Survey 2020.

We are an international accounting, tax, audit, advisory and business services group that help people and organisations of all shapes and sizes save their time, work smart and achieve their goals.

We believe advisors should always see the people behind the business and think about their aims and ambitions. We take real pride and pleasure in how our expertise and people can play a meaningful role in helping protect, advise and support our clients.

What's in it for you?

Are you interested in shaping the future in a new and ambitious company? Would you like to get the opportunity to develop your skills? If yes, it is highly likely that a position in Azets is what you might be looking for. We put great effort into creating a healthy and exciting working environment, fostering a culture of trust and inclusion. We provide you with opportunities – both for professional and personal growth and have developed a first-class training and development program to support you.

An active learning environment is important in Azets. We want our employees to keep up-to-date on what is happening in the industry. That is necessary to meet the expectations of the customers and a continuously changing marketplace.

Our training programmes offer you the opportunity to become a qualified accountant, auditor or tax advisor through a variety of routes. You don't have to have a degree to become a part of Azets, as we hire over 50 school/college leaver apprentices every year across the UK. We support our trainees via a range of qualifications include; ACA, ACCA, CIPP, ICAS, CTA, ATT, AAT and the CIA. If you're looking for a career within professional services and would benefit from a dynamic, exciting and supportive environment, we encourage you to consider Azets as an employer! ●

EMPLOYEE NUMBERS

No. of Employees

3,100

No. of Partners

260

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

c.140

No. of Undergraduate Opportunities

Varies

No. of School Leaver Opportunities

50

Disciplines Recruited From

All backgrounds

Office Locations

Over 80 locations across England, Wales and Scotland



For the latest jobs visit
www.accountancycareers.co.uk

BARNES ROFFE

CHARTERED ACCOUNTANTS

Who We Are

Barnes Roffe is an independent firm of Chartered Accountants and business advisors. We have been providing audit and assurance, consulting, financial advisory, risk management and tax services to owner managers and corporates since 1899. We are one of the UK top 50 accountancy firms, and our 23 partners and 160 employees are all committed to delivering outstanding value to our clients.

Our Opportunities

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

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

What Makes Us Different

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

What We Are Looking For

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

Development And Career Progression

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

EMPLOYEE NUMBERS

No. of Employees

160

No. of Partners

23

No. of Trainees

40

JOB OPPORTUNITIES

Opportunities Offered

✓ GRADUATE JOBS

No. of Graduate Jobs

15

Disciplines Recruited From

Any

Office Locations

East London, South London and West London



For the latest jobs visit
www.accountancycareers.co.uk



IDEAS | PEOPLE | TRUST

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, which means you'll experience varied work that will broaden your horizons.

At BDO, you'll find over 5,500 talented people, sharing ideas and knowledge to power the UK economy, generating £660m in UK revenues. Being part of BDO International, which has more than 1,600 offices worldwide, spread across more than 167 countries; we provide exceptional service through our international network.

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

Here, your strengths are valued, and we understand your needs. So, we're working towards an agile approach that gives people the flexibility and choice to decide where to work, balanced with the needs of your clients, colleagues, and the firm. This means you can work how you will be most productive.

Trainees are a huge part of our business and our plans for growth. This is where you come in. We're looking for people who are hungry to learn and inspired to reach their full potential. We'll empower you to think creatively about how we can do things better and encourage you to achieve your personal goals and career ambitions. ●

EMPLOYEE NUMBERS

No. of Employees

5,500

No. of Partners

350

No. of Trainees

c.1,200

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

c.500

No. of Undergraduate Opportunities

Varies

No. of School Leaver Opportunities

Varies

Disciplines Recruited From

Any disciplines welcome

Office Locations

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



For the latest jobs visit
www.accountancycareers.co.uk



IDEAS | PEOPLE | TRUST



FIND MORE THAN A CHANCE TO SHINE FIND YOUR FUTURE

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

On our graduate programme, you'll experience real
responsibility and purpose from day one. Working
with people who value your ideas and invest in your
success, you'll be helping to solve complex client
challenges while earning a respected qualification.
And with exposure to a range of industries across
the UK and beyond, you'll be able to start building
a powerful network to maximise your personal and
professional growth.

We accept any degree discipline – you won't
need an accounting or finance degree to join us.
Whether it's Audit, Tax, Advisory or Business Services &
Outsourcing, we'll give you all you need to succeed.

Start your career today
bdoearlyincareer.co.uk



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

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

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

Opportunities:

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

Training

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

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

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

EMPLOYEE NUMBERS

No. of Employees

180

No. of Partners

16

No. of Trainees

55

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

up to 15

No. of Undergraduate Opportunities

up to 6

No. of School Leaver Opportunities

Varies

Disciplines Recruited From

Any

Office Locations

Manchester, London, Blackburn and Birmingham



For the latest jobs visit
www.accountancycareers.co.uk



Want a career that sets you apart from the rest? Bishop Fleming is an award-winning, regional heavyweight professional services firm with national and international reach. If you're looking to start a career in Accountancy then our business is the place for you to reach your potential.

Whether you join us from School, College or University, we will provide you with the skills and experiences needed to allow for you to develop into both technical experts and the future leaders of our business.

We are recognised as an ICAEW Partner in Learning, and work with the ICAEW in the professional development of students.

Our first-class ACA training programmes will enable you to develop into a chartered accountant within three years. Initially working in either our audit or tax teams, you will gain early responsibility from day one and undertake a diverse range of work including accounting and audit projects, through to analysis and client advice.

As part of the programme, we pay for and support you through the ICAEW ACA or ACA/CTA Joint Pathway Qualifications as part of a Level 7 apprenticeship programme. For certain weeks throughout the year, you will attend our accredited training provider where you will receive tuition and take your ACA exams.

Throughout your training, you will have the opportunity to gain experience in other departments such as Corporate Finance to help broaden your accountancy knowledge.

We advise SMEs, large businesses, organisations, and individuals across a wide range of industry sectors, that will provide you with diverse and challenging work. Working with us enables you to take full advantage of the hybrid working that we offer to all our people. Whether you are working from the office, from home or from a client site, we support our people to achieve the right balance of flexibility in line with delivering excellent client service.

But it is not all about work. Our trainees are all encouraged to make a wider contribution through business development activities and initiatives such as CSR, diversity and sports and social activities.

We know this gives our business a refreshingly different, people-focussed culture. It is no coincidence then, that we've been ranked as one of Best Companies' top five accounting firms to work for in 2021. ●

EMPLOYEE NUMBERS

No. of Employees
380

No. of Partners
32

No. of Trainees
89

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs
49

No. of Undergraduate Opportunities
2

No. of School Leaver Opportunities
12

Disciplines Recruited From
Any

Office Locations
Bath, Bristol, Exeter, Plymouth,
Torquay, Truro and Worcester



For the latest jobs visit
www.accountancycareers.co.uk



We're not the only firm of chartered accountants and tax advisers in this guide who are offering graduates and school leavers exciting opportunities to work with clients across a range of sectors during training.

So who are we and why should you choose us?

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

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

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

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

You'll get to enjoy our recently refurbished office, complete with a balcony and some very popular coffee machines. And because we're based in north London with a well established commitment to flexible working, you won't have to worry about a typical commute into the City or central London.

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

EMPLOYEE NUMBERS

No. of Employees

150

No. of Partners

15

No. of Trainees

40

JOB OPPORTUNITIES

Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

No. of Graduate Jobs

8-10

No. of School Leaver Opportunities

4-6

Disciplines Recruited From

Any

Office Locations

London



For the latest jobs visit
www.accountancycareers.co.uk



Who are we?

Based in the West End of London, Blick Rothenberg is a tax, accounting and business advisory firm that puts our people and client relationships first.

Our partner-led approach ensures that our clients receive high quality service from a team of high quality people. Combining technical expertise with personal integrity, we offer audit, accounting and business advisory services, as well as advice on corporate and personal tax matters.

Our partners and people focus on working collaboratively with businesses and individuals, so that we understand a business's overall affairs and can advise effectively. We want to build strong, long-lasting relationships and recognise that every client is unique, so that we can recommend bespoke, integrated solutions that will deliver on their objectives.

Blick Rothenberg offers a supportive, friendly and challenging work environment. We place a high emphasis on both corporate and social responsibility and employee engagement, and a number of related activities take place throughout the year.

What's in it for you?

When you join Blick Rothenberg, you sign up to much more than a qualification. You join the Blick Rothenberg culture and way of life. You will enjoy early responsibility and will find our business to be friendly and our working environment to be both lively and stimulating. Few other firms will be able to offer you the opportunity to work with a client base of such quality and diversity in such a personal environment.

As a medium-sized tax, accounting and business advisory firm, we are small enough that no one need ever feel that they are simply a cog in a machine, yet large enough to offer challenging and satisfying work. You will spend time working amongst a variety of teams as part of your training and will be supported with significant training and development opportunities.

We recruit trainees into a variety of business areas, including Tax, Audit and Accountancy. You don't need a degree to work at Blick Rothenberg, as you can join through one of our AAT apprenticeships. These apprenticeships will give you the foundations you need for a successful career as an auditor, accountant or tax advisor, and we can take you all the way to become fully qualified.

We hire over 45 trainees into our London offices each year, and welcome applicants from a diverse range of backgrounds. ●

EMPLOYEE NUMBERS

No. of Employees
600

No. of Partners
72

JOB OPPORTUNITIES

Opportunities Offered
 ✓ GRADUATE JOBS
 ✓ SCHOOL LEAVER SCHEMES

No. of Graduate Jobs
45

No. of School Leaver Opportunities
5

Disciplines Recruited From
All backgrounds

Office Locations
London



For the latest jobs visit
www.accountancycareers.co.uk



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

About us

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

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

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

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

Training

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

About you

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

EMPLOYEE NUMBERS

No. of Employees

115

No. of Partners

19

No. of Trainees

18

JOB OPPORTUNITIES

Opportunities Offered

✓ GRADUATE JOBS

No. of Graduate Jobs

4

Disciplines Recruited From

Any

Office Locations

London and Sevenoaks



For the latest jobs visit
www.accountancycareers.co.uk

TRAINEE PROFILE

NAME	Samuel Humphreys
LOCATION	London
UNIVERSITY	St Mary's
DEGREE	Sport Science
ROLE	Audit and Accounts Semi-senior



I joined Brebners when I finished university having decided to pursue a career in accountancy. I was attracted to Brebners because I felt that a medium-sized firm would offer me more variety of work as well as opportunities to develop personally. Having not studied an accounting/finance degree I was slightly apprehensive about the change, but I need not have worried - all our graduate trainees come from a wide range of degree subjects, with the transferable skills gained during university enabling a smooth transition into working life.

Brebners has clients in a wide array of industries – from galleries, theatre, and sports to consultancy, private equity, and shipping. I mostly work on audits and preparing accounts for small and medium-sized businesses, but there are opportunities to undertake secondments in tax, corporate finance, or work on Financial Conduct Authority regulated clients. This really allows us trainees to develop across many different areas that may not be available at a larger firm, before then having the opportunity to specialise within a certain industry/department that we are most interested in.

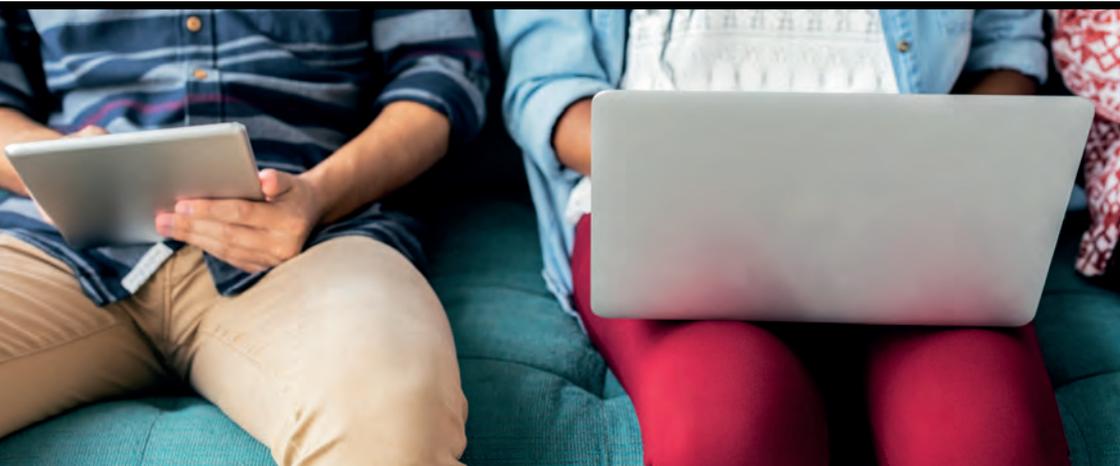
Brebners gives trainees responsibility early; while this may seem challenging initially there's plenty of support provided. Working directly with clients during on-site audit work and leading teams has really helped me to develop transferable skills. For many jobs I've been involved at every stage, giving me a stronger understanding of both the

statutory process and the client's business. This has really helped me to develop as an accountant.

Brebners has an informal office culture and staff at all levels work together closely with someone always on hand to provide guidance and support, right up to partner level. One of the great things about the firm is the camaraderie between the trainees. Each and every trainee has gone through the same pathway; from joining, passing exams and eventually becoming qualified, and so there is always someone to speak to who can pass on their knowledge. Be it a good luck message before these exams or just a general catch-up, it is really reassuring to have people who have gone through exactly the same process as you.

There are great opportunities for career progression within the firm, with many of the managers and partners at Brebners having joined as trainees. These managers and partners are then personally invested in your development as an individual, with biannual reviews with a training partner, where career progression and future goals are a key focus (and how to achieve these).

The firm also encourages a good work/life balance, with many employees using this time to enjoy their hobbies outside of work. This has meant I have thoroughly enjoyed my time so far at Brebners, and truly believe it is a brilliant place to work. ●



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with Accountancy careers**





bright grahame murray

CHARTERED ACCOUNTANTS

Bright Grahame Murray ('BGM') is a central London based medium sized accountancy firm established in 1934.

BGM's aim is to help clients make the most of the opportunities available to them. The comprehensive range of services we provide is underpinned by a 10 partner led service and a reputation for excellence and client care. We work in a number of business sectors including property and construction, insurance, logistics, media and entertainment, professional practices, manufacturing and charities.

We make a significant investment in the recruitment of staff and require them to possess excellent attributes. All our graduate recruits enter into an ACA training contract leading to membership of ICAEW, and we require them to have a high standard of academic achievement in any recognised discipline – as a minimum a 2.1 Honours Degree. At all levels problem-solving skills, an ability to communicate clearly and to work well with people are vital. Enthusiasm and a willingness to take responsibility are also essential attributes.

Our students enter an apprenticeship programme and receive training for their professional examinations with study leave, tuition fees and examination fees paid by the firm.

We also provide internal courses to ensure that our staff members satisfy the CPD requirements of the ICAEW. Professional staff are also encouraged to attend external courses to supplement the firm's internal training. All staff are trained in general business skills so that they can understand and appreciate the business objectives across a diverse and demanding client base that is shared by very few firms of our size.

Our objective is to ensure that our students pass their examinations at the first attempt. Our successful training approach has led to several of our students being prizewinners in their professional examinations in previous years.

New ACA students usually join us in either January or August. We offer a competitive starting salary and benefits package which, in the case of our ACA students is reviewed every six months. Increases are awarded based on work and exam performance. ●

EMPLOYEE NUMBERS

No. of Employees

Approx. 60

No. of Partners

10

No. of Trainees

11

JOB OPPORTUNITIES

Opportunities Offered

✓ GRADUATE JOBS

No. of Graduate Jobs

4-5 per annum

Disciplines Recruited From

2.1 minimum from all degree disciplines

Office Locations

London



For the latest jobs visit
www.accountancycareers.co.uk

Buzzacott

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

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

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

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

EMPLOYEE NUMBERS

No. of Employees

408

No. of Partners

42

No. of Trainees

112

JOB OPPORTUNITIES

Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

No. of Graduate Jobs

c.33

No. of School Leaver Opportunities

c.12

Disciplines Recruited From

We employ trainees from a wide variety of disciplines

Office Locations

London



For the latest jobs visit
www.accountancycareers.co.uk



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

With only 17 partners and a team of over 165 professional and support staff, we are a firm that is small enough to care about you and big enough to create great career opportunities.

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

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

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

Our values

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

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

EMPLOYEE NUMBERS

No. of Employees

Over 165

No. of Partners

17

JOB OPPORTUNITIES

Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ PLACEMENTS
- ✓ INTERNSHIPS

No. of Graduate Jobs

4

No. of Undergraduate Opportunities

Varies

Disciplines Recruited From

All - minimum requirement 2.1

Office Locations

London



For the latest jobs visit
www.accountancycareers.co.uk

COOPER PARRY

Accountants are all alike, right? Well no, they're not

At Cooper Parry, we're here to "Disrupt" the industry, "Lead" the way in everything we do, and "Make Life Count" for our people, our clients, and our local communities.

That's why we've been hailed "the rebels of accountancy". Sure, that sounds like a contradiction. But that's the point. We're smashing stereotypes. We're championing our culture. And we know that when our people are happy, engaged and playing to their strengths every day, they'll produce incredible results for our clients.

So far, that ethos has served us well

- Based on our peoples' feedback, we're the **#1 Accountancy Firm to Work For in the UK**;
- We've featured in the **Top 25 of the UK's Best Companies to Work For – for 4 years straight**;
- In 2020, Tolley's named us the **Best Employer in Tax**; and
- Our specialist teams are all multi-award-winners in their own right.

What can you expect from life at CP?

While we have offices in the East Midlands, West Midlands and London that have been dubbed some of the "coolest" in the UK (check out our website for a flavour), we **'Work From Anywhere. Anytime. Forever'**, and we offer **unlimited holiday**.

The best part? It works. How? Because everything we do here is built on trust.

We trust you to produce your best work whenever, wherever, however suits you. We give you unrivalled benefits, the chance to develop yourself alongside some of the industry's brightest minds, and a **European award-winning wellbeing programme**.

Then, we create an irresistible experience for our clients. Together.

So, if you're ready to challenge the status quo, become a more brilliant version of yourself, and find out what life's really like at the #1 Accountancy Firm to Work For in the UK, we'd love to chat. ●

EMPLOYEE NUMBERS

No. of Employees

440

No. of Partners

35

No. of Trainees

98

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

20

No. of Undergraduate Opportunities

4-8

No. of School Leaver Opportunities

4-8

Disciplines Recruited From

All backgrounds welcome

Office Locations

Nottingham, Solihull, Bristol and London



For the latest jobs visit
www.accountancycareers.co.uk

cowgills

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

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

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

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

Our Services

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

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

Sector Specialism

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

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

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

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

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

EMPLOYEE NUMBERS

No. of Employees

185

No. of Partners

14

No. of Trainees

32

JOB OPPORTUNITIES

Opportunities Offered

- ✓ GRADUATE JOBS

No. of Graduate Jobs

6

Disciplines Recruited From

Any

Office Locations

Bolton and Manchester



For the latest jobs visit
www.accountancycareers.co.uk



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

Starting your career at Crowe

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

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

What you can expect

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

Potential Pathways

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

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

Social life

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

Take the Leap

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

EMPLOYEE NUMBERS

No. of Employees

1,000+

No. of Partners

85+

No. of Trainees

250+

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

50+

No. of Undergraduate Opportunities

Varies

No. of School Leaver Opportunities

Varies

Office Locations

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



For the latest jobs visit
www.accountancycareers.co.uk



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

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

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

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

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

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

EMPLOYEE NUMBERS

No. of Employees

Over 180

No. of Partners

16

No. of Trainees

44

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

Varies

No. of Undergraduate Opportunities

Varies

No. of School Leaver Opportunities

Varies

Disciplines Recruited From

Any

Office Locations

Five offices across the Midlands



For the latest jobs visit
www.accountancycareers.co.uk

Deloitte

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

More about us

At Deloitte, we make our impact through collaboration. All around the world, our colleagues spark positive progress for our clients, people and society. Our curiosity creates all kinds of possibilities in the worlds of business and technology. There's a purpose here to believe in, and an impact that everyone can see.

From Audit & Assurance, Tax Consulting, and Legal to Technology and Cyber, we are delivering end-to-end improvement programmes. We're turning disruption into opportunity, and redesigning Audit through automation. To do this, we're drawing on the strengths and perspectives of everyone in the business – including our graduates.

Here, you are supported to make a serious contribution to the projects and the business, in an environment where you can be your true self, dream bigger, think creatively, and deliver real impact. And you can progress and learn every day – from the work you do, and the people you collaborate with.

It's not your background that matters here. It's your questioning mind, determination to make a difference, and eagerness to work with others to solve problems. These are the qualities that are embraced and developed at Deloitte. And with countless opportunities in different business areas, industries and sectors, you will always find challenges that motivate and inspire you.

We have offices across the UK and Northern Ireland, including Aberdeen, Belfast, Cardiff, Channel Islands, London, Manchester, Reading, and many more. Wherever you join, you can be sure of joining a local and global business, with networks, connections and shared values that reach right across the world.

Core skills required

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

How do we select?

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

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

EMPLOYEE NUMBERS

No. of Employees

15,000+

No. of Trainees

400+

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

1,000+

No. of Undergraduate Opportunities

Varies

No. of School Leaver Opportunities

Varies

Office Locations

Aberdeen, Belfast, Cardiff, Channel Islands, London, Manchester, Reading and more



For the latest jobs visit
www.accountancycareers.co.uk

Deloitte.



Share our purpose. Create your own path.

Choosing Deloitte means choosing opportunity. The diversity of our business and the industries we work in will offer you countless ways to progress, contribute and shine. And whichever path you take, we'll be right there with you.

What impact will you make?
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UK's specialist accountancy job board

100s Jobs



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



Who we are

DTE Business Advisers is a partner-led firm of chartered accountants, tax and business advisers with two offices in the heart of Bury and Manchester. With a history dating back over 80 years and a team of more than 70 professionals, we are the largest independent advisory firm in Bury and one of the largest independent firms across Manchester and the North West.

We pride ourselves on being the perfect-fit partner for SMEs, particularly owner-managed businesses, with industry-leading expertise and a personalised approach when working with clients.

What we do

At DTE, we understand that each business is in an on-going journey, and therefore as a business owner, you would have different needs at each stage as well. Whether you would like to manage your cash flow more effectively, reduce your tax bills or raise more capital for your business growth, our partner-led teams of advisers will work closely with you to help you achieve that goal.

We bring to your business a flair for creativity backed up by solid expertise and implementation from our experienced specialists across a range of integrated advisory services. We are able to service all types and sizes of business to provide objective and challenging views which make commercial and not just technical sense.

Do you want to be challenged, to progress and to be rewarded? Then join us at DTE.

As a leading provider of business advisory services, we are committed to delivering an expert, professional and commercial service that drives the performance of our clients. We recognise that to achieve this goal, we need talented, skilled, ambitious people. Our strategy is to recruit a diverse and outstanding set of people, create the opportunities for them to thrive and progress as much as possible and then reward them for doing so.

It is one of our points of pride that at DTE, we build and nurture an environment that allows our people to thrive and develop themselves as they progress within the company, whether they are experienced professionals or young people embarking on their career in finance, auditing and accounting.

We offer a diversified portfolio of work and regular CPD activities in a family-like culture where a good work-life balance matters! ●

EMPLOYEE NUMBERS

No. of Employees
70+

No. of Partners
5+

No. of Trainees
10+

JOB OPPORTUNITIES

Opportunities Offered
✓ GRADUATE JOBS
✓ SCHOOL LEAVER SCHEMES

No. of Graduate Jobs
3

No. of School Leaver Opportunities
Varies

Disciplines Recruited From
All

Office Locations
Bury



For the latest jobs visit
www.accountancycareers.co.uk

DUNCAN & TOPLIS

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

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

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

Training contract

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

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

Your future with Duncan & Toplis

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

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

EMPLOYEE NUMBERS

No. of Employees

400+

No. of Partners

29

No. of Trainees

60

JOB OPPORTUNITIES

Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

No. of Graduate Jobs

12

No. of School Leaver Opportunities

12

Disciplines Recruited From

All

Office Locations

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



For the latest jobs visit
www.accountancycareers.co.uk

TRAINEE PROFILE

NAME	Sophie Pedlar
LOCATION	Newark, Nottinghamshire
UNIVERSITY	Nottingham Trent
DEGREE	Accounting and Finance
ROLE	ACA Trainee



What journey did you take to join Duncan & Toplis?

I was nearing the end of my first year at university studying Accounting and Finance and was looking to apply for a summer job before starting my second year. In casual conversation with friends and family it was mentioned that I should contact Duncan & Toplis to see if they had anything available – which I did.

I reached out to their HR team by email about the possibility of a summer internship / work experience. This led to a three-month placement at their Loughborough office in 2018 where I learnt a lot and gained valuable hands-on experience.

The following summer I contacted them again and was given a further three-month placement, this time in their Newark office. This opportunity built on my prior knowledge and gave me confidence to apply for their ACA trainee position which started in September 2020. I am pleased to say my application was successful and I am now part of the team based in Newark.

What is it like working at Duncan & Toplis?

No two days are the same, I really enjoy the exposure to different types of work including accounts, bookkeeping, audit, tax returns and VAT claims. This keeps my work life interesting and avoids monotony.

I work within the agriculture team. Having grown up on the family farm this is a sector I have a strong interest in, and I am able to relate to and understand the clients on a higher level than just the transactions on paper. Duncan & Toplis support all sectors but specialise in seven key industries, allowing team members to work with businesses in fields that interest most people.

I am fortunate to work with a very knowledgeable, friendly, and supportive team in a positive environment. Despite working from home for seven months of my first eight in this role, I have felt well supported and involved. There is an understanding and respect within the workplace for your life outside of work and the hobbies you may have. The training team have been more than helpful in allowing me to be flexible in completing my study days to fit in around an equestrian trip to America later this year - ensuring I am able to complete my exam preparation without having to miss out on once in a lifetime opportunity.

Advice for anyone anything to work at Duncan and Toplis?

Get in touch! I am always baffled by the number of people who will only apply for listed jobs, yet so many jobs are not even advertised! The work experience I was able to gain was not advertised but secured by contacting the HR team to enquire about possible opportunities - which in my case has then led to a full-time job. ●



DREAM JOB

Your dream accountancy job is
just a click away





Ecovis Wingrave Yeats is a leading firm of Chartered Accountants, Business Advisors, and Data Analysts based in Soho, the heart of London.

International Reach

We are a key part of the Ecovis International network, ranked 15th in the world and delivering annual revenues of more than \$1bn. With over 7,500 people operating in over 80 countries, our core competencies lie in the areas of tax consultation, accounting, audit and legal consulting advice.

Professional & Personal Development

Recruiting, developing and retaining the very best people is a top priority for us.

Ecovis offers Graduate and School Leaver Programmes in a range of exciting business areas – from Tax and Audit to Financial Management Services. You will gain invaluable experience in a commercial environment while developing a solid foundation with your qualifications. You will 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. Your training will not only include the specialist knowledge and practical tools you'll need for your business area, but we will also coach you and develop your client management, service, personal, and client-winning skills

We put the training and development of our talented people at the heart of everything we do. We encourage everyone to share their knowledge and experience and we foster a culture of teamwork and mutual support. In return, we offer a great place to work, a range of attractive benefits and we work hard to ensure that the team are mentally, physically and emotionally supported.

Our Team

We understand that our success can only be made possible by the quality and commitment of our People. This is why we carefully select only the most talented people who share our vision and values. In return, we are committed to investing in our most valuable asset – our people – to nurture their development and cultivate a more engaged workforce. We look forward to you being part of our journey. ●

EMPLOYEE NUMBERS

No. of Employees

63

No. of Partners

7

No. of Trainees

20 professional staff, and 2 business support staff

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

4 per year

No. of Undergraduate Opportunities

Varies

No. of School Leaver Opportunities

4 per year

Disciplines Recruited From

All disciplines

Office Locations

London / Home Working



For the latest jobs visit
www.accountancycareers.co.uk



EY

**Building a better
working world**

EY is one of the world's most influential professional services organisations. Operating across 150 countries with over 700 office locations, EY acts as a trusted partner to its clients, drawing upon fresh thinking and advanced technology to help make better business decisions.

With a clear purpose of building a better working world, we believe that, by asking better questions, we can find better answers to some of today's most pressing issues. How can teams futureproof businesses? How will we keep client data secure in a digital world filled with risk? How can our people take organisations to the next level in order to compete in the future? These are just a few of the questions that you could be tackling on one of our school leaver, undergraduate or graduate programmes.

EY is home to some 300,000 people, who are each diverse and unique, with a breadth of passions and interests. What unites us is our curiosity. There is a sense of belonging at EY not only because of its open and inclusive culture, but because everyone welcomes diverse perspectives and unique voices. Whichever business area you join – Assurance, Consulting, Strategy and Transactions, or Tax – there's real scope for impact. Ideas will be welcomed and, across everything, you could harness the potential of pioneering technologies like artificial intelligence, machine learning, or robotic process automation. And with continued flexible working, you can work in our world, your way.

You'll have all the scope and autonomy needed to erase industry boundaries, to innovate, evolve, and thrive as you hone your skills on a broad range of local and global projects. This is an opportunity for you to be yourself, and become everything you ever wanted to be. ●

EMPLOYEE NUMBERS

No. of Employees

300,000

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

1,000+

No. of Undergraduate Opportunities

Varies

No. of School Leaver Opportunities

Varies

Disciplines Recruited From

All disciplines

Office Locations

Aberdeen, Belfast, Birmingham, Bristol, Cambridge, Edinburgh, Exeter, Glasgow, Hull, Inverness, Leeds, Liverpool, London, Luton, Manchester, Newcastle, Reading, Southampton



For the latest jobs visit
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Building a better
working world

Will your fresh thinking open new windows to the future?

At EY, your curiosity can build the world we all imagine. Explore our school leaver, undergraduate and graduate programmes for a career that counts, an experience that challenges you and a team that empowers you to share your voice, whilst helping other find theirs.

Your career story is just beginning. We'll help you write it with the scale, teams and technology to build a career as unique as you are.

Our world. Your way.

ey.com/uk/students



The better the question.
The better the answer.
The better the world works.

ForrestBrown[®]

R&D tax credit consultancy

Who we are

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

What we do

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

What it's like to work here

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

Who we look for

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

Our tax associates

As a tax associate at ForrestBrown you'll have real responsibility from the start. But you won't do it alone. We're an encouraging bunch and want you to do well. We have our own dedicated 'Learning Lab' which allows R&D tax trainees to develop specialist knowledge, and we will support you to complete a Level 7 professional tax qualification. Our trainees have days off to attend college and we'll even help you with mock exam papers. What's more, with an intake of a small group of associates, you'll join together and support one another throughout your time here. ●

EMPLOYEE NUMBERS

No. of Employees
120+

JOB OPPORTUNITIES

Opportunities Offered
✓ GRADUATE JOBS

No. of Graduate Jobs
Varies

Disciplines Recruited From
All considered

Office Locations
Bristol



For the latest jobs visit
www.accountancycareers.co.uk

Galloways

Accounting

Who we are

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

What we do

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

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

We work with

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

Work with us

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

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

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

EMPLOYEE NUMBERS

No. of Employees

100+

No. of Partners

12

No. of Trainees

20

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

10

No. of Undergraduate Opportunities

5

No. of School Leaver Opportunities

5

Disciplines Recruited From

All

Office Locations

Brighton, Haywards Heath, Uckfield and Horsham



For the latest jobs visit

www.accountancycareers.co.uk



Grant Thornton

As one of the world's leading independent audit, tax and advisory firms, Grant Thornton is a team of independent thinkers who put quality, inclusion and integrity first. That's more than just getting the job done. It's making decisions that feel right for the firm, right for the clients, right for society and right for the people who work here. Every individual is able to put their unique life experiences to use to deliver business advice to clients in a growing number of countries across the globe.

We never settle for what is easy at Grant Thornton, our culture is about looking beyond to understand what is right. Looking for better solutions, approaches and opportunities means striving for more, and putting commitment behind every move. Showing the way is the only way we know how.

We care more about your potential than your academic achievements. It's an individual's strengths, motivations and connection with our vision and values that count for far more.

On the graduate programme, there's training and support to start thriving in no time. Within the three-year programme, graduates become professionally qualified, specialising in either audit, tax or advisory. Covering the full-range of clients, from start-ups right through to multinationals, spanning public and private sector, experiences are truly there for the taking. It's not just a graduate programme though. It might be the first step to unlocking a fulfilling career, but it won't be the last. Once qualified, the opportunities for graduates really start to open up. You can keep progressing in your team, explore a different business area or pursue a global secondment to one of the 130 Grant Thornton member firms around the world. Where you choose, and how fast you get there is all in your hands.

Grant Thornton is looking for people who want to be part of something bigger. To add value, spark fresh ideas and go beyond expectations. People that want to be able to proudly do what's right, for the firm, for our people and for our clients. **It's how it should be.** ●

EMPLOYEE NUMBERS

No. of Employees
4,500

No. of Partners
190

No. of Trainees
800

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs
300-350

No. of Undergraduate Opportunities
80-100

No. of School Leaver Opportunities
Varies

Disciplines Recruited From
All disciplines

Office Location
Nationwide



For the latest jobs visit
www.accountancycareers.co.uk



GREAT MINDS NOTHING ALIKE.

If they were, we wouldn't be where we are today. Difference of opinion is something we celebrate, and we'll back you so you can back yourself. Freeing up your time and energy to unlock ideas and innovations that propel our clients, and your career, forward. We value your potential as much as your academic achievements. **It's how it should be.**

Audit | Tax | Advisory

Visit trainees.grantthornton.co.uk to learn more

 Grant Thornton

HASLERS

intentionally different

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

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

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

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

What we can offer you?

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

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

EMPLOYEE NUMBERS

No. of Employees

103

No. of Partners

10

No. of Trainees

11

JOB OPPORTUNITIES

Opportunities Offered

✓ GRADUATE JOBS

No. of Graduate Jobs

Varies

Disciplines Recruited From

Any

Office Locations

Loughton



For the latest jobs visit
www.accountancycareers.co.uk



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

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

Vacancies and location

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

Minimum academic criteria

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

EMPLOYEE NUMBERS

No. of Employees

Varies

No. of Trainees

Varies

JOB OPPORTUNITIES

Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

No. of Graduate Jobs

40

No. of School Leaver Opportunities

Varies

Disciplines Recruited From

Any discipline

Office Location

London and surrounding areas



For the latest jobs visit
www.accountancycareers.co.uk

haysmacintyre

Partner with us and grow

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

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

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

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

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

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

EMPLOYEE NUMBERS

No. of Employees

378

No. of Partners

38

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

35

No. of Undergraduate Opportunities

2

No. of School Leaver Opportunities

2

Disciplines Recruited From

All

Office Locations

London



For the latest jobs visit
www.accountancycareers.co.uk

HAZLEWOODS

DRIVING LIFELONG PROSPERITY

Helping you achieve your goals

Hazlewoods is one of the UK's Top 25 independent Chartered Accountants and Business Advisers, employing over 400 employees in Gloucestershire. Being a strong regional practice, with both a national and international reach, it is a great place to be.

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

Our hard working employees also enjoy a range of benefits including a health & wellbeing programme, fully funded social events, subsidised gym memberships, railcards, tickets to sporting events and much more.

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

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

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

We are looking for outstanding applicants who can demonstrate:

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

EMPLOYEE NUMBERS

No. of Employees
400+

No. of Partners
29

No. of Trainees
90+

JOB OPPORTUNITIES

Opportunities Offered
✓ GRADUATE JOBS
✓ SCHOOL LEAVER SCHEMES

No. of Graduate Jobs
c. 35

No. of School Leaver Opportunities
Varies

Disciplines Recruited From
Any

Office Locations
Gloucestershire



For the latest jobs visit
www.accountancycareers.co.uk



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

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

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

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

About us

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

EMPLOYEE NUMBERS

No. of Employees

160

No. of Partners

15

No. of Trainees

23

JOB OPPORTUNITIES

Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ PLACEMENTS

No. of Graduate Jobs

8

No. of Undergraduate Opportunities

3

Office Locations

London, Milton Keynes and Watford



For the latest jobs visit
www.accountancycareers.co.uk

TRAINEE PROFILE

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



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

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

Expectations versus Reality?

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

What has the placement year given you personally?

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

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

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

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

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

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

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

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



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

Our services include:

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

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

Your training and development

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

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

Your future

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

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

EMPLOYEE NUMBERS

No. of Employees

270

No. of Partners

32

No. of Trainees

50

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

12-16

No. of Undergraduate Opportunities

2

No. of School Leaver Opportunities

4-8

Disciplines Recruited From

Any

Office Locations

London



For the latest jobs visit
www.accountancycareers.co.uk

TRAINEE PROFILE

NAME	Harriet Swinson
LOCATION	London
UNIVERSITY	Exeter
DEGREE	Biochemistry
ROLE	ACA Trainee



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

I graduated without a firm idea of which profession I wanted to pursue. I knew I needed something that would be challenging and provide plenty of scope for growth, specialisation and continuous development of skills and knowledge. My mum is a qualified accountant and she had a wealth of information to provide about the profession. After discussions about what might suit me, I got quite excited about the prospects within this sector and realised it ticked all my boxes for the type of career I was seeking.

How did you get your job at HW Fisher?

A friend mentioned the name to me (who worked in another department) so when I came across the name again when researching firms, I felt comfortable knowing someone else had already recommended HW Fisher. I applied, which involves answering a series of questions about yourself. I was invited to a group interview which was a really enjoyable experience. The staff were very welcoming and I felt comfortable being myself and interacting in the group scenarios. I was invited back for a one-to-one interview with a Partner followed by an office tour with a current trainee. I instantly recognised HW Fisher to be a friendly place with an exciting buzz to the office. I was happy to accept the job!

What skills are useful in this sector/ profession?

Key skills I have found useful working in Audit include good maths and English skills, being proactive and being comfortable using professional language. I also think being inquisitive and having attention to detail is useful when it comes to professional scepticism and working on audit files. Above all, I think the most important one is good communication skills – you are dealing with clients and working closely with supervisors and managers so tailoring your communication is very important.

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

Do plenty of research of what the ACA involves and its requirements. If you can, speak to someone who works in the profession and has gone or is going through it. This gave me a lot more comfort and understanding which enabled me to ensure it was the right role for me. I would also recommend you go with your gut when it comes to being yourself in the application and interview process, it's just as important you find the right place for you! ●



Jeffreys Henry is a London-based, top 60, award-winning provider of accountancy, audit, tax and advisory services.

Following recent growth investment at the start of 2021, we are beginning a journey of significant expansion. We have plans to develop our digitally enhanced service, attract and retain top talent, create an amazing working environment, and expand by acquisition whilst retaining our strong brand name and independence.

World Leading Clients

We are highly regarded for our sector focus, where we have built up significant expertise within key sectors that goes above and beyond routine accounting and tax services – Capital Markets, Hospitality, Retail, Creative and Media, Technology and Property.

Team JH

Our team across all of our departments are a tight-knit and talented group with a shared vision of supporting our world-leading clients achieve their goals and ambitions, as well as ensuring Jeffreys Henry is a fun, inclusive and challenging place to work.

Why Choose JH

- JH is looking to grow significantly and with this growth, we expect to be a top 25 firm in the future
- With this exciting and transformational journey, we want to build on our existing culture and attract, motivate, and retain future talent
- Our culture is friendly and professional (there is always someone willing to help when you need it)
- You will gain brilliant work experience – our audit team work on the type of audits are that normally associated with the top ten.
- You will have opportunities to develop your career into different technical specialisations or industry sectors
- You are not a number here; we really make the effort to get to know you and help you build your career.

We are always looking for exceptional talent with the right blend of skills, passion and determination.

So, if you're ambitious, looking for a challenge, goal-orientated and driven by success, Jeffreys Henry is the right place for you. ●

EMPLOYEE NUMBERS

No. of Employees

90

No. of Partners

10

No. of Trainees

10

JOB OPPORTUNITIES

Opportunities Offered

- ✓ GRADUATE JOBS

No. of Graduate Jobs

10

Disciplines Recruited From

All disciplines considered

Office Locations

London



For the latest jobs visit
www.accountancycareers.co.uk



We're characters – not digits!

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

Our team

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

Start straight from school

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

Summer internships

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

Graduate programmes

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

Challenges and variety

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

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

EMPLOYEE NUMBERS

No. of Employees
800

No. of Partners
58

No. of Trainees
Over 90

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs
See Website

No. of Undergraduate Opportunities
See Website

No. of School Leaver Opportunities
See Website

Disciplines Recruited From
Any

Office Locations
Scotland and London



For the latest jobs visit
www.accountancycareers.co.uk



KPMG in the UK is part of a global network of member firms that offers Audit, Tax, Legal, Consulting, Deal Advisory, and Technology services. Powered by the talent of c.16,000 people, we bring creativity, insight and experience to solve our clients' and communities' biggest problems.

Our largest practice is Audit, which audits a quarter of the FTSE 100 firms and has a relentless focus on audit quality. In Tax & Law, Consulting, Deal Advisory, and Technology & Engineering, we help companies solve some of their most complex business challenges and make a meaningful impact.

Like the organisations we work with, our firm is truly embracing change. From new ways of working to inspiring workspaces and innovative technology, our people are empowered and equipped to deliver ground-breaking work with real flexibility.

We aim to be universally recognised as a place where great people can come and do their best work. Our firm is known for its collaborative culture, with people who are incredibly motivated and inquisitive, diverse in background and perspective, who believe in better, and are committed to delivering extraordinary results.

In return for all of your hard work, you'll benefit from funded, relevant professional qualifications or accreditations, structured development, and the opportunity to build a truly rewarding long-term career. You'll also be encouraged to make a difference through a broad range of KPMG employee networks, volunteering and community initiatives.

Joining KPMG means working alongside some of the brightest minds in business, supporting the UK in a connected world, and being part of an inclusive environment where everyone is empowered to spark debate, innovate and bring about change. ●

EMPLOYEE NUMBERS

No. of Employees
c.16,000

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs
c.1,000

No. of Undergraduate Opportunities
c.175 Internships

No. of School Leaver Opportunities
c.225 Apprenticeships

Disciplines Recruited From

Audit, Tax & Law, Consulting, Deal Advisory and Technology & Engineering

Office Locations

Nationwide excluding Northern Ireland



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**Audit, Tax & Law, Consulting,
Deal Advisory, Technology & Engineering**

By taking a simple idea and working together with businesses across the UK to turn it into a real life tech tool, we can contribute to making a positive impact on the environment, and the world.

Discover graduate opportunities

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To imagine, is to do.

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Firm structure

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

With 200 years of history, we have built a reputation for our award-winning tax and financial advice. Today, we have offices in Kent, Sussex and London.

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

Training contract

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

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

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

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

EMPLOYEE NUMBERS

No. of Employees

489

No. of Partners

45

No. of Trainees

83

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

Varies

No. of Undergraduate Opportunities

Varies

No. of School Leaver Opportunities

Varies

Disciplines Recruited From

All degrees considered

Office Locations

London, Kent and Sussex



For the latest jobs visit
www.accountancycareers.co.uk

TRAINEE PROFILE

NAME	Anna-Mae Wilkinson Cox
LOCATION	Chatham
UNIVERSITY	School Leaver
ROLE	Apprentice Chartered Accountant



Before starting at Kreston Reeves, I worked part time in retail while studying Business, Sociology and Politics at A-Level. I started my Certificate in Finance, Accounting and Business (CFAB) in December 2019, and completed the qualification in November 2020 – CFAB is the first six exams of the ACA Qualification (Certificate Level). I have recently started my Professional Level studies and will hopefully be a fully qualified ICAEW Chartered Accountant in 2023. Alongside these courses, I have also attended several soft skills training courses.

What is your role?

My job role mainly includes the preparation of year end accounts for unincorporated and incorporated businesses; however, I am involved in a range of other work too including Client Money Examinations, which is basically a specialised Solicitor's audit. I have recently began helping with the preparation of personal and partnership tax returns. When our new starter joined our team, I was given the responsibility to train her, and we both assist the outsourcing department with client bookkeeping, and VAT Returns.

I am also a member of my firm's staff forum, where representatives from each office meet with the HR department, giving us an

opportunity to share ideas, office updates and any issues that may have arisen on our constituent's behalf. Alongside this I have an active role in my offices' CSR activities, aiming to raise funds specifically for our office charity. To summarise, my role covers a range of areas and every day brings new opportunities and new challenges

Is it a 9-5?

In a sense yes. I work Monday – Friday 8am -4:30pm, totally 37.5 hours a week. When I first started, I was working 9am – 5:30pm, but like a lot of students in the firm, I chose to change my hours, so I have more time in the evenings for studying. I had people saying to me before I started “why would you want to work 9-5, you're only 18”, an apprenticeship isn't just a 9-5, it's so much more than that.

Any advice?

I could give a lot of advice, based on my experience as a trainee. To keep it short and sweet I would say: do not be afraid to ask questions, you are there to learn. There is no such thing as a silly question, if there is something you are worried about or can't quite grasp, just reach out and ask someone, I'm sure you aren't the first and definitely will not be the last. ●



Larking Gowen, a firm of chartered accountants and business advisors, has been advising clients for over 100 years. Larking Gowen is one of the UK's top 40 accountancy firms, specialising in corporate finance, personal tax, legal, medical, business strategy and support, and business recovery.

We operate from six offices across Norfolk, Suffolk and Essex, with a team of more than 350 people. The firm's values are about service and commitment, both to clients and employees. Larking Gowen focusses on building strong, dedicated teams that share knowledge and expertise for the benefit of all clients. We forge long-term relationships, often through generations of families, so we'll deliver timely advice whenever a business needs it.

We're committed to the wellbeing and training of our own people, and to making Larking Gowen a great place to work. Whether you're starting out or you've been working in the business for some time, we'll make sure you get the support you need to take you to the next step in your career and beyond. ●

EMPLOYEE NUMBERS

No. of Employees

335

No. of Partners

25

No. of Trainees

71

JOB OPPORTUNITIES

Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ PLACEMENTS

No. of Graduate Jobs

8-10

No. of Undergraduate Opportunities

10-15

Disciplines Recruited From

All degrees considered. At least a 2:1 required.

Office Location

Norfolk, Suffolk and Essex



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At LB Group we nurture our people through support and training to gain their chosen professional qualification. With LB, you will collaborate with our range of experts across our business, to broaden and deepen your understanding of how you can help our clients with their differing business needs.

We offer a range of services including Accounting, Tax, Audit, Business Services and Corporate Finance to a diverse client base. You will naturally be exposed to valuable, varied experiences, and encouraged to take on responsibility early in your career.

At LB, we embrace new technologies to ensure our clients make effective and efficient decisions. You will gain a diverse range of skills in this arena that will help fulfil your career ambitions.

LB understands the 'fast paced life' of today, that is why we offer a competitive range of benefits and a flexible approach to work-life balance.

We are passionate about investing in the next generation and will support you gaining your professional qualification including tuition, institute fees, time off for study days and a dedicated manager to coach you with your career development.

Your career progression does not stop at qualifying with LB, through our programme of continual professional development we aim to nurture and develop our trainees to become the directors of the future. Investing in you and your skills and abilities is key to this. ●

EMPLOYEE NUMBERS

No. of Employees

140

No. of Partners

9

No. of Trainees

35

JOB OPPORTUNITIES

Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

No. of Graduate Jobs

8-10

No. of School Leaver Opportunities

4-6

Disciplines Recruited From

All

Office Locations

London, Chelmsford, Colchester and Ipswich



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Lovewell Blake

Different because you are

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

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

Your training and development

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

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

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

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

EMPLOYEE NUMBERS

No. of Employees

300+

No. of Partners

26

No. of Trainees

55

JOB OPPORTUNITIES

Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

No. of Graduate Jobs

Varies

No. of School Leaver Opportunities

Varies

Disciplines Recruited From

All degrees considered but Finance, Accounting and Business preferred

Office Location

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



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LubbockFine

Chartered Accountants

Lubbock Fine provides a full range of accounting, audit, taxation, business advisory and consultancy services.

Founded in 1929, we have 13 partners and more than 110 staff, based in the heart of the City of London. We are also a founding member of Russell Bedford International (RBI), a global network of independent accountancy firms operating in 100 countries worldwide.

You and your career

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

What do we have to offer?

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

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

Our values

Our vision is to redefine exceptional, with this in mind we look for people with just that little bit extra – honesty, good humour, a flexible outlook and a broad range of interests. Our values are to behave with focus, intelligence, integrity, dedication, respect, strength, imagination, innovation and passion, which combine together to create our culture at Lubbock Fine. ●

EMPLOYEE NUMBERS

No. of Employees

110

No. of Partners

13

No. of Trainees

29

JOB OPPORTUNITIES

Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

No. of Graduate Jobs

6

No. of School Leaver Opportunities

2

Disciplines Recruited From

Any

Office Locations

London



For the latest jobs visit
www.accountancycareers.co.uk

TRAINEE PROFILE

NAME	David Schogger
LOCATION	London
UNIVERSITY	Aston
DEGREE	Business and Management
ROLE	Trainee Accountant



Why did I choose Lubbock Fine?

I was keen to find a mid-tier firm where I would feel a valued member of the team and be offered an exciting range of opportunities. I was fortunate to have found Lubbock Fine based in St Paul's Paternoster Square, where I was drawn to the prestige of modern offices, as well as the young and social nature of the firm, which I discovered when invited to the firm's summer party before starting. This made the idea of working for Lubbock Fine even more attractive.

What was the application process like?

The application process was challenging, but I was put at ease by the People team who kept me informed on my application and were happy to answer any queries throughout my journey. When I came into the office for psychometric tests and the interview day, the staff were all extremely friendly and made me feel welcome. My interviewers really tried to get to know me - the whole experience could not have been more different from a stereotypical interview.

What experience have I gained here?

Since joining I have worked across statutory audits, accounts preparation, tax, due diligence and FCA/Solicitor compliance audits. The broad range of work with clients of different sizes from multiple sectors is a key benefit of working for Lubbock Fine - it has allowed me to develop a much broader skill set than working at a larger firm.

What type of training have I had?

The training has been very hands-on - it has been a steep learning curve and I have had to learn on the job. This has been made easier with the support of seniors and managers who are always willing to make time for any assistance. We also have structured training sessions called 'audit club' where we learn about specific aspects of auditing. These help us to better understand the underlying theory and how that can be applied in day-to-day work.

How do you rate the work/life balance?

The work-life balance is great. Hard work is appreciated and recognised yet I have never felt pressured to work 'crazy hours' or to forfeit out of work commitments. Social events are arranged for the staff (including virtual events during lockdown) - these are always a lot of fun and allow us to get to know the team in an informal setting.

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

For me it's the level of trust and independence given at Lubbock Fine. During my first year I was already communicating with clients and independently completing audit files, which has enhanced my skills needed for a successful career. ●

MENZIES

BRIGHTER THINKING

Menzies is a leading firm of accountants, finance and business advisors that operate out of a network of offices across Surrey, Hampshire and London, providing our clients with easy access and local knowledge. Described as the 'best performing firm outside of the top 10' by Accountancy Magazine, Menzies has over 400 employees and an annual turnover of more than £40m.

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

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

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

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

EMPLOYEE NUMBERS

No. of Employees
400+

No. of Partners
44

No. of Trainees
100+

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs
Varies

No. of Undergraduate Opportunities
Varies

No. of School Leaver Opportunities
Varies

Disciplines Recruited From

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

Office Locations

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



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

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TALENT TO BE OUR NEXT GENERATION
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MENZIES
BRIGHTER THINKING





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

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

Join us to make your career your own – start now

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

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

Are you up for the challenge?

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

Become a professionally qualified human

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

Have you got the Mercer & Hole ingredients?

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

We hope to see you soon! ●

EMPLOYEE NUMBERS

No. of Employees

Over 200

No. of Partners

24

No. of Trainees

48

JOB OPPORTUNITIES

Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

No. of Graduate Jobs

10-15

No. of School Leaver Opportunities

5-7

Disciplines Recruited From

All degrees considered

Office Locations

London, Rickmansworth, St. Albans and Milton Keynes



For the latest jobs visit
www.accountancycareers.co.uk

TRAINEE PROFILE

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



How did you choose Mercer & Hole?

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

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

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

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

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

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

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

My top tips:

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

What is the culture like at Mercer & Hole?

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



mha MOORE & SMALLEY

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

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

Professionally and personally, a career at MHA Moore and Smalley is a chance to thrive and grow, to be the best you possibly can be.

Our Mission...

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

Our Values...

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

Why work for MHA Moore & Smalley?

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

EMPLOYEE NUMBERS

No. of Employees

339

No. of Partners

26

No. of Trainees

81

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

c. 10 per year

No. of Undergraduate Opportunities

Varies

No. of School Leaver Opportunities

c. 10 per year

Disciplines Recruited From

All disciplines

Office Locations

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



For the latest jobs visit
www.accountancycareers.co.uk



Moore Kingston Smith is a dynamic, leading UK firm of accountants and business advisers. We have been helping clients thrive since 1923.

As trusted advisers to businesses, private individuals and not for profit organisations, we are passionate about helping our clients achieve their ambitions. We are committed to supporting them through good and tough times. Our highly experienced people have the strategic insight, drive and dedication to deliver results. With over 60 partners and more than 500 staff based in and around London, we are a leading member of the Moore Global Network. An international family made up of over 30,000 people across more than 100 countries, members connect and collaborate to take care of our clients' needs – at a local, national and international level.

Joining Moore Kingston Smith as a trainee chartered accountant means you will receive fantastic training that allows you to experience working in audit, accountancy and taxation for a variety of businesses across a wide range of sectors including technology, charity, healthcare and renewable energy.

Right from the start of your training contract you will be working with clients, getting to know their business and understanding their challenges. You will be encouraged to take responsibility early on in your training contract and you will be exposed to all aspects of a job.

We are committed to giving each person that joins us first class training in a personal and friendly working environment. As well as learning on the job, you'll complete a comprehensive apprenticeship training programme that will equip you with the knowledge, skills and behaviours you need to excel in the role. There is always plenty going on in our friendly offices, with a wide variety of social activities. We have a firm-wide social committee with representatives from every level within the firm, who are always looking for suggestions and volunteers to help organise events.

We're looking for people who are adaptable, enjoy building relationships and are passionate about developing themselves.

We recruit for both AAT and ACA programmes twice per year, in September and March. ●

EMPLOYEE NUMBERS

No. of Employees
586

No. of Partners
70

No. of Trainees
129

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs
40 in September and 25 in March

No. of Undergraduate Opportunities
Varies

No. of School Leaver Opportunities
Varies

Disciplines Recruited From
All disciplines considered

Office Locations

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



For the latest jobs visit
www.accountancycareers.co.uk



At Myers Clark, we are serious about your ambitions (but we are not serious people). We are in the people business. Although we have been in business for 100+ years, we are far from a 'traditional firm'. We are on the journey with our clients, and we take their goals in business as seriously as they do.

Doing what is necessary to stay compliant with HMRC just scratches the surface. We encourage our clients out of their comfort zone but supporting and challenging them on their path to success.

Our Values

Get off the fence:

- influence goals and ambitions
- make a recommendation and help make decisions
- innovate and solve problems
- be honest, don't just say what people want to hear

Achieve high standards:

- hold yourself to account
- take pride in what you do
- learn from your mistakes
- don't settle for good, strive to be your best

Enjoy your work

- be respectful and expect the same
- promote a happy environment and be positive
- find a healthy balance
- don't blame yourself or anyone else, just put it right

Grow, support and challenge

- be prepared to adapt and change
- develop ourselves and others - share what you learn
- influence key decisions and hold to account
- don't just do what you've always done

Because at Myers Clark, we believe in relationships, not transactions.

Our clients are more than just a number to us. We utilise tech and help all our clients make the most of technology in their business, but the support is **delivered by real experienced people** who care about the real challenges and successes you will face. We want our passion for true partnership to be integral to any relationship.

We are an exciting place to work and due to size of our firm (3 directors and 40 staff) and the fact we operate out of a single location (Watford), we offer an all-round experience to those choosing to work with us. We offer a broad range of expertise in audit and accountancy services, business strategy and tax for hundreds of businesses and individuals, as well as national and local organisations in the not-for-profit sector. ●

EMPLOYEE NUMBERS

No. of Employees

40

No. of Trainees

2

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

Varies

No. of Undergraduate Opportunities

Varies

No. of School Leaver Opportunities

Varies

Disciplines Recruited From

All disciplines

Office Locations

Watford



For the latest jobs visit
www.accountancycareers.co.uk



National Audit Office

About us

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

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

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

Our trainees

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

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

EMPLOYEE NUMBERS

No. of Employees
c.800

No. of Trainees
c.215

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs
c.70

No. of Undergraduate Opportunities
c.12

No. of School Leaver Opportunities
c.12

Disciplines Recruited From
Any degree discipline

Office Locations

London and Newcastle Upon Tyne



For the latest jobs visit
www.accountancycareers.co.uk

NEWBY CASTLEMAN

CHARTERED ACCOUNTANTS
TAX • AUDIT • ADVISORY

Newby Castleman LLP is one of Leicestershire's leading independent accountancy and business advisory firms. Established in 1851, we are proud of our long history of working with our clients within the East Midlands and further afield. With offices located in Leicester and Loughborough, we offer our clients a personal, partner-led approach and work with them to manage their needs through the provision of services covering audit, accounting, bookkeeping, payroll, tax and VAT.

We are always looking to expand our team of talented staff, and offer great opportunities for those wanting to pursue a career within the accountancy profession, whether specialising in audit, accounts preparation, payroll services or taxation. 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. ●

EMPLOYEE NUMBERS

No. of Employees

60

No. of Partners

8

No. of Trainees

9

JOB OPPORTUNITIES

Opportunities Offered

✓ SCHOOL LEAVER SCHEMES

No. of School Leaver Opportunities

1 or 2 depending on applicants

Disciplines Recruited From

Any

Office Locations

Leicester and Loughborough



For the latest jobs visit
www.accountancycareers.co.uk



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

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

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

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

We will encourage you to maximise your potential with excellent career prospects as our emphasis is on internal promotion to both manager and partner level. You'll enjoy a competitive salary and an excellent package (with salary increases based on exam and work performances). There is also huge potential to progress within the firm. Add to this the opportunities and varied lifestyle that working in the Capital has to offer and it all adds up to a very rewarding opportunity.

What can you expect from a career with Nyman Libson Paul

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

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

EMPLOYEE NUMBERS

No. of Employees

112

No. of Partners

15

No. of Trainees

21

JOB OPPORTUNITIES

Opportunities Offered

✓ GRADUATE JOBS

No. of Graduate Jobs

Varies

Disciplines Recruited From

All

Office Locations

London and South East



For the latest jobs visit
www.accountancycareers.co.uk



Accountants & business advisers

PKF Littlejohn LLP is a fast-growing firm of accountants and business advisers based in London and Leeds. We provide a full range of audit, accountancy, tax and advisory services to a wide variety of clients from large, listed multinational businesses and ambitious SMEs to individuals, their families and their businesses. We are also an important part of PKF International, a network of leading accountancy practices located in around 125 countries throughout the world.

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

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

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

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

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

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

EMPLOYEE NUMBERS

No. of Employees

345

No. of Partners

35

No. of Trainees

98

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

Varies

No. of Undergraduate Opportunities

Varies

No. of School Leaver Opportunities

Varies

Disciplines Recruited From

All

Office Locations

Canary Wharf (London) and Leeds



For the latest jobs visit
www.accountancycareers.co.uk

TRAINEE PROFILE

NAME	Zain Shabbir
LOCATION	Canary Wharf (London)
UNIVERSITY	Southampton
DEGREE	Economics and Actuarial Science
ROLE	Junior Assignment Leader



I joined PKF Littlejohn in August 2019, as part of the Financial Services division. The work that I do involves auditing insurers and insurance brokers. I am also sitting my professional ACCA exams. I have currently sat 12 of the 15 ACA exams and am hoping to qualify as a Chartered Accountant in the summer of 2022.

What attracted you to your role?

I studied actuarial science at university and developed a liking to the insurance sector. I wanted to combine this with accountancy, so I looked into ACA and ACCA graduate schemes when I graduated. When I came across PKF Littlejohn and noticed that they were hiring within their Financial Services division, it seemed to be a natural fit for me to apply for the role.

The application procedure involved multiple stages, such as numerical and verbal reasoning tests, alongside a phone interview and finally an assessment centre, comprising of a group task and a face-to-face interview with a manager and partner.

What skills are useful in this sector/profession?

One of the most useful skills to perform well within audit is to be adaptable. This is

especially clear in using technology - from the audit package that we use for clients to Microsoft Excel. This will be able to demonstrate an ability to quickly analyse large forms of data which will drastically improve the efficiency of the audits.

Most of the time you will be part of an audit team involving a manager, partner as well as potentially other associates. Therefore, ensuring that you communicate effectively with those both above and below you, as well as relaying information to and from the client, is paramount in being successful as an auditor. It is also important to have good people skills and be able to work with colleagues and clients from a wide range of backgrounds. One of the sayings we have here is that 'we work with people not numbers' and that certainly comes across in the way that we operate.

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

The best piece of advice that I was given when I started work was to be curious and always ask questions; there is no such thing as a bad question. It is vital to demonstrate professional scepticism, so by taking a genuine interest in a client, we can ensure that our audits are true and fair. ●



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

We have been recognised as a 'Sunday Times Top 100 Best Companies to Work For', for three years running and also won Top 10 Best Firms to Work for in 2021. These awards are a testament to our commitment to developing staff and giving them the right tools to excel in their careers. We aim to provide a professional, personable and approachable service to our clients, which is why we also won Business Advisory Firm of the Year in England 2020, and we want to continue to employ likeminded people who help us to achieve this goal.

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

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

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

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

EMPLOYEE NUMBERS

No. of Employees

370

No. of Partners

30

No. of Trainees

75+

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

c. 10-15 each year

No. of Undergraduate Opportunities

c. 10-15 each year

No. of School Leaver Opportunities

Varies

Disciplines Recruited From

Any

Office Locations

Cambridge, Norwich, Bishop's Stortford, London and Dubai



For the latest jobs visit
www.accountancycareers.co.uk



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

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

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

What do we look for?

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

What is life like at Prime?

At Prime, we work closely as a team and will support you throughout your studies to allow you the opportunity to gain the experience you need to achieve your qualification. We believe in being approachable, not only to clients, but to all our team, so you can be sure you will have someone to turn to whenever you need help. As a group, we also work together to raise money for charity to make a difference to the local community. In recent years we have hosted a fire walk, a 13 mile space Hopperathon, cycled to every gold post box in the UK after the 2012 Olympics and cycled the Tour de France in 24 hours! ●

EMPLOYEE NUMBERS

No. of Employees
100+

No. of Directors
10

No. of Trainees
10

JOB OPPORTUNITIES

Opportunities Offered
✓ GRADUATE JOBS

No. of Graduate Jobs
Up to 4 per annum

Disciplines Recruited From
All disciplines and disciplines considered but finance, accounting and business preferred

Office Locations
Birmingham, Coventry and Solihull



For the latest jobs visit
www.accountancycareers.co.uk



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

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

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

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

Opportunities available:

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

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

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

EMPLOYEE NUMBERS

No. of Employees
200+

No. of Partners
16

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs
Varies

No. of Undergraduate Opportunities
Varies

No. of School Leaver Opportunities
Varies

Disciplines Recruited From
All degree disciplines

Office Locations

London & Leatherhead, Surrey



For the latest jobs visit
www.accountancycareers.co.uk



At Rouse we are an award-winning team of accountants, auditors, tax and business advisors, with a team of over 80 all based under one roof, in the picturesque town of Beaconsfield.

Put simply, our people are our most important asset. That's why we aim to recruit, develop and retain the best talent through offering challenging and rewarding opportunities.

We are looking for people who thrive on finding solutions, building great client relationships and working in a collaborative and supportive team environment. Does this sound like you?

If so, we offer competitive training packages, with a range of benefits, opportunities for career development and the opportunity to work directly with prestigious, ambitious and up and coming clients across various industry sectors.

Your career with us will be underpinned by our four values of Respect, Integrity, Care and Excellence which are at the heart of everything we do. We are passionate about diversity and inclusion in the workplace, innovating and embracing new technologies and recognising and rewarding the individual and collective efforts of our team.

Benefits in brief

- Life assurance (4x base salary)
- Pension scheme (with contributions made to your pension)
- Flexible/hybrid working (a core working hours policy and environment to fit with your lifestyle)
- Learning and development opportunities (to support your role and career path)
- Modern office with open plan working (utilising industry leading IT equipment and technology)
- Health and wellbeing (including monthly yoga classes and weekly fruit deliveries)
- Social activities (such as monthly team social events and twice annual team parties)
- Employee assistance programme (a 24/7 professional and personal counselling service)
- Finance advice (a financial advisor supporting employee personal financial matters)
- Car parking (either an allocated space or reimbursing your parking charges)
- Employee referral scheme (financial rewards for recommending successful candidates)
- Local discounts (we have secured employee discounts in many local stores in Beaconsfield)

Beaconsfield is located to the West of London, with nearby M40 and M25 junctions, as well as Beaconsfield Railway Station, which is on the Chiltern Main Line. ●

EMPLOYEE NUMBERS

No. of Employees

80

No. of Partners

6

No. of Trainees

12

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

5 per annum

No. of Undergraduate Opportunities

4

No. of School Leaver Opportunities

1

Disciplines Recruited From

All

Office Locations

Beaconsfield, Buckinghamshire



For the latest jobs visit

www.accountancycareers.co.uk



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

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

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

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

It's your future. Own it at RSM. ●

EMPLOYEE NUMBERS

No. of Employees
4,000

No. of Partners
250

No. of Trainees
c.550

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs
380

No. of Undergraduate Opportunities
170

No. of School Leaver Opportunities
Varies

Disciplines Recruited From
Any

Office Locations
Nationwide



For the latest jobs visit
www.accountancycareers.co.uk

TRAINEE PROFILE

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



How did you get your job at RSM?

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

Why did you choose RSM?

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

What's it like working at RSM?

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

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

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

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

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

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

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

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

I am hoping to have finished my CTA qualification and working towards achieving manager grade. I had to work hard across the previous 3-4 years to complete both my ATT and Apprenticeship qualifications, but ultimately that has led to me being promoted from 'Assistant' to 'Associate', along with the knowledge learnt on the job. Once I have finished all of my qualifications, I would also be interested in completing an international secondment to one of our worldwide RSM offices, such as USA or Australia.

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

Studying at the same time as working and also trying to have a personal/social life is a difficult equilibrium to achieve. There have been some key deadlines whilst I have been out of the office so it was important that I was on top of things well in advance to ensure that I could get the work done.

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

It is important to make sure that research is completed to make sure you know how you'll fit in at RSM, what value you can add and the culture of the team. I would also like to add that it is rewarding to be involved in such a great team and working with some great clients. My assistance in advisory projects has led to our clients receiving hundreds of thousands of pounds in tax repayments which really highlights how important the work is and how much of a valued member of the team I am.

Describe RSM in 3 words

Collaborative, supportive, knowledgeable. ●

Saffery Champness

CHARTERED ACCOUNTANTS

Saffery Champness is a firm of chartered accountants and business advisers. We have over 80 partners and over 700 staff that work from nine offices in the UK, plus offices in Ireland, Guernsey, Switzerland and the UAE.

We are bound by our shared values: ensuring excellence and integrity in the work we undertake, and being enthusiastic and collegiate in working together to achieve the very best outcomes for our clients. We value our strong client relationships and genuinely partner-led approach and we place great importance on providing exemplary client service.

We are a member of Nexia International, a leading global network of independent accounting and consulting firms. This network connects us to over 250 other member firms in 120 countries across the globe, so we are able to connect our clients to the very best advisers no matter what country their affairs take them to.

Our experts advise a broad range of individuals, their families, businesses and wider interests. The sectors in which we operate include: private wealth; owner-managed businesses; real estate; landed estates and rural businesses; sports and entertainment; not-for-profit organisations; and professional firms and consulting businesses.

If you apply for a Trainee Chartered Accountant position in our London office, you will be choosing between our Film and TV, Private Wealth and Estates or Business Advisory Groups. For all regional offices, you will not be asked to choose a specific department and the client base remains varied.

Our trainees

As one of our trainees, you can play a major part in our ongoing success story. From early on in your time with us, you will be entrusted with real client assignments and real responsibilities. In return, we will support you with our first-class training and development programme, designed to lay the foundations for an exceptional career. ●

EMPLOYEE NUMBERS

No. of Employees

700+

No. of Partners

80+

No. of Trainees

200+

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

65+

No. of Undergraduate Opportunities

Varies

No. of School Leaver Opportunities

Varies but are available in all offices

Disciplines Recruited From

Any

Office Locations

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



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www.accountancycareers.co.uk

TRAINEE PROFILE

NAME	Dominic Tuffy
LOCATION	London
UNIVERSITY	Reading
DEGREE	Accounting and Management
ROLE	Trainee Chartered Accountant



Why Audit/Accountancy?

I have always considered myself to be highly numerate and believed that my future career lay within the accounting and finance world. My career at Safferys began during my degree placement year when I worked with the firm's Outsourcing team, gaining excellent City firm experience working with high profile clients in the sports, music and film industries. I saw first-hand, the fantastic career development and training opportunities that Safferys offer their staff and decided to apply for their graduate programme.

Current Role

Following graduation, I joined the firm's ACA training scheme as a trainee within the Business Advisory Group, working on audit and accounts preparation for a variety of clients in various sectors and industries. As a trainee, you are a key part of the audit team, given real responsibility to complete the bulk of the fieldwork both in the office and at client premises. This role has allowed me to consolidate and apply the theory learnt at university and to increase my knowledge and understanding through my studies towards the ACA exams.

Qualification

As a graduate trainee, you will complete the Level 7 Accountancy Professional Apprenticeship, in addition to passing the ACA qualification over a three-year period. This involves passing all 15 ACA exams, gaining 450 days' practical work experience,

as well as learning and demonstrating elements of professional development, ethics and professional scepticism.

Safferys supports its graduate trainees during their ACA training contracts, providing college tuition and support coaches throughout. A key benefit of the apprenticeship is that 20% of your time is spent completing off-the-job training e.g. mentoring, internal training courses and learning new systems and software.

Future Plans

I am focussed on completing my training contract as soon as possible and thereafter qualifying as a Chartered Accountant. I am excited at the future personal growth prospects that the ACA qualification gives me throughout Safferys. The firm has grown substantially since I first joined on placement in 2018, I have no doubt that Safferys offers fantastic opportunities to progress and develop my future career.

Advice

One of the biggest learning points from my time as a trainee so far has been to improve my time management. Delivering excellent work to our clients, whilst studying towards the ACA and having a personal life can be challenging at times. However, if you are diligent, resilient and work hard, you will succeed. The firm understands how tough these exams are and offer excellent support throughout your journey to qualification. ●



Sagars is a professional practice of the future, but we've been in business long enough to know that the game is won or lost at the recruitment stage, so we only hire the very best people.

We also know that the goals of the butcher, the baker and the candlestick maker will be different to those of the lawyer, the farmer and the professional sports star, so our advice and support is bespoke, which makes for interesting and varied work. Our 100-strong team are national award-winners and a super-safe pair of hands when it comes to audit, accounting, tax and business advisory support.

Join us as a trainee and, with the support of your own mentor and our experienced team, you'll get the very best technical training and practical work experience to help you gain qualification - CFAB/ACA, AAT/ACCA or AAT/ACA for audit, accounting and business advisory career paths, and ATT/CTA or ACA/CTA for tax routes.

We count ACA and CTA national prize winners amongst our team, so our standards are high. You'll need ABB grades at A level (or equivalent) and, if you're joining our graduate programme, a 2:1 degree in any discipline. You'll need to be a natural relationship builder and an enthusiastic team player with energy, commitment, a thirst for knowledge and a good sense of humour – if this sounds like you then you'll fit right in, and you can enjoy:

- paid study leave
- paid overtime
- agile and flexible working
- loyalty holidays
- dress for your day policy
- pension scheme contributions
- competitive salary, and
- paid course and exam fees.

Importantly, one of our partners and lots of our senior managers joined us as trainees – proof of the excellent career prospects that exist.

Realise your potential and enjoy a wealth of opportunities in a trainee role with Sagars. ●

EMPLOYEE NUMBERS

No. of Employees

100

No. of Partners

7

No. of Trainees

20

JOB OPPORTUNITIES

Opportunities Offered

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

No. of Graduate Jobs

5

No. of Undergraduate Opportunities

2

No. of School Leaver Opportunities

2

Disciplines Recruited From

Any

Office Locations

Leeds



For the latest jobs visit
www.accountancycareers.co.uk

SRLV ACCOUNTANTS

About Us

SRLV is a medium-sized, independent firm of Chartered Accountants and business advisors based in the heart of London's West End. From a two partner firm at its inception in 1988, the practice has developed and grown to be one of the top 50 firms in the UK with 19 partners and over 131 professional and administrative staff. The firm has developed over the past 33 years by offering a mix of energy, enthusiasm and expertise to an ever increasing client base.

Working at SRLV

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

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

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

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

Benefits

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

SRLV endeavours to support our staff physically, but mentally too from day one. We are partnered with a mental health support app which provides anonymous self-assessments and tailored content specifically for you, together with live mental wellbeing webinars throughout the year exclusively for SRLV. In addition, our weekly 'wellbeing hour' allowance to allow you to take some extra time out to focus on you. ●

EMPLOYEE NUMBERS

No. of Employees
131

No. of Partners
19

No. of Trainees
24

JOB OPPORTUNITIES

Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ PLACEMENTS
- ✓ INTERNSHIPS

No. of Graduate Jobs
Up to 4 per annum

No. of Undergraduate Opportunities
Varies

Disciplines Recruited From
All disciplines

Office Locations
London



For the latest jobs visit
www.accountancycareers.co.uk



About us

Do you aspire to join a modern and dynamic firm? Then why not join us! As an ambitious and progressive award winning top 20 group of UK chartered accountants, we have a strong national and international network.

Each trainee is given responsibility from day one and has the chance to stretch their talents and experience a wide diversity of work. Our trainees deal with a variety of clients; from very small companies through to what we call the 'dynamic mid-market' businesses, including AIM and fully listed public entities. The recruitment experience may vary slightly from office to office, however, we all share one vision and the same intrinsic values.

What makes us a great employer?

From the outset, you will receive exposure to a varied portfolio of clients, as well as access to the best training available. Our trainees always tell us that the culture and family spirit is one of the best firm attributes we provide and Efe, a graduate within our London office, strongly agrees: 'UHY has a great friendly and relaxed atmosphere and is a very tight knit company with lots of social activities.' As an approved training office for the ICAEW, we are considered a leading trainer within the accountancy profession. But don't just take our word for it; read the unedited experiences of our current staff on our website.

What we're looking for

We are looking for the partners of the future – someone that has excellent communication skills and the ability to actively engage with clients. Someone that is ambitious, passionate and wants to progress within the practice.

Development and career progression

We are dedicated to your professional development and so have established a mentoring programme to support our trainees. We have a genuine passion for our students to succeed, not only through exams but in your future career with us. We are passionate about and committed to our staff, and will always try to promote internally; even as far as partner level. ●

EMPLOYEE NUMBERS

No. of Employees

500+

No. of Partners

90

No. of Trainees

100+

JOB OPPORTUNITIES

Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

No. of Graduate Jobs

20+

No. of School Leaver Opportunities

10+

Disciplines Recruited From

All

Office Locations

Birmingham, Brighton, Letchworth, London, Newport, Nottingham, Manchester, and York



For the latest jobs visit
www.accountancycareers.co.uk



At Whitley Stimpson we celebrated our 90th birthday in 2021. It was 1931 when the company first laid its roots in Banbury High Street, and we have flourished to become one of the leading firms in the M40 corridor. Back then, George V was King, Ramsay MacDonald was elected Prime Minister and the second world war was eight years away. As now, it was also a challenging time economically with the country in the grip of the Great Depression.

Over the years the company has grown significantly but our head office has always been in Banbury moving to our current location at Penrose House, Hightown Road in 1992. Rapid expansion has come more recently through mergers with the Hale Partnership's auditing, accounting, and taxation division in High Wycombe in 2010, Baxter Payne and Haigh in Bicester in 2014 and Morgan Harris in Witney two years later. As a result, our client base now stretches the country, employing 85 staff and we have been ranked as one of the country's top accountancy firms for the seventh year running by the prestigious Accountancy Age 50+50 survey.

A key theme throughout our history has been our commitment to friendly and personal service as well as our dedication to nurturing young talent. Many clients have been retained from their early days as start-ups through to becoming multi-million-pound enterprises. Finance director Martin Anson, who trained with us, has been with the company for more than 35 years, said: "I have seen many changes. When I started, auditing was completed with big lever arched files. Audit schedules were carried out on A3 paper and all test headings had to have a full report attached to it. The report had to be double underlined in red pen, cross referenced, all matters arising cleared and staples had to be at an angle for easy review / turning of the working papers. You had review points for not completing these correctly. Never in my wildest dreams in 1986 would I have thought that in 2021 we would be completing audits electronically and watching a virtual stock take taking place in Hull while I sat in the Banbury boardroom."

We are proud of our reputation for promotion from within and recently promoted five staff members to Local Office Directors to provide greater senior support across the firm's four offices in Banbury, Bicester, High Wycombe, and Witney. Every year we employ trainees including a mix of school leavers and graduates who have the opportunity to qualify with us. Once on-board, you will take advantage of well-established and respected training and development programmes and can look forward to a long and fulfilling career as a Chartered Accountant. ●

EMPLOYEE NUMBERS

No. of Employees

85

No. of Partners

7

No. of Trainees

20

JOB OPPORTUNITIES

Opportunities Offered

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

No. of Graduate Jobs

Varies

No. of School Leaver Opportunities

Varies

Disciplines Recruited From

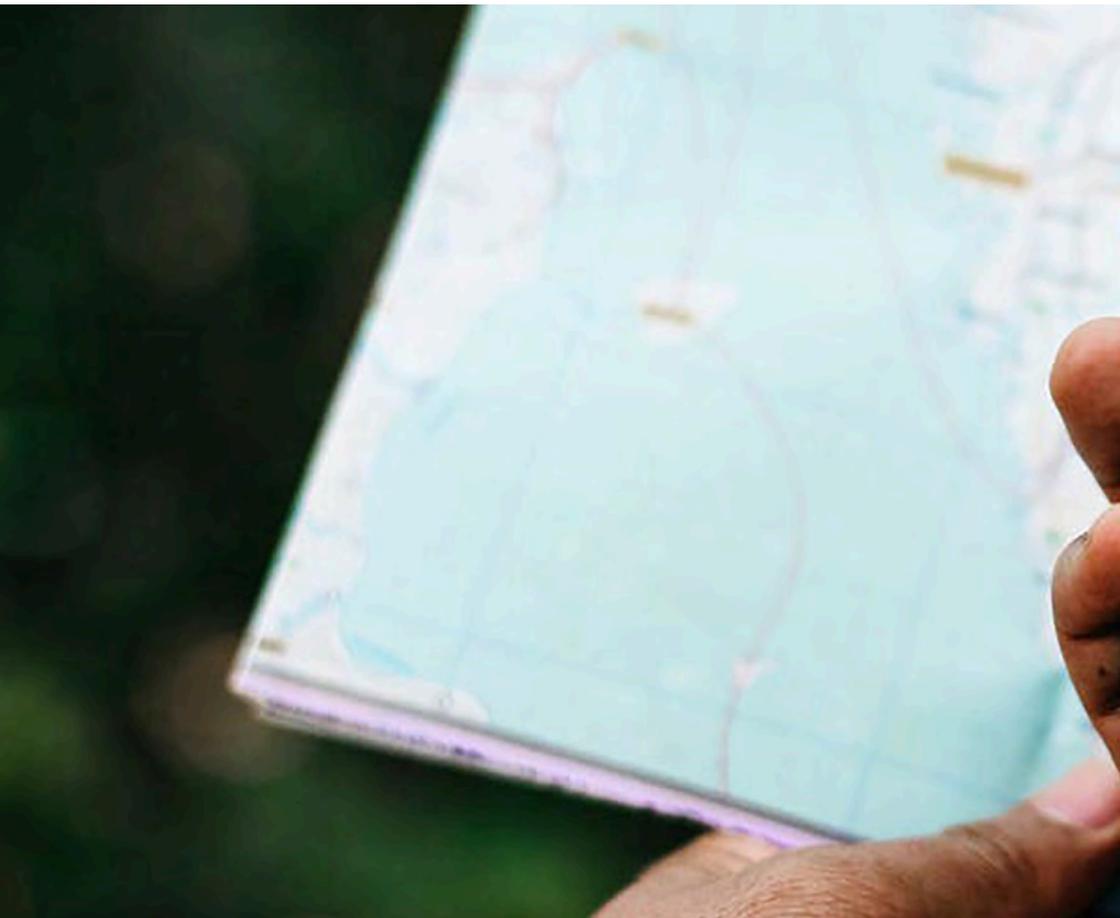
Any

Office Locations

Banbury, Bicester, High Wycombe and Witney



For the latest jobs visit
www.accountancycareers.co.uk



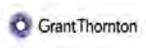
JOB FINDER

Provides summary information on employers recruiting Trainee Chartered Accountants.

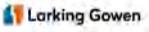
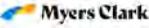


Company	No. of Employees	No. of Partners	No. of Trainees	OPPORTUNITIES OFFERED					No. of Graduate Jobs	No. of Undergraduate Opportunities	No. of School Leaver Opportunities	Further Information (page)
				Graduate Jobs	Placements	Internships	Insights	School Leaver Schemes				
	100+	9	-	●	●	●	-	●	Varies	Varies	Varies	69
	280	17	43	●	●	-	-	●	Varies	Varies	Varies	70
	80	13	12	●	-	-	-	-	Varies	-	-	71
	3,100	260	-	●	●	●	-	●	c.140	Varies	50	72
	160	23	40	●	-	-	-	-	15	-	-	73
	5,500	350	c.1,200	●	●	●	●	●	c.500	Varies	Varies	74
	180	16	55	●	●	●	-	●	up to 15	up to 6	Varies	76
	380	32	89	●	●	-	-	●	49	2	12	77
	150	15	40	●	-	-	-	●	8-10	-	4-6	78

Company	No. of Employees	No. of Partners	No. of Trainees	OPPORTUNITIES OFFERED					No. of Graduate Jobs	No. of Undergraduate Opportunities	No. of School Leaver Opportunities	Further Information (page)
				Graduate Jobs	Placements	Internships	Insights	School Leaver Schemes				
 BLICK ROTHENBERG	600	72	-	●	-	-	-	●	45	-	5	79
 BREBNERS CHARTERED ACCOUNTANTS & BUSINESS ADVISERS	115	19	18	●	-	-	-	-	4	-	-	80
 bright grahame murray CHARTERED ACCOUNTANTS	Approx. 60	10	11	●	-	-	-	-	4-5 per annum	-	-	83
 Buzzacott	408	42	112	●	-	-	-	●	c.33	-	c.12	84
 CBW	Over 165	17	-	●	●	●	-	-	4	Varies	-	85
 COOPER PARRY	440	35	98	●	●	●	●	●	20	4-8	4-8	86
 cowgills	185	14	32	●	-	-	-	-	6	-	-	87
 Crowe	1,000+	85+	250+	●	●	●	-	●	50+	Varies	Varies	88
 DAINS ... PROFESSIONAL SERVICES	Over 180	16	44	●	●	-	-	●	Varies	Varies	Varies	89

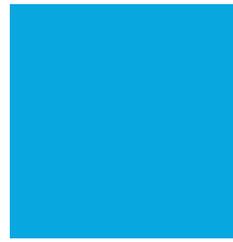
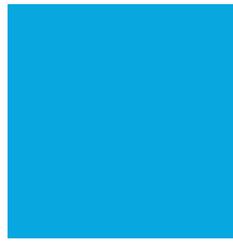
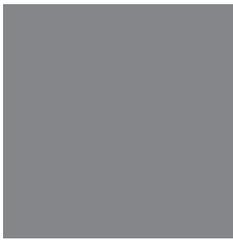
Company	No. of Employees	No. of Partners	No. of Trainees	OPPORTUNITIES OFFERED					No. of Graduate Jobs	No. of Undergraduate Opportunities	No. of School Leaver Opportunities	Further Information (page)
				Graduate Jobs Placements	Internships	Insights	School Leaver Schemes					
 Deloitte	15,000+	-	400+	●	-	●	-	●	1,000+	Varies	Varies	90
 dte business advisers <small>Chartered accountants</small>	70+	5+	10+	●	-	-	-	●	3	-	Varies	93
 DUNCAN & TOPLIS	400+	29	60	●	-	-	-	●	12	-	12	94
 ECOVIS® WINGRAVE YEATS	63	7	22	●	●	●	●	●	4 per year	Varies	4 per year	97
 EY	300,000	-	-	●	●	●	-	●	1,000+	Varies	Varies	98
 ForrestBrown® <small>R&D tax credit consultancy</small>	120+	-	-	●	-	-	-	-	Varies	-	-	100
 Galloways Accounting	100+	12	20	●	●	●	-	●	10	5	5	101
 Grant Thornton	4,500	190	800	●	●	●	-	●	300-350	80-100	Varies	102
 HASLERS <small>Accountancy & Finance</small>	103	10	11	●	-	-	-	-	Varies	-	-	104

Company	No. of Employees	No. of Partners	No. of Trainees	OPPORTUNITIES OFFERED					No. of Graduate Jobs	No. of Undergraduate Opportunities	No. of School Leaver Opportunities	Further Information (page)
				Graduate Jobs	Placements	Internships	Insights	School Leaver Schemes				
	Varies	-	Varies	●	-	-	-	●	40	-	Varies	105
haysmacintyre	378	38	-	●	●	-	-	●	35	2	2	106
	400+	29	90+	●	-	-	-	●	c.35	-	Varies	107
	160	15	23	●	●	-	-	-	8	3	-	108
	270	32	50	●	●	-	-	●	12-16	2	4-8	110
	90	10	10	●	-	-	-	-	10	-	-	112
	800	58	Over 90	●	-	●	-	●	See Website	See Website	See Website	113
	c.16,000	-	-	●	●	●	●	●	c.1000	c.175	c.225	114
	489	45	83	●	●	●	-	●	Varies	Varies	Varies	116

Company	No. of Employees	No. of Partners	No. of Trainees	OPPORTUNITIES OFFERED					No. of Graduate Jobs	No. of Undergraduate Opportunities	No. of School Leaver Opportunities	Further Information (page)
				Graduate Jobs Placements	Internships	Insights	School Leaver Schemes					
 Larking Gowen	335	25	71	●	●	-	-	-	8-10	10-15	-	118
 B Group	140	9	35	●	-	-	-	●	8-10	-	4-6	119
 Lovell Blake <small>Different because you are</small>	300+	26	55	●	-	-	-	●	Varies	-	Varies	121
 LubbockFine <small>Chartered Accountants</small>	110	13	29	●	-	-	-	●	6	-	2	122
 MENZIES <small>BRIGHTER THINKING</small>	400+	44	100+	●	●	-	-	●	Varies	Varies	Varies	124
 Mercer & Hole	Over 200	24	48	●	-	-	-	●	10-15	-	5-7	126
 mha MOORE & SMALLER	339	26	81	●	-	●	●	●	c.10 per year	Varies	c.10 per year	128
 MOORE Kingston Smith	586	70	129	●	●	-	-	●	65	Varies	Varies	129
 Myers Clark	40	-	2	●	-	●	●	●	Varies	Varies	Varies	130

Company	No. of Employees	No. of Partners	No. of Trainees	OPPORTUNITIES OFFERED					No. of Graduate Jobs	No. of Undergraduate Opportunities	No. of School Leaver Opportunities	Further Information (page)
				Graduate Jobs	Placements	Internships	Insights	School Leaver Schemes				
 National Audit Office	c. 800	-	c. 215	●	-	●	-	●	c. 70	c. 12	c. 12	131
 NEWBY CASTLEMAN CHARTERED ACCOUNTANTS TAX • AUDIT • ADVISORY	60	8	9	-	-	-	-	●	-	-	1-2	132
 NYMAN LIBSON PAUL	112	15	21	●	-	-	-	-	Varies	-	-	133
 PKF Accountants & business advisers	345	35	98	●	●	●	-	●	Varies	Varies	Varies	134
 Price Bailey CHARTERED ACCOUNTANTS	370	30	75+	●	●	-	-	●	c.10-15 each year	c.10-15 each year	Varies	136
 prime ACCOUNTANTS GROUP	100+	-	10	●	-	-	-	-	Up to 4 per annum	-	-	137
 RAWLINSON & HUNTER Chartered Accountants Chartered Tax Advisers	200+	16	-	●	●	●	-	●	Varies	Varies	Varies	138
 rouse Chartered Accountants	80	6	12	●	●	-	-	●	5 per annum	4	1	139
 RSM	4,000	250	c.550	●	●	●	-	●	380	170	Varies	140

Company	No. of Employees	No. of Partners	No. of Trainees	OPPORTUNITIES OFFERED					No. of Graduate Jobs	No. of Undergraduate Opportunities	No. of School Leaver Opportunities	Further Information (page)
				Graduate Jobs	Placements	Internships	Insights	School Leaver Schemes				
 Saffery Champness <small>CHARTERED ACCOUNTANTS</small>	700+	80+	200+	●	●	●	-	●	65+	Varies	Varies	142
 sagars <small>chartered accountants and business advisers</small>	100	7	20	●	-	●	-	●	5	2	2	144
 SRV ACCOUNTANTS	131	19	24	●	●	●	-	-	Up to 4 per annum	Varies	-	145
 UHY Hacker Young <small>Chartered Accountants</small>	500+	90	100+	●	-	-	-	●	20+	-	10+	146
 Whitley Stimpson <small>Chartered Accountants and Support Accountants</small>	85	7	20	●	-	-	-	●	Varies	-	Varies	147



PERSONALITIES WANTED
GET THE CAREER YOU WANT AT RSM



Your voice will always be heard at RSM. Join our global network and discover a culture that nurtures individuality and celebrates fresh thinking.

It's your future. Own it at RSM.

[Apply at rsmuk.com/careers/students](https://www.rsmuk.com/careers/students)



THE POWER OF BEING UNDERSTOOD
AUDIT | TAX | CONSULTING

The UK group of companies and LLPs trading as RSM is a member of the RSM network. RSM is the trading name used by the members of the RSM network. Each member of the RSM network is an independent accounting and consulting firm each of which practises in its own right. The RSM network is not itself a separate legal entity of any description in any jurisdiction. The RSM network is administered by RSM International Limited, a company registered in England and Wales (company number 4040598) whose registered office is at 50 Cannon Street, London EC4N 6JJ. The brand and trademark RSM and other intellectual property rights used by members of the network are owned by RSM International Association, an association governed by article 60 et seq of the Civil Code of Switzerland whose seat is in Zug.

A close-up photograph of a woman with long brown hair and black-rimmed glasses, smiling warmly while holding a mobile phone to her ear. The image is overlaid with a semi-transparent teal geometric shape that frames the text on the right.

Careers at Kreston Reeves

It's often said that it's the people you work with that make a job special. At Kreston Reeves, we really believe that's true.

Guiding you to a brighter future

Call: +44 (0)330 124 1399

Email: enquiries@krestonreeves.com

Visit: www.krestonreeves.com