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THE ONLY GRADUATE CAREER GUIDE TO

# Chartered Accountancy

2018/19

32nd Edition

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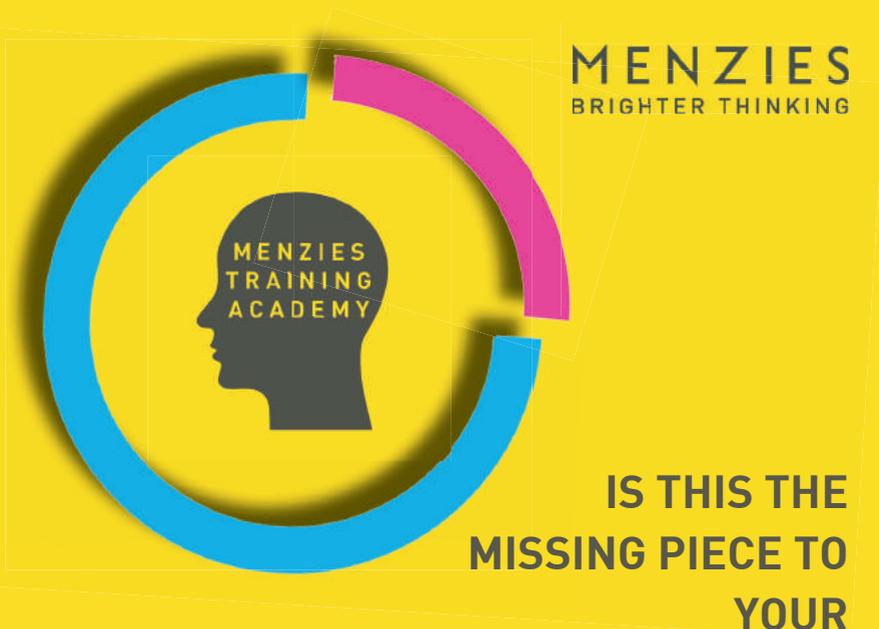
The must-read guide for  
undergraduates wanting to  
succeed in accountancy, finance  
and business – ICAEW

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'We hope you enjoy using this guide to learn more about chartered accountancy. We will give you a real insight into the career.'

Lynn Hamilton-Gow  
Head of Marketing and Student Recruitment, ICAEW

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It's time to embark on a career that can take you places. Discover your route to chartered accountancy with ICAEW and the *Accountancy Careers Guide 2018/19*. Lynne Hamilton-Gow gives reasons for becoming an ICAEW Chartered Accountant, joining ICAEW and reading the rest of this guide.



ICAEW is a global membership organisation that provides leading training for not only its members but its graduates, school leavers and those who want an exciting career change. We work with 5000 ICAEW authorised employers around the world – all offering its leading ACA training and professional development. This training will not only guide you into becoming a credible Chartered Accountant but will make you rethink what accountancy is all about.

actively recruiting from a range of degree subjects, so you can train to become a chartered accountant regardless of your degree field.

You will find our members working in all sectors – from large multinational organisations and global accountancy firms, to local charities and business start-ups. Their roles vary from being business consultants and Practice Partners, to Finance Directors and CEOs. They are recognised for their leadership and expertise – that's why 78 of the FTSE 100 companies have an ICAEW Chartered Accountant on their board\*.

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

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

ICAEW is a world-leading professional membership organisation and we are committed to delivering our qualification, the ACA, to aspiring chartered accountants all over the world.

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

\*Source: ICAEW member data 2018

Students can qualify as an ICAEW Chartered Accountant straight from school or after university. The employers we work with are

**Lynne Hamilton-Gow**  
Head of Marketing and Student Recruitment, ICAEW

JOB FINDER

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# THE PROFESSION

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# FINDING THE RIGHT JOB

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# WHAT IS CHARTERED ACCOUNTANCY?

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

## What do ICAEW Chartered Accountants do?

Chartered accountants are never limited to one discipline. You can take your career into a diverse range of specialist areas including auditing, taxation, corporate finance, forensic accounting and business recovery. Chartered accountants hold influential positions within leading organisations such as PwC, Deloitte and L'Oreal – you are able to develop in an industry you really care about.

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

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

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

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

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

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

Chartered means you are at the top of your profession and you are ready to take on challenges and equally be rewarded for them. As graduate, ICAEW Chartered Accountants can earn up to £29,000 with the potential to increase to £50,000 after qualifying.

## Types of Accountancy

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

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

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

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**Chartered accountants hold influential positions within leading organisations such as PwC, Deloitte and L'Oreal.**

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## Case Study

**Zoe Wong** who is Finance and Operations Director at Depop explains her creative route to accountancy.

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

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

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



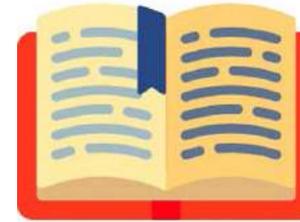
# FIVE REASONS TO BECOME AN ICAEW CHARTERED ACCOUNTANT

ICAEW stands for 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 a chartered accountant, here are five highlights:

## 1

### A global career

The ACA qualification is internationally recognised. Our members work in over 154 countries and ICAEW is the founding partner of Chartered Accountants Worldwide (CAW). This is a chance to really make your career go places.



### All degrees are accepted

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

## 4

## 5

### Work in an industry you love

Chartered accountants shape the financial decisions and strategies across all types of organisation. From charities to sports brand – you'll find the right employer.



Becoming a chartered accountant is challenging, dynamic and exciting. With ICAEW you will take advantage of opportunities and training to ensure your career is rewarding and develops. Find out more about ICAEW later on in this guide and on the Accountancy Careers website. ●



### Training and support

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

## 2



## 3

### Earn while you learn

You will earn a salary while you work towards your ACA qualification. On average you can earn £49k 0-2 years' after obtaining your ACA.

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

## AREAS OF WORK

Are you looking for a career where you can influence the strategy, direction and profitability of an organisation? Or maybe, a career that gives you the opportunity to make a real difference by ensuring your employer has the funds to deliver its charitable work? With a range of industries and sectors to work in, a career in chartered accountancy really does offer exciting and limitless opportunities.

### Professional services and public practice

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

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

Public practice can be challenging, and can present trainees with a wide variety of experiences, working in multiple industries and providing lots of flexibility

### Why work in public practice?

Public practice can be challenging, and can present trainees with a wide variety of experiences, working in multiple industries and providing a lot of flexibility.

This area of accountancy also offers an opportunity to specialise in areas such as audit or consultancy. Public practice is often seen as a sector that can offer job security, whereas other sectors can be hit hard by recession.

### Routes into public practice

There are large international firms within public practice; these include the 'Big Four' accountancy firms – PwC, EY, KPMG and Deloitte. There are also smaller accountancy firms, known as small and medium practices (SMP's), so there is a lot of variety for graduates entering this area of accountancy.

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

### Business and financial services

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. However, you will develop an understanding of IT, marketing, sales and operations.

You will be 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.

You will be in a highly competitive environment at times, with rapidly-changing risks and constant demand for innovation.

### Why work in business and financial services?

Working in this industry 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 accountancy in industry

A common route into commerce and industry for accountants is to make the move once they have completed their three-year training agreements. This includes major commercial companies, such as those in the manufacturing, retail and telecoms industries, though many

of these companies also offer ACA training through themselves.

Accountants are needed in all areas of industry to manage budgets, monitor the economic health of the company and to make important strategic decisions. Consequently, accountants often occupy the most senior positions in companies, all the way to the chief executive. Financial services include global banks with departments that offer accountancy training, such as Goldman Sachs, HSBC and Macquarie.

### Charity and not-for-profit

If you would like to use your skills to make an impact, then you may be looking at the charity and not-for-profit sector. There are a range of opportunities for accountants 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 of 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. They 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. You will be helping local communities and changing people's lives, while leading a successful and satisfying career.

#### Why work in the public sector?

Many graduates choose to develop their career in the public sector 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 good pension schemes and longer holidays can be a deciding factor when it comes to choosing to work in the public sector. ●

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

### Career Destinations

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

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

## ACCOUNTING & FINANCE SALARY TRENDS

Demand for newly-qualified accountants is growing, but it's not just the technical skills that employers are looking for. A larger emphasis is now being put on soft skills and being the right cultural fit. Robert Half give us an insight into the salaries and benefits on offer in the profession.

Hiring in the accounting and finance landscape has seen a clear shift from focusing purely on efficiencies to improving the overall productivity of the finance function. Chief Financial Officers (CFOs) are investing in finance transformation and automation as the need to improve and upgrade systems to meet the growing demands being placed on the team.

Finding the right employees with the right skills is at the forefront of this shift, with nearly half (46%) of businesses planning the creation of new teams to tackle digital transformation.

Our research highlighted that a further third (31%) of CFOs have plans to hire additional headcount. We are seeing more companies bringing in junior accounting and finance professionals to support their business growth. However, as firms increase their investment in new employees, they are doing so with a long-term lens. A significant emphasis is being placed on finding the right cultural fit alongside the right technical and soft skills during the hiring process.

As finance automation and digitisation takes effect, heavy investment is being made in IT training (43%) and on honing employees' analytical skills (64%). Half of CFOs surveyed said that they planned to make this their primary focus over the year.

Starting salaries for accountancy and finance roles are predicted to rise increase over the next 12 months, especially for candidates with specialist skills or industry-specific experience.

Our research shows that 15% of businesses will be increasing salaries by 10% within their finance departments. Many SME businesses are looking at their entire remuneration packages (base salary, bonus, flexible working opportunities, and stock options), rather than just competing on salary alone. ●

Since 1950, Robert Half has produced Salary Guides to offer business owners, hiring managers and professionals' information on prevailing starting salaries in their geographic areas and insight into the latest employment trends. Information in the Salary Guide is based on the thousands of job searches, negotiations and placements managed each year by Robert Half's recruitment consultants, along with the company's ongoing surveys of executives.

2018 UK SALARIES	
Role	Salary Range
Graduate Accounts Assistant in Financial Services	£25,250-30,250
Assistant Management/Financial Accountant (SME)	£19,500-28,500
Assistant Management/Financial Accountant (Large company)	£21,000-32,000
Assistant Management Accountant in Financial Services (up to PQ)	£22,500-35,750
Assistant Management Accountant in Financial Services (PQ-Finalist)	£35,000-46,500

Data is extracted from the Robert Half 2018 Salary Guide. Download the full guide at [www.roberthalf.co.uk/salary-guide](http://www.roberthalf.co.uk/salary-guide)

\*NQ - Newly qualified. PQE - Post-qualification

## EDUCATION & SKILLS

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

### Do I need an A level in maths?

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

### What grades do I need?

ICAEW's entry requirements relate to your school, college or other relevant qualifications and full details can be found at [icaew.com/careers](http://icaew.com/careers).

While employers are looking for applicants with a good academic history, employability skills are just as important. Check your chosen employer's website for their specific requirements before you apply.

### Finding your place

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

### Employability skills

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

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

### PEOPLE SKILLS

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

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

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

### TEAM WORKING

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

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

### DECISION MAKING AND PROBLEM SOLVING

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

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

### PROFESSIONALISM

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

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

### COMMERCIAL AWARENESS

By being commercially aware, chartered

accountants are able to think creatively about problems to identify solutions and give their organisation the competitive edge. Having an understanding of an employer's business will show them that you have a grasp of their market. Demonstrating knowledge of an employer's competitors helps you recognise the challenges they come up against. It will make you better equipped to make decisions for them. Go the extra mile and sign up for industry news in your chosen sector, follow employers on Twitter and LinkedIn and set up key word searches. All of this will be great preparation for an interview.

### IT SKILLS

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

Even at entry level, employers will expect applicants to be computer literate. This is one area where first impressions count. The majority of employers now take online applications so the first example they will see of your IT skills will be your application or CV. Make sure there are no spelling mistakes, don't just rely on spellcheck, get someone to proofread it for you too. This will show an employer you have a keen attention to detail. ●



# CHOOSING THE RIGHT EMPLOYER

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

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

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

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

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

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

## Where can you train?

ICAEW Chartered Accountants train and work in a variety of sectors and in all sizes of organisation. There is no such thing as a

## You should think carefully about the size of the organisation; small and large organisations can offer very different opportunities

typical employer; there are a diverse range of opportunities on offer. While they all offer something different, all ICAEW authorised employers have to meet strict training standards. This means that no matter what organisation, sector or location you choose to work in, you can be confident you will be getting the highest standard of training possible.

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

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

In addition, you should also think carefully about the size of the organisation; small and large organisations can offer very different opportunities. You may be looking to become a specialist in a particular service line or perhaps a broader experience is what you are looking for.

Finally, there is the important matter of location. London is one of the most vibrant cities in the world and a popular choice for graduates. However, there are towns and cities all over the UK offering a rich mix of cultural and social experiences in addition to a range of great graduate vacancies.

Opportunities are not just limited to the UK, you can find ICAEW authorised employers in a range of international locations including across Europe, the Middle East, Africa, South East Asia and China, to name just a few.

## Find an employer

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

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

## Beyond training

Three years training may seem like a long time, but the integrated approach of the ACA means you get the best of both worlds; real life experience of the workplace and a globally-recognised qualification. Whatever size or type of organisation you choose to train with, your career opportunities are endless. Once qualified, you will have the flexibility to shape your future career around your interests and aspirations. You'll be able to move between organisations, sectors and even countries, throughout your career.

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

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



# INTERNSHIPS & WORK EXPERIENCE

Work experience has become an integral part of graduate recruitment for many leading employers. According to the High Fliers report The Graduate Market 2017, more than a third of employers warned that candidates with no previous work experience had little or no chance of being successful in their graduate recruitment process, regardless of their academic achievements.

While there was no dip in work experience available in 2017, the outlook for 2018 has been cautiously optimistic, with work experience places expected to increase by 0.8%. However, the field is still fiercely competitive and you will have to stand out from your peers and promote yourself in the best possible way.

Many employers now see work experience as the most reliable way to find candidates for their graduate vacancies. It's a great way to show employers you have the interest and the ability to work as a chartered accountant and could help you secure a graduate position. There is also the added benefit of giving you an understanding of the industry and to help you decide whether or not accountancy is the career for you.

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

## What's on offer?

The two main types of work experience are internships and placements. Placements are available with specific degrees and allow you to take a year out of studying to work for a company in a related industry. This differs from internships, which usually last 6-12 weeks, are not linked to a degree course and are normally undertaken in the summer months.

## PLACEMENTS

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 universities may offer placements, especially if the university has good business links.

Larger national employers may offer these programmes too. Placement years can help you to:

- Gain invaluable industry experience
- Increase your subject knowledge
- Build employability skills
- Earn money to support yourself through your studies
- Get a greater understanding of the graduate recruitment process

Most universities that offer placement years will have a dedicated department to assist your placement search, but students can also search for and contact employers directly. University careers fairs can be a good place to start.

## INTERNSHIPS

Formal internships are a popular choice among students. They can provide up to 12 weeks of experience and they are usually completed over the summer holidays. Larger firms often have formal programmes available and while they were typically reserved for penultimate year students, High Fliers have reported that a sustainable amount of employers now offer places for first year undergraduates. These could come in the form of paid internships, introductory courses and course placements.

If you are interested in an internship, the key is to research and apply early; the ideal time to find out about application deadlines is during your first year of university. Accountancy internships are very often paid, but firms may also offer taster or insight days.

## ALTERNATIVE TYPES OF WORK EXPERIENCE

In today's competitive market, there are not enough opportunities for every student interested in work experience. If you haven't been able to secure work experience, don't worry, there are other routes to consider.

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

For example:

1. **Volunteering** as a treasurer for a university club or society. Being treasurer of a club could prove useful in an interview situation and on your CV. This role demonstrates to employers that you have experience of budgeting, basic accounts and expenditure. It will also show that you can balance work, study and outside interests, not to mention holding a position of trust, accountability and authority.
2. **A part-time job.** A 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 it more relevant to accountancy,

3. The relevance of your **gap year experience.** If you have travelled, maybe taught English abroad, think about how this could benefit a future employer. You can work across cultures, work alone and as part of a team as well as possibly speak multiple languages.

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

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. ●

## Top places to find internships and placements

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

Find and apply for internships, placements and insight days. You can also find accountancy company profiles and graduate jobs here.

### ICAEW

ICAEW provide an online portal detailing many internships, placements and work experience opportunities.

### University careers centres

Your careers service will be able to help you with CVs as well as give advice about applying for work experience. They may also know of firms looking for dedicated students.

### Campus events and visits

Make the most of employers visiting your campus. Many chartered accountancy firms, along with ICAEW, will hold presentations, networking sessions and exhibit at university careers fairs.

# APPLICATIONS & INTERVIEWS

The most successful accountants will possess the ability to communicate with peers, customers, external business partners and investors alike, coupled with an acute eye for detail and key technical accounting knowledge. So, employers will be looking for you to demonstrate your professional qualities and your technical competencies both on your CV and in person at interviews to prove to them why you are the best candidate for the job. Karen Young from Hays gives her applications and interview tips.

When starting your search for a trainee accountancy role, firstly it is important to identify your key skills and research the organisations and jobs that you are best suited to. Decide if you are looking to gain broad practice experience, or specialise in a particular area, to know where to start your search.

You should also be aware of the factors which are most important to you, for example, location, salary and benefits, and workplace culture including flexible working hours. It's recommended to possess an idea of your career aims and objectives for your first role in the sector. However, most important is the desire and enthusiasm to work in the accounting and finance field, as showing passion for your choice of work will make a huge difference in an interview.

The Hays UK Salary & Recruiting Trends 2018 guide found that 57% of finance employers plan to hire this year, and 52% of finance employees plan to move jobs, so here's how you can stand out to those employers planning to expand their teams:

## CV preparation

Before starting your search, ensure that your CV is up to date with your experience and training and any professional qualifications that you already hold or are working towards. Make sure you keep these up to date, all of the time. There is no excuse for any professional studies being out of date and this includes being specific about which papers you have passed, and which you are actively studying for.

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 employers will be looking for.

## It is important to identify your key skills and research the organisations and jobs that you are best suited to.

Show the areas you have excelled at in terms of study, particularly if this is directly relevant to the role you are applying for. Make sure you also update any voluntary or extra-curricular activities too – being the treasurer of a committee at university is relevant when interviewing for a graduate or trainee job in finance. Remember that your CV is your first sales pitch to a potential employer so ensure there are no spelling or grammatical errors and it is professionally presented. Choosing a clear simple font size and type, and spacing, are all important factors.

Your CV and application need to be specifically tailored to each individual role. This means ensuring that you demonstrate all the required competencies as outlined in the job and person descriptions. These could include:

- Attention to detail
- Excellent communication skills
- Overcoming objections
- Delivering excellent service
- Time management

You may not need to change your CV completely each time you apply to a role, sometimes it can be as simple as re-ordering the content so that the most relevant experience and skills come higher up the list of bullet points for one job application than they do for another – human nature is to read the top part of any content and speed read or scan the remainder.

## MAKE YOUR POINTS CLEAR.

Remember that the first page of your CV has the biggest impact so the most relevant information to your job application should be here. Postal address is not usually a critical factor in terms of initial decision to see you for an interview as it will be based on skills and competencies and how well these are displayed. Therefore put this further down the CV in a less critical place.

## Social media

Before your interview, any social media platforms you use should be up to date, in particular your LinkedIn profile which should reflect the information you have on your CV. Social media should be seen as a positive asset for job seekers if used correctly.

LinkedIn is a great way to showcase passion for your industry by joining relevant groups, posting frequently and updating your profile regularly. For LinkedIn in particular make sure that your CV matches up to what your profile says in terms of employment dates and experience. Even if the discrepancy is a genuine mistake rather than covering it up, it could indicate poor attention to detail.

Many employers use LinkedIn or other forms of social media in their vetting process so it is important that all information is correct and you are aware of what information is available

about you online. If you consider social media to be there for your social life, not your career, check your privacy settings and make sure any potential employers will only see what you want them to see about you.

## The interview

If you are successful in your application, you will then be invited to an interview. Creating a great first impression at interviews is important and is also an opportunity to demonstrate your attention to detail and analytical ability, and of course your interest in the job and organisation.

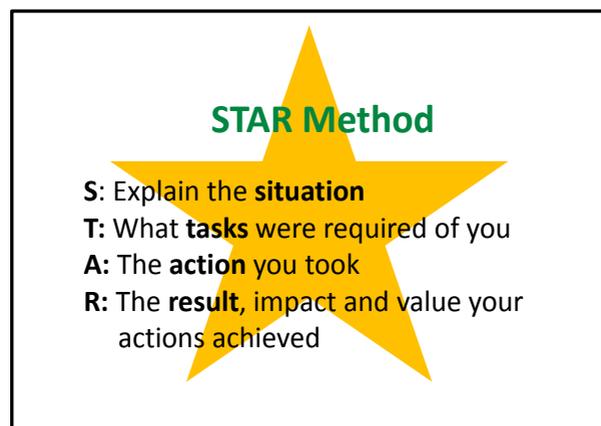
## Interview preparation

Preparation is key to make a good first impression. Research the organisation that you are interviewing with in detail and check their website to familiarise yourself with their service offerings, structure and recent news.

Interviewers usually ask at least some competency-based questions and you will have the opportunity to discuss examples of where you have shown qualities outlined in the job description.

You should have a number of relevant examples prepared in advance from your studies or previous part time employment demonstrating, for example, when you met a deadline, communicated well and overcame an obstacle. ●





Competency-based interviews are structured so that each question targets a specific key skill or capability from the job specification. You will be asked questions relating to your behaviour in specific circumstances, which you will need to back up with practical examples. Try and have more than one example ready to use in case you are asked to provide a second example, which can often happen.

To be an accountant, you have to be exceptionally organised and able to work to strict deadlines whilst having technical numeracy skills and developing communication and people skills. If you are going to be a future leader, the earlier you start to develop these skills, the better.

Other skills employers will be looking for are attention to detail, commercial awareness and ability to work in a team.

Learn to demonstrate your skills by using the STAR (Situation, Task, Action, Result) method. This means selecting an example that you feel best demonstrates your competencies in relation to the question, setting the scene, explaining how you handled the situation by placing the emphasis on your personal role and skills, and detailing the outcome or result with particular focus on the positive benefits that were achieved.

Even if a company follows a different interview format, knowing how to answer questions in a way that really sells your experience is the key to success. With practice and preparation,

the ability to structure your answers correctly will become second nature, allowing you to concentrate on letting your personality and enthusiasm shine at interview. Good preparation will also show your commitment to the job and provide evidence of your organisational skills.

#### On arrival

Arrive for your interview promptly and 5 to 10 minutes ahead of schedule, plan ahead if you haven't been to the location before and even do a trial run if necessary.

Dress appropriately and remain polite and courteous to anyone you meet and greet your interviewer with a professional handshake and friendly smile. If you are unsure of the dress code, call ahead to confirm this, but smart business attire is always the best bet.

#### Remain calm and professional

Staying calm in your interview will give your interviewer an insight into how you would deal with pressure, and show how you would deal with deadlines in the financial calendar. Your communication in your interview will also show your potential to deal with clients and colleagues alike.

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

#### Ask questions

Prepare questions to ask at the end of your interview that demonstrate you have done your research and are genuinely interested in the job and organisation. If the interview has followed a strict format, asking questions is a way to get across experience that you may otherwise not be asked about. If it feels appropriate, ask if they have any reservations about your application – this may seem daunting, but could give you the opportunity to overcome these concerns.

#### Consider your exit

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, and ensure you leave a positive impression on your interviewer. Leave with a professional handshake, make eye contact and thank your interviewer for their time.

And finally, remember to be polite and courteous to all employees you encounter even if they have not been involved in your interview process!

Following your interview, don't forget to follow up with your recruitment consultant to update them with your feedback and also to receive any feedback your interviewer may have provided too.

I hope that you use this advice to take the next step in your finance career and I wish you the best of luck in your next job application or interview. ●

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 the right finance professionals with the right organisation.



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# ONE YEAR PLACEMENT HILLIER HOPKINS

## CAMPBELL RUSSELL-MILLS



UNIVERSITY OF READING  
BSC MATHEMATICS AND  
STATISTICS  
HILLIER HOPKINS  
ONE YEAR PLACEMENT

“The placement year is a period to develop and you are never without support.”

### What were you hoping to gain from doing a work placement year?

I had an idea that I wanted to do Accounting as a profession, but sometimes what you imagine and the reality of actually doing it are two different things. I didn't want to commit long term to a job I might hate. So by doing a placement year, I was hoping to get solid practical knowledge, be hands on and really find out whether it could be a career for me.

By doing a placement year, I was hoping to get solid practical knowledge, be hands on and really find out whether it could be a career for me.

### What were your expectations versus reality?

In all honesty, I expected it to be scarier, both the people and the workload. I thought everyone would just treat me as the new guy and I would feel a bit awkward.

The reality was that Hillier Hopkins views the placement year as a period to develop and you are never without help or support around. I have spoken to and made friends with people I wouldn't normally come across in my university life and I quickly got to know the ACA students in and outside of work. There

was a student Quiz Night, where it was good to meet everyone over a beer. I also joined the work football team and was playing with Managers and Principals. It would have taken me a lot longer to get to know them socially just through work.

For the first few months I felt that, although I was doing my work well, I wasn't sure how much was really sinking in. However, I got to a point when it clicked and I realised I really could do the job and explain it to newer students too!

Employers are looking for reliable, naturally hardworking and genuine people.

When you experience something for the first time, like having to ask clients questions on Audit, it can be nerve-racking, but now I speak to clients every week and feel confident in what I am talking about. There are always people around to keep you going and I never felt that I had become stuck.

Visiting a variety of client businesses and experiencing the differences in environment,

people and business ideas helps me understand the business world in general.

Employers are looking for reliable, naturally hardworking and genuine people. I worked with a spectrum of clients who ranged from small to huge, relaxed to modern. You have got to fit in with all environments and fit to the clients needs. Adaptability is a big thing I've noticed.

### How do you feel about returning to studies?

The routine of working a full day and balancing with social activities is one I hope I will carry with me into my final year at university.

I have more confidence and drive returning to studies. A bonus is that I've managed to improve my personal organisation through this placement.

### What happens when things don't go well?

I made a mistake on a job, it went terribly wrong for me and I was disappointed with myself. I felt responsible and felt that I was doing really badly.

Luckily, Hillier Hopkins have a no blame culture and the Managers thanked me for communicating clearly which areas were not reliable and they helped me learn how to take control and to make sure that it was just a one-off.

### What is your key takeaway?

Hillier Hopkins are really friendly and I realise that the environment suits me personally. The placement year has dispelled any doubts I had previously about entering the Accounting profession as a career. ●

# CORPORATE FINANCE ANALYST

## RSM

### JAMES SMITH



IMPERIAL COLLEGE LONDON  
MATERIAL SCIENCE AND  
ENGINEERING  
RSM  
CORPORATE FINANCE ANALYST -  
MERGER AND ACQUISITIONS AND  
PRIVATE EQUITY

“Taking this experience into a graduate role is invaluable as you can really hit the ground running”

I am currently eight months into a 12-month internship as an analyst with RSM Corporate Finance sitting within the M&A and Private Equity team.

I joined the internship programme after completing four years at Imperial College London reading, what is on the surface, a completely unrelated course – Materials Science and Engineering. Recently I was offered a graduate position and a training contract to attain the ACA qualification.

#### Why did you choose to do an internship?

Ultimately my decision to undertake an internship out of university was the flexibility that the role provides. Although I had a long-term interest in Finance I was undecided as to what career path I wanted to pursue: Academia or Industry. I found that the prospects of a graduate role and three-year contract were too rigid – especially if I found that I was not suited to the role or if the role did not pique my interest.

For me a 12-month internship was the perfect option – you gain all the responsibilities and ultimately experience of a graduate role but are not tied long term.

On the other hand, and as I have experienced, if you find the role rewarding and identify it as an excellent platform for future development there is the potential to re-join a team and firm that you know provides a

good fit to your personality and will help you maximise your potential.

#### How does the internship tie in with your overall career plans?

Since starting my internship, I have come to appreciate more and more the platform it provides for future development. Without having to balance work and studying in the first year is a real advantage and allows you to maximise your initial development and quickly get to grips with the demands of a role in Corporate Finance.

Since starting my internship, I have come to appreciate more and more the platform it provides for future development

Taking this experience into a graduate role is invaluable as you can really hit the ground running and take on more and more responsibility from the outset and achieve a better balance between the demands of your role and studying for the ACA qualification. Gaining the ACA qualification opens up a significant number of opportunities, and when combined with real deal experience, includes

private equity, financial in industry and roles in wider financial and consultancy markets.

#### What was the application process like?

My application process was slightly different to normal – having completed a two-week shadowing/experience role I went from the online tests – circumvented the video interview – to the assessment centre. In the period building up to the assessment I found the RSM recruitment team extremely helpful and always went above and beyond to answer my questions about the process.

The assessment started with a group presentation and one-one interview with a line manager before lunch with an existing member of the team.

The afternoon session involved a case study – this was a 90-minute task to analyse an information memorandum (IM) and statutory accounts and make a short presentation on the business/opportunity. Following the presentation there was a 60-90-minute Q&A with two associates/managers. Although the Q&A can feel like a bit of grilling it is great chance to explain your thought process and demonstrate your full skill set while engaging and learning from experienced members of an M&A team.

#### What attracted you to the role?

Ultimately my attraction was not to a single specific role in Finance, rather a working environment where I felt I could add value to my work based on skills I had developed through university. Coming out of university I was looking for a role that would provide a fast paced-dynamic environment that was analytically engaging while providing opportunities to gain commercial experience in outward / client facing environments – a few job markets sprang to mind. Eight months in it is safe to say that the world of Corporate Finance hits these criteria – and more.

#### What are my main duties?

Within RSM there is an opportunity and expectation that you will have touch

points throughout the entire deal process. Throughout the deal you are expected to keep on top of the different lines of communication with shareholders, buyers and legal teams and record dialogues via file notes.

At the outset my main role was to work with an experienced colleague to process, analyse and present the information we received and the insights we gained from the shareholders into an information memorandum – the main marketing document. This involved working with management information to provide an analysis of the business' trading performance and communicating the key messages of a business history, processes, growth and future strategy (opportunities) so that a consistent narrative flows throughout the IM.

Gaining the ACA qualification opens up a significant number of opportunities

Alongside the IM, Buyer research documents are produced which provide a synopsis of the market and the strategies that potential acquirers are pursuing – as an analyst there is a great opportunity to assume a large amount of responsibility for these documents.

As buyers are contacted there is a large emphasis on organisation and communication – partners look to the juniors to provide them with insightful information before each call and to stay on top of all communications with buyers – at times you could be contacting over 20 buyers in a day so organisation and keeping on top of the details is key. Towards the back end of deal the role reverts back to planning and creating documentation and providing analysis to support the shareholders through the management presentations.

In the final stages I have worked with the shareholder legal teams and internal finance team to prepare the required documents for the process of financial due diligence.

Outside of the deal processes I have been involved in creating full pitch documents and company profiles to support partners and directors for tendered bids.

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As an intern, people expect that you will make mistakes, but not being afraid to ask questions, being resourceful and learning quickly from your mistakes is what people look for

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#### What were the most important lessons learned from the internship?

As an analyst the main role is to provide continuous deal support to the partners and directors. As they look to you for the broad scope information – keeping on top of the details and communicating the relevant information effectively to the entire team drives an efficient team and a smooth process. As an intern people expect that you will make mistakes, but not being afraid to ask questions, being resourceful to independently find a solution and learning quickly from your mistakes are what people look for. ●



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# AUDIT INTERN MAZARS

## ZOE WEBSTER



LANCASTER UNIVERSITY  
BSC ACCOUNTING AND  
FINANCE  
MAZARS  
AUDIT INTERN

“The role allowed me to gain experience in the workplace and with the ACA exams”

I study accounting and finance (industry) which allows me to do a 12 month placement in my third year, if I fit the criteria at the end of my first year. Yes first year does really count for an Industry degree!

### Why did you choose to do an internship?

When I was in my final year of sixth form and applying for universities, my main basis for degree selection was one that included the opportunity to complete a placement year. This desire for the vital experience stemmed from my older brother. He was on his placement at the time and had been offered the graduate role. Encouragement from him and the rest of my family led me to apply for this degree type and is how I resulted in being at Mazars for the year.

This year has solidified my future plans to become ACA qualified

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

Before my placement year I had no clue whether I wanted to work from an auditing

angle, management accounts, or a financial role! This placement role was sold to me when I thought ‘if you don’t like what you’re doing then you’ve only had to do it for a year not a life-time’.

Luckily, the audit side of accounting is the side I feel most at home with and this has been reflected when discussing with other placement students on their varying experiences. This year has solidified my future plans to become ACA qualified, something that I doubt could have happened if I hadn’t have done a placement degree.

### What was the application process like?

The application process for Mazars was much more human than the other applications I was doing. They interacted with me at every stage and the whole process was over in 2 months.

It is a slightly shorter process than you may expect with the final interview and assessment centre being made into one. This was a bonus as the assessment centre day is quite tiring so it was a relief to know there is nothing more to the process.

I’d say my top tips are to wear a watch to keep track of time, know what the firm’s values are and be friendly! Audit is a client facing job therefore being approachable is definitely a top priority.

### What attracted you to the role?

The role allowed me to gain experience in the workplace and with the ACA exams. Knowing that I would have the opportunity to sit my first year ACA exams while on a placement was so appealing! This means that when I graduate I will have 9 exams rather than 15! It also means that my time for this year can count toward being time-qualified. The role was in their London office, and although I haven’t fallen in love with the big city, I have fallen in love with the role, office, colleagues and clients.

### What was the most important things you learnt from the internship?

Cherish free time. An internship is tiring work, and free time became something I treasured. While I intend to take full advantage of my last year at university and it’s long breaks, the routine of a 9-to-5 job has readied me for adult life when I graduate. Although this is a scary thought, being able to have experienced it is extremely beneficial.

The best thing about the job is that each client is different, so you could be experiencing all of these things but in different sectors and on different scales

Additionally I have learned how to communicate with clients, both face to face and in a written format. I have developed my Excel skills – sounds silly but this is such a huge skill in itself. As I study accounting and finance it was great to utilise some of the knowledge I have learnt at university and see how it is applied in the auditing profession.

My time management has also improved, having tight deadlines and working in a team means that you have to be able to work well under pressure and learn how to prioritise certain projects.

### What were your main duties?

To begin with I was at college studying for the first exams, I was then eased into the wonderful world of audit. Initially you work on parts of a section, but by the end you are doing full sections by yourself and given great responsibility.

My main sections include:

- Cash
- Payroll
- Invoice testing for purchases and revenue
- Statutory Records
- Completion accounts
- Stock takes

However the best thing about the job is that each client was different, so you could be experiencing all of these things but in different sectors and on different scales!

For more tips and advice  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

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

I’d recommend not just looking at the biggest companies, although these are often considered ‘the best’, sometimes a smaller firm will suit you better. Mazars have an agile working policy in place and they also stress a good work-life balance, something which is important when looking for placements.

I’d also advise not listening to the classic ‘the first year of university doesn’t count’. Although this may be true for your overall grade, some universities will not let you apply for a placement position unless you are on a 2:1 at the end of your first year. This can be quite a shock for some students!

I would also say that before applying make sure you have practiced the online tests as these can be a struggle if you are not used to doing this process. ●

# PUBLIC SECTOR AUDITOR GRANT THORNTON

## DOMINIC TIMMONS-DRAUDE



DURHAM UNIVERSITY  
BA (HONS) INTERNATIONAL  
RELATIONS  
GRANT THORNTON

“At its core, the job is about working hard, delivering great results and passing your exams”

The average auditor at Grant Thornton is an exceptionally well-travelled individual. Our days are highly changeable; yes we are working with our clients every day in some facet of our roles as accountants, but we are also doing so much more, and getting to stay in some great hotels as a result (think The Midland in Manchester where all the sports players stay; last year we ran into the South African cricket team whilst on this audit).

### An average working day

On a normal working day I get in between 8:30 and 9 depending on how much work I have to do. I'll then spend 10-20 minutes reminding myself of what I was doing yesterday and checking my emails to see if there have been any updates from clients, colleagues etc. regarding yesterdays work.

We normally work in teams of at least three when we are on a client, an associate (someone like me who is currently studying to become an accountant), an executive (a recently qualified accountant) and manager (a more experienced professional) at the minimum.

In general terms I spend the rest of my day working through a file or 'cycle' on our internal auditing software, where each cycle relates to a certain Note or group of Notes in the accounts. We break down what is stated in the accounts and the Notes into the most basic transactions that make up those figures, and then ask the client to give us evidence that those transactions actually took place, i.e. an invoice, bank statement etc. If they can do that we sign off that piece of the accounts as being true and fair. If they can't do that we have to ask why.

At the most basic level, that's what we do all day. As auditors, we do a lot of other stuff as well, largely focussing around providing expertise on final year accounts. While our

clients only do them once a year, they are our bread and butter. For example, today I had a conversation with some others in the department regarding how certain parts of the accounts should be disclosed if the party on the other side of a transaction is a voluntary organisation.

Our expertise ensured that our clients' accountants didn't spend hours doing something which was in actuality just a waste of time.

## These opportunities are great for developing different sets of skills to take forward into the rest of your career

We are currently in the middle of NHS end of year accounts season, so our clients until June are exclusively NHS organisations (Trusts, Foundation Trusts and Clinical Commissioning Groups). I have also worked on Local Government clients, police and fire organisations and universities.

### Clients

A large part of the job is being able to deal well with people as you have to be getting lots of information out of clients over a short period of time and get clarification on a lot of it in order to understand it. I regularly get sent "audit evidence" by clients that can be difficult to decipher so I will have to spend

a while decoding it or asking them to give me something else I can understand. It's very much a people-job in that respect.

It would be fair to say that it can be challenging at times, in that some client accounts may be more or less complicated and the standard of the accountants at a client can vary. This means that sometimes it can be tough for the auditor, as you may have to spend time working through their workings to ensure the figures are correct. That can be extremely challenging, but you always have great support from your team at Grant Thornton in your first year. The clients I am working on at the minute, however, are brilliant, so it is very variable.

### Working hours

Depending on the client, I generally leave between 17:30 and 18:30 (it's normally on the early end) so the hours are pretty good for London. When I am doing exams I will normally put in at around 2 hours studying after work, which is tough but it will be worth it once I become qualified (and get that big pay bump to boot).

### Besides audit

And that's basically it! At Grant Thornton we also get the chance to work on a range of other projects with different departments (such as writing articles for career guides) and these opportunities are great for developing different sets of skills to take forward into the rest of your career. At its core, the job is about working hard, delivering great results and passing your exams, if you can do those things everything else is sorted. ●

## During busy periods we are generally out at client sites for 90% of the time.

### Travel

As above, the first thing to note about this job is that during busy periods we are generally out at client sites for 90% of the time. For example, since I have been with the firm I have worked at more than 30 different clients' sites, normally around London (where I am based) but also across different parts of the South East and North West. To put that in context, at the time of writing, I am in Wimbledon working on a Clinical Commissioning Group in South West London, but soon I will be based up in Manchester for at least 3 weeks.

# ACA TRAINEE - FINANCIAL SERVICES

## PKF LITTLEJOHN

### JACK WAREHAM



BSC UNIVERSITY OF LANCASTER  
ECONOMICS  
PKF LITTLEJOHN

“From the beginning everyone was really friendly and welcoming”

#### What was the interview process like?

The process was typical of what you would expect. After the initial application I was invited to complete two online tests before progressing to a telephone interview, then I was invited to a half-day assessment centre. Throughout the process every person I met at PKF Littlejohn was very helpful and made me feel at ease.

perform your work. There will be some weeks where you will be required to work extra hours, but not consistently and work-life balance is good at the firm.

#### What's been the biggest challenge you've faced so far?

The juggling of exams with work commitments is a challenge and takes some time to adjust to. Coming from university where, during exam periods, I was free to completely focus on revision, it was initially difficult to ensure I was completely prepared for all my ACA exams given I was still working full time. However, everyone at the firm is very supportive and understanding during this period, doing everything they can to ensure you have the best chance possible to pass.

#### How promising are the graduate prospects?

Very! The ACA qualification is recognised around the world and post qualification gives you a virtually endless array of options, from progressing with the firm to a management position to moving into industry. PKF is a great place to work as a graduate, offering exposure to numerous large and prestigious clients whilst still allowing you the chance to progress quickly and take on additional responsibility – an ideal balance between the Big 4 and a typical mid-tier firm.

The ACA qualification is an internationally recognised qualification which opens up many opportunities, including progressing within the firm to a management position

#### Is it a 9-5 job?

There is some flexibility in working hours and this really does depend on a few factors, such as the client you're working on, the deadlines you have to meet and how efficiently you

#### What is the best part about working at PKF?

It may sound cliché but it really is the people! Starting any new job, it's natural to be nervous, but from the beginning everyone was really friendly and welcoming, from the fellow graduates all the way up to the partners. There are numerous social events organised by the sports and social committee and which are great opportunities to meet new people, and the office atmosphere is a great balance between social and switched on.

#### Do I have to have accounting experience?

Absolutely not. While lots of trainees have done accounting at university, the fact is ACA trainees come from a variety of degree backgrounds, from arts to economics. When I first started I didn't know the difference between a debit and a credit, but through my studies and on the job experience I quickly picked up the necessary skills. ●

ACA Trainees come from a variety of degree backgrounds, from arts to economics.

# TRAINEE CHARTERED ACCOUNTANT

## BLICK ROTHENBERG

### NATALIE REEVE



LOUGHBOROUGH  
UNIVERSITY  
BSC MATHS WITH  
MANAGEMENT  
BLICK ROTHENBERG

“The ACA qualification provides a good foundation for a career in the financial services industry”

#### Why Blick Rothenberg?

I chose to train at Blick Rothenberg because they are a top medium-sized firm that places particular importance on their trainees' personal and professional development, whilst offering a lot of support throughout your qualification.

The company also has a wide range of clients, providing the opportunity to work on a variety of projects, giving you the experiences needed for your future development.

The ACA covers so many areas of business and finance which allows you to pursue a wide variety of career prospects

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

I chose to train as a chartered accountant as the ACA qualification provides a good foundation for a career in the financial services industry. I liked the fact that the ACA covers so many areas of business and finance which allows you to pursue a wide variety of career prospects.

Also, I enjoy a challenge and knew that the role and the qualification would be just that.

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

I applied to Blick Rothenberg through the online application. Once I completed the form, there were numerical, verbal and logical tests and a short recorded video interview which can be done at home at any time. There was then an assessment day which consisted of partner interviews, a group exercise, a presentation and a couple more online tests. I would recommend looking at their website for more information on the application process.

#### What was the application process like?

The application process was the most efficient I had been through; Blick is very quick to get back to you at each stage. In terms of advice I would say that you just need to make sure your willingness to learn and develop comes across because you're not expected to know everything there is to know about accounting at the interview stage!

The company also has a wide range of clients, providing the opportunity to work on a variety of projects

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

The role consists mainly of account preparations and audits. As an audit junior, you spend quite a bit of time at client sites as part of an audit team. However, some audits and accounts preparations are office based which I find is a good balance.

As you progress through the qualification you will gain more responsibility and begin to work independently and lead your own teams on audits and account preparations. You also spend time studying at college as you work towards your professional qualification and undertake formal, technical and soft skills training.

As you progress through the qualification you will gain more responsibility and begin to work independently and lead your own teams.

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

I would say that you need to be good at working with others as audit is heavily team based, requiring you to work with any one team for up to 6 weeks. You also need to have good organisational skills as you'll have to balance various aspects of work in addition to studying.

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

I would recommend doing thorough research into the different qualifications available to ensure you choose a qualification which suits your interests. ●

# SENIOR MANAGER, AUDIT & ASSURANCE

## KRESTON REEVES

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

<b>PHILIP REYNOLDS</b>	
	
<b>2016</b>	Promoted to Senior Manager, Audit and Assurance
<b>2013</b>	Promoted to Manager in the Audit and Assurance department
<b>2008</b>	Completed the ACCA qualification
<b>2003</b>	Completed the AAT qualification
<b>2000</b>	Joined Kreston Reeves after completing A-Levels

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

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

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

**I didn’t see myself as an accountant, I just felt the career path being offered was something that was going to work for me. I’m glad I made the right choice**

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

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

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

basis – this has been especially important since the Spofforths merger.

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

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

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

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# MANAGER, ACCOUNTS & AUDIT

## SAFFERY CHAMPNESS

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

**ANDREW GRANT**



**2016**

Promoted to Manager -  
Edinburgh Office

**2014**

Promoted to Assistant Manager

**2013**

Became 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.

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.

## As I developed through second and third year, my workload became more technically complicated and I moved onto larger, more interesting clients.

### Internal training

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

Post-qualification, the internal courses change in nature and have a larger focus on soft skills. Technical training becomes more focused on updates in the accountancy, audit and tax arenas and is often implanted at an office level. Soft skill training helps you develop

management and IT skills that are useful on a daily basis.

### My current role

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

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

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

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

# THE INSTITUTE & QUALIFICATIONS

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# ABOUT ICAEW

At ICAEW, our members are more than just accountants. They are leaders, creators, and innovators. They don't settle for average and they strive for the best. That's why 78 of the FTSE 100 (the leading UK) companies have an ICAEW Chartered Accountant on their board.



Our qualification, the ACA, opens 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 qualification will take you.

**So, who are we?**

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

**Why choose us?**

We offer more than great career prospects. Our global network means that you can unlock 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 79% of our students passing first time. The ACA will also give you the opportunity to learn while in full-time employment, combining business and professional experience with study and exams.

**What's in it for me?**

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

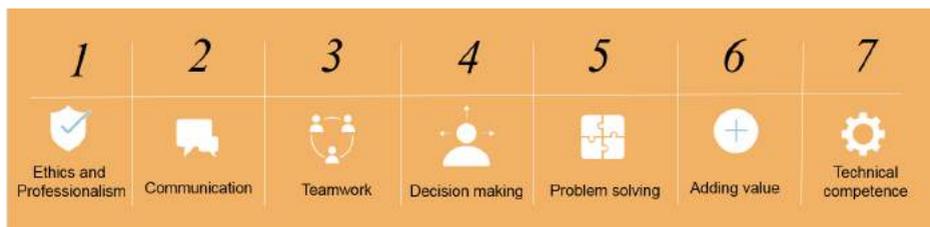
# HOW TO BECOME AN ICAEW CHARTERED ACCOUNTANT

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

Successful ICAEW Chartered Accountants need the right mix of knowledge, skills and on-the-job experience. To follow in the footsteps of our members and become an ICAEW Chartered Accountant, you will need to complete our globally-recognised ACA qualification. The ACA has four integrated components that have been carefully designed to build on each other. This means that you will develop the skills and expertise you need as you progress through your training.

Professional development is an essential part of ACA training. It prepares you to successfully handle a variety of situations that you will come across throughout your career





**Professional development**

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

**Ethics and professional scepticism**

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

**3-5 years' practical work experience**

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

While you can start the ACA qualification on your own, securing an ACA training agreement with an authorised employer will mean you receive the highest standard of training and support from the start. Your employer will guide you through your ACA training and you'll benefit from six-monthly reviews. These regular reviews will give you the chance to discuss your progress through all components of ACA training with your employer. Once completed,

you will record your practical experience in your online training file.

**Accountancy, finance and business modules**

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

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

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

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

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

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

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



**Certificate Level**

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

**Professional Level**

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

- Alternative modules available for Business Planning and Financial Accounting and Reporting.

**Advanced Level**

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

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

## ICAEW STUDENT SCHEME

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

### What is the USS?

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

### Job-essential skills resources

Develop skills for the workplace with our range of webinars, presentations, videos and help sheets. You can choose from a variety of great topics, including:

- Commercial awareness
- Which skills do employers look for?
- CV tips
- Presentation skills
- Interview techniques.

### Microsoft Excel online training

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

### How much does it cost?

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

### ICAEW CFAB – an extra qualification

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

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

- Special USS e-newsletters.
- Exposure to employers and your CV added to our Available Student Register.
- Access to research, reports and support from our world-class e-library (for help with your dissertations or projects).
- Job alerts



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

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

### ICAEW CFAB – fast facts

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

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

**Duration:** ICAEW CFAB can be gained in one year – but you can work at your own pace. We say two years in our collateral.

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

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

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

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

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

### Why choose ICAEW CFAB?

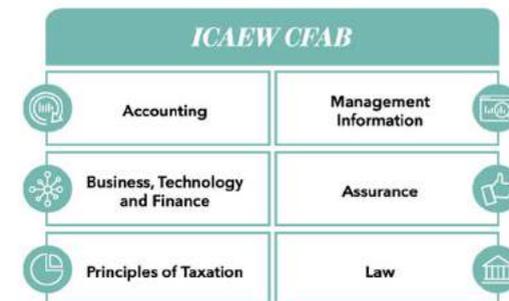
Get ahead: show prospective employers you are ambitious and self-motivated. Start a new career: if you are considering a career in business, finance or accounting, you can study ICAEW CFAB to see if it's right for you. With the skills you'll gain, you can also explore a range of different career options in a business environment.

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

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

### More information

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



# EMPLOYER DIRECTORY

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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.

Alliotts is an independent accountancy and business advisory practice based in London and Guildford. We are able to offer talented individuals a wide range of experience and an exposure to a varied and eclectic client base. You will enter employment under a three year training contract, during which you will receive a wide range of practical experience while studying for your professional examinations; all of which leads to the ICAEW (ACA) Chartered Accountant qualification.

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.

The Firm has an online performance review system designed to provide the opportunity for people to track their progress and identify developmental needs. The process encourages high levels of engagement and motivation to succeed.

**Specialties:** Owner-managed businesses and SMEs, UK subsidiaries of overseas companies, Charities, NFP and Education, China, Media, Hotels, Legal, Property Investment, Retail, Technology, High Net Worth individuals.

In return, you'll enjoy a competitive salary and an excellent study and benefits package, with salary increases based on exam and work performances. Add to this the opportunities and varied lifestyle that working in the South East has to offer and it all adds up to a very rewarding opportunity.

If you fit the requirements and are looking for a challenging and rewarding career, please apply today. ●

**No. of employees**  
c. 70

**No. of partners**  
11

**No. of trainees**  
8

**Opportunities available**  
✓ GRADUATE JOBS

**No. of graduate jobs**  
3 per year

**Disciplines recruited from**  
Any

**Benefits**  
Competitive benefits package

**Offices recruited into**  
London and Guildford



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



### Who We Are

Barnes Roffe is an independent firm of Chartered Accountants and business advisors. We are one of the UK top 40 accounting firms, and our 22 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 credible learning opportunities and the consideration to allow you to focus on what's important – your studies, whilst at the same time offering hands on 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 accounting and tax knowledge and skills.

### What Makes Us Different

Barnes Roffe is a medium-sized firm and that means you are a big fish in a small 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 amongst 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.

### Development And Career Progression

To date more than half our Barnes Roffe partners began their journey as graduate trainee accountants within our firm. Working their way up from assistant to senior to manager to finally a true practice partner; the key to their success has been the knowledge that through our graduate training programme they could succeed. That within 10 years they could be partners. ●

**No. of employees**  
160

**No. of partners**  
22

**No. of trainees**  
40

**Opportunities available**  
✓ GRADUATE JOBS

**No. of graduate jobs**  
15

**Disciplines recruited from**  
All disciplines considered

**Benefits**  
Competitive benefits package

**Offices recruited into**  
Multiple London locations



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



BDO LLP is one of the UK's largest accountancy and business advisory firms. We provide integrated advice and solutions to help business succeed in a changing world. Our clients are Britain's economic engine – ambitious, entrepreneurially spirited and high-growth businesses that fuel the economy – and the management teams that lead them.

Our clients tell us they want to work with people who take the time to understand their needs. They want experts with confidence and experience to help navigate new and unfamiliar territory, to provide practical and insightful advice and solutions – people who have an opinion and want to help them succeed.

We offer graduate and internship programmes specialising in Audit, Tax, Advisory and Business Services and Outsourcing.

BDO gives graduates all the training they need to attain their professional qualifications, along with extensive practical experience that includes on-site client work. We provide constant support and believe in helping you succeed. Achieve your potential. ●

#### No. of employees

3,600 in the UK, 74,000 people in 162 countries

#### No. of partners

275

#### No. of trainees

855

#### Opportunities available

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

#### No. of graduate jobs

250

#### No. of undergraduate opportunities

40

#### Disciplines recruited from

Any disciplines welcome

#### Benefits

Study support, bike scheme, social events

#### Offices recruited into

Nationwide



For the latest jobs visit:

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

## TRAINEE PROFILE

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



#### What was the application process like?

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

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

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

#### How much responsibility do you have?

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

#### What do you enjoy most about your role?

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

#### How do you find balancing study and work?

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

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

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

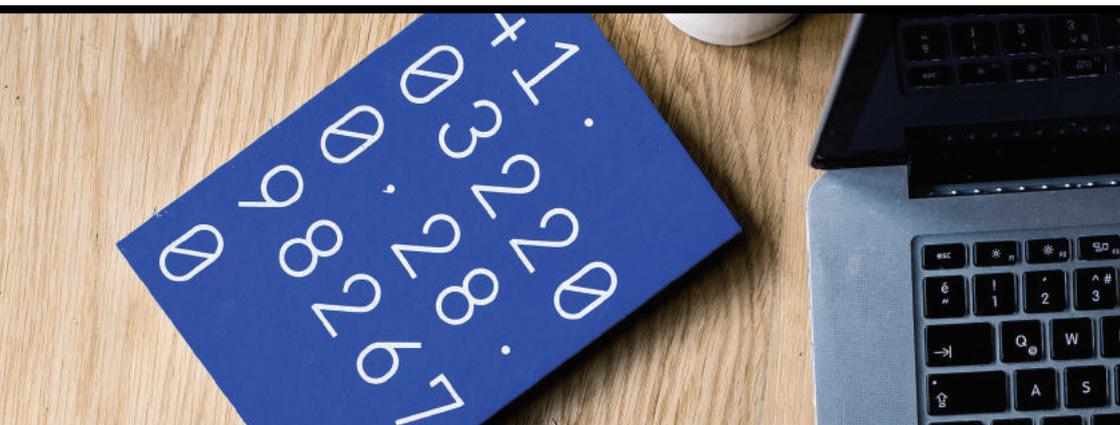
#### What do you think makes BDO different?

Having nearly completed my first year at BDO, I believe what makes BDO different is the quality of the training and development programmes, the 'open door' culture where managers and even partners are approachable and the focus on continuous learning.

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

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

Be bold, demonstrate commitment and seize the opportunity! ●



Find your dream Accountancy  
role online today.



GRADUATE JOBS | INTERNSHIPS & PLACEMENTS | ADVICE

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

## Bishop Fleming

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

Our 26th place in the 2018 Sunday Times' Top 100 Best Companies To Work For rankings – the highest professional services firm in the South West – is just one example of Bishop Fleming's commitment to our people, and to being an employer of choice.

We are a leading UK firm with national and international reach. Our strength lies in our people for whom we provide a modern and contemporary working environment, and we understand the importance of a work life balance that enables them to thrive.

Join us, and you'll be given the opportunity to work in different accountancy disciplines such as accounts, audit and tax as well as specialist areas including payroll, business recovery, corporate finance, education and financial services – areas you'll be able to specialise in further after the completion of your studies.

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

Everyone in our firm is valued and recognised as a key team member from day one, and as you progress through our Career Track, you'll be able to draw on the knowledge and experience of a supportive senior management team. We also have a proactive approach to corporate social responsibility, a focus on diversity and inclusion and a programme of social and sporting activities that you will be able to get involved with from day one.

We recruit Graduate ACA Trainees as well as A Level (or equivalent) AAT and ATT trainees across our network of offices. ●

**No. of employees**  
350

**No. of partners**  
29

**No. of trainees**  
120

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

**No. of graduate jobs**  
20

**No. of undergraduate opportunities**  
10

**Disciplines recruited from**  
All degrees considered

**Benefits**  
Study support, season ticket loan, bike scheme, social events, life assurance & more

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



For the latest jobs visit:

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



### Who are we?

Based in the West End of London, with a client base to rival that of the very largest professional firms, Blick Rothenberg Limited is in a league of its own.

Our activities fall into three main areas: a strong focus on inward investment, tax and investment advice to private clients expatriates and business advice to owner-managed small and medium-sized businesses.

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.

### Who are you?

You will be highly motivated, ambitious, entrepreneurial and have a strong analytical ability. Your communication and personal skills will be second to none, allowing you to forge excellent relationships with our clients as well as work efficiently in a team environment.

### What's in it for you?

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.

We take on approximately 15 trainees a year so there is no chance of being lost in the crowd. There are plenty of opportunities for the right graduates to remain with the firm and reach partner level or to diversify their careers.

Throughout your training period and beyond, as well as working towards your professional qualification, you will attend internal training courses on technical subjects as well as soft skills.

Last but not least, we firmly believe you should live as well as work! Our firm and departmental social and CSR committees ensure Blick Rothenberg is a fun place to work which helps us to keep our priorities in order. ●

### No. of employees

211 excl. Partners

### No. of partners

33

### No. of trainees

29

### Opportunities available

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

### No. of graduate jobs

15

### No. of undergraduate opportunities

5

### Disciplines recruited from

Any

### Benefits

Pension scheme, Life assurance

### Offices recruited into

London



For the latest jobs visit:

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

## TRAINEE PROFILE

NAME	Chanil Patel
LOCATION	London
UNIVERSITY	Exeter
DEGREE	BA Geography
ROLE	Trainee Accountant



Blick Rothenberg stood out to me as a top medium-size firm with a diverse client portfolio. I had already decided I did not want to apply to the 'Big Four' accountancy firms and felt that a trainee role at Blick Rothenberg would provide me with some excellent exposure to some really interesting clients. There is a strong emphasis on training and personal development at the firm, meaning the jobs you are put on are often tailored to provide experience in your areas of interest. Also, there are plenty of in-house training sessions which allow you to develop skills which cannot be learned from a book.

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

I wanted to train as a chartered accountant, as the qualification provides an excellent foundation for the world of business. I knew that the combination of training, on-the-job learning and professional qualifications would create an excellent foundation for my career.

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

I applied through the online application process, which has three stages. First there is an application form and some verbal, logical and numerical tests. Then, if successful, a video assessment and online test that you can do from home which saves travelling into London and is a quick process. Then finally there is an assessment day where you get to meet partners at the firm and current trainees, as

well as seeing the company. There was a quick turnaround in between the different stages and the process did not take long.

### What was the application process like? Any advice?

The application process is straight forward and everyone is really friendly and knowledgeable. The standout point for me was meeting with two partners during the interview process as it emphasised the firm's commitment to people.

### What are your main duties?

Initially you spend quite a lot of time working out at client sites, but as you progress through your training contract you will start to plan and lead small audit teams. We have a really interesting client base and most trainees will gain exposure to accounting, auditing, corporation tax and management advice. I have also been involved in some due diligence work which was really interesting. This is all combined with spending quite a bit of time formally attending technical training and studying at college for your professional qualification.

### What skills are useful in this profession?

I feel that you need to be a team player and have a willingness to learn. Having not worked in this field prior to my training contract I initially had a steep learning curve, but this was made easier by the friendly and approachable colleagues around me. ●



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Accountancy Careers.**



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

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## blinkhorns

Business / taxation / good advice

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.

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

Our client base is predominantly drawn from the media and entertainment sectors, in particular film, television and theatre. We also provide services to clients involved in other areas such as the motorsport, property investment, retail, charity and service sectors.

Whilst we are mainly a Media and Entertainment firm, experience in this area is not a pre-requisite, although an interest or awareness is useful. We would, however, expect you to have some interest in accounting or finance. We also have a wide range of other clients, from property investors to technology companies, so you will gain an insight in to how individuals and limited companies in other industries operate.

### What you can expect

At Blinkhorns we really value our graduates and what they bring as individuals to the firm.

As a graduate you will interact with a wide range of staff, meaning you will gain valuable insight in to a broad range of areas that will allow you to develop a useful understanding of how the world of accountancy and business operates.

Once qualified many of our graduates choose to stay with us to develop further skills. Some have gone on to become Managers and Partners, whilst others have chosen to study in specialist areas.

If you have all this and are looking for a challenging and rewarding career, please apply today! ●

### No. of employees

48 excl. Partners

### No. of partners

8

### No. of trainees

13

### Opportunities available

✓ GRADUATE JOBS

### No. of graduate jobs

3

### Disciplines recruited from

All

### Benefits

Competitive benefits package

### Offices recruited into

London



For the latest jobs visit:

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



### 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.

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

### Training

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

### About you

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

**No. of employees**  
85

**No. of partners**  
19

**No. of trainees**  
18

**Opportunities available**  
✓ GRADUATE JOBS

**No. of graduate jobs**  
4

**Disciplines recruited from**  
Any

**Benefits**  
Study support

**Offices recruited into**  
London and Sevenoaks



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

## TRAINEE PROFILE

NAME	Aanchel Bhabuta
LOCATION	London
UNIVERSITY	Loughborough University
DEGREE	MPhys Physics and Maths
ROLE	Audit Senior



Brebners is a brilliant training firm, first and foremost because of the people who work here. Being an open plan office, Brebners encourages a completely inclusive environment where partners, managers and audit trainees all sit close together, helping to support a collegiate feel. As a very sociable person, it was important for me to feel like I was joining a firm where I could easily approach my seniors for help and support and Brebners absolutely encourages this.

Brebners also places a key focus on employing those from varied backgrounds, with a range of degrees and skill sets, valuing multiple perspectives and strengths. Due to the nature of audit work, this creates balanced teams of people who all contribute their unique thoughts and ideas.

### Working at Brebners

At Brebners, trainees work on a range of clients, doing both audit and statutory accounts preparation work. There is also the possibility of completing secondments in the tax department, being involved in corporate finance, dealing with Financial Conduct Authority work within the Financial Technology department or working on media clients. This will help you steer your own career based on your preferences and strengths.

Being a medium-sized firm, trainees benefit from working on clients from start to finish, therefore understanding the whole of the business and seeing the bigger picture. This definitely helps support exams, whereby the theory is put into practice and trainees are not just pigeon-holed into working on the same accounts areas on

every client. Brebners also encourages a close relationship with clients, where trainees are involved in on-site audits from the start, providing high levels of responsibility and client interaction.

The job allocation system also facilitates the learning process, whereby each junior is placed to work for a certain manager or senior for a period of about six weeks and as a result, this allows the trainee to receive focussed attention.

Juniors also hot-desk to ensure that they are positioned next to the senior or manager supervising their assignment, building a strong support network and environment where juniors are not afraid to seek guidance.

### Office life

Brebners values having a strong work/life balance, which was something I was particularly wary about prior to becoming an accountant. The firm encourages quality over quantity with regards to a work ethic. Brebners also organises a range of social events outside of work to prove that accountants can have fun. There is karaoke (where the partners do their best to embarrass themselves!), the fabulous Christmas party, the much-loved office quiz, as well as drinks to celebrate whenever trainees pass exams.

Even after being at Brebners for over two years, I feel like I have grown so much as a person and continue to do so every day. Being at a firm which has been so supportive of my studies and learning has truly allowed me to excel in my graduate career. ●

# Buzzacott

At Buzzacott, nearly 400 people work together under one roof at our office in St Paul's London, making us the largest single office accountancy firm in the UK.

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

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

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

**No. of employees**  
400

**No. of partners**  
30

**No. of trainees**  
c. 90

**Opportunities available**

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

**No. of graduate jobs**  
c. 35-40

**No. of undergraduate opportunities**  
c. 15

**Disciplines recruited from**  
Any

**Benefits**  
Social events, study support, flexitime, season ticket loan, bike scheme

**Offices recruited into**  
London



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



Citroen Wells is a firm of Chartered Accountants, based in London's West End. We are looking to recruit a number of graduates who aspire to become Chartered Accountants. We have high standards and are looking for candidates with excellent academic qualifications as well as drive, ambition and a hunger for success.

In return, you'll enjoy a competitive salary and an excellent package (with salary increases based on exam success and work performances). There's also huge potential to progress within the firm and the opportunities are there for those who are proactive and keen to progress. It's our belief that each trainee has a chance of becoming a partner in our firm, and we'll try to give you every opportunity to achieve your full potential. And it does happen – five of our current partners joined the firm as trainees and also other ex-trainees hold senior positions within the firm.

**The ICAEW ACA Qualification**

Training contracts are for three years and lead to the ICAEW (ACA) Chartered Accountant qualification. Paid study leave is granted and your course and first attempt examination fees are paid for.

**At Citroen Wells you're more than just an employee.**

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

With us, you'll also benefit from direct involvement with our partners, who'll take an active interest in your development and support you through your training.

If you're looking for a challenging and rewarding career, please apply today. ●

**No. of employees**  
64

**No. of partners**  
15

**No. of trainees**  
11

**Opportunities available**  
✓ GRADUATE JOBS

**No. of graduate jobs**  
4-6

**Disciplines recruited from**  
All

**Benefits**  
Pension scheme, study support, season ticket loan, medical insurance scheme, travel insurance scheme, performance bonus and social events.

**Offices recruited into**  
London



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### Smart decisions. Lasting value.

We are a leading audit, tax, advisory and risk firm with eight offices in the UK. We are also the UK member firm of Crowe Global, a network of 250 firms in over 130 countries, and the eighth largest global network of independent audit and advisory services firms in the world. Together we provide global reach on a human scale.

We choose the best talent to maintain our strong reputation, with our people at the forefront of everything we do. Our people offer pragmatic, insightful advice and support to clients that are:

- Corporate Businesses
- Non Profits
- Professional Practice Groups
- Pension Funds
- Private Clients.

### Potential pathways

Your career path is tailored to your individual aspirations. We promote a culture of support so you are challenged while feeling valued. As a graduate we offer the following qualifications:

- ACA
- ACCA
- CTA
- ACA/CTA combined

### Offices

We have offices in London, Cheltenham, Kent, Manchester, Midlands and Thames Valley.

### Awards

The reputation of our firm is reflected in a number of industry awards including Pensions Accountancy Firm of the Year 2015 and the International Accounting Bulletin Award 2015. ●

**No. of employees**  
800+

**No. of partners**  
80

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

**No. of graduate jobs**  
Varies

**No. of undergraduate opportunities**  
Varies

**Benefits**  
Competitive benefits package

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



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



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

### More about us

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

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

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

### Core skills required

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

### How do we select?

For full details of our application process check out our website: [deloitte.co.uk/careers](http://deloitte.co.uk/careers).

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

**No. of employees**  
15,000+

**No. of trainees**  
400+

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

**No. of graduate jobs**  
1,000+

**Disciplines recruited from**  
All

**Benefits**  
Generous benefits package

**Offices recruited into**  
Aberdeen, Belfast, Cardiff, Channel Islands, Gatwick, London, Manchester, Reading, St. Albans & more



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

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

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

### Training contract

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

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

### Your future with Duncan & Toplis

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

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

**No. of employees**  
400+

**No. of equity partners**  
17

**No. of trainees**  
73

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

**No. of graduate jobs**  
12

**Disciplines recruited from**  
All

**Benefits**  
Generous benefits package

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



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## TRAINEE PROFILE

NAME	Jordan Owen
LOCATION	Grantham, Lincolnshire
UNIVERSITY	Nottingham Trent
DEGREE	Accounting and Finance
ROLE	ACA Trainee



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

I grew up in Lincolnshire and knew of the company due to their large presence in the East Midlands. I was certain I didn't want to work in a big city and was keen to work for a medium size firm where I felt there would be more opportunities to develop my skills and future career prospects. I met a member of the Duncan & Toplis HR team at my university careers fair and applied for a graduate role online straight after. Part of the recruitment process was completing a personality profile and an aptitude and ability test followed by an interview with HR. I was then invited to have an interview with a Director and Associate Director. I felt really welcomed at all stages of the recruitment process, everyone was friendly and approachable.

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

Since I started, the role has continued to develop considerably. In my first week I visited a client and I have gone from carrying out basic auditing testing to now leading my own audits. I own my jobs from the planning to the completion stages and have to liaise with clients on a daily basis. I also get to work with a varied client base in a range of differing industries including engineering, manufacturing, pensions and academies. Getting such in-depth experience whilst being fully supported has been an amazing experience and has really helped with my studies and preparation for exams.

### What is the training like at Duncan & Toplis?

The training has been a great experience, from

the start you receive a well-rounded training package, with the ACA training being at the forefront. Full support is offered by more experienced trainees, managers and Directors which really helped me when revising for my exams. External training courses are hosted at our offices to update our technical knowledge on a regular basis to ensure our CPD is updated at all times. In addition Management Development training is also provided in-house which has helped to provide me with the skills to lead a team on audit and develop new trainees coming through, as well as skills for my future career.

### What skills do you need to succeed?

In addition to the technical knowledge and expertise that is expected from you, excellent communication skills are essential as you have to be able to talk to Finance Directors and Managing Directors along with being able to build relationships quickly. As it is such a varied role, you have to be able to adapt to situations and be able to work under pressure at times when deadlines are looming. The training I have received has really helped to develop these skills and my manager offers full support and guidance to help me succeed.

### What is the work life balance like?

Studying and working can be demanding but at the same time very rewarding. Duncan & Toplis put on a variety of social events and encourage all team members to get involved. These events are not only good fun but they also give you the opportunity to meet team members at the different offices. ●

# GERALD EDELMAN

We are looking to recruit a number of talented graduates, who want to join an ambitious firm where you can build your skills whilst training to become a qualified Chartered Accountant. We are looking for candidates with excellent academic qualifications as well as drive, ambition and a hunger for success. In return, you'll enjoy a competitive salary with increases based on exam success and an excellent study and benefits package. You will enter employment under a three year training contract whilst studying towards your professional examinations, leading to the ICAEW (ACA) Chartered Accountant qualification.

At Gerald Edelman, we aspire to deliver genuinely exceptional relationships, experiences and advice. Although we are a medium-sized professional services firm, we have a relaxed and open environment and encourage you to bring the real you to work. Our partners want the best for our teams and so invest their time to develop the technical and practical skills of our people and to create a nurturing environment in which driven individuals will flourish.

Our wide range of specialisms means that our trainees gain experience across a variety of service lines and the opportunity to assist our diverse mix of clients within numerous sectors. We place great importance on relationships and have a stable and loyal client base. Personal recommendations and referrals demonstrate the satisfaction and confidence that our clients have in the advice provided and in the teams supporting them.

Trainees attend regular external courses as well as internally run seminars. We actively monitor and encourage each individual's progress through regular feedback. We encourage our people to take full responsibility for their client work under the guidance of the partners and managers and to develop their career with us.

Our active social committee arranges numerous firm wide events throughout the year including the annual GE summer rally, bowling nights, pub quizzes, sporting events and much more.

If you have the qualities that we seek in our trainees and are looking to challenge the norm whilst building your career, then please apply today. ●

**No. of employees**  
118

**No. of partners**  
16

**No. of trainees**  
22

**Opportunities available**  
✓ GRADUATE JOBS

**No. of graduate jobs**  
4-6

**Disciplines recruited from**  
All

**Benefits**  
Competitive benefits package

**Offices recruited into**  
London (City) and North London



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# Grant Thornton

An instinct for growth™

Looking for a fulfilling career? One that can have a wider impact on society? At Grant Thornton, that's precisely what we offer. A career where you can have your ideas implemented. Your opinions heard. Your contributions valued. Not just by your colleagues, but by coveted clients. And the opportunity to inspire changes that can be felt wider than our business, helping us achieve our bold and ambitious vision of shaping a vibrant economy for the UK and beyond. It's a compelling mix. So bring your passion, ambitions and inspiration, and together let's make it happen.

At Grant Thornton, you'll help to make a difference. Whether you're a graduate, student or school leaver, you'll get the support, you'll be inspired and you'll be provided with all kinds of learning opportunities to help you grow in confidence and develop the skills you need to become a future leader. But you'll also do so much more than that. You'll enjoy a role with an organisation that has a real purpose. You'll help us to shape a vibrant economy for the UK and beyond.

We work with banks, regulators and government to rebuild trust. We work with dynamic organisations to help them grow. And we work with the public sector to build a business environment that supports growth, including national and local public services.

Being part of a dynamic global firm driven by independent thinkers, we provide high quality business and financial advice to a wide range of clients in countries all over the world. ●

**No. of employees**  
4,500

**No. of trainees**  
750

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

**No. of graduate jobs**  
400-450

**No. of undergraduate opportunities**  
100

**Disciplines recruited from**  
All disciplines

**Benefits**  
Healthcare, dental and eye care, bike scheme, gym membership discount, performance bonus, season ticket loan & more

**Offices recruited into**  
Nationwide



For the latest jobs visit

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



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! ●

#### No. of employees

96

#### No. of partners

10

#### No. of trainees

7

#### Opportunities available

✓ GRADUATE JOBS

#### No. of graduate jobs

Varies

#### Disciplines recruited from

All

#### Offices recruited into

Loughton (East London)

#### Benefits

Competitive benefits package



For the latest jobs visit

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



#### Are you looking for the best of both worlds?

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, which range in size from just three partners and 15 professional staff, up to 30 partners and over 150 professional staff.

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

#### Vacancies and location

We have up to 60 trainee roles available each year. Just one application to HAT will mean that we can consider you for all trainee vacancies within the group. We have two intakes each year, in January and August, but we accept applications all year round and we can promise you a personal and highly efficient candidate experience at all stages of the application process. Most vacancies are in London and Essex. Depending on which firm you join, you can expect a starting salary of £25,000-£27,500.

#### Minimum academic criteria

You will need at least five GCSEs (grade A-C) including a minimum B grade in Mathematics and English, 320 UCAS points (ABB) plus an expectation of at least a 2:1 degree classification in any discipline.

#### Application procedure

For more information and to apply online, please visit our website. ●

#### No. of employees

Varies depending on the firm you are placed with

#### No. of partners

Varies depending on the firm you are placed with

#### Opportunities available

✓ GRADUATE JOBS  
✓ SCHOOL LEAVER SCHEMES

#### No. of graduate jobs

Up to 60 each year

#### No. of undergraduate opportunities

Up to 8

#### Disciplines recruited from

All degrees considered

#### Offices recruited into

Mainly London and Essex



For the latest jobs visit:

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

# haysmacintyre

## We'll invest in your future

As a top 30 UK accountancy firm and advisers to some of the country's most exciting businesses and charities, we offer a dynamic place to start your career and gain a prestigious professional qualification. Our 33 partners (just under half joined as graduates) and 250 staff all work together on one floor in our modern office located at the foot of Southwark Bridge.

From the beginning you will be working on challenging projects for all kinds of sectors ranging from Creative, Media and Technology clients through to Property, Professional Institutes & Membership Bodies and Charities. It is only at manager level do you have the chance to specialise in your chosen sector.

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

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

At haysmacintyre we look to achieve the right balance between work and play. With regular staff briefings to keep you up to date with the firm's progress to regular social events, there is something for everyone.

Our CSR programme is an important step in ensuring we work with our clients, employees and other stakeholders, to better support our local community and reduce our impact on our environment. We hold formal and informal social events throughout the year.

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

## No. of employees

250

## No. of partners

33

## No. of trainees

24

## Opportunities available

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

## No. of graduate jobs

24

## No. of undergraduate opportunities

5

## Benefits

Golden hello, study support, season ticket loan, bike scheme, social events

## Offices recruited into

London



For the latest jobs visit:

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

## TRAINEE PROFILE

NAME	Amber Clark
LOCATION	London
UNIVERSITY	Birmingham
DEGREE	BA French Studies and Mathematics
ROLE	Trainee Chartered Accountant

### How did you get your job at haysmacintyre?

I saw the vacancy on a careers website used by my University and thought it sounded interesting, so I applied.

After successfully passing the telephone interview and making it through the face-to-face interview, I attended their assessment day and then found out I was lucky enough to be offered the position.

### Why did you choose Audit?

I chose audit because I was unsure as to what I wanted to do - further than wanting it to involve numbers!

Audit seemed to be a great way for both this and gaining experience to help me clarify what I want in a career. I also enjoy reviewing peoples' work and giving advice to friends, and audit seemed to be a good opportunity to put these skills to use in a working context.

### What's it like working at haysmacintyre?

It's really interesting. Everyone here is very friendly and always willing to help. Also, every day is different - different people, different location, and different types of jobs. It also gets broken up with time spent studying at college, so you are rarely bored!

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

My main role is learning - no matter what task you're set, there's always something you don't know how to do and therefore something to learn. I work with seniors on audits at different clients and help complete parts of the file we have to work through - ranging from checking documents, to recalculating numbers and talking to the client about their systems and controls.

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

Good communication skills are essential, both with clients and colleagues. Problem solving is also particularly useful, as is time management.

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

In the next couple of years I see myself working my way through more of the files we complete, and taking on a little more responsibility for the audit work.

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

Be prepared to put the hours in - the studying is intense but worth it when you pass! Otherwise, just be willing to try your best and ask questions when you have them. ●



# The Complete Range from Inside Careers



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

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



Helping you achieve your goals

Hazlewoods is one of the UK's Top 30 independent Chartered Accountants and Business Advisers, employing over 300 staff 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.

At Hazlewoods, we recognise that some people want to start their career as soon as possible. If university is not for you, we offer entry-level positions for sixth form and college leavers and fully support your journey through the AAT qualification, whether that is paying your exam fees, providing professional tutors or supplying course books.

If you have completed your degree, we want you to share your experiences with us. We offer a three-year training programme, at the end of which you will have gained your ACA qualification and be ready to take on one of our dynamic qualified positions.

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

Join us for top quality on the job training, support along the way, time off for study, and regular feedback on progress. ●

**No. of employees**  
320+

**No. of partners**  
29

**No. of trainees**  
60

**Opportunities available**

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

**No. of graduate jobs**  
20

**No. of undergraduate opportunities**  
10

**Disciplines recruited from**  
Any disciplines accepted

**Benefits**  
Study support, flexitime, bike scheme, gym membership, social events, life assurance

**Offices recruited into**  
Cheltenham and Staverton, Gloucestershire



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



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

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

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

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

#### About us

Established in 1933, Hillier Hopkins is one of the region's leading independent and progressive Top 50 firms of chartered accountants. Serving London and the Home Counties, we operate a culture of innovation where training and development of our people is seen as key to our continued success. We are a socially responsible business and committed to making a positive contribution to our community. We are currently supporting the local charity Ali's Dream who raise money for research into childrens' brain tumours. This year we have raised £15,000 + for the charity through various events supported by clients and staff. We continue to implement new measures to decrease our environmental impact and reduce wastage. ●

**No. of employees**  
150

**No. of partners**  
17

**No. of trainees**  
25

**Opportunities available**  
✓ GRADUATE JOBS  
✓ PLACEMENTS

**No. of graduate jobs**  
8

**No. of undergraduate opportunities**  
3

**Disciplines recruited from**  
All disciplines accepted

**Benefits**  
Healthcare

**Offices recruited into**  
London, Milton Keynes, Watford



For the latest jobs visit:

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

## TRAINEE PROFILE

NAME	Emily Griffin
LOCATION	Watford
UNIVERSITY	Reading
DEGREE	Accounting and Management
ROLE	Chartered Accountancy Student



#### How did you get your role?

I applied for the role of Chartered Accountant Student through the Hillier Hopkins website and completed the form. I was then invited for a telephone interview, followed by a face to face interview with senior management. I then completed some online psychometric tests and finally I had a face to face interview with the student Principal.

#### Why did you choose Hillier Hopkins?

I applied to Hillier Hopkins because of its location in relation to my home town and connections to London. I chose to apply to Hillier Hopkins as it is a mid tier firm and allows for earlier responsibility and closer professional relationships with other members of staff. Currently as a second year student, I am already taking out first year students on small audits and helping with training and developing their knowledge – therefore I have been able to take on responsibility early into my contract and gain vital experience from this.

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

It has been difficult to adapt to the work, life and study environment whilst studying for my ACA. Balancing all three has been a challenge coming from university where the main priority was studying. Hillier Hopkins have supported me through the exams by encouraging interaction with students in other year groups to discuss study tactics etc. We also all have mentors in senior management who are available to discuss any issues with at all times.

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

It is not easy studying for your ACA and therefore you need to be able to focus and work hard. Be organised and determined to push through the exams whilst maintaining a full-time job. You will also need to be prepared to take responsibility for your own work early on and be willing to take on more senior positions at an early stage than would be possible at a 'Big Four' firm.

#### What personal developments have you made?

The obvious development is confidence. I'm able to work comfortably in a professional environment; help other students and communicate with a wide variety of differing clients. Personal organisation has also been a main development for me. Juggling exams, work and the responsibility of being the first point of contact for clients required a change in my approach.

#### How would you describe the firm's culture?

The culture at Hillier Hopkins is professional yet personal. For me, a mid tier firm taking on an intake of six students a year is a lot more personal than at other firms. Principals know you by your first name and you are encouraged to participate in activities, both work and social. At Hillier Hopkins we are one of two firms that are active members in the Beds, Bucks and Herts student society for other ACA students. We are therefore heavily involved in organising events for students across the region. The work/life balance is emphasised at Hillier Hopkins and this is one of the reasons I chose to work here! ●



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
- Business recovery and insolvency
- Forensic accounting
- Corporate finance

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

### Your training and development

We offer a challenging ACA training scheme based in our audit department, where you can expect to benefit from early responsibility to maximise your full potential. As well as full training and support, you will have the opportunity to work on an array of clients in various industries including media, property and charities. Your professional exam training is provided by First Intuition and we liaise closely with their professional tutors to monitor your progress, and ensure you have all the support you need to help pass your exams. We provide a comprehensive programme of in-house training to complement your exam studies to give you the best possible chance of success.

### Your future

After you qualify, you will have important decisions to make about your future career progression. We will assist you by recognising your individual skills and abilities, and by continuing to provide you with challenging and stimulating work as well as the opportunity to move to specialist departments. As your career develops, we will help you prepare for new challenges by providing ongoing training in management and personal skills, as well as via technical updates. ●

**No. of employees**  
320

**No. of partners**  
33

**No. of trainees**  
50

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

**No. of graduate jobs**  
16-18

**No. of undergraduate opportunities**  
Varies

**Disciplines recruited from**  
All disciplines accepted

**Benefits**  
Healthcare, Pension Scheme, Study Support, Season Ticket Loan, Bike Scheme, Gym Membership & more

**Offices recruited into**  
London



For the latest jobs visit:

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

## TRAINEE PROFILE

NAME	Charlotte (Lotty) Grimston
LOCATION	London
UNIVERSITY	Leeds
DEGREE	French and International Relations
ROLE	ACA Trainee



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

I applied via the online recruitment system. This required completing an application form with competency based questions. The recruitment team review your application in detail and if successful you are invited to an assessment day. This did seem daunting at first considering I had no previous accounting experience. However HW Fisher considers previous internships and life experiences and does not solely focus on academic achievements or accounting backgrounds.

In addition no online tests are used; they take a more personal approach to assess your character and capabilities to ensure you have the right attitude and skills to fit the firm's culture.

### Why did you choose HW Fisher?

Firstly, I felt it would give me exposure to a variety of clients across a range of sectors, encouraging a depth and variety of assignments.

Secondly, I felt it would combine the professional scope of a larger firm with a more people friendly atmosphere of a smaller firm. From the interview stage, it was clear that HW Fisher would combine both the scope I was looking for and a sociable and supportive work environment.

### What is it like working at HW Fisher?

The work environment is fast paced, demanding and requires initiative. There is a support system in place which is shown through dedicated mentors, a buddy system, and working with more experienced trainees. Sometimes it can be hard to juggle work deadlines and exam pressures but older trainees are always open to give advice because of their experience. I really enjoy the fun and inclusive culture.

### What skills are useful in the profession?

You can see that having previous experience in accounting is not an essential skill to have beforehand. You develop your accounting skills on the job. Time management is fundamental if you are considering the ACA as you will need to balance work and private study. Additionally, a positive attitude and a willingness to learn will serve you well in all stages of your training contract.

### What do you like most about your role?

I really enjoy being given responsibility at an early stage and this is one of the benefits of a mid-tier firm. Seeing how different businesses in different sectors operate and interact with each other is interesting and my general understating of business and finance has grown. This is helpful for your studies and future career opportunities. ●



Knox Cropper is based in central London, with additional offices in Haslemere and Hemel Hempstead. We are one of the leading firms of Chartered Accountants servicing the "Not-for-Profit" Sector.

We have a unique client base, ensuring that our employees have exposure to a wide range of organisations, from small charitable trusts to national charities, trade unions and universities. We are looking to recruit a number of graduates, who aspire to become Chartered Accountants. We have high standards and are looking for candidates with excellent academic qualifications as well as drive, ambition and a hunger for success.

In return, you'll enjoy a competitive salary and an excellent package (with salary increases based on exam and work performances). There is also huge potential to progress within the firm, and capable and committed individuals can expect rapid promotion to senior positions. 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.

#### Your route to the ICAEW ACA qualification

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

#### What we're looking for

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

If you have all this and are looking for a challenging and rewarding career, please apply today. ●

#### No. of employees

35

#### No. of partners

6

#### No. of trainees

11 (inc. 2 ACCA)

#### Opportunities available

✓ GRADUATE JOBS

#### No. of graduate jobs

2

#### Disciplines recruited from

All

#### Benefits

Competitive benefits package

#### Offices recruited into

London



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



KPMG is one of the UK's largest providers of Audit, Tax and Consulting services. Working with start-ups to major multinationals, private and public sector, KPMG applies insight and expertise to help solve its clients' biggest issues. Part of a global network, it employs over 13,500 people across the UK. KPMG's Audit, Tax, Consultancy, Deal Advisory, Technology and Business Services programmes offer graduates the chance to work with some of the brightest minds and reach their full potential. KPMG offers a breadth of experience across a range of industries such as Retail, Leisure, Charities, Banking, Government and the Public Sector.

Delivering innovative approaches calls for diverse perspectives; KPMG welcomes a range of personalities, skill sets and degree disciplines. Through exceptional training, mentoring, support for professional qualifications and initiatives that give back to communities, trainees will be empowered to develop a rewarding career within the firm. What's more, the full-time Professional Qualification Training and Accreditation team is also on hand to help trainees to pass professional exams.

To succeed in an ever-changing, and increasingly digital business world, today's graduates need resilience, curiosity and the motivation for continuous improvement. KPMG offers a host of great benefits, including access to preferential banking and cash towards student loan payments. The rewards of a career with KPMG begin early with Launch Pad, an innovative, streamlined approach to the recruitment process. It allows graduate candidates to enjoy a meaningful experience while securing a job offer within as little as two working days.

In short, KPMG is an award-winning employer, where graduates will be inspired to learn, grow and thrive.

Learn more and apply: [kpmgcareers.co.uk](http://kpmgcareers.co.uk). ●

#### No. of employees

13,500

#### Opportunities available

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

#### No. of graduate jobs

1,200

#### No. of undergraduate opportunities

300 undergraduate, c. 200 apprenticeships

#### Disciplines recruited from

Technology, Audit, Consulting & Deal Advisory, Business Services, Tax, Pensions & Legal

#### Benefits

Healthcare, study support, season ticket loan, bike scheme, gym membership, performance bonus & more

#### Offices recruited into

Nationwide



For the latest jobs visit:

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



### Firm structure

Kreston Reeves are chartered accountants and business advisers offering audit, accounts, strategic tax and business development advice and is one of the major Accountancy and Financial Services firms practising in the South East of England. Established over 100 years ago in Canterbury, we have built a growing reputation for our award-winning tax and financial advice. Today, we have offices in Kent, Sussex and London.

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

### Training contract

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

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

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

**No. of employees**  
550+

**No. of partners**  
53

**No. of trainees**  
126

### Opportunities available

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

**No. of graduate jobs**  
Varies

**No. of undergraduate opportunities**  
Varies

**Disciplines recruited from**  
All degrees considered

**Benefits**  
Healthcare, Death in service

**Offices recruited into**  
London, Kent and Sussex



For the latest jobs visit:

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

## TRAINEE PROFILE

NAME	Dan Harris
LOCATION	Canterbury
UNIVERSITY	Kent at Canterbury
DEGREE	Mathematics and Accounting & Finance
ROLE	Business Services



### How did you get your job at Kreston Reeves?

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

- Three online tests: numerical, verbal and logical
- Half day Assessment Centre with an initial interview, group exercise and in-tray test
- Ten minute presentation to a senior panel followed by a second interview.

### Why did you choose Kreston Reeves?

At the time I started, Kreston Reeves had just been awarded 'Training Firm of the Year' by the British Accountancy Awards. I thought I'd get more in-depth knowledge by training at a medium firm rather than a large one, as you can touch upon more areas. Kreston Reeves is also a very well known firm within London and the South East; currently the 24th largest firm according to Accountancy Age. The vast spread of their 10 offices means that they are local to many employees, requiring little travel time between work and home.

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

The biggest challenge starting as a student trainee is adopting the correct work-life balance. Kreston Reeves actively support the

students by sending them on refresher courses, should they already have exam exemptions. This revision of prior knowledge can provide a comfort to those that may have received exemptions for courses they took a few years ago. Kreston Reeves promotes the work-life balance through their Sports & Social events, whereby free or subsidised events are put on for all staff throughout the year.

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

As time passes I'd expect to pick up larger and more complex clients. Once qualified, the door is open to many other departments and not a single route to the department assigned to you at the start. The development of online accounting will revolutionise the way we work as accountants, so I expect my role to be very different in 3 years time.

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

Go for it! It will be the biggest challenge you will have faced so far, but the future rewards will outweigh the short-term sacrifices. The key to success will be a constant good attitude to hard work and being a good team player. You will go as far as you push. ●

**The Finance Range from Inside Careers**

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**GRADUATE JOBS | INTERNSHIPS & PLACEMENTS | ADVICE**  
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## LarkingGowen.

Chartered Accountants

Larking Gowen LLP is a private practice partnership established in Norfolk 130 years ago and now serving a UK wide client base from offices across Norfolk, Suffolk and Essex. We provide services across a range of accountancy disciplines, most notably business and tax advisory, audit, insolvency and recovery, personal tax and trusts, cloud accounting and outsourcing.

Our clients range from personal clients, sole traders and limited companies from start-up to over £100m turnover, and not-for-profit organisations. We take pride in being an owner-managed business which enables us to respond to new and emerging markets and provide the personal touch to our clients and employees changing needs. We are market leaders in medical and agriculture services and our growing expertise in charities, schools and academies is entirely in line with our ethical and cultural values.

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

**No. of employees**  
300

**No. of partners**  
24

**No. of trainees**  
35

**Opportunities available**

- ✓ GRADUATE JOBS
- ✓ INTERNSHIPS

**No. of graduate jobs**  
5

**No. of undergraduate opportunities**  
11

**Disciplines recruited from**

All degrees considered but finance, accounting and business preferred

**Benefits**

Healthcare, Pension Scheme, Social Events & more

**Offices recruited into**

Colchester, Cromer, Dereham, Diss, Fakenham, Holt, Ipswich and Norwich



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

# LubbockFine

Chartered Accountants

Lubbock Fine provides a full range of services on all aspects of accountancy and audit, UK and international taxation, financial management and administration and company secretarial. Founded in 1929, it currently has 13 partners and more than 100 staff based in the City of London. Our specialist services supply clients with real expertise and a broad collection of relevant skills. Whether it's a business or an individual, we've got the skills to support and resolve all financial issues. Lubbock Fine is also a founder member of Russell Bedford International (RBI), an association of independent accountancy firms which extends to over 290 offices in more than 100 countries worldwide.

### You and your career:

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

At Lubbock Fine we enjoy an active social programme, including summer team building, away days, festive parties, charitable sports and fundraising events. You will have the opportunity to attend in-house training courses, giving you the ability to achieve and progress.

### Our values:

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

**No. of employees**  
100

**No. of partners**  
13

**No. of trainees**  
22

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

**No. of graduate jobs**  
5

**No. of undergraduate opportunities**  
4-8

**Disciplines recruited from**  
Relevant and non-relevant degrees

**Benefits**  
Healthcare

**Offices recruited into**  
London



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

## TRAINEE PROFILE

NAME	Miranda Cooney
LOCATION	London
UNIVERSITY	Durham
DEGREE	Natural Sciences
ROLE	Graduate Trainee



### Why did you choose Lubbock Fine?

I was interested in medium sized firms as I felt that the training would be high quality with a more personalised approach than, say, a larger firm. Due to there being a small intake of graduates here each year, we receive highly individual attention from managers and senior staff who take a keen interest in our careers and wellbeing. Lubbock Fine's central London location was a huge selling point for me too; Paternoster Square is very lively with lots to do at lunchtime and after work. The stunning view of St Paul's Cathedral from the office, is always breathtaking!

### What was the application process like?

I completed an initial application form and soon afterwards, was invited for an assessment day during which my numerical, verbal and communication skills were tested. Following this, an interview day was organised, which provided me with the opportunity to meet with other graduate applicants and ask questions about the firm. During my interview day, as well as meeting a number of partners, I met some of the other graduates and staff, some of who I now count as good friends.

### What experience have you gained?

Since starting at Lubbock Fine, I have learnt a lot about accountancy. Within the first six months of working, I was beginning to "senior" on smaller accounts jobs. I didn't have a background in accountancy before joining and I therefore learnt a huge amount and made great strides in a short space of time. Since then, I have expanded my experience by completing accounts

for different types of clients in a range of industries, using different accounting frameworks. The firm works across a variety of sectors with a range of clients which has given me exposure to many different areas of work. This has helped me to acquire many different skills.

### What type of training have you had?

As well as studying at college for the ACA exams, I receive in-house training, where we look at specific areas of accountancy or auditing in detail, and learn about the approach we should be taking to each job. I am assigned a mentor, who I meet with on a monthly basis to discuss my progress throughout my training contract.

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

The work life balance here is great. Whilst there is an emphasis on completing work to the highest standard, everyone realises that we also need time to relax and have fun outside of work. We have a varied programme of social events, notably our Christmas party, our annual "away-day" and bi-annual charity quizzes. As well as this, we have fun department socials to get to know everyone and do a bit of team-building.

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

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



AUDIT • TAX • ADVISORY

Mazars is an international accountancy firm, from the first day you arrive, you will be welcomed with rewarding work, a great client list and supportive colleagues. Obtaining your professional qualification is just the beginning! There are plenty of routes your career can take you. For example:

- Progress to a managerial position
- Work in one of our overseas offices
- Specialise within your area of expertise
- Transfer to another business area.

#### About Mazars

We are an international, integrated, transparent and independent organisation specialising in audit, accountancy, tax, legal, and advisory services.

We are looking for people who bring something special to the firm and who also have some distinctive qualities. We want driven people who think creatively about their work. We are also looking for people who can work well with others and like to work amongst a diverse team of people from different backgrounds.

#### The more we grow as individuals; the more Mazars grows.

Mazars is all about people – we believe that each individual makes a difference to the Mazars culture. As an international firm with strong European roots, we are a melting pot of different cultures and disciplines. Diversity is one of our main strengths.

Our firm has thrived because of the quality of our individuals – the work we do makes a long-term difference to our clients' successes and goals. Mazars has chosen the option of being a truly integrated firm; each partner has the right to vote on the strategic decisions including the future of the partnership. This kind of responsibility is central to our principles and practices. With a global network of offices, we continue to encourage our people to express themselves openly – to add their individual talents and opinions to the Mazars mosaic. We all work within a culture of high support and high challenge at Mazars. We are not afraid to take on new and greater responsibilities. But we do this through encouragement – not pressure and competition. ●

#### No. of employees

1,700 (UK), 17,000 (Worldwide)

#### No. of partners

130

#### No. of trainees

200+

#### Opportunities available

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

#### No. of graduate jobs

160

#### No. of undergraduate opportunities

30

#### Disciplines recruited from

Any

#### Benefits

Healthcare, study support, season ticket loan, bike scheme, gym membership

#### Offices recruited into

Birmingham, Bristol, Durham, Edinburgh, Glasgow, Liverpool, Leeds, Leicester, London, Manchester, Milton Keynes, Nottingham, Poole and Sutton



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

AUDIT • TAX • ADVISORY

YOUR YEARS AT **MAZARS**  
YEARS THAT COUNT.

These years are the ones that will shape you, that will push you forward, that will leave a mark on you. They allow you to travel, to venture and to contribute to a growing business. We will support you through your professional qualification and develop your global employability skills. You will not find a better environment to achieve your full potential!

[careers@mazars.co.uk](mailto:careers@mazars.co.uk) / [mazarscareers.co.uk](http://mazarscareers.co.uk)





Our focus at Menzies is providing a #BrighterThinking approach, going the extra mile to keep clients on-track to achieve their personal and business objectives. As a top 20 accountancy firm we have a passion for advising entrepreneurs and SMEs through our sector-led teams.

We apply the same principles to individuals within the firm. Our people are ambitious, self-motivated and encouraged to develop their skill set and realise their potential. We operate out of a network of offices across Surrey, Hampshire, Cardiff and London, providing our clients with easy access and local knowledge.

#BrighterThinking is how we sum up the difference we make, as a firm, to our clients and in the way we hire and develop talent in Menzies. It's finance and accounting expertise, combined with strategic commercial thinking and a promise to add real value across all areas of our clients businesses.

Menzies LLP has been voted the best Apprenticeship Accountancy Sector Employer to work for, as well as being voted in the Top 50 Apprenticeship & Top 100 Graduate Employers to work for in the UK for 2018/19 (Job Crowd Awards).

All of our trainees (ACA, AAT or ATT) work in client assignment teams of three or four people and as you progress you will be given more responsibility, so that as you progress you will get the opportunity & responsibility of supervising other trainees.

We pay all the costs towards your professional exams including tuition courses, study manuals, textbooks and examination fees for the first sitting. During the Training Programme you'll receive paid study leave to attend all the tuition courses, in addition to your annual holiday.

We invest heavily in the training and development of our staff, helping them to achieve their aims and objectives and further their careers. This core philosophy is why we have been one of the best Apprenticeship & Graduate employers to work for since 2016 across our various trainee programmes (ACA, AAT or ATT). ●

**No. of employees**  
470

**No. of partners**  
45

**No. of trainees**  
90+

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

**No. of graduate jobs**  
Up to 15

**No. of undergraduate opportunities**  
Up to 15

**Disciplines recruited from**  
Accounting & Finance, Business Management, Economics, Physics, Chemistry, Maths, Engineering & Law

**Benefits**  
Healthcare, life assurance, study support & more

**Offices recruited into**  
London, Cardiff, Woking, Egham, Leatherhead, Farnborough & Whiteley



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

**MENZIES**  
BRIGHTER THINKING



**IS THIS THE  
MISSING PIECE  
TO YOUR**

**BRIGHTER FUTURE?**

Menzies LLP has a variety of training programmes to help **nurture & develop the next generation** of future business advisors

If you are **passionate about business & finance** apply for one of our trainee programmes (ACA, AAT and ATT)

Apply online at  
**menzies.co.uk/careers**

✉ [careers@menzies.co.uk](mailto:careers@menzies.co.uk)  [@MenziesCareers](https://twitter.com/MenziesCareers)

**London | Surrey | Hampshire | Cardiff**

Mercer & Hole is a modern firm but with roots established in 1905 by the founding partner, William Mercer. Whilst Mercer & Hole initially provided just audit and accountancy services, linked to the necessary tax calculations and returns, we now work with business and private clients on many varied aspects of their financial affairs, for example, offering taxation and trust services, business development, corporate finance, financial services and rescue, recovery, and insolvency services. One of the top 50 firms of accountants in the country, we are also one of the top 20 firms for taxation services. Two of our number are former presidents of The Chartered Institute of Taxation and another is a leading UK lecturer in this field.

In response to the increasingly international nature of business, Mercer & Hole became a founder member of The International Accounting Group (TIAG) and through this network and its sister network of legal firms TAGLaw, we can recommend firms to provide accounting and legal services abroad.

As well as offering you the opportunity to work for an expanding and reputable firm, trainees are offered the following:

- Full training, sponsorship and support for professional study (ACA or CTA)
- Study leave
- Competitive salary
- Company pension scheme
- Life assurance
- Childcare vouchers
- Career progression

We offer trainee opportunities in audit/accountancy, taxation, corporate finance, outsourcing and rescue, recovery and insolvency.

Registered by the Institute of Chartered Accountants in England & Wales to carry out audit work. Authorised and regulated by the Financial Services Authority. ●

**No. of employees**

200

**No. of partners**

20

**No. of trainees**

44

**Opportunities available**

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

**No. of graduate jobs**

10

**No. of undergraduate opportunities**

Varies

**Disciplines recruited from**

All degrees considered

**Benefits**

Study support, Life assurance, 23 days holiday, pension scheme

**Offices recruited into**

St Albans, London, Milton Keynes and Rickmansworth



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

**Helping our clients thrive in a changing world.**

We provide our clients with support and guidance to deal with new risks and opportunities.

We have a range of core services, including audit, accounting, tax, risk and systems assurance, corporate finance, restructuring and insolvency, wealth management and disputes analysis. As a Top 10 accounting and advisory network we support a broad range of individuals and entrepreneurs, large organisations and complex international businesses.

**Opportunities**

Joining one of our early careers opportunities you'll be a valued member of the firm. You'll find a personable, friendly approach with encouragement to help you develop. You'll receive dedicated training to be successful, coupled with the responsibility and autonomy to allow you to grow.

As a graduate or apprentice you'll be the future of the firm. You'll work with experienced professionals and face the kind of challenges that turn smart students into confident accountants. In addition to a competitive salary and flexible benefits, you'll receive full study support towards gaining a recognised qualification. Programmes are available in London, Birmingham and Reading, starting each September and January.

**Why choose us?**

We recognise that our growth and future success will be driven by the quality of our people. We are committed to developing your career by offering:

- structured training both for recognised professional qualifications and management skills;
- the opportunity to work on a diverse portfolio of clients, gaining a range of experience;
- regular feedback on your progress with clear steps on how to develop in your role;
- national and international client exposure;
- many different opportunities to support our corporate social responsibility scheme - including raising money for our charity of the year. ●

**No. of employees**

900

**No. of partners**

80

**No. of trainees**

170

**Opportunities available**

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

**No. of graduate jobs**

40

**No. of undergraduate opportunities**

70

**Disciplines recruited from**

All

**Benefits**

Healthcare, study support, season ticket loan, bike scheme, gym membership, performance bonus, social events

**Offices recruited into**

London, Reading and Birmingham



For the latest jobs visit:

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



Based in London, Nyman Libson Paul is the leading advisor 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 to recruit a number of graduates, who aspire to become Chartered Accountants, to enter into a three year training contract with us. We have high standards and are looking for candidates with excellent academic qualifications as well as drive and ambition.

#### What you can expect

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

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

A full training programme is provided through our training partner (SWAT) who will also administer your accountancy training and ICAEW exams, with one of the leading accountancy tutors in London. Paid study leave is granted and your course and first attempt examination fees are paid for.

You'll enjoy a competitive salary and an excellent package (with salary increases based on exam and work performances). We will encourage you to maximise your potential, as our emphasis is on internal promotion to both manager and partner level.

Apply today if this sounds like the opportunity for you! ●

**No. of employees**  
900

**No. of partners**  
80

**No. of trainees**  
170

#### Opportunities available

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

**No. of graduate jobs**  
3 per year

**No. of undergraduate opportunities**  
70

**Disciplines recruited from**  
All

#### Benefits

Healthcare, study support, season ticket loan, bike scheme, gym membership, performance bonus, social events

**Offices recruited into:**  
London



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## TRAINEE PROFILE

NAME	Anish Trivedi
LOCATION	London
UNIVERSITY	University of Warwick
DEGREE	Accounting and Finance
ROLE	ACA Trainee

#### What was your background prior to starting the graduate programme at Nyman Libson Paul?

I graduated in July 2016 having completed a degree in Accounting and Finance at the University of Warwick. During the summer of 2015, I interned in the tax department at a top 8 professional services firm and conducted further work experience at a smaller accountancy firm prior to my internship.

#### What made you want to apply for a medium sized firm as opposed to one of the big four?

The level of responsibility and exposure given in the early stages in my career was a crucial factor in applying for a medium sized firm. Gaining experience early on will stand me in good stead for the future, equipping me with essential skills that many employers in the Audit industry will look for. For example, in only three years during my training contract, I will go from a junior testing more simple audit procedures, such as wages and expenses, to a senior who will be leading teams on audits, testing more complex areas and being responsible for the planning, substantive testing and completion stages of the audit.

This experience in leading audits within the first few years of my career is unlikely to be given so early on at a big four firm, which will enable to me to gain a significant advantage over others who have not been given this opportunity.

#### What made you want to work for Nyman Libson Paul specifically?

The main reason why I wanted to work for Nyman Libson Paul was the broad range of clients that the company act for. During my time here, I have worked on clients in a wide variety of industries ranging from large film production companies to theatres, and this has increased my understanding of the way businesses operate.

#### What have been your highlights so far?

Being involved on the audit of a highly regarded film production company and a reputable theatre were great experiences. These two audits required a large amount of client interaction and so even at this early stage of my career, liaising with the client and being responsible for substantial amounts of the audit was particularly encouraging.

#### What advice would you give to people thinking of applying for the graduate programme?

I would strongly recommend applying for a graduate programme with a medium sized firm such as Nyman Libson Paul as the experience gained at such an early stage of your career will be invaluable. Studying for the ACA is challenging yet rewarding, and this combined with the prospect of career progression within the firm throughout your 3 years of training is a fantastic opportunity that I would strongly encourage others to consider. ●



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

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

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

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

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

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

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

**No. of employees**  
255

**No. of partners**  
31

**No. of trainees**  
60

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

**No. of graduate jobs**  
Varies

**No. of undergraduate opportunities**  
Varies

**Disciplines recruited from**  
All

**Benefits**  
Healthcare, study support, season ticket loan, social events

**Offices recruited into**  
Canary Wharf (London)



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

## TRAINEE PROFILE

NAME	Alice Singer
LOCATION	Canary Wharf (London)
UNIVERSITY	Cambridge
DEGREE	Modern and Medieval Languages
ROLE	Trainee Chartered Accountant



### What's it like working at PKF Littlejohn?

PKF Littlejohn has a friendly atmosphere and I know most people in the office. I have the opportunity to work with people at all levels of seniority on a frequent basis, and the partners and managers are always approachable.

We're a very social firm, with a large contingent of trainees, and there's a programme of events including days out at Ascot, quiz nights and cocktail making sessions.

The work-life balance at PKF Littlejohn is relatively good and I feel that, as trainees, we are well-supported through the ACA qualification. We have our tuition at one of the leading accountancy colleges, and are given time before the exams to properly go into revision mode and not have to worry about client work.

### Why did you choose PKF Littlejohn?

I did a summer internship at PKF Littlejohn when I was still at university, and I really liked the work culture and the people. I knew the ACA would be a different, more challenging experience to the internship, but I was confident that I would still enjoy working here.

I also chose PKF Littlejohn because I wanted to work in the Not For Profit team, as I find the activities and operations of charities interesting and worthwhile. There are also trainee positions in Business Services and Financial Services, if that's more your thing.

### What is your weekly schedule generally like?

Most weeks, I'm at a new client as most of our Not For Profit audits take a week (but they can be longer). This means there's a new working environment and different people to meet every week. This is similar to the Business Services and Financial Services divisions, with opportunities to work with lots of different clients and meet lots of new people.

I am very lucky as I also get to travel to exciting places, such as to Brussels for European Commission audits or to Paris for grant audits of Non Governmental Organisations (NGOs).

The work here varies from week to week, which mixes things up and keeps me stimulated and challenged (in a good way!) ●



Rayner Essex has been established for 50 years and is a dynamic, medium-sized firm with offices in St Albans and Central London. We provide the full range of professional services typically provided by an established and progressive accountancy firm, including audit and accounts, management consultancy, payroll and taxation.

We aim to be the 'go to' firm for small and medium sized enterprises providing a truly excellent professional service that is tailored to meet clients' needs and requirements. Our clients range from all fields of business, industry, the professions and arts, including large corporates operating nationally and internationally, privately owned businesses of every size, partnerships, sole traders, self-employed individuals and charities.

We are looking to recruit a number of graduates, who aspire to become Chartered Accountants. We have high standards and are looking for candidates with excellent academic qualifications as well as drive and ambition. The recruitment of high quality staff is crucial to the continued success of our firm. To achieve this we recruit people who share our values and are driven to make a positive impact. In return, you will enjoy a competitive salary and an excellent study and benefits package, with salary increases based on exam and work performance. Add to this the opportunities and varied lifestyle that working in the South East has to offer and it all adds up to a very rewarding opportunity.

You will enter employment under a three year training contract, during which you will receive a wide range of practical experience while studying for your professional examinations; which leads to the ICAEW (ACA) Chartered Accountant qualification. You will be given paid study leave, and we also cover the costs of all courses and examinations for first attempts.

If you are looking for a challenging and rewarding career, please apply today.●

**No. of employees**  
73 (excl. partners)

**No. of partners**  
8

**No. of trainees**  
5

**Opportunities available**  
✓ GRADUATE JOBS

**No. of graduate jobs**  
1-2

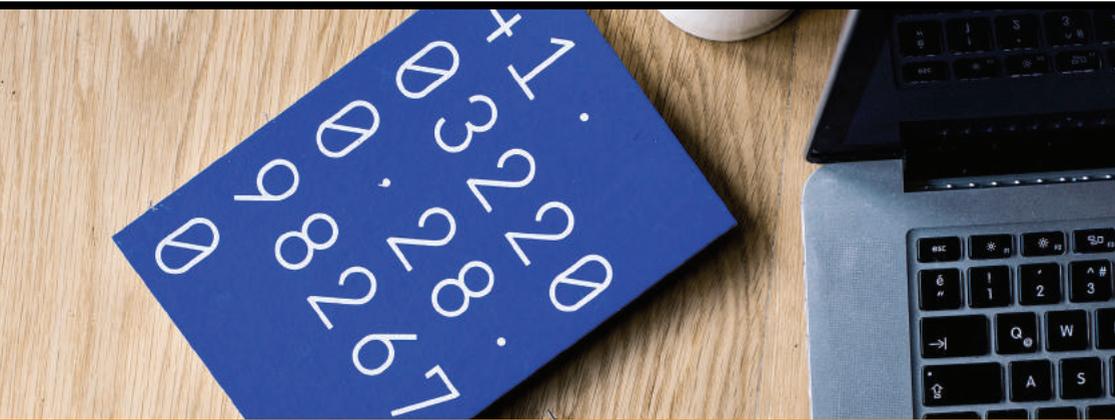
**Disciplines recruited from**  
All

**Benefits**  
Competitive benefits package

**Offices recruited into**  
London and St Albans



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



**Find your dream Accountancy  
role online today.**





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

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

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

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

**No. of employees**  
50

**No. of partners**  
7

**No. of trainees**  
17

**Opportunities available**  
✓ GRADUATE JOBS

**No. of graduate jobs**  
5-6

**Disciplines recruited from**  
All degrees considered

**Benefits**  
Life assurance & interest-free loan

**Offices recruited into**  
London



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## TRAINEE PROFILE

NAME	Jade Eaton
LOCATION	London
UNIVERSITY	Warwick
DEGREE	BSc MMORSE
ROLE	Qualified Audit Senior



### What is Rees Pollock's application process?

Having emailed my covering letter, CV and application form, I was invited to the office to sit a maths test. Immediately after passing this, I had my first interview with a manager, which was very relaxed; Rees Pollock won't bombard you with the usual competency-based questions, they are interested in getting to know you as an individual.

After this interview, I met with a current trainee, who was happy to answer further questions relating to the job and studying for the ACA qualification. The last stage in the application process was a second interview, this time with a partner but just as relaxed, and another chance to meet a trainee.

### How have you found the training contract?

I have found the training contract very rewarding. Studying for the exams in a short space of time was very intense, however it was useful to quickly assimilate knowledge that could be applied in the office. I'm usually on a different audit every week,

so I've experienced a variety of industries, including finance, retail and restaurants.

Being part of a smaller firm allows you to be involved in all areas of an audit and I was given a lot of responsibility very quickly, which has helped me to gain experience and build confidence.

The job is challenging, however everybody at Rees Pollock – from trainees up to the partners – is very approachable and friendly, offering lots of help along the way.

### Finally...

Rees Pollock's greatest asset is its people. There is a strong sense of community spirit, which is shown through the variety of events that are organised throughout the year: rounders at Hyde Park in the summer, plenty of student nights, and regular trips to the pub with all our staff! A conference is also held every September. My first one involved climbing Mount Snowdon, a great way to bond with my colleagues! ●



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

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

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

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

It's your future. Own it at RSM. ●

**No. of employees**  
3,250

**No. of partners**  
250

**No. of trainees**  
c. 280

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

**No. of graduate jobs**  
200

**No. of undergraduate opportunities**  
100

**Disciplines recruited from**  
All

**Offices recruited into**  
Nationwide



For the latest jobs visit:

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

## TRAINEE PROFILE

NAME	Sarah Cannam
LOCATION	Birmingham
UNIVERSITY	University of Birmingham
DEGREE	Law
ROLE	Corporate Tax Assistant



### What do you do?

My day to day role is based around preparing corporation tax returns for my client portfolio – basically calculating the correct amount of tax that companies need to pay. That being said, a career in tax is a lot less focused around numbers than you might think. The most important part of my role is communication with clients – making sure that their questions are answered in a clear and precise way, and in turn that we receive the exact information that we need from them.

I'm also involved in a variety of advisory projects, such as Research and Development reports and share valuations. Advisory work often involves a greater breadth of tax law, and may concern individuals as well as companies.

For both compliance and advisory work, I'm required to research certain topics and form a conclusion on the correct treatment. This is a key skill in corporate tax and one that my day to day role has helped me to build upon.

### What's been the highlight so far?

The highlight so far has been my involvement in the preparation of a Research and Development report which resulted in our client receiving a corporation tax repayment of around one million pounds. This showed me how valuable our advice can be to clients.

### What's been your biggest challenge so far?

Studying for the ACA alongside working can be challenging during busy periods in the

office, particularly getting all of my work completed or ready to be handed over before a period of study leave. Having good time management and organisation makes this challenge easier, as well as finding ways to motivate yourself to revise.

### What's surprised you most about working at RSM?

I've been most surprised by the dynamic of the team that I joined, namely at how well the team interacts both inside and outside of work. We're a very social team that's always planning the next activity. It's shattered the 'grey suit' stereotype that I expected going into accountancy.

### What's next for you at RSM?

I aim to become ACA qualified in the upcoming summer. Afterwards, I'm considering sitting my Chartered Tax Advisor exams and potentially a secondment in the States.

### What's your top tip for someone looking to apply to RSM?

Do your research – that is research the firm and its culture, the department you're considering joining, and the people you would be working with. Use that research to tailor your application and show that you've thought about how you and RSM would be suited.

### Describe RSM in 3 words

Supportive, down-to-earth, social. ●

# Saffery Champness

CHARTERED ACCOUNTANTS

As a top 20 UK accountancy firm, and one of Britain's Top Employers (for 15 consecutive years), Saffery Champness is a dynamic and exciting place to launch and build your career. Providing excellent training and development opportunities for staff is an important part of what we do, as our long-standing Investors in People accreditation demonstrates.

We value our strong client relationships and genuinely partner-led service. Through hard-work and innovative thinking - to say nothing of the personal touch which has long been our trademark - we have achieved strong market positions across a range of sectors including private wealth, landed estates, charities and sports & entertainment.

## Our trainees

As one of our trainees, you can play a major part in our ongoing success story. From early on in your time with us, you will be entrusted with real client assignments and real responsibilities. In return, we will support you with our first-class training and development programme, designed to lay the foundations for an exceptional career.

## On the job training

Our trainees will complete a three-year training contract with a view to becoming a qualified accountant. You will have exciting development opportunities available where you can build your knowledge in many of the sectors in which we operate. You will work in a friendly and progressive environment, within teams of varying sizes. From early on you will be given responsibility, dealing with range of clients including private clients, individuals from the entertainment world, family estates or charities. ●

**No. of employees**  
650+

**No. of partners**  
72 (UK)

**Opportunities available**  
✓ GRADUATE JOBS  
✓ INTERNSHIPS

**No. of graduate jobs**  
35

**No. of undergraduate opportunities**  
See website

**Benefits**  
Competitive benefits package

**Disciplines recruited from**  
All degrees considered

**Offices recruited into**  
Bournemouth, Bristol, Edinburgh,  
Harrogate, High Wycombe, Inverness,  
London, Manchester and Peterborough



For the latest jobs visit:

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

## TRAINEE PROFILE

NAME	Andrew Grant
LOCATION	Edinburgh
UNIVERSITY	Heriot-Watt
DEGREE	BSc (Hons) Mathematics
ROLE	Manager - Accounts and Audit



I am a manager in the accounts and audit department of Saffery Champness LLP, a mid-tier UK accountancy firm. My areas of focus are primarily with landed estates, charities and owner-managed businesses.

### 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 opportunities. 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 learned 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 with clients but also apply more technical detail to the work I was doing in the office at that time.

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.

### 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 as well as developing soft skills and IT training. 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. ●



Shipleys is a firm of Chartered Accountants and professional business advisors, based in London's glamorous West End.

We are a medium-sized firm and every member of our team makes an important contribution. Our approach is very much based on individuals and their aspirations. Whilst the firm is well known in a number of niche markets such as film and television, overall we look after a wide range of clients so there is plenty of opportunity to build experience with clients in many different industries.

#### We offer...

- Competitive salary, benefits and training package
- Friendly, informal working environment and regular contact with senior staff and partners
- A keen personal interest in how you are getting on, including mentoring from those who've been there and done it
- Brilliant work experience - initial experience in audit, accountancy and taxation will be gained in a wide variety of real client situations
- Opportunities to develop your career into different specialisations or industry sectors

#### What we expect from you...

- Self-motivation and willingness to take responsibility
- Self-confidence and ability to use initiative
- Adaptable and sociable personality with the knack of communicating well with people at all levels to earn credibility with colleagues and clients (orally and in writing)
- Ability to get along and work with others as part of a team
- High ethical standards and honesty
- Leadership and management potential

You will enter employment under a three year training contract, during which you will receive a wide range of practical experience while studying for your professional examinations.

**People work hard when they are here, but we do expect them to go home! ●**

**No. of employees**  
c. 110

**No. of partners**  
13

**No. of trainees**  
c. 19

**Opportunities available**  
✓ GRADUATE JOBS

**No. of graduate jobs**  
Varies

**Benefits**  
Competitive benefits package

**Offices recruited into**  
London and Godalming



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



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

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

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

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

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

**No. of employees**  
1,700+

**No. of partners**  
244

**No. of trainees**  
120

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

**No. of graduate jobs**  
40

**Disciplines recruited from**  
All disciplines

**Benefits**  
Competitive benefits package

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



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



### Become a Chartered Accountant with a Degree in any Discipline

At SWAT, we recruit for a range of prestigious firms of Chartered Accountants based in London and the South East - meaning you're not just applying to one firm, you're applying to many.

The firms we recruit for range from 4-19 partners in size, meaning there is huge scope for you to progress within the firm. What's more, there are huge advantages of working with a medium-sized firm; you'll gain exposure from working with a wide variety of clients, enjoy real responsibility from an early stage and have opportunities to work closely with the firm's partners. Indeed, many graduates who have come through our programme have gone onto become partners themselves.

### Your training & Development

Successful candidates will receive a 3 year training contract, whilst you study towards the ICAEW (ACA) Chartered Accountant qualification.

Salaries are competitive (with year-on-year salary increases based on your performance). Add to this an excellent study support package, paid for by the company, and it all adds up to a very rewarding opportunity. Paid study leave is granted and your course and first attempt examination fees are paid for.

### Minimum entry requirements

You don't need a degree in accountancy or any accountancy experience as we provide you with all the training and support you need. All we ask is that you hold the following:

- 2:2 degree or above in any subject
- 300+ UCAS points (old tariff) or 120+ UCAS points (new tariff), or equivalent, from your top three grades (first attempts only, AS and General Studies not included)
- English GCSE (grade C or above) and Maths GCSE (grade B or above)

**Apply today and let us help you develop a successful career in accountancy. ●**

#### No. of employees

Varies

#### No. of trainees

40+

#### Opportunities available

✓ GRADUATE JOBS

#### No. of graduate jobs

20-40 per year

#### Offices recruited into

London and South East



For the latest jobs visit:

[www.accountancycareers.co.uk](http://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 15 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 early careers site at: [www.uhy-earlycareers.com](http://www.uhy-earlycareers.com)

### What we're looking for

We are looking for the partners of the future – someone that has excellent communication skills and the ability to actively engage with clients. Someone that is ambitious, passionate and wants to progress within the practice.

### Development and career progression

We are dedicated to your professional development and so have established a mentoring programme to support our trainees. We have a genuine passion for our students to succeed, not only through exams but in your future career with us. We are passionate about and committed to our staff, and will always try to promote internally; even as far as partner level. ●

#### No. of employees

663 nationally

#### No. of partners

101

#### No. of trainees

190+

#### Opportunities available

✓ GRADUATE JOBS  
✓ SCHOOL LEAVER SCHEMES

#### No. of graduate jobs

45

#### No. of undergraduate opportunities

See website

#### Disciplines recruited from

All degree disciplines considered

#### Benefits

Healthcare, gym membership, life assurance, childcare vouchers

#### Offices recruited into

Nationwide



For the latest jobs visit:

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

# WILKINS KENNEDY

CHARTERED ACCOUNTANTS  
& BUSINESS ADVISERS

### Who are we?

Wilkins Kennedy was established in 1882 and now operates from offices across London and the South East, providing a full range of accounting and advisory services to a diverse range of businesses and individuals across the UK and overseas.

### What do we do?

Wilkins Kennedy has an excellent reputation for assessing individual and business needs in a changing marketplace and delivering intelligent, practical financial solutions.

### Why train with us?

We know one size doesn't fit all but we do require all our trainees to show ambition, determination and integrity. Our career path allows you to make your mark and seize opportunities as they arise.

We are looking for people with enquiring, lively minds and a strong sense of commitment. Accountancy is about far more than numbers! You will be working with our clients, a mix of individuals, entrepreneurial startups, established, privately held and publicly owned businesses and not for profit entities from early on. You'll be part of a team passionate about delivering a technically superior and uniquely personal client service. You will be able to take responsibility early and make a difference every day as you learn on the job. We use specialist accountancy tutors to help you prepare for, and pass, your exams. You will benefit from a combination of courses and home study throughout the duration of your training contract.

### Why stay with us?

Once you are qualified, you can really start to enjoy life as a qualified professional. You may wish to specialise in one area, or follow a more generalist route; the choice is yours! We will continue to provide ongoing technical and soft skills training as part of our post qualification development programme. We will ensure you continue to grow and add to your bank of experience, with the aim of providing you with an excellent grounding for your future.

If you enjoy a challenge, want to make a difference, and are set for a career in accountancy, then please visit our website to contact us. ●

### No. of employees

700+

### No. of partners

76

### No. of trainees

140+

### Opportunities available

- ✓ GRADUATE JOBS
- ✓ SCHOOL LEAVER SCHEMES

### No. of graduate jobs

20

### No. of undergraduate opportunities

20

### Disciplines recruited from

All

### Benefits

Study support, season ticket loan, social events

### Offices recruited into

Regional offices across the South of England



For the latest jobs visit:

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



# The Finance Range from Inside Careers



GRADUATE JOBS | INTERNSHIPS & PLACEMENTS | ADVICE

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

Company	No. of employees	No. of partners	No. of trainees	Offices recruited into	TYPE OF OPPORTUNITIES					No. of graduate jobs	No. of undergraduate roles	Further info (page)	Company	No. of employees	No. of partners	No. of trainees	Offices recruited into	TYPE OF OPPORTUNITIES					No. of graduate jobs	No. of undergraduate roles	Further info (page)
					Graduate jobs	Internships	Placements	Insights	School leaver schemes									Graduate jobs	Internships	Placements	Insights	School leaver schemes			
 <b>Alliotts</b>	c. 70	11	8	London, Guildford	✓	✗	✗	✗	✗	3 per year	-	56	 <b>Crowe</b>	800+	80		Various locations	✓	✗	✗	✗	✓	Varies	Varies	70
 <b>BARNES ROFFÉ</b> CHARTERED ACCOUNTANTS	160	22	40	Multiple London locations	✓	✗	✗	✗	✗	15	-	57	 <b>Deloitte</b>	15,000+	-	400+	Nationwide	✓	✓	✗	✗	✓	1,000+	-	71
 <b>BDO</b>	3,600 in the UK	275	855	Nationwide	✓	✓	✗	✓	✓	250	40	58	 <b>DUNCAN &amp; TOPLISS</b> CHARTERED ACCOUNTANTS AND BUSINESS ADVISERS	400+	17	73	Various Locations	✓	✓	✓	✗	✓	12	-	72
 <b>Bishop Fleming</b>	350	29	120	Various locations in the South West	✓	✗	✓	✓	✓	20	10	61	 <b>GERALD EDELMAN</b>	118	16	22	London (City), North London	✓	✗	✗	✗	✗	4-6	-	74
 <b>BLICK ROTHENBERG</b>	211	33	29	London	✓	✗	✗	✗	✓	15	5	62	 <b>Grant Thornton</b> Audit • Tax • Advisory	4,500	-	750	Nationwide	✓	✓	✓	✗	✓	400-450	100	75
 <b>blinkhorns</b> Business / taxation / good advice	48	8	13	London	✓	✗	✗	✗	✗	3	-	65	 <b>HASLERS</b> CHARTERED ACCOUNTANTS & BUSINESS ADVISERS	96	10	7	Loughton (East London)	✓	✗	✗	✗	✗	Varies	-	76
 <b>BREBNNERS</b> CHARTERED ACCOUNTANTS & BUSINESS ADVISERS	85	19	18	London and Sevenoaks	✓	✗	✗	✗	✗	4	-	66	 <b>HAT</b> Group of Accountants	Varies	Varies	-	Mainly London and Essex	✓	✗	✗	✗	✓	Up to 60	Up to 8	77
 <b>Buzzacott</b>	400	30	c.90	London	✓	✓	✗	✗	✓	35-40	c.15	68	 <b>haysmacintyre</b>	250	33	24	London	✓	✗	✓	✗	✓	24	5	78
 <b>citroen wells</b> CHARTERED ACCOUNTANTS	64	15	11	London	✓	✗	✗	✗	✗	4-6	-	69	 <b>HAZLEWOODS</b> DRIVING LIFE LONG FULFILMENT	320+	29	60	South West	✓	✓	✗	✗	✓	20	10	81

Company	No. of employees	No. of partners	No. of trainees	Offices recruited into	TYPE OF OPPORTUNITIES					No. of graduate jobs	No. of undergraduate roles	Further info (page)		Company	No. of employees	No. of partners	No. of trainees	Offices recruited into	TYPE OF OPPORTUNITIES					No. of graduate jobs	No. of undergraduate roles	Further info (page)
					Graduate jobs	Internships	Placements	Insights	School leaver schemes										Graduate jobs	Internships	Placements	Insights	School leavers scheme			
 HillierHopkins	150	17	25	London, Milton Keynes, Watford	✓	✗	✓	✗	✗	8	3	82		 MENZIES BRIGHTER THINKING	470	45	90+	Various Locations	✓	✗	✓	✗	✓	Up to 15	Up to 15	96
 HW Fisher & Company Chartered Accountants	320	33	50	London	✓	✗	✗	✗	✓	16-18	Varies	84		 mercen&hole Chartered accountants	200	20	44	Various Locations	✓	✗	✗	✗	✓	10	Varies	98
 KNOX CROPPER Chartered Accountants	35	6	11	London,	✓	✗	✗	✗	✗	2	-	86		<u>MOORE STEPHENS</u>	900	80	170	South East, West Midlands	✓	✓	✓	✗	✓	40	70	99
 KPMG cutting through complexity	13,500	-	1,200	Nationwide	✓	✓	✓	✓	✓	1,200	300	87		 Nymman LIBSON PAUL	900	80	170	London	✓	✓	✓	✗	✓	3 per year	70	100
 KRESTON REEVES	550+	53	126	South East	✓	✓	✓	✗	✓	Varies	Varies	88		 PKF	255	31	60	London	✓	✓	✗	✗	✓	Varies	Varies	102
 LarkingGowen Chartered Accountants	300	24	35	Various Locations	✓	✓	✗	✗	✗	5	11	91		 RaynerEssex Chartered accountants and business advisers	73	8	5	London & St Albans	✓	✗	✗	✗	✗	1-2	-	105
 LubbockFine Chartered Accountants	100	13	22	London	✓	✓	✗	✗	✓	5	4-8	92		 Rees Pollock	50	7	17	London	✓	✗	✗	✗	✗	5-6	-	106
 MAZARS AUDIT • TAX • ADVISORY	1,700 (UK)	130	200+	Nationwide	✓	✓	✓	✗	✓	160	30	94		 RSM	3,250	250	c.280	Nationwide	✓	✓	✓	✗	✓	200	100	108

Company	No. of employees	No. of partners	No. of trainees	Offices recruited into	TYPE OF OPPORTUNITIES					No. of graduate jobs	No. of undergraduate roles	Further info (page)
					Graduate jobs	Internships	Placements	Insights	School leaver schemes			
 Saffery Champness <small>CHARTERED ACCOUNTANTS</small>	650+	72 (UK)	-	Various Locations	✓	✓	✗	✗	✗	35	-	110
 shipleys	c.110	13	c.19	London and Godalming	✓	✗	✗	✗	✗	Varies	-	112
 Smith & Williamson	1,700+	244	120	Various Locations	✓	✓	✓	✗	✓	40	-	113
 swat	Varies	-	40+	London & South East	✓	✗	✗	✗	✗	20-40	-	114
 UHY Hacker Young <small>Chartered Accountants</small>	663	101	190+	Nationwide	✓	✗	✗	✗	✓	45	-	115
 WILKINS • KENNEDY <small>CHARTERED ACCOUNTANTS &amp; BUSINESS ADVISERS</small>	700+	76	140+	South East	✓	✗	✗	✗	✓	20	20	116









# BE INSPIRED TO DO GREAT WORK

We know how to empower people to be the best they can be. Quite simply, we let them. We look for individuals with real potential and we help them put this into practice, turning our clients' business dreams into practical realities.

## Opportunities at BDO

- Graduate programmes
- School Leaver / Apprenticeship Schemes
- Summer Internships
- Insight Days.

Be inspired at

[bdoearlyincareer.co.uk](http://bdoearlyincareer.co.uk)

[twitter.com/BDO\\_trainees\\_uk](https://twitter.com/BDO_trainees_uk)

[facebook.com/BDOTraineesUK](https://facebook.com/BDOTraineesUK)



**BDO**

# Deloitte.



## Where are solutions before they're found?

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

[deloitte.co.uk/careers](https://deloitte.co.uk/careers)

What impact will you make?