

# ACCOUNTANCY Careers

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THE ONLY GRADUATE CAREER GUIDE TO

## Chartered Accountancy

### 2023/24

37th Edition



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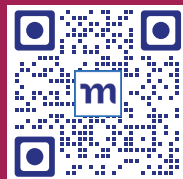
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

Mazars & me

“I’ve been supported every step of the way and I want to inspire other women to join the technology industry.”

**Laura**  
Senior Consultant – Technology & Digital Advisory

Open, engaged and collaborative teams are at the heart of everything we do. You’ll always feel free to ask questions and share ideas.



mazars

## Your chartered accountancy career starts here...

It’s time to embark on a career that can take you places! With expert advice from the ICAEW and industry professionals, this guide takes you through the basics of becoming a chartered accountant; from entry requirements and essential skills, to professional qualifications as well as the latest salary trends.

You can also read **Employee Profiles** from accountancy professionals at various career levels. Get an idea of what it’s like to be a chartered accountant from people that work in the profession.

There is also an **Employer Directory** and **Job Finder** section at the back of the guide to help you research employers before applying for jobs on [www.accountancycareers.com](http://www.accountancycareers.com).

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

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



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

Discover your route to chartered accountancy with the ICAEW and the Accountancy Careers Guide 2023/24. Lenore Dudman, Head of Student Attraction and Marketing at ICAEW, gives her reasons for why becoming an ICAEW Chartered Accountant is a rewarding and prestigious career.



ICAEW is a global membership organisation that offers industry-leading qualifications with 338 jobs live on average each month across ICAEW Training Vacancies platform.

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

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

Society as we know it is transforming, and with it the bright new opportunities for curious minds are boundless. An ICAEW qualification can hone your potential, pushing you to go further to prepare you for the future. Our chartered accountancy qualification, the ACA, is recognised around the world; with it, you'll be seen by employers as someone who's committed to the profession, with a wealth of strategic-level knowledge, skills and integrity.

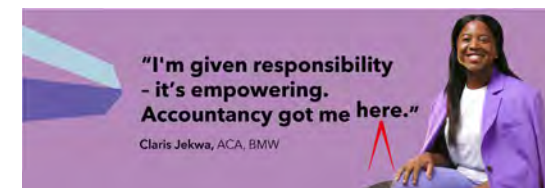
There are a number of routes into the profession including straight from school or after university. If you join the profession from university, your degree subject doesn't matter – the employers we work with are actively

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

You look beyond the numbers, and you'll find our chartered accountants are talented professionals, prized for their ability to affect change. They are the strategic leaders, innovators and visionary advisers influencing the decisions that shape economies, communities and the organisations they work for. Finance is an integral part of business, so you will find your skills are needed in all industries and sectors; from retail and logistics, to fashion and sport, to charities and the public sector.

You could find yourself in a role in a large multinational organisation or global accountancy firms or perhaps a local charity or business start-up. Roles vary from being Business Consultants and Practice Partners, to Finance Directors and CEOs. ICAEW chartered accountants are recognised for their leadership and expertise – that's why 79 of the FTSE 100 companies have an ICAEW Chartered Accountant on their board. Accountancy will get you there. ●

Lenore Dudman  
Head of Student Attraction and Marketing





# PROFESSION OVERVIEW

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# WHAT IS A CHARTERED ACCOUNTANT?

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

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

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

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

**"Becoming a chartered accountant means you have received intensive training."**

Chartered means you are at the top of your profession, and you are ready to take on challenges and equally be rewarded for them. As a graduate, chartered accountants can earn up to £35,000 with the potential to increase to £55,000 after qualifying.\*

\*2023 High Fliers The Graduate Market in 2023 Report.

## What do chartered accountants do?

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

Chartered accountants can choose to specialise in various areas such as working in the finance area of the beauty industry for example or even working for a celebrity in the film industry. Being a chartered accountant means that you have a high level of training and skills to apply in various areas of work which can offer more opportunities for accountancy jobs.

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

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

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

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

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

# WHY BECOME A CHARTERED ACCOUNTANT?

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

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

## Unlimited Opportunities

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

If you always wanted to work in fashion for example, you can do so in the finance department and that can vary from working for small start-ups to large corporations. You can also start your own accountancy firm once you have the relevant contacts and expertise.

**"With a career in accountancy, there's no shortage of the different types of opportunities available as you grow in your career."**

Take your career into multiple industries around the world – all of the world's 100 global leading brands employ chartered accountants. Accountancy firms have international offices and the nature of the job means that you can have the chance to either work with clients from all over the world or even relocate to other international offices.

**"Take your career into multiple industries around the world – all of the world's 100 global leading brands employ chartered accountants."**

## Support

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

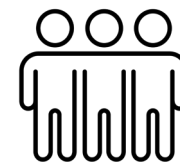
**"Whether you are a graduate or a school leaver, there are endless opportunities to get training and support for you to become a chartered accountant."**

## Earning Potential

Depending on the skills you have and your expertise, salaries as a chartered accountant have a high earning potential, rising as you develop more skills or even become specialised in certain areas. Starting salaries can start from £35,000 as a trainee and rise to £47,700 as a chartered accountant.

**"Depending on the skills you have and your expertise, salaries as a chartered accountant have a high earning potential."**

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



**"What I do really makes a difference."**

Sachin Patel ACA  
Premier League Football Club



# ENTRY REQUIREMENTS TO BECOME A CHARTERED ACCOUNTANT

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

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 a chartered accountant, so whether you're a graduate, a school leaver or a professional looking to move industry, there is a route for you.

It is quite a common belief that you need an accountancy or finance degree to become an accountant, but this is not the case. In fact, a majority of accountancy firms open up their graduate schemes to all disciplines. So even if you don't have a mathematical or finance degree, you can still apply to an accountancy graduate scheme.

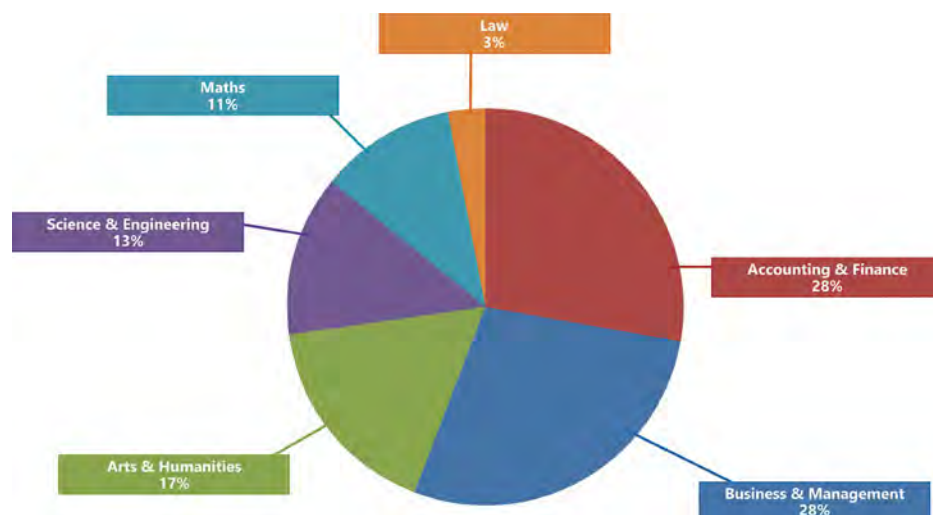
**"It is quite a common belief that you need an accountancy or finance degree to become an accountant, but this is not the case."**

However, some accountancy firms require you to have a degree in a finance based subject, such as accountancy, finance, economics or business studies, but this tends to be the exception, rather than the rule.

Proficiency in maths is just one requirement to become an accountant, with employers valuing softer skills including communication and team work which is why so many arts and humanities students find their place in the accountancy profession.

**"Proficiency in maths is just one requirement to become an accountant."**

Science and engineering graduates have also found that they can apply the skills they learnt in their degree in the wider context of the accountancy profession. As you can see in the chart below, the accountancy profession consists of people from all degree backgrounds.



## What qualifications do accountancy employers look for?

Degree requirements vary from employer to employer, with some looking for a 2:1 in any discipline, to a 2:2 or some requiring you to have a numerate degree such as economics or accounting. It does really depend on the individual employer. Check out the latest jobs on the **Accountancy Careers** website to see details for what each company requires.

## Graduates

For all entry routes, you will need to apply directly to an employer. As well as having a strong academic background, employers will be looking for candidates who stand out from the crowd and can bring something extra to their organisation. Among other things, you'll need to show a genuine interest in, and commitment to, your chosen career path.

**"As well as having a strong academic background, employers will be looking for candidates who stand out from the crowd and can bring something extra to their organisation."**

Entry requirements will vary depending on the employer and the programme you are following. Generally, employers will look for a minimum of a B in GCSE Maths and English and 280+ UCAS points at A levels (or equivalent).

**"Entry requirements will vary depending on the employer and the programme you are following."**

You don't need a degree in accounting, finance or business to study for a qualification

in accounting. While the subject isn't important, you will need to have a strong academic record. Entry requirements differ between employers, but, in general they'll be seeking at least a 2:1 and everyone who undertakes an accountancy qualification must have at least two A levels and three GCSE passes (or equivalent).

## School leavers

If you want to start work straight away, you can choose from a higher apprenticeship or a school leaver programme. Likewise, if you want to go to university, you can do a degree followed by the qualification, or combine both through an employer-affiliated degree for the qualification.

**"If you want to start work straight away, you can choose from a higher apprenticeship or a school leaver programme."**

The requirements for a school leaver schemes differ depending on the employer, however they often require at least a grade B in maths at GCSE level. However, this does differ from employer to employer so we recommend researching a few companies to see what they require of their school leavers.

In conclusion, you can train to become an accountant without a maths A-Level. However, you will need at least a B at GCSE and many employers require a minimum number of UCAS points, as well as a 2.2 degree for graduate schemes.

**"You will need at least a B at GCSE."**

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

# ESSENTIAL SKILLS TO BECOME A SUCCESSFUL CHARTERED ACCOUNTANT

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

Chartered accountants come from many educational backgrounds and bring multiple skills to their careers.

There are many ways to become a chartered accountant meaning you can find the right route for you. As well as having a strong academic background, employers are looking for candidates who stand out from the crowd and can bring something extra to their organisation. Among other things, you'll need to show a genuine interest in, and commitment to, your chosen career path.

**"There are many ways to become a chartered accountant meaning you can find the right route for you."**

## What soft skills do employers look for?

There are specific soft skills that will be more helpful than others when applying for accountancy graduate roles.

The core soft skills that employers look for include:

- Literacy and numeracy
- Time management and organisation
- Oral and written communication
- Teamwork
- Creative problem-solving
- Initiative and enterprise
- Critical and analytical thinking
- Ability to apply discipline, knowledge and concepts

- Information gathering, evaluation and synthesis
- Emotional intelligence and interpersonal skills
- Adaptability
- People skills & Professionalism

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

**"Stand out in your application by showing you've got what it takes to become a chartered accountant."**

## PEOPLE SKILLS

Chartered accountants interact with people from a wide range of backgrounds, abilities and cultures.

Great chartered accountants can 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.

**"Improve your people skills by putting yourself into situations that require lots of interaction with people from a wide range of background."**

## COMMUNICATION AND TEAMWORK

Chartered Accountants can convert complex financial information into simple, digestible advice for clients and colleagues.

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.

**"Team working skills can be gained and demonstrated through any societies or teams you are part of."**

Accountants often work in teams and will have to convey information to people who may not be proficient in accountancy jargon, so the ability to explain concepts in a digestible manner is an advantage.

## DECISION-MAKING AND PROBLEM-SOLVING

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

Businesses and organisations need people with varied backgrounds, interests, and knowledge to help them become successful. There are many ways to become a chartered accountant, whether you're a graduate, a school leaver or a professional looking to move into industry.

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.

**"Problem-solving is all about using logic, as well as imagination, to make sense of your situation and come up with an intelligent solution."**

## PROFESSIONALISM AND ETHICS

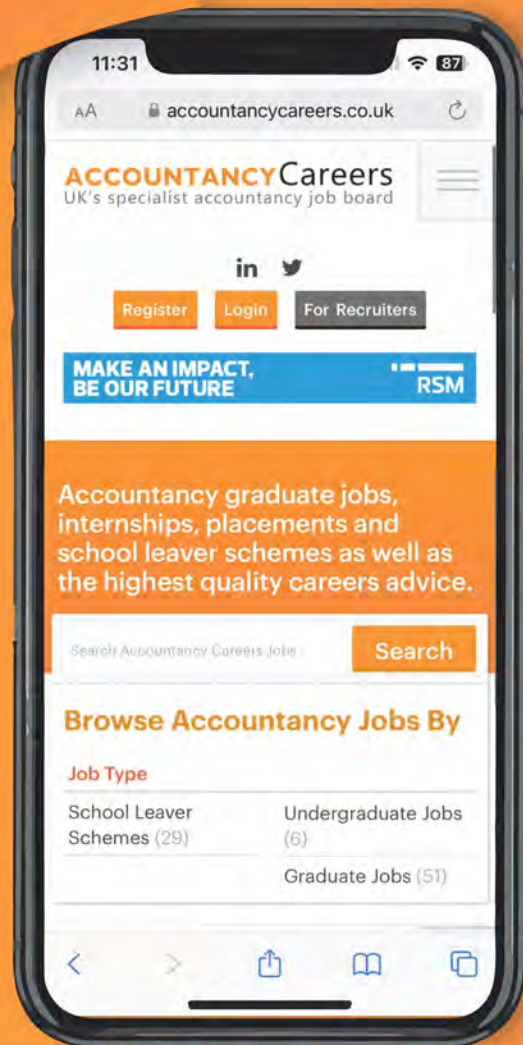
Chartered accountants behave professionally and ethically which comes as no surprise as this is the foundation of ACA exams. Sustainability, society, and ethical business are at the heart of a chartered accountant's work. Chartered accountants are highly respected for behaving professionally and always conduct businesses ethically.

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 you 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.





## Find your next accountancy job



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

### What hard skills do employers look for?

As well as qualifications, you will also need to demonstrate other hard skills that you may have learnt either through your degree or through internships or work experience. Skills such as:

#### IT SKILLS

The desired level of expertise can vary from employer to employer. From basic Excel skills to be proficient in business intelligence software. If there are any programmes you used or skills, you learnt on any work experience or internships be sure to mention them in your interview. While you may not be using the same programmes or software, basic understanding of how they work is a huge advantage.

Chartered accountants have well-rounded technical skills, keep up to date with technology and can 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.

**"Even at entry level, employers will expect applicants to be computer literate."**

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

#### COMMERCIAL AWARENESS

By being commercially aware, chartered accountants can think creatively about problems to identify solutions and give their organisation a competitive edge. Understanding 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.

**"Demonstrating knowledge of an employer's competitors helps you recognise the challenges they come up against."**

Follow employers on Twitter and LinkedIn and set up keyword searches. All of this will be great preparation for an interview.

Of course, graduate employers don't expect you to be able to master all these skills, and you will learn many of the more specialist skills on the job. However, any specialist knowledge that you have picked up through your degree or work experience should be highlighted. Don't forget, your skills do not equate with your qualifications and should be treated separately.

**"Don't forget, your skills do not equate with your qualifications and should be treated separately."**

#### NUMERACY

A large aspect of being an accountant is dealing with numbers and ensuring that finances are managed well in a business. You would also need to be able to analyse the numbers you are working with and come up with solutions and ways to communicate complex issues to clients.

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

# PUBLIC PRACTICE VS. COMMERCE AND INDUSTRY

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

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

Accountants can work in many areas of work which includes in the public sector, in commerce and industry as well as in charity and not-for-profit organisations.

**"Accountants can work in many areas of work which includes in the public sector, in commerce and tax."**

## Public practice

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

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

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

## Why work in public practice?

While public practice can be challenging, it

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

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

## Routes into public practice

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

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

## Commerce and Industry

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

**"A growing number of graduates are beginning their accountancy careers in banks and businesses."**

Typically, accountants working within financial services work in middle office banking roles such as monitoring trade activity but you will also develop an understanding of IT, marketing, sales and operations. You will be working in a highly competitive environment at times, with rapidly-changing risks and constant demand for innovation. As your career progresses, you will become involved in making strategic decisions to drive the business forward, creating plans and leading change for business success.

## Why work in commerce and industry?

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

## Routes into commerce and industry

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

Accountants are needed in all areas of industry to manage budgets, monitor the economic health of the company and to make important strategic decisions. Accountants will often occupy the most senior positions in companies, all the way to chief executive.

## Charity and not-for-profit

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

There are a range of opportunities for accountants in this sector, including working in a management accounting role, managing budgets and financial systems, or liaising with budget holders and trustees to manage the needs of the organisation. You could also

work for an auditing firm that specialises in the charity sector, delivering high-quality audit work, systems reviews, and consultancies into the needs for charity clients.

## Why work in charity and not-for-profit?

There are many reasons why working in a charity or not-for-profit organisation can be a rewarding and satisfying career. This area of accountancy generally offers very gratifying work – knowing that you are helping an organisation that exists to make a positive difference in the world. This area of accountancy is also known to have a healthier work/life balance than other sectors.

## Public sector

Chartered Accountants in the public sector manage, distribute, and invest finances in public services such as health, education, housing, emergency services and local authority services. They are constantly challenged to reduce expenditure and improve efficiency to ensure value for money.

Accountants working in this field are also in charge of holding government departments to account by monitoring spending. Working in this sector means that you will be responsible for making sure that public money is being spent properly for the benefit of the nation. And of course, you will be helping local communities and changing people's lives while leading a successful and satisfying career.

## Why work in the public sector?

There are a lot of benefits to working in the public sector, and many choose to develop their career in this area as it affords the opportunity to give something back to society. If you work in the public sector, you will quickly develop commercial and decision-making skills as you allocate and monitor resources – helping you to see that they are effectively and efficiently employed to give value for money.

Additional benefits, such as a good pension scheme and longer holidays can be a deciding factor when it comes to choosing to work in the public sector. Find out what companies are currently recruiting for these areas by viewing the **'Find Jobs'** page of our website. ●

# ACCOUNTANCY – A DYNAMIC CAREER

By Andrew Dean, Director, Mercer & Hole

Working in the accountancy industry is an exciting, dynamic and rewarding career. You will work with teams across a range of sectors, building strong relationships with business leaders and individuals, and contribute to the success of their organisations.

## A Diverse Career

A career in accountancy can cover a wide range of roles and specialist areas. Some companies work with both individuals and businesses in every aspect of their financial wellbeing to help them achieve their financial goals.

**"A career in accountancy can cover a wide range of roles and specialist areas."**

## Working with Businesses

Working with businesses means that chartered accountants are involved with every step of their journey from advising start-ups, right through to helping business owners with exit strategies. Chartered accountants will provide a wide range of support and advice on an ongoing basis, including tax services where they help business owners navigate a complex world, providing technical advice whilst ensuring they pay the right amount of tax and meet their compliance requirements.

**"Working with businesses means that chartered accountants are involved with every step of their journey."**

Chartered accountants also work closely with businesses in providing audit and advisory services, which not only help them comply with regulatory requirements but can provide invaluable insight into how the business is functioning, the business risks and how to address these, and where improvements can be made to benefit the organisation.

There are so many ways in which chartered accountants contribute value to their clients and their financial decision-making, as well as more hands-on support including payroll services or outsourcing solutions where businesses may not have the resources to do this in-house.

The range of organisations that chartered accountants work with also makes a career in accountancy extremely interesting as they understand each industry in detail and the predominant needs and concerns of that sector. Many members of a firm have personal experience having worked in different business and industry areas, which helps to provide real insight for their clients and also benefits the firm as a whole, as knowledge is shared across the teams.

Chartered accountants work with organisations across a range of sectors including:

- Hospitality, Sport and Leisure
- Retail and Consumer Goods
- Technology and Media
- Healthcare
- Financial Services and Fintech
- Education
- Farming and Landed Estates
- Manufacturing
- Professional Services
- Transportation and Logistics
- Property and Construction

## Working with Individuals

Chartered accountants can also work with individuals and their families, providing a wide range of services including personal tax advice, financial planning and estate planning. Often, they work with the same individual to help with both their business interests and their own personal needs.

**"Chartered accountants can also work with individuals and their families, providing a wide range of services including personal tax advice."**

## Relationships are key

Across every service chartered accountants provide, the relationships they develop with their clients are extremely important. These relationships are key to the quality of the support and advice that they offer and this makes working as a chartered accountant interesting as the range of clients is so diverse.

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

## A Dynamic Career

The constant change of legislation and the way in which chartered accountants do things are other factors which make accountancy such a dynamic and rewarding career. It is an accountants job to report on sometimes extremely complex areas in a constant and rapidly changing environment, and to do so in a way that is practical and easy to understand.

The development of technology and how it can be used is dynamic and exciting. This can be seen in the improved ability to work flexibly and remotely since the pandemic; it is also evident in the pivotal role technology now plays in both the financial reporting and audit processes, as well as across other disciplines. The technology used in accountancy is ever-changing and is affording chartered accountants even better ways to produce the in-depth insight that their clients need.

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



Andrew Dean  
Director  
Mercer & Hole

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

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

For more careers advice visit:  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)



# INDUSTRY CULTURE

By Michael Fraser, Senior HR Manager, HW Fisher

I have worked in the HR and recruitment field for over 11 years, with all of those being in the accountancy sector. It is clear to me that there has been a real shift in the perception of the industry and those it attracts at all levels, and is definitely a varied and diverse profession. I have highlighted some key areas of change I have noted in the past few years.

## Education

What used to be a profession for those with top degrees is now open to all, and accountancy is all the better for it. Apprenticeships are now the norm in many organisations which opens the door for a wide range of people able to enter the profession, with school leaver programmes becoming a key way of bringing new talent into organisations.

**"What used to be a profession for those with top degrees is now open to all."**

Work experience and life skills are seen as just as valuable as a degree. Equally, many firms no longer only take on those with mathematical or financial backgrounds – there appears to be a growing trend in taking on candidates from all sorts of academic backgrounds. There is a huge array of transferable skills on offer from candidates who have been educated in various areas and firms are definitely utilising these skill sets more.

**"Work experience and life skills are seen as just as valuable as a degree."**

## Gender Diversity

From my perspective, there seems to be a really strong mix of people entering the accountancy sector. My own firm has an almost even split of males and females among our trainees. My belief is that this comes from role models at the top of the hierarchy – the growth in flexible working opportunities, this

has opened the door to more females reaching top levels within firms and breaking that glass ceiling. Flexible working, and hybrid working models, continue to allow companies to have a greater reach towards candidates and appeal to a wider market.

**"The growth in flexible working opportunities, this has opened the door to more females reaching top levels within firms."**

## Work-Life Balance

Although work clearly plays an important part in our lives, it is also crucial to balance this with a healthy amount of time away from work, and doing things that you enjoy! A strong social culture within a workplace, whether that be big parties, smaller events, or ad hoc meet-ups, helps to relax staff and create a more collaborative environment. Firms appear to be seeing the value of this more and more – there can be a perception that accountancy can be a "boring" industry to be involved in but that could not be further from the truth!

Seeing the value of staff wellbeing creates a better service for the clients too – staff are more motivated! For the majority of firms, working all the hours under the sun is no longer a realistic situation.

## Wellbeing and Mental Health Awareness

Mental health awareness is a very hot topic, and many firms now invest a significant amount of time and money into ensuring employee wellbeing strategies are part of the everyday culture.

**"Many firms now invest a significant amount of time and money into ensuring employee wellbeing strategies are part of the everyday culture."**

Mental health first aiders are now the norm and employees are encouraged to talk about any stress or issues they may have. I'm seeing workplaces work in tandem with employees so that wellbeing is spoken about and people feel comfortable in their job. Communication is more open and the staff are asked what they actually want.

## Technology

Last but not least, the accountancy sector has really embraced technology in recent years which has shifted the culture of the industry significantly. Cloud-based software is now the norm and many firms, including my own, have trained clients on how to use this to get the best out of their accounting needs.

**"The accountancy sector has really embraced technology in recent years which has shifted the culture of the industry significantly."**

Within the audit sector, many audits are now conducted remotely, which pre-lockdown was unheard of. Along with greater flexible working that many now actively promote, technology has helped shape the industry into a very different space than a few years ago.

I have definitely seen the accountancy sector grow and develop and the opportunities that are available now are much greater than when I was starting out in the HR and recruitment side of this sector.

Chartered accountants can have all sorts of careers post-qualification too – whether that's moving up within a discipline (audit, accounts) or specialising in a certain sector (like not-for-profit or media). Chartered accountants are in constant demand, and gaining experience within an accounting firm can set up opportunities for life. It is definitely a varied and interesting career path! ●



Michael Fraser  
Senior HR Manager  
HW Fisher

I joined HW Fisher in 2012 and am now the Senior HR Manager for the organisation.

As part of my role, I oversee the recruitment for the whole of HW Fisher, including trainees, office support and qualified staff, and promote and advertise these roles through a variety of methods to ensure we have access to the best suited people for the business. I also manage the training programmes for all non-ICAEW staff and work closely with our training providers to develop our trainees across the firm.

I also advise the business on various HR matters and have a keen interest in areas such as wellbeing and support, diversity and inclusion, and staff development.

I am an Associate member of the CIPD.

For more careers advice visit:  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

# SALARY TRENDS

By Lorraine Twist, Director Hays

The Hays Salary & Recruiting Trends 2023 guide surveyed over 2,000 employers and professionals across accountancy and finance sector; the results depicted a positive outlook for professionals in 2023, with 94% of employers stating that their organisation's performance is set to increase or stay the same within the year.

## "The results depicted a positive outlook for professionals in 2023."

Moreover, 62% of accountancy and finance employers plan to hire new staff in 2023, a slight increase on last year's figures (60%) and the year before that (54%).

### Competition for skills persists

Many industries are currently facing skill shortages and the accountancy and finance sector is no exception. Majority (90%) of employers faced skill shortages in 2022, which is up 10% from the year before that.

Therefore, the competition for skills is considerable with 63% of employers expecting to face competition from other employers; a slight increase from last year (60%). Hiring challenges are believed to be here to stay, with four in five respondents (81%) anticipating a shortage for suitable applicants over the

coming year, a significant increase from 67% who said the same last year.

## "The competition for skills is considerable with 63% of employers expecting to face competition from other employers."

Soft skills, which are transferable across a range of roles, are arguably more important than ever. Employers cite the most sought-after soft skills as:

- Communication and interpersonal skills (needed by 63% of employers)
- The ability to adopt change (52%)
- The ability to learn (47%)
- Flexibility and adaptability (47%)

### Salaries continue to rise

As a result of the on-going cost of living due to inflation, many professionals are unsurprisingly concerned about their salary covering the extra costs. Our research shows that 89% of accountancy and finance employers raised pay in the last year, increasing from 64% the year before.

On a positive note for accountancy and finance professionals, 86% of employers are expecting to increase their salaries over the coming

year, which is considerably higher than the UK average (61%).

## "86% of employers are expecting to increase their salaries over the coming year."

Our research found that salaries have increased by an average of 6.5% over the last year. In terms of specific roles, qualified accountants and in-house tax experts within SME organisations saw significant increases to their salary (9% and 8.5% respectively).

However, the top reason accountancy and finance professionals left their last job was cited as a too low salary (32%) and half of respondents (50%) said they would be tempted to move jobs for a better salary and benefits package.

### Flexible working crucial for attracting talent

Our guide highlighted that aside from salary, work-life balance is a top priority for accountancy and finance professionals today, as 41% cited it as the most important factor after salary. Nearly two-thirds of employees (61%) see their work-life balance as above average, which is an improvement on last year (57%).

## "Work-life balance is a top priority for accountancy and finance professionals today."

Almost three-quarters (74%) of employers now offer hybrid working and it continues to be the most sought-after working pattern. Our research revealed that 59% of employees plan to find a role that is more of a mix of hybrid working and 63% of those surveyed would be tempted to change employer if they were offered the freedom to choose how many days they were in the office.

Professionals also want to work for organisations with a strong sense of purpose, as 83% say this is important to them when considering a new role. ●



Lorraine Twist  
Director  
Hays

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

For more careers advice visit:  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)

## 2023 UK SALARIES FOR ACCOUNTING AND FINANCE

Role	Average Salary
Accounts Assistant	£26,270
Junior Auditor	£40,082
Auditor (Newly Qualified)	£53,008
Financial Accountant	£53,716
Financial Director	£134,234

\*Salaries based on jobs in London. Source: Hays UK Salary & Recruiting Trends 2023 Guide.



# THE ICAEW & QUALIFICATIONS

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



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

Chartered Accountants at the Institute of Chartered Accountants in England and Wales (ICAEW) are leaders, creators and big thinkers. They look beyond the numbers to construct concrete business solutions for firms across all industries. That's why 79 of FTSE 100 companies have an ICAEW Chartered Accountant on their board.

**"Chartered Accountants at the Institute of Chartered Accountants in England and Wales (ICAEW) are leaders, creators and big thinkers."**

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

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

**"We offer qualifications that will weave your career with integrity, quality and progress."**

## Members

We are a world-leading professional membership organisation that develops and supports over 36,000 students. Alongside our prestigious and globally-recognised qualification, we offer technical expertise, professional development and knowledge.

We protect the quality and integrity of the accountancy and finance profession, driving innovation across the business world.

## Why choose us?

We offer more than great career prospects. Our global network means that you can achieve your aspirations anywhere in the world, and our high standards have led to the ACA being renowned as the most prestigious accountancy qualification. We pride ourselves on offering a high level of support, and will encourage professional development throughout your entire career.

**"Our global network means that you can achieve your aspirations anywhere in the world."**

Because of this support, ACA students enjoy high pass rates. The ACA will also give you the opportunity to learn while in full-time employment, combining business and professional experience with study and exams.

## Professional Prospects

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

You will have opportunities around the world, with a prestigious qualification under your belt that will unlock a host of exciting prospects. You will also have access to a network of the most esteemed professionals across the industry, quickly building trusted relationships with business leaders.

## Case Studies

**Lianna Scott**, is a Senior Financial Accountant at LADBible (Part of the LBG Group).

Based in Manchester, Lianna tells us why she chose ICAEW and talks about her route into accountancy.

"You meet such a variety of people during your career and in the accountancy profession, and everyone is different."



**Sachin Patel**, is a Management Accountant for a Premier League Football Club.

See how his passion for sport has fuelled and influenced his career choices and aspirations.

"I chose the ICAEW route, because I thought it's like the gold standard. It's the best kind of accountancy package out there."



**Alina Cummins**, is Head of Finance at Battersea Dogs and Cats Home.

Making an impact was high on Alina's priorities when choosing a career in accountancy.

"During my research I felt the ACA offered a more rounded qualification, as well as being widely recognised and respected." ●



# HOW TO BECOME AN ICAEW CHARTERED ACCOUNTANT

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

To become an ICAEW Chartered Accountant, you need to train for and successfully complete the 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.

**“To become an ICAEW Chartered Accountant, you need to train for and successfully complete the four components of the ACA.”**

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.

**“The ACA has four integrated components that have been carefully designed to build on each other.”**



## Professional development

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

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

**“Professional development is an essential part of ACA training.”**

## 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!

**“We integrate ethics throughout the ACA qualification to develop your ethical capabilities.”**

## 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.

**“Practical work experience is a key component of ACA training.”**

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.

**“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.

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

**"When you start an ACA training agreement, your employer will guide you on the modules that are right for you."**

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 [careers.icaew.com](http://careers.icaew.com) to find out more about the ACA qualification and how it will help you develop into a business professional. ●

## ICAEW CERTIFICATE IN FINANCE, ACCOUNTING & BUSINESS (CFAB)

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

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

#### ICAEW CFAB – fast facts

**Getting started:** no formal academic entry requirements needed, although a good understanding of English and Maths is useful.

**What you'll learn:** essential knowledge in finance, accounting, and business.

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

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

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

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

#### Why choose ICAEW CFAB?

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

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

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

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

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



# GETTING INTO ACCOUNTANCY

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# CHOOSING THE RIGHT EMPLOYER

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

GETTING INTO ACCOUNTANCY

You can train to become a chartered accountant at a variety of leading employers in different industries. It's important that you understand your own values and what you want from your career.

**"You can train to become a chartered accountant at a variety of leading employers in different industries."**

## Where do I start?

As a graduate, accountancy has numerous points of entry. Most high-level university graduates will join one of the 'Big Four' professional services firms – EY, PwC, KPMG and Deloitte.

The 'Big Four' firms all have structured training programmes with a definitive progression route to director or partner, and one of the attractive aspects of this route is sponsorship whilst you obtain your qualifications. Consequently, starting out with one of the major public accountancy firms is an obvious choice for most graduates.

**"The 'Big Four' firms all have structured training programmes with a definitive progression route to director or partner."**

There are four main qualifications for accountancy professionals – Chartered Tax Adviser (CTA), Association of Chartered Accountants (ACA), Association of Chartered Certified Accountants (ACCA) and Association of Tax Technicians (ATT). The 'Big Four' will usually sponsor and support you through ACA and/or CTA.

Even though the 'Big Four' are the leading accountancy practices, there are other accountancy firms that offer excellent

structure, training, and progression. Firms such as Grant Thornton and BDO, often referred to as 'mid-tier', are an option for you as a graduate moving into accountancy. As with the 'Big Four', these firms will support and often sponsor you through your accountancy qualifications.

## What if I don't want to work for an accountancy firm?

There is no denying most new graduates will start out with the 'Big Four' or top-tier accountancy firms, but opportunities do exist with 'in-house' accountancy departments. It should be remembered, that to get your ACA you must satisfy certain requirements, such as a minimum of 450 days' work experience. By contrast, the CTA, ATT and ACCA and some other qualifications can be completed by anyone with or without a set amount of experience in tax or accountancy.

Outside accountancy firms and in-house accountancy departments there are opportunities to start your career from a legal domain. This will mean specialising in tax and qualifying as a solicitor first (except for at some of the larger firms where CTA training may be possible).

Following your qualifications, the opportunity to move up towards partner and/or move in-house to work in the accountancy field is possible. In fact, across Europe and outside the UK, most of accountancy professionals start out as qualified solicitors as opposed to qualified accountants.

**"Following your qualifications, the opportunity to move up towards partner and/or move in-house to work in the accountancy field is possible."**

## What will I do?

The work you will do within accountancy will vary depending on your chosen route.

## BIG FOUR

As previously mentioned, the 'Big Four' offer a very structured and supportive road to graduates. Starting out you will usually be asked to state a preference as to what area of accountancy you are interested in working in (Financial Services, Large Corporate, Indirect Tax, Employment Tax, and Private Client amongst others) and you will then progress within these areas to further your knowledge.

The 'Big Four' do offer a rotation system, which gives you exposure to different areas within accountancy (for example, you could work for six months in Indirect Tax and then rotate to another department).

## MID-TIER

Mid-tier firms will offer a very similar path as the 'Big Four', although they are not as large or specialised in structure. Once again you will be asked to select a preferred area of accountancy, working in this area throughout the three years needed to gain your qualification.

## IN-HOUSE

Working in-house will be far less structured than at one of the accountancy firms. Quite often the work you will be doing will be more autonomous, with less guidance. Rather than being given work to complete, the onus will often be on you to build your profile and the profile of accountancy within the business. Arguably, the benefits are that you will be more commercially aware, closer to the business and you will see accountancy projects through from start to finish, rather than just small parts of a larger project.

It is important to remember that if you start your career in an accountancy firm, systems and procedures are in place to allow you to study and complete your exams with the minimum amount of disruption.

Often with in-house accountancy departments the expectation to study, take your exams and ensure your day-to-day work is not affected will fall to you directly. That said, larger companies such as FTSE20 organisations are becoming more equipped to provide the same support available within the accountancy firms. ●

**Visit our website for more Careers Advice**

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



# TYPES OF JOB OPPORTUNITIES

There are plenty of opportunities out there for those wanting experience in the accountancy profession, ranging from a couple of weeks to something more long-term. With the wide variety of student and graduate work opportunities out there, it can be difficult to navigate your options. The summaries below have been put together to help you identify what you should be doing, and when.

## Graduate Jobs

*Also called: graduate scheme, graduate programme*

Graduate jobs are the number one reason that people go to university – to get a job that requires a degree. This has become the foundation of entry-level recruitment in many professions, with many larger employers creating structured training programmes to both entice and induct new graduates.

**“Graduate jobs are the number one reason that people go to university – to get a job that requires a degree.”**

Graduate programmes in many industries have a dual focus of developing talent and initiating recruits into the corporate culture, which typically lasts a year or two before promotion. Training can take longer in professions where members are required to achieve a chartered status.

Most graduate scheme intakes take place in September following graduation, with the application process opening – and often closing – during the preceding autumn term. For the most competitive professions and prestigious companies, the application window can close as early as October – so it is worth keeping an eye out for vacancies on [www.accountancycareers.co.uk](http://www.accountancycareers.co.uk).

## Placements

*Also called: industrial placement, year in industry, sandwich year*

Placements are most associated with engineering or business-related disciplines however, there are also placements to be found with many employers within the actuarial profession. Although placements are a compulsory component for many courses, this is not the case for all. It is the perfect way to get to know the employer and see whether they are the right firm for you.

Prior to their final year of study, many students spend between six and twelve months in industry, working full-time and get fully paid for it. Approximately over 47% of the employers listed in this guide offer placements. Participants are generally required to complete a project and submit progress reports to their university during the placement year.

**“Approximately 47% of the employers listed in this guide offer placements.”**

## Internships

*Also called: work experience, Easter/Summer internship*

Accountancy firms are increasingly making a point of opening their doors to penultimate year students. Almost 35% of the employers listed in this guide offer internships.

Employers often run internships in a bid to source the best candidates for their graduate programmes, which is why the majority are aimed at students in their penultimate year of university. They last between six and twelve weeks, and usually take place over the summer. Many who finish an internship programme are fast-tracked through the graduate application process, or even offered a job outright.

**“Many who finish an internship programme are fast-tracked through the graduate application process, or even offered a job outright.”**

In addition to bolstering CVs and boosting employability skills, interns can expect to be paid for their work. Perhaps most importantly, they allow you to try your hand at a profession or company before you make the decision about where to start your career.

Given all of this, it's unsurprising that places on internships are fiercely competitive. As is the case with graduate jobs, some recruiters fill their internship quotas in autumn, though many often recruit into February. Either way, it is recommended that you apply as early as possible.

## Insight Days

*Also called: open day, insight week*

Insight days are relatively rare, with only 6% graduate recruiters making a point of opening their doors to first year students, inviting career-focused candidates to spend a day (or week) learning about the inner workings of their organisation. The focus here is more on the company than the profession, but attendance at an insight day is still very much a form of work experience and should be listed on a CV accordingly. Events like these are most commonly found over holiday periods – Easter in particular – with students advised to apply at least a month in advance.

**“Insight days are relatively rare, with only 6% graduate recruiters making a point of opening their doors to first year students.”**

## School Leaver Schemes

*Also called: school leaver programme, apprenticeships*

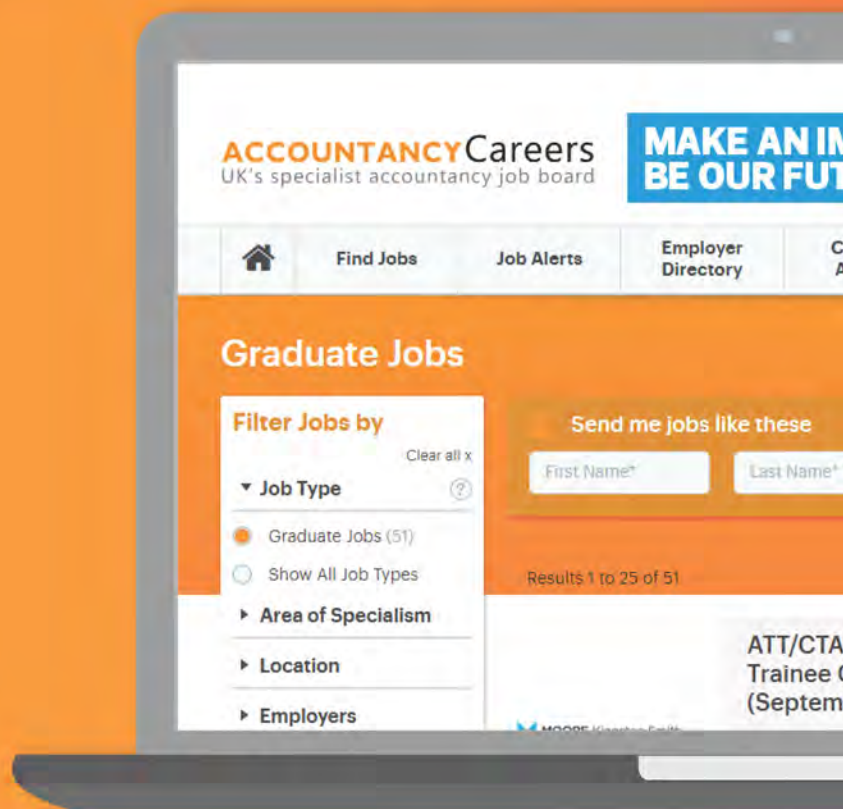
School leaver programmes are designed for those who wish to start working straight after finishing school. In this guide, 77% employers in this guide offer these programmes. They offer training and, in many cases, the chance to gain a professional qualification while you are earning. These schemes vary in length and content, but they usually offer the chance for you to gain work experience with real clients whilst you are being trained. This means that you will quickly be brought up to the same educational level as a graduate entering the profession, but you will already have relevant experience working within the company and will have interacted with their clients. Effectively you have the chance to ‘learn while you earn’.

School leaver schemes usually last between 4-6 years and give you a real insight into your chosen profession. If you know what you want to do, a school leaver scheme could be the ideal way to get there straight away without spending more time in education.

**“School leaver schemes usually last between 4-6 years and give you a real insight into your chosen profession.”**

The **Job Finder** section at the back of this guide provides details on the types of job opportunities offered by each employer. Alternatively, visit our website to find out which firms are currently recruiting. ●

Find your next  
accountancy job



SCAN ME



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

## TYPES OF JOB OPPORTUNITIES

PROGRAMME	WHO SHOULD APPLY?	HOW LONG DOES IT LAST?	WHEN DOES IT GENERALLY START?
<b>Graduate Jobs</b> <i>Or graduate scheme, graduate programme</i>	Finalists and graduates	1-2 years for corporate training programmes; 3+ years where professional qualification is required	September
<b>Placements</b> <i>Or industrial placement, year in industry, sandwich year</i>	Those seeking a placement year as part of their degree	6-12 months	Penultimate year of university
<b>Internships</b> <i>Or work experience, Easter/Summer internship</i>	Students in penultimate year of study	4-12 weeks	Easter/Summer
<b>Insight Days</b> <i>Or open day, insight week</i>	Undergraduates, particularly first years	1-5 days	Easter/Spring
<b>School Leavers Schemes</b> <i>Or school leaver programme, apprenticeships</i>	School leavers – Some schemes accept leavers who have finished their GCSEs, others prefer candidates to have A levels or an equivalent	4-6 years	September



Are you not sure if an accountancy-orientated internship or work experience is for you? Have you thought about doing one, but don't know what to do or where to begin? Read this article for an introduction to accountancy internships & work experience and advice on how, where and when to apply.

Companies across various sectors offer internships to students entering their penultimate year of study or to those who are considering postgraduate study after completing undergraduate courses.

Typically accountancy internships organised by large graduate recruiters run for 6-10 weeks over the summer giving you an opportunity to gain real life experience in the sector whilst also earning a wage.

**“Typically accountancy internships organised by large graduate recruiters run for 6-10 weeks over the summer.”**

Work experience is generally a shorter programme from one day to two weeks and these are often voluntary programmes where you will spend time shadowing a number of different departments, giving you a flavour of what your future career could be like.

When it comes to applying for your first graduate job, having experience or an internship under your belt makes you more employable; it is tangible evidence that you are driven, proactive and committed to a career in the accountancy profession.

### What are the requirements?

These vary from company to company but generally candidates are expected to have a minimum predicted 2:1 degree or equivalent, GCSE Maths and English grade 4-9, 7 desirable quality for most recruiters for these positions is also flexibility on location as many internship and work experience opportunities will require you to work on a variety of projects across multiple sites.

Check out our **Employer Directory** to see what each employer specifically requires.

### What's involved in an accountancy internship?

By completing an internship you will have a greater understanding of what that company does and how closely their career offerings match your career ambitions. It is the perfect opportunity to understand what you could expect if you joined their graduate programme the following year.

**“By completing an internship you will have a greater understanding of what that company does and how closely their career offerings match your career ambitions.”**

During the programme you could take part in a number of development activities which may include things like career planning, meeting and presenting to senior leaders and the delivery of business projects. Projects can involve working with data, building spreadsheets and models, or creating research on an aspect of the business to present to your whole team.

An accountancy internship will give you valuable real-world experience while you are still a student. It will enable you to apply your education in an environment that is both rewarding and intellectually stimulating.

### Training and support

Companies will provide you with a mixture of training and this will be dependent on what the programme consists of. This could range from formal training sessions to being assigned a mentor to guide you through your day to day work.

Internships and work experience also provide invaluable networking opportunities – make sure you take up your fellow colleagues on an opportunity for social activities, from sports to meals as this is a great way to build your network with your future prospective team.

### What will I take away from an internship?

In addition to the specific training that a company will offer, you will also learn how to work within a professional environment. This could include how to present, manage deadlines within real-life project work or other skills such as how to run a conference call.

You will also find out if you want to pursue a career within your chosen business area. In general, companies that offer internships have an excellent record of hiring graduates from their intern programme. The internship is a chance for you to see if you like the company and vice versa.

### How can I apply?

Applications for internships typically open in September. We strongly encourage you to sign up to the **Accountancy Careers website** to find out when applications open. The companies in the employer directory section at the back of this guide all indicate whether or not they offer internships in addition to graduate placements.

**“Applications for internships typically open in September.”**

Before you apply, take time to review both the company and business area you are interested in to ensure they align to your skills, interest and future career aspirations. There are a wide variety of careers out there, so take time to research over the summer. Visit our **website** for the latest vacancies. ●

**Visit our website for more Careers Advice**

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

It is a common misconception that the only route into the accountancy profession is via university. However, this is simply not the case. School leaver schemes are becoming more popular across all sectors, and the accountancy profession is not exempt from this.

## What is a school leaver scheme?

A school leaver scheme is a programme that you can join straight out of school, once you have completed your A-Levels. They offer full training and, in the case of accountancy school leaver schemes, give you the opportunity to gain professional qualifications. Essentially, it's a way to 'learn while you earn'.

Schemes vary in length, though they are often longer than a graduate scheme, but they offer the chance for you to gain work experience with real clients while you are being trained. This means that you will quickly be brought up to the same educational level as a graduate entering the profession and you will also have relevant experience working within the company.

School leaver schemes will usually last between 4-6 years and will give you a real insight into the profession. If you are sure that a career as an accountant is right for you, then a school leaver scheme could be the ideal path to take without spending more time in education.

**"School leaver schemes will usually last between 4-6 years and will give you a real insight into the profession."**

## Am I eligible for a school leaver scheme?

School leaver schemes are exactly that, they are for school leavers. Some schemes accept leavers who have finished their GCSEs whereas others prefer to have A-levels.

If you are looking at an accountancy school leaver scheme, then they often require at least a grade B in Maths at A-Level, though some just ask for a B in a Maths-related subject. It

does vary from company to company and from scheme to scheme so we recommend doing your research before applying.

Some companies may allow people who have not recently left school onto their schemes if they are looking to go into the profession however, they will be for those who did not go to university.

## What are the advantages of a school leaver scheme?

There are plenty of reasons to consider a school leaver scheme, for example:

### You go straight into the world of work

Instead of going to university and delaying entering the world of work, a school leaver programme will mean you jump straight into working while you study.

### You gain experience

By the time your peers graduate, you will already have had three years of experience working in your chosen field, experience which will be invaluable when the time comes for you to move jobs.

### You get the best of both worlds

With a school leaver scheme, you don't have to sacrifice your education for work, and vice versa. You get to study while working and earning money.

### It is an alternative to university

Some school leaver schemes have entry requirements to rival Russell Group universities and therefore are a genuine alternative to university.

### You avoid student debt

If you don't like the idea of being lumped with a considerable amount of debt after three years at university, then a school leaver scheme is a no brainer. Not only do you not have any debt but you could also earn over £22,000 on a school leaver scheme.

## What are the disadvantages of a school leaver scheme?

While there are many advantages, there are

also disadvantages, and it's important you consider both before you apply. For example;

### You will be taking on a lot of responsibility

Starting your career at eighteen can be daunting, and the responsibility of an adult job straight out of school could take a toll on your wellbeing.

### You won't experience the university lifestyle

For some, being part of a young adult is having the opportunity to go to university and have the lifestyle to go with it. Going straight into a school leaver scheme means you miss out on this experience.

### The competition is tough

With rising university fees and employers increasingly turning to school leavers as opposed to graduates, competition for school leaver schemes is tough.

### You could find it harder to change career in the future

If you do a school leaver scheme as opposed to a degree and you decide a few years down the line that your chosen career is not the one for you, you may find it harder to change careers as you will not have a degree.

School leaver schemes are a great way to get straight into earning money while gaining valuable skills and qualifications. If you want to jump straight into working in your chosen industry and work towards professional qualifications but without the university debt then a school leaver scheme may be perfect for you. Competition is fierce and you will be taking on a lot of responsibility early on in your career.

**"School leaver schemes are a great way to get straight into earning money while gaining valuable skills and qualifications."**

Visit our website to find out which firms are currently recruiting for school leaver schemes. ●





If you have just started university, we are sure that you are busy meeting new people, attending Freshers events, settling in and adjusting to your new academic environment. As important as these are, there is another goal you need to start thinking about when you start university, and that's planning for your future career.

What should I be doing in my first year of university?

Beginning to think about and plan for your future as early as possible is the best way to ensure that you are prepared for graduation and ready to move on to a successful career in the right industry for you.

The first thing you should be doing is consider your options and deciding exactly what that career might be. If you are reading this article, the chances are you are considering a career in accountancy and are doing research about the profession before you start pursuing a career in accountancy.

Luckily, we have plenty of information on getting into the accountancy profession, from what qualifications you need to what skills you need to demonstrate to help you be sure that a career in accountancy is right for you.

A career in accountancy is a hugely rewarding one, but because of that, it is also a hugely popular one. Therefore, you will need to start preparing early to maximise your chances of success.

Where can I meet recruiters in my first year?

Meeting recruiters is a great way to establish links with potential employers and find out more about themselves and the profession. But where do you meet recruiters in your first year?

On campus

Your university careers service is a good place to find out about events on campus. There are a lot of great opportunities to meet and establish links with employers, who will visit campus regularly throughout the year.

Some bigger employers may be on campus for drop-in sessions and workshops that you could

take advantage of. We advise you going to your university careers service and checking in your subject department for any specific events that may be of interest.

Insight Days

Many of the big graduate employers hold insight days aimed at first years. These insight days are a great way to meet potential employers, find out more about their training schemes, what the application process involves and to just generally make a good impression.

In such a competitive industry as the finance industry, head-hunting happens very early on, so it's vital to get involved in events like these as much as possible.

What does an insight day involve?

An insight day is similar to an open day and you will take part in a number of sessions which will help you develop your knowledge of the company and the accountancy profession. Activities could consist of things such as;

- Presentations from people at the firm
- Networking with current trainees
- Application and interview sessions
- Employability skills sessions
- Q&As

Although insight days are a more informal event, they can also double-up as mock assessment centres, so it's important you stand out. To do this, you will have to dress smartly, research the company and the areas they specialise in, and show a good level of commercial awareness. Take every opportunity to ask questions, talk to the current trainees, and get to know the people also on the insight day.

Some graduate employers also offer the opportunity to attend inside weeks or Talent/Leadership Academies. These last from three to five days and aim to go beyond a basic introduction to the company and the profession, instead they go into more detail about the profession and seek to develop your professional skills.

Internships and work experience

Internships are usually only offered to those in

their penultimate year of university. However, companies may offer shorter internships or work experience while in your first year or going into your second year.

Any form of work experience is a great way of exploring your career options and deciding whether or not an industry is right for you. You will also gain valuable experience and learn skills that you will need to demonstrate in future interviews.

If you are thinking of applying for an internship or a work experience place, then you will have to start applying as early as you can in your first term as they fill up very quickly. You can find the latest internships on our website.

Societies and volunteering in your first year at university

One of the first things you can do as a student to help your future career is to get involved in some societies. Many societies, especially subject specific and entrepreneurial societies are valued and can even be actively targeted by employers.

Joining a society can help you in lots of different ways:

- Network and meet other people who share your interests
- Demonstrate your commitment and interests in a specific area
- Gain valuable experience by taking an organisational role within the society, such as treasurer.

- Provide examples of your ability to manage multiple responsibilities

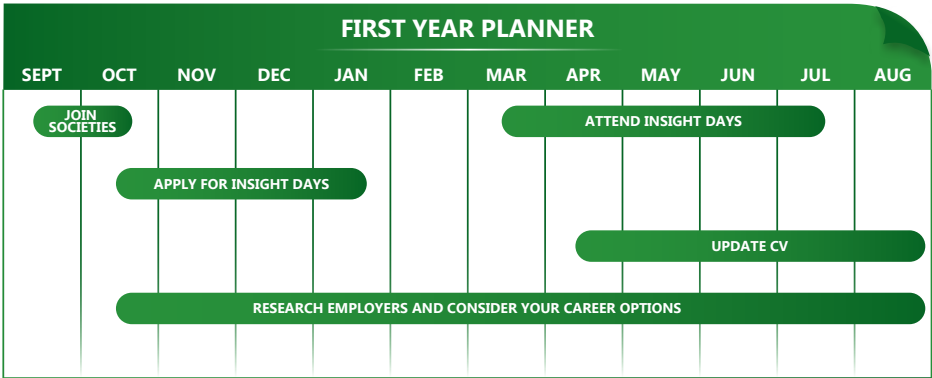
Volunteering is also a great way of developing skills outside of your academic work that will make you more employable. It is also a great way to give back to the community, obviously.

Should I create a CV in my first year?

While it might seem early, it is never too early to start building your CV.

Your CV is a document that needs constant refinement. Once you have started getting involved with societies and volunteering opportunities, update your CV with all the details. It is also a good idea to start making your CV more tailored to the accountancy profession; bringing out the relevant skills and interests and summarising your ambitions in the profile section. While it might not seem like a priority now, it will save you a lot of time further down the line.

In conclusion, in your first year at university you should start looking at the work experience and insight days that recruiters are offering. You should also look at joining societies and taking up any volunteering opportunities that you think may be of interest. Hopefully this has given you some idea of what you should be doing in your first year when it comes to career planning, and if you want to visualise your year, you can take a look at our career planner below! ●



Your penultimate year is a vital time for career planning and gaining work experience. With our career planner for penultimate year students, you will find all you need to know to plan your career.

Whether you are on a three or four year course, your penultimate year at university is increasingly regarded as a vital time for career planning and gaining work experience.

By carefully planning your penultimate year, establishing links with employers and gaining valuable experience, you can put yourself in the best possible position when it comes to applying for jobs. This also means that when it comes to your final year, you can be confident in your position, avoid the last minute panic and focus on what counts: getting the degree results you need to begin the career you want.

**What should I be doing in my penultimate year at university?**

You may already have an idea of which employers you want to work for. If not, you can explore the different accountancy employers in the employer directory section at the back of this guide.

Once you have done your initial research, it is best to concentrate your efforts on a focused selection of suitable employers as places for accountancy internships, placements and graduate vacancies are often highly sought after.

**What is happening on campus in my penultimate year?**

At the beginning of the academic year, usually in October and November, your university careers service will hold autumn careers fairs. These are an ideal chance to meet with employers and discuss the internship and graduate opportunities available to you as well as ask any questions you may have about their recruitment processes.

Employers will also be on campus at various other times in the autumn term holding drop-ins, skills sessions or presentations. We strongly recommend that you go to as many of these as you can, as these will help you identify and hone the skills and competencies valued by graduate employers, such as commercial awareness.

**How do I get an internship in my penultimate year?**

Your second year is an ideal time to apply for internships with big graduate recruiters. Internships give you the opportunity to decide whether a company or industry is right for you and can also lead to securing a graduate job with the same company. Some companies do not advertise for graduate vacancies but instead offer internships and recruit the best candidates from there.

Internships can last from a few weeks to two months, and you will often be paid a wage. This differs to work experience, which is usually up to two weeks and may be unpaid.

These internships will usually take place in the summer between your second and third year, but recruitment for these places begins a lot earlier. Ideally, you will need to start applying for these from early September onwards. It is a good idea to apply as early as possible as spaces for internships are always competitive, especially with certain employers and locations. You can find the latest accountancy internships on [www.accountancycareers.co.uk](http://www.accountancycareers.co.uk).

**How do I get a placement in my penultimate year?**

If you're doing a four year course, you may have the option of studying abroad or doing a placement in your third year. This will consist of either six or twelve months.

There is usually dedicated placement staff within your subject department or careers centre to help you organise these. Alternatively, you can look on our website or in the **Job Finder** section at the back of this guide to see which employers offer placements.

Don't forget to update your CV! If you undertake an internship, a placement, or any form of work experience or shadowing then you will need to remember to update your CV accordingly.

This should also be the case if you are volunteering, you take up part-time work or become more involved in a university society.

Hopefully this has given you a good idea of the sort of thing you should be doing and when in your penultimate year at university. If you do these things this year, it will save a lot of stress when it comes to your final year. Take a look at our handy career planner calendar for an overview of what you should be doing and when. ●

PENULTIMATE YEAR PLANNER											
SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
	ATTEND CAREERS FAIRS										
	TALK TO EMPLOYERS ON CAMPUS									COMPLETE INTERNSHIP	
	APPLY FOR INTERNSHIPS									UPDATE CV	
RESEARCH EMPLOYERS AND CONSIDER YOUR CAREER OPTIONS											
VOLUNTEER, WORK SHADOW, COMPLETE PART-TIME WORK AND PURSUE EXTRA-CURRICULAR ACTIVITIES											

Visit our website for more Careers Advice

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

If you are going into your final year, balancing studying and applying for jobs can be overwhelming. Our career planner for final year students has everything you need.

As you enter your final year of university, you should not only be focussing on your final exams and your dissertation, but you should also be thinking about life after university.

“As you enter your final year of university, you should not only be focussing on your final exams and your dissertation, but you should also be thinking about life after university.”

Are you going to pursue further study? Take a year out? Or perhaps you want to get straight into the world of work and start a graduate scheme.

Whichever you path you choose to take, you should have a plan. We’re going to look at what you should be doing and when, as well as some tips to help you score your dream job.

What should I be doing in my final year of university?

Your final year should not only be about study, but also what you want to do in the future.

We will mainly be focussing on applying to graduate schemes in this article, however, we will be touching upon postgraduate courses too.

If you are hoping to get a place on an accountancy graduate scheme, then you will have to think ahead. It is a good idea to get started on applications as soon as possible. Getting your applications out of the way before your final exams and dissertation will help remove unnecessary stress and distractions.

Some graduate employers open applications for graduate training schemes early so you will need to start checking our website as soon as you get back to university.

That said, a majority of graduate schemes will open between September and December. You should apply to these schemes as early as possible, an accountancy career is a hugely desirable one but is also hugely competitive and many schemes will fill up quickly.

“A majority of graduate schemes will open between September and December.”

However, it is important to note that the recruitment processes of large and mid-tier firms differ from that of small to medium businesses (SMEs). Unlike the structured recruitment process of graduate schemes usually offered by the larger firms, SMEs tend to recruit as and when they need to, so they do not follow a rigid recruitment cycle.

Applying to graduate schemes

Applications for graduate schemes can be a lengthy process, but don’t be put off. There is lots of information out there so when the time comes to applying you will know what to expect and how to prepare.

The process typically begins with filling out an online application form along with a CV and cover letter. If you are successful at this stage, you will progress to online testing which may involve verbal, numerical and personality tests.

This stage is usually followed by a telephone interview before being invited to an assessment centre. If you are unsure about any stage of the application process, you visit your university careers centre.

Updating your CV

As you reach the end of your university career, a good CV is really important as it is often the first thing the recruiter sees. It is worthwhile getting a friend, family member or careers adviser to have a look before you submit your CV to a potential employer to make sure it’s just right. You can also take a look at our CV advice.

Applying to postgraduate courses  
Alternatively, you may not be ready to leave the world of education just yet and you may want to look at postgraduate courses.

If you wish to continue your education, it is worth seeking advice from your university tutors as well as your careers service about the variety of postgraduate options available to you. Alternatively, you could take a look at the accountancy postgraduate courses on offer in the **Course Provider Directory** section at the back of this guide or on our website.

Generally, postgraduate courses don’t have strict application deadlines, but admissions may be on a first come first served basis, so it’s worth making your applications early.

What is happening on campus in my final year?

In October or November, your university careers centre will hold an autumn career fair. This is the ideal chance to meet with employers to discuss graduate opportunities and the recruitment process. You may also want to discuss whether it is an option to defer your place for a year.

Employers will also be on campus at other times in the autumn term, giving you a chance to ask recruiters any questions you may have if you missed them at the career fair. You can visit your career service to find out when employers are on campus.

If you are considering a postgraduate course then keep an eye out for postgraduate talks and events that are happening around the university. Your careers centre or department may host events on what to do after your Masters or PhD; these are worth looking out for.

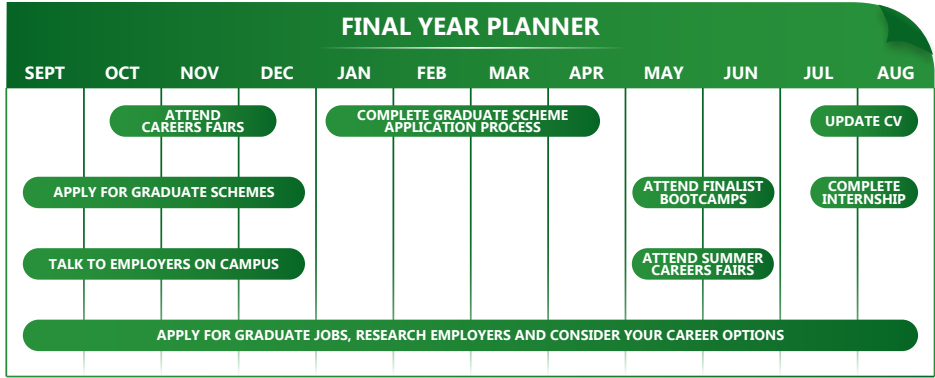
Recruiters will also be on campus for campus recruitment events in the autumn term. These could be presentations, skill sessions or attendance at the careers fair.

What happens if I haven’t secured a job before the end of the year?

Don’t panic! Many universities will hold summer career fairs in May or June when you have finished your final exams. These are aimed at finalists who may have not secured a graduate job and will have employers who still have places available.

Similarly, in the last few weeks of term, some universities will run events specifically for finalists such as boot camps, which aim to prepare you for the transition from university to employment.

Hopefully this has given you some idea of what you should be doing in your final year of university. There is, however, something that we haven’t quite touched upon, and that’s enjoying yourself! It’s your last year at University, make it count both academically and socially. Take a look at our career planner below for a visual of what your final year can look like. ●



# EMPLOYEE PROFILES

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# BEEVER & STRUTHERS

## PART QUALIFIED ACA CHARTERED ACCOUNTANT

### BECKY HESKETH



LIVERPOOL JOHN MOORES  
ACCOUNTING AND FINANCE

Working within the audit sector allows you to expand your knowledge and understand how different companies work.

#### Why did you choose this profession?

Working within the audit sector allows you to expand your knowledge and understand how different companies work. It is heavily dependent on your understanding of accounting principles and also auditing standards. You work as a team when you are booked on a client, this improves your relationship with colleagues and also enhances your teamwork skills.

#### What attracted you to your role?

I was first attracted to Beever and Struthers by the strong female leadership. Both executive partners of the firm are female, and there is a high percentage of female partners throughout the firm. As accountancy has historically been a male-dominated industry, this was inspiring to me.

What attracted me to External Audit was the incredibly varied client base, which has a large focus on public companies. I enjoy the variety, as every week is different from the last. You are constantly working with different people in different companies.

**"What attracted me to External Audit was the incredibly varied client base."**

I found the role at Beever and Struthers by researching the firm and then applying directly via the website.

#### What was the application process like?

I started in my role during covid, therefore the application process was slightly different back then. I applied using the form on the website and had an interview with the Training Partner via Teams. I found the application process straight forward and really applicant friendly, as the online application form gives you the opportunity to get some of your personality across as it asks about you as a person and your hobbies.

Currently, you can apply online through our website. If you are successful, you will then be invited to an online interview. After this, you will be invited to one of our offices for an applicant day where you will meet other applicants.

#### What are your main duties?

As I am now a Senior, I work closely with Manager's and Partners. I liaise with the client to arrange the logistics of the job and to ensure that we have all the information required before our allocated time.

On the job, I will allocate the work to the various members of the team and support them with any queries they have. I will take on the riskier and more challenging areas of the

audit at the same time. Being allocated to a job from planning to completion is essential to ensure continuity and familiarity for the client.

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

Beever and Struthers allow you to start work from 7am – 9.30am and work 7.5 hours a day. There is also the option to work from home once you have been trained and are deemed eligible to work on your own without support. Part of audit is working at client's offices so you may be expected to work from other places.

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

Skills that are useful in the audit profession are communication, teamwork and professional scepticism. You need to ensure that you can communicate well with your team as it is a group effort to get the work completed. Professional scepticism comes into play when you are looking at client's information. You need to be able to look at what information they have provided and think 'is this right?'.

**"You need to ensure that you can communicate well with your team as it is a group effort to get the work completed."**

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

My advice for anyone wanting to join the profession is to make sure that you are determined and ready to gain the ICAEW qualification as this is a large requirement of the role. This qualification is not for the faint-hearted and will be incredibly tough at times, but the qualification opens up lots of potential for future growth. ●

Visit our website for  
more Employee Profiles  
[www.accountancycareers.co.uk](http://www.accountancycareers.co.uk)





HARRY ADAMS



No day is the same and there is always a different aspect to learn from.

### As a sixth former, what made you consider an apprenticeship?

Attending the open evening at Hazlewoods' offices really opened my eyes and motivated me even more. I had always been set on going to university, but after thinking about what I really wanted, I changed my mind. It highlighted to me that the financial aspect of university with student loans was not appealing but earning money whilst I studied was! Along with the other opportunities Hazlewoods offered.

I do feel that attitudes are changing towards university now and it is no longer the automatic or 'expected route' to take after school. My school were certainly talking more about other opportunities like apprenticeships, which I felt was and is a really good thing.

### What was your initial experience as a trainee?

I joined with about 12 other AAT trainees and I did not expect to have developed such good friendships with them as I have. It was reassuring to know you were all in it together, working, studying and supporting each other, and you never felt isolated.

When we first started training, they offered a 'buddy' support, and it was helpful early on knowing you had someone to go to for anything and they would be there. Obviously, as you start to find your feet and get to know more of the people you work with, friendships quickly develop. As an ACA trainee, I am now a

buddy to someone and we have got on so well, that we flat share in Cheltenham together!

### How has your role developed and what do you enjoy about it?

Initially, I did not even know what accounting was, but Hazlewoods give you the opportunity to try a few areas to see what works best for you. I soon got to grips with an area that I enjoyed the most – audit.

I enjoy being an auditor as there can be plenty of travel and overnight stays, and communication is key. I am a people person, which I think was picked up in my interview (hence the opportunity to become an auditor) and so being able to build genuine client relationships is great.

"I enjoy being an auditor as there can be plenty of travel and overnight stays, and communication is key."

It makes the job easier when you can speak to the clients almost as a colleague or friend, rather than an external person you are just 'dealing with'. No day is the same and there is always a different aspect to learn from.

I have found that if you are keen and willing to work hard, you really do get given opportunities at Hazlewoods. I was chucked in

at the deep end which I liked – within a couple of weeks of starting, I was on site doing an audit! Now after two and a half years, I am leading on jobs.

"I have found that if you are keen and willing to work hard, you really do get given opportunities at Hazlewoods."

### What was the training like?

The internal training was great, kicked off really well with two weeks at Kingsholm stadium. It was a good introduction to meet new people and having started straight from school, it felt very much like a blank canvas, ready to learn and absorb everything.

The apprenticeship offered on the job training. I learnt so much more from day to day working than purely from books and study. In books, they usually talk about a perfect scenario, however, you very rarely get 'perfect', so real life on the job scenarios and experiences just couldn't be beaten and were so valuable.

"The apprenticeship offered on the job training. I learnt so much more from day to day working than purely from books and study."

### What do you like about Hazlewoods and their location?

The people are great. It is a young team and we all get on really well. I class people as friends rather than colleagues. The social life is good too, with lots of events and opportunities to get together after work.

Throughout the pandemic, we still made an effort virtually with online escape rooms etc., but now we are back in the office, we have had about four socials in two months, so things are picking up again!

The location is great and I enjoy living and working in Cheltenham. I am a big sports fan and Cheltenham has everything on its doorstep from rugby at Kingsholm and some very nice golf courses, through to the racecourse, obviously! During the races, Cheltenham turns into central London, so it has a great buzz.

### What advice would you give to someone starting to think about their next steps?

To a sixth former, I would say, really ask yourself the question 'why are you going to university?' before automatically committing or exploring other options first. If you have a genuine passion for your subject then great, but I feel opportunities such as apprenticeships should not be overlooked, as I have gained so much valuable experience. ●

# HW FISHER AAT APPRENTICE

OLIVER HOWEL



in

The AAT is the perfect gateway into the accounting industry.

I've always enjoyed taking on responsibility whilst working in a team and an environment which at times can create high pressured scenarios. I spent two years lifeguarding from when I was 16 through to 18 and I always wanted to take the attributes I had gained from that role and apply them into a more ambitious workspace. My background in acting also meant I felt comfortable pursuing a role in a career that requires articulate and detailed communication skills.

**"I felt comfortable pursuing a role in a career that requires articulate and detailed communication skills."**

#### **Explain why you decided to pursue a career in this profession**

I have always held a strong interest in business and finance, so I wanted to pursue a career which coincided with those passions. I found accountancy to be the perfect industry because I get to acknowledge and analyse the ways in which different businesses work financially on a daily basis. I also aimed to seek a career where no two days are the same and where I was able to learn something new every day. Finally, I wanted an engaging role both internally and externally and being an accountant provides the opportunity to meet with clients and work with a large number of people.

**"I have always held a strong interest in business and finance, so I wanted to pursue a career which coincided with those passions."**

As a trainee accountant I work with a range of clients from a variety of sectors which creates a diversified working day. The constant exposure to new industries means I'm continuously building upon my existing knowledge. I've also been fortunate enough to build strong working relationships with my colleagues and clients.

University was never really an option for me, I always believed I would learn more on the job surrounded by individuals who together have accumulated a vast array of experience. I also think that applying what I learn into real life scenarios elevates my ability and competence.

#### **Give a bit of background on your qualifications and the training you have completed**

I left school in March 2020 and due to the COVID pandemic I was given predicted grades for my A-Levels. I studied Business, Drama and Economics and got B-B-C respectively. I remember being disappointed with the grades I received because I felt as though I could have achieved better had I of had the chance to sit the exams. Fortunately, I was given the

opportunity to join HW Fisher's AAT Trainee programme which allowed to both work a full-time job and study.

The AAT is the perfect gateway into the accounting industry. It allows you to learn the fundamentals of the subject and apply the knowledge you build in a work environment. At level 3, you learn the basics of accountancy before then building on them in great detail at Level 4. At present, I'm in the process of moving from Levels 3 to 4, I found Level 3 really intriguing and felt as though I learnt a considerable amount. I'm optimistic that Level 4 will be equally as engaging and will help amplify my capability to act as an accountant.

HW Fisher are supportive during your studies and are also efficient when it comes to internal training. I have attended several training courses in-house, all of which have been informative and engaging. This includes the likes of Audit training and training on the various software HW Fisher uses.

**"I have attended several training courses in-house, all of which have been informative and engaging."**

#### **Explain what your current role involves**

I predominantly work within HW Fisher's Corporate Finance department which means most of the work I complete is based upon mergers and acquisitions projects. I've had the pleasure of working with several businesses all of which are completely different to one another. My work primarily involves interpreting financial data and presenting it in a way that's easily understood so my colleagues can write in detail about it in a due diligence report.

I've also completed some audit work during my time at HW Fisher and I'm sure this will only increase the further I develop. The audit work I have completed has granted me the opportunity to visit client sites and work directly with the clients face to face which makes me feel very connected to the work I do.

#### **Future Plans**

I aspire to become a chartered accountant in the future which means I will need to pass my Level 7 ACA exams and then I will hope to advance into better recognised positions such as managerial and directorial roles. I believe I will have the leadership and team working skills to be able to act in this role effectively. First though I must focus on my Level 4 exams and ensure I give them my full effort and commitment so that I put myself in the best position to tackle Level 7 in the future.

#### **Any Advice**

Key organisational skills are vitally important as an AAT Trainee. You will be asked to do several miscellaneous jobs and it's imperative that none of these are forgotten about.

**"Key organisational skills are vitally important as an AAT Trainee."**

Time management and being able to establish which work takes priority is as important. You won't always be able to complete work the day you receive it so it's important you understand how long tasks will take so you can put together a plan in which to complete them all. It's also crucial that you liaise with managers to establish which work has the tightest deadlines and is therefore more urgent.

Finally, it's beneficial to establish a hard-working mentality whilst you're training because this will be tested the more you progress through the company. ●

# LARKING GOWEN

## SENIOR ACCOUNTANT

### ARABELLA WOODRUFF



“Avoid the stereotypes of accountants, the work is much more interesting than people think.”

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

University did not appeal to me so I looked into various apprenticeships. I have always enjoyed maths and business at both GCSE and A-level and hence came across accountancy (although an interest in either subject is required to get into this career).

In 2014 I came to Larking Gowen for work experience, and thoroughly enjoyed my time here. I was exposed to the different aspects of preparing accounts and developed my understanding of what an accountant actually does. Getting involved in accounts preparation and seeing how important finance is for a company cemented in my mind that I wanted to pursue a career in this sector.

Additionally, the progression that was available in this profession appealed to me as there was the opportunity for me to keep developing even after studying.

“The progression that was available in this profession appealed to me as there was the opportunity for me to keep developing.”

#### Background on qualification

In the five and a half years I've been at Larking

Gowen I have completed qualifications from the Association of Accounting Technicians (AAT) and the Association of Chartered Accountants (ACA).

The AAT Professional Diploma in Accounting covers drafting financial statements, managing budgets and evaluating financial performance, as well as optional specialist units including business tax, personal tax, external auditing, credit management, and cash and treasury management. This took me roughly two years to complete.

The ACA qualification includes 15 exams covering a broad range of topics including, financial management, law, tax and business strategy. However, I did have four exemptions from having completed the AAT qualification first. The ACA qualification provided me with a combination of finance knowledge, accountancy skills and practical work experience.

“The ACA qualification provided me with a combination of finance knowledge, accountancy skills and practical work experience.”

#### Current role

I am currently a Senior Accountant within the Farms and Landed Estates team at

Larking Gowen. I work with the Partners and management team to actively contribute to the growth and development of the team. I have responsibility for various aspects of my own portfolio of clients, including the preparation of accounts, business tax returns and personal tax returns ensuring they are in line with regulatory and internal requirements. I also oversee and review the preparation of accounts by others in my team providing training where required. I also deal with day-to-day queries from my clients.

Furthermore, I am actively involved in business development activities, raising awareness of Larking Gowen's services and maintaining good working relationships with clients.

#### Future plans

My future plan is to continue to progress. I am currently working towards an Assistant Manager role within my team and increasing the size of my portfolio.

The sky really is the limit in my eyes and my plan is to go as far as possible!

#### Advice

I think my advice would be to avoid the stereotypes of accountants, the work is much more interesting than people think.

If you can't decide if accountancy is for you, I would recommend getting in contact with anyone working in the industry and asking as many questions as possible or even getting some work experience.

“I would recommend getting in contact with anyone working in the industry and asking as many questions as possible.”

Finally, I would make sure you find a firm that is going to support you. Studying is challenging (but very rewarding) as it is a professional qualification, and having the support of your colleagues and management team makes such a positive difference. ●

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more Employee Profiles

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# PRICE BAILEY ACA TRAINEE

## KIMBERLY CHININGA



SURREY UNIVERSITY  
CHEMICAL AND PROCESS ENGINEERING

“Don't hesitate to apply if you have no prior accounting knowledge.”

### What did you do before joining Price Bailey?

I joined Price Bailey in August 2022 after graduating from the University of Surrey, where I studied Chemical and Process Engineering.

### Tell us about what your role involves

I am currently a trainee accountant in the corporate team, where I work on various statutory audits either remotely or on-site with clients. Price Bailey has a great client portfolio which includes private and listed companies, charities and academics, so there is always opportunity to find your interests and learn something new.

“There is always opportunity to find your interests and learn something new.”

### What one thing do you like most about working at Price Bailey?

It's an amazing place to work, especially as a trainee. The team is really friendly and there is a great support system to help you develop your personal and professional skills.

“The team is really friendly and there is a great support system to help you develop your personal and professional skills.”

### How do you make our Smart Working policy work for you?

Smart working helps me have a good work-life balance when I have upcoming exams. I can arrange to work fewer hours on the days leading up to exams and then make-up the time either the week before or the days after my exams.

### Describe working at Price Bailey in three words

Supportive. Flexible. Rewarding.

### What advice would you give to anybody thinking of applying to work here?

Don't hesitate to apply if you have no prior accounting knowledge. I definitely didn't, but there is a great structure in place to support trainees. That being said, you will get out of the role what you put in, so definitely do your research and be prepared to take ownership of your progression.

“Definitely do your research and be prepared to take ownership of your progression.”

### What skills are useful in this profession?

Time management is a fundamental skill within the sector as you need to be able to manage your daily workload, apprenticeship requirements and be flexible enough to complete any new tasks that come up. Structuring your week and making best use

of any planning resources makes a huge difference when you have a busy week!

“Time management is a fundamental skill within the sector.”

Critical thinking is essential too, especially with longstanding clients. You need to always have a questioning mind and not be complacent with methods used in previous years as clients change and so do risks. It also helps you develop faster as you get to understand why things are done the way they are and it puts you in a better position to train other people.

“Critical thinking is essential too, especially with longstanding clients.”

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

I've always enjoyed maths and solving problems which is why I choose to do a degree in Chemical Engineering. In my final year I started a small business and so by the time I graduated I knew I wanted to apply my skillset within the business and finance sector. After researching and speaking to family and friends, I chose to do ACA because it aligns with my career aspirations and there are endless opportunities that are available once you qualify.

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

I joined Price Bailey as a graduate almost a year ago. In that time I've completed my certificate level exams and I have just sat my first two professional exams. I have also been able to do several CPD courses either through Kaplan or Price Bailey. The courses were mainly geared towards developing soft skills like managing client expectations, but I have also been able to do audit data analytics training which allows me to support more audits within the team. ●

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# SAFFERY CHAMPNESS

## TRAINEE CHARTERED ACCOUNTANT

### DOMINIC TUFFY



READING UNIVERSITY  
ACCOUNTING AND MANAGEMENT

“As a trainee, you are a key part of the audit team.”

#### Why Audit/Accountancy?

I have always considered myself to be highly numerate and believed that my future career lay within the accounting and finance world.

My career at Saffery Champness began during my degree placement year when I worked with the firm's Outsourcing team, gaining excellent City firm experience working with high profile clients in the sports, music and film industries. I saw first-hand, the fantastic career development and training opportunities that Saffery Champness offer their staff and decided to apply for their graduate programme.

#### Current Role

Following graduation, I joined the firm's ACA training scheme as a trainee within the Business Advisory Group, working on audit and accounts preparation for a variety of clients in various sectors and industries. As a trainee, you are a key part of the audit team, given real responsibility to complete the bulk of the fieldwork both in the office and at client premises. This role has allowed me to consolidate and apply the theory learnt at university and to increase my knowledge and understanding through my studies towards the ACA exams.

“This role has allowed me to consolidate and apply the theory learnt at university.”

#### Qualification

As a graduate trainee, you will complete the Level 7 Accountancy Professional Apprenticeship, in addition to passing the ACA qualification over a three-year period. This involves passing all 15 ACA exams, gaining 450 days' practical work experience, as well as learning and demonstrating elements of professional development, ethics and professional scepticism.

Safferys supports its graduate trainees during their ACA training contracts, providing college tuition and support coaches throughout. A key benefit of the apprenticeship is that 20% of your time is spent completing off-the-job training e.g. mentoring, internal training courses and learning new systems and software.

“This role has allowed me to consolidate and apply the theory learnt at university.”

#### Future Plans

I am focussed on completing my training contract as soon as possible and thereafter qualifying as a Chartered Accountant. I am excited at the future personal growth prospects that the ACA qualification gives me throughout Safferys. The firm has grown substantially since I first joined on placement in 2018, I have no doubt that Safferys offers fantastic opportunities to progress and develop my future career.

“I am excited at the future personal growth prospects that the ACA qualification gives me throughout Safferys.”

#### Advice

One of the biggest learning points from my time as a trainee so far has been to improve my time management. Delivering excellent work to our clients, whilst studying towards the ACA and having a personal life can be challenging at times.

“One of the biggest learning points from my time as a trainee so far has been to improve my time management.”

However, if you are diligent, resilient and work hard, you will succeed. The firm understands how tough these exams are and offer excellent support throughout your journey to qualification. ●

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# COURSE PROVIDER DIRECTORY

*Directory of Accounting and Finance course providers*

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Queen Mary University of London

University of Bath

University of Essex

University of Exeter

University of Liverpool

University of Nottingham

If you would like to be included within the  
Course Provider Directory, please contact us at  
**[mkting@insidecareers.co.uk](mailto:mkting@insidecareers.co.uk)**.



Edinburgh Business School delivers career-focussed undergraduate and postgraduate **Accountancy** degrees across Heriot-Watt University's international campuses in the UK, Edinburgh, Dubai, and Malaysia. Our degrees are accredited by leading industry bodies, including ACCA, and give students the chance to boost their employability with hands-on learning in our state-of-art Bloomberg Trading Suite.

**W:** [www.hw.ac.uk/ebs](http://www.hw.ac.uk/ebs) **E:** [studywithus@hw.ac.uk](mailto:studywithus@hw.ac.uk)



Study at the triple-accredited University of Exeter Business School, named Business School of the Year in the Times Higher Education Awards 2022. Increase your earning potential with our flexible **Accounting and Finance** degrees, which integrate academic excellence, sustainable practices, responsible leadership, and technological advances. Ranked Top 10 for Accounting and Finance in the Complete University Guide 2024, our graduates have gone on to work at KPMG, PwC, Deloitte and EY.

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



Explore **Accounting and Finance** courses at the most inclusive Russell Group university (The Times and Sunday Times Good University Guide 2021). Our undergraduate and postgraduate accounting programmes provide exemptions to a range of ACCA, CIMA and ICAEW examinations. Our Flying Start Accountancy Programme in partnership with PwC offers students paid placement opportunities at PwC. Our graduates go onto work at companies such as PwC, HSBC and the National Audit Office.

**W:** [www.qmul.ac.uk/busman/](http://www.qmul.ac.uk/busman/) **E:** [sbmenquiries@qmul.ac.uk](mailto:sbmenquiries@qmul.ac.uk)



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

**W:** [liverpool.ac.uk/management/study](http://liverpool.ac.uk/management/study) **E:** [irro@liverpool.ac.uk](mailto:irro@liverpool.ac.uk)



### MSc Accounting and Finance

Receive a theoretical foundation in accounting and finance. You'll learn to analyse accounting information and financial decisions, and how to apply this knowledge in the real world. The course emphasis on technical and practical skills means you will graduate prepared for a finance or accounting career.

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

**W:** [www.nottingham.ac.uk/pgstudy](http://www.nottingham.ac.uk/pgstudy) **E:** [www.nottingham.ac.uk/studywithus/enquiry](http://www.nottingham.ac.uk/studywithus/enquiry)



Explore **Accounting** courses at a truly international institution with a long history of welcoming students from around the world. Here you will have the opportunity to explore the changing role and perception of accounting within dynamic global markets. At Essex Business School, you will learn how to make financial decisions that positively impact both organisations and society, preparing you for your future accounting career.

**W:** [www.essex.ac.uk/subjects/accounting](http://www.essex.ac.uk/subjects/accounting) **E:** [ebs@essex.ac.uk](mailto:ebs@essex.ac.uk)

For details on individual courses, visit:  
[www.accountancycareers.co.uk/search/courses](http://www.accountancycareers.co.uk/search/courses)

# EMPLOYER DIRECTORY

*Directory of over 70 employers that recruit Trainee Chartered Accountants*

Albert Goodman

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Armstrong Watson

Aynesley Walters Cohen

Azets

Barnes Roffe

BDO

Beever and Struthers

BHP

Bishop Fleming

BKL

Blick Rothenberg

Brebners

Bright Grahame Murray

Buzzacott

Citroen Wells

CK Chartered Accountants

Cooper Parry

Critchleys

Crowe

Deloitte

DTE Group

Duncan & Toplis

Ecovis Wingrave Yeats

Evelyn Partners

EY

ForrestBrown

Forrester Boyd

Galloways

Gerald Edelman

Goodman Jones

Grant Thornton

Gravita

Haslers

HAT Group

Hawsons

haysmacintyre

Hazlewoods

Hillier Hopkins

HW Fisher

Johnston Carmichael

Kendall Wadley

Kirk Newsholme

KPMG

Kreston Reeves

Larking Gowen

LB Group

Lovewell Blake

Lubbock Fine

Mazars

Menzies

Mercer & Hole

MGI Midgley Snelling

MHA Moore & Smalley

Moore Kingston Smith

Myers Clark

Newby Castleman

Nyman Libson Paul

Page Kirk

PEM

PKF Francis Clark

PKF Littlejohn

Price Bailey

Prime Accountants

PwC

Rawlinson & Hunter

Rouse Partners

RSM

Shipleys

SRLV

UHY Hacker Young

Wellden Turnbull

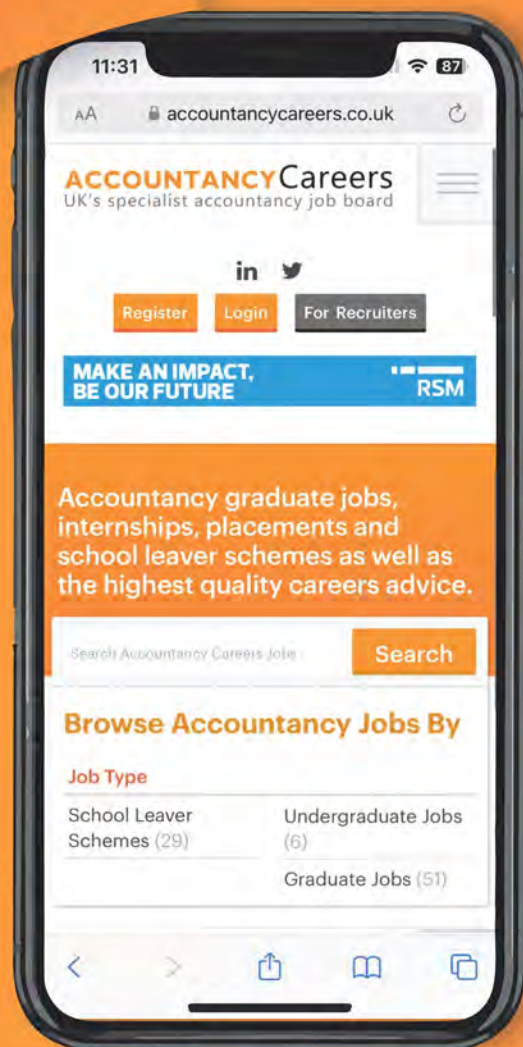
Wellers

Whitley Stimpson

WMT Chartered Accountants



## Find your next accountancy job



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Albert Goodman has been helping businesses prosper for over a century. We are proud of our heritage and independence, but we owe our success to the people who have supported our clients over the years and helped our firm evolve to meet new challenges.

Our teams across the South West partner with clients to deliver ongoing accountancy, tax, financial planning and business advisory services. Partnership for us means putting people first. We know that business and personal matters are often closely intertwined, which is why we establish open and honest conversations to ensure our clients feel comfortable talking to us about their plans.

We are proud that we are the Best Companies 2022 and 2023 number one accountancy firm to work for in the UK, as well as an 'Outstanding Place to Work'!

At Albert Goodman we encourage a supportive and open culture. We create the ideal environment to shape your career around your professional and personal goals.

### Training

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

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

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

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 320

No. of Partners: 21

No. of Trainees: 72

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs: c.35
- Placements: Varies
- Internships
- Insight Days
- School Leaver Schemes: Varies

#### OFFICE LOCATIONS

South West

#### CONTACT DETAILS

E: [recruitment@albertgoodman.co.uk](mailto:recruitment@albertgoodman.co.uk)  
W: [albertgoodman.co.uk](http://albertgoodman.co.uk)

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# ALLIOTTS

Alliotts LLP is a friendly, 12-Partner, medium-sized accountancy practice, accredited as one of the Top 10 Accountancy Firms to work for by Best Companies, with offices in Central London and Guildford, Surrey.

Join us and you will become part of an audit team assisting on audit and accounting assignments on a wide variety of national and international clients in various industry sectors, whilst working towards the ACA qualification over a 3-year contract. Accompanied and mentored by experienced colleagues through the audit process, you will progressively learn the key skills, 'hands on'. As your experience, confidence and competency increases, you will be given higher degrees of responsibility for your assignments - until ultimately you are entrusted to undertake a full audit. In addition to gaining 'on-the-job' experience, you will be given formal training to become professionally qualified.

You will also have the opportunity to meet colleagues outside of work at various social events throughout the year. For an insight into what it is like working at Alliotts, please read what our staff have to say on our website.

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

In return, you can expect:

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

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 86

No. of Partners: 12

No. of Trainees: 14

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: Varies
- Placements
- Internships
- Insight Days
- School Leaver Schemes

### OFFICE LOCATIONS

London and South East (excl London)

### CONTACT DETAILS

W: [www.alliotts.com/careers](http://www.alliotts.com/careers)

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# ArmstrongWatson®

Accountants, Business & Financial Advisers

## Armstrong Watson LLP, Accountants, Business and Financial Advisers

We're a forward-thinking and fast-growing, large firm of accountants, business and financial advisers, with our people at the centre of everything we do.

In our business, we really believe our people are our greatest asset and our culture and values shape the way we work. From interactions with clients and colleagues to developing and enhancing services to help businesses grow, our passion, trust, honesty and humanity are central to every aspect of the way we operate. With 18 regional offices from Glasgow to Leeds, Newcastle to Manchester, and over 155 years of history, we're focused enough to provide a truly tailored service, but large and experienced enough to work alongside any size of business.

Our culture guides our actions. The way we interact with each other as colleagues, as clients and as business partners. It's at the centre of our recruitment process and is a measure of all interactions we have. It encompasses our core values, drives our behaviours, and acts as our commitment to you, and our people, ensuring we all remain focused on our quest to help our clients achieve prosperity, a secure future and peace of mind.

Join us and you'll become part of an ambitious and expanding full-service team, with specialist advisory and accountancy services including audit, cloud accounting, corporate finance, tax, financial planning, wealth management, payroll, forensic accounting, management systems and restructuring & insolvency. We provide our people with the tools they need to succeed; every Armstrong Watson colleague has their own personal development plan, we're in the top 50 Apprenticeship Employers in the UK (Department of Education 2023) and are gold award holders of Investors in People.

As we continue to grow, we'll ensure you grow with us, whether you're an experienced chartered professional or new to an accountancy career. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 530

No. of Partners: 37

No. of Trainees: 104

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs
- Placements
- Internships
- Insight Days
- School Leaver Schemes

### OFFICE LOCATIONS

Yorkshire & Humberside, North East, North West and Scotland

### CONTACT DETAILS

E: [careers@armstrongwatson.co.uk](mailto:careers@armstrongwatson.co.uk)

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## Aynesley Walters Cohen (AWC) is an accountancy firm based in South London.

At AWC, we aim to provide clients with the best service expected from a professional practice. In addition to ensuring our duties are performed diligently and on a timely basis, we strive to develop an understanding of our clients so we are able to assist them in making informed decisions and whatever opportunities available.

We offer a wide range of services from payroll and bookkeeping, to audits and drafting of business plans. Managed by two partners with decades of experience, the practice covers a broad spectrum of business industries including property, construction, logistics and other professional services.

We view our staff as more of an investment rather than a cost. Whilst we have a predefined selection criteria for our recruitment of trainees, we consider and accept applicants from all academic levels starting from GCSE level. Our trainees enter into an apprenticeship programme and they can select the options of AAT, ACCA or ACA route to qualification, depending on their preference and their qualifying academic level. The firm will sponsor the training and professional examinations fees, and provide the appropriate study leave.

Applicants will need to have the ability to communicate effectively and work well with others but also able to exercise discretion and work independently when necessary. Problem solving and the willingness to learn and develop is essential.

We also provide the necessary support to our qualified staff members to ensure they keep their CPD up to date and meet their CPD requirements.

We have a very strong and successful track record of training new joiners, and we recruit throughout the year. Starting salaries are competitive and reviews for trainees are made every six months, with increases awarded based on work performance and examination success.

Together, we can serve our clients with integrity, professionalism and dedication. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 7

No. of Partners: 2

No. of Trainees: 2

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs
- Placements
- Internships
- Insight Days
- School Leaver Schemes: Approx. 1

#### OFFICE LOCATIONS

London

#### CONTACT DETAILS

E: graham.cohen@awcltd.co.uk  
W: awcltd.co.uk/careers

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



## Who are we?

Azets UK is the largest regional accounting firm in the UK. With over 7,000 employees, including more than 600 Partners. Azets serves 120,000 clients across 165 offices in the UK, Europe, and multiple sectors. In the UK, Azets has 85 offices and employs over 3,700 people.

We are proud to be ranked number 38 in the National Apprenticeships Top 100 Apprenticeship Employer list. At Azets, we are committed to providing valuable learning experiences to our apprentices and individuals starting their career journey. We believe in seeing the people behind the business, and our expertise and people play a meaningful role in protecting, advising, and supporting our clients.

## What's in it for you?

At Azets, we offer a healthy and exciting working environment, fostering a culture of trust and inclusion. We provide opportunities for both professional and personal growth and have a comprehensive training program to support you. Our active learning environment ensures our employees stay up-to-date with industry trends and meet customer expectations in a continuously changing marketplace.

We offer various routes to become a qualified accountant, auditor, or tax advisor, and we hire over 100 school/college leaver apprentices every year across the UK. Our trainees can pursue qualifications such as ACA, ACCA, CIPP, ICAS, CTA, ATT, AAT, and the CIA. If you are seeking a career in professional services and desire a dynamic, exciting, and supportive environment, consider Azets as your employer! ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 3,700

No. of Partners: 600

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs: c.250
- Placements: Varies
- Internships: Varies
- Insight Days
- School Leaver Schemes: 100

#### OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, East Midlands, East Anglia, Yorkshire & Humberside, North East, North West, Scotland and Wales

#### CONTACT DETAILS

W: [www.azets.co.uk/careers](http://www.azets.co.uk/careers)

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

### Who We Are

Barnes Roffe is an independent firm of Chartered Accountants and business advisors. We have been providing services to owner managers and corporates since 1899. We are one of the UK top 50 accountancy firms, and our 24 partners and 150 employees are all committed to delivering outstanding value to our clients.

### Our Opportunities

Our Graduate and School Leaver training schemes are designed with the specific purpose of giving you the best of both worlds: access to first class learning and the consideration to allow you to focus on your studies. Our trainees receive support throughout the training programme and beyond. At the end of the programme, our trainees are experienced Accountants with exceptional audit, accounting and tax knowledge and skills.

### What Makes Us Different

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

### What We Are Looking For

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

### Development And Career Progression

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

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 150

No. of Partners: 24

No. of Trainees: 40

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 15
- Placements
- Internships
- Insight Days
- School Leaver Schemes: 5

### OFFICE LOCATIONS

London

### CONTACT DETAILS

W: [www.barnesroffe.com/careers](http://www.barnesroffe.com/careers)

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

## TRAINEE CHARTERED ACCOUNTANT

NAME	Ashley Openshaw
LOCATION	London
UNIVERSITY	Birmingham
DEGREE	MSci Mathematics



### Career Path

I started looking for jobs and was split between data science and accounting. As I was interviewing for various roles I found that I enjoyed the accounting interviews more and that they resonated with my interests. There was clear career progression and a level 7 qualification (equivalent to a Masters degree) in an industry with lots of opportunities and variety. My interview at Barnes Roffe solidified my decision into becoming an accountant. Simon (one of our partners) tailored the questions to my experiences which allowed me to think about the practical aspects of accounting while also showing how friendly the firm is. I have since spent 2 years at Barnes Roffe while studying the ACA qualification and constantly learning and gaining experience.

### My Qualifications

While studying Mathematics at university, I chose some finance modules to give myself more options once I graduated. Although these did not qualify for any ACA exemptions, which some university courses do, they were directly applicable to some of the ACA professional exams. I have currently completed 12 out of the 15 ACA exams. My final three exams will be in November 2023 at which point I will be exam qualified. This is a huge stepping stone since it is proof that you have significantly developed as an accountant and gives others confidence in your abilities.

### My Current Role

As a semi-senior auditor I have a mix of roles. Normally I will be assisting the audit senior on jobs by performing tests and completing audit schedules across the whole audit file. This keeps it interesting since you gain experience in all the different areas rather than focus on a sole section. I have also started to

lead audits as the audit senior. This involves delegating work, ensuring the audit progresses as expected, and developing solutions to issues discovered during the audit. A key part of being a senior is to help the audit juniors, especially since Barnes Roffe is a training firm. Fortunately, everyone is very happy to help whether that be to impart our knowledge when they are unaware or to give them our tips and tricks to make their lives easier.

### Future Plans

My short-term plans are to focus on my next set of exams so that I will be exam-qualified by the end of the year. Barnes Roffe has a clear career path to becoming a manager and eventually partner. The 6 monthly appraisals help with progressions and the managers and partners that conduct them are happy to help guide you and ensure that you are making the most of opportunities.

### Advice

The best advice I can give is to remember that you are not alone. Everyone at the firm will have been in your position and is happy to help. It can be hard to start a new job and a new qualification, especially if that involves moving city where you don't know anyone but Barnes Roffe make it easy to transition to this new stage of life.

For exams, there will be other graduates that you can lean on for support and for the social side, Barnes Roffe host many activities throughout the year with the most notable ones being the Christmas Social and the Summer Ball. We are also quite fond of going to the pub after work on a Friday where you can get to know people better outside of the work environment! ●





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

As one of the UK's largest accountancy and business advisory firms, our clients have diverse ambitions and challenges, which means you'll experience varied work that will broaden your horizons.

BDO operates in 18 offices across the UK, employing over 7,000 people offering tax, audit, and a range advisory services. BDO is the UK member firm of the BDO international network, generating £809m in revenues.

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

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

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

#### COMPANY INFORMATION

##### EMPLOYEE NUMBERS

No. of Employees: 7,000

No. of Partners: 400

No. of Trainees: c.1,000

##### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

##### OPPORTUNITIES OFFERED

- Graduate Jobs
- Placements
- Internships
- Insight Days
- School Leaver Schemes

##### OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, East Midlands, East Anglia, Yorkshire & Humberside, North West and Scotland

##### CONTACT DETAILS

E: [earlyincareer@bdo.co.uk](mailto:earlyincareer@bdo.co.uk)  
W: [careers.bdo.co.uk](https://careers.bdo.co.uk)

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



IDEAS | PEOPLE | TRUST

# FROM STARTING A NEW CHAPTER



#### Graduate programmes at BDO.

From asking questions to growing your expertise, from finding your feet to stepping up. At BDO, we'll be with you every step of the way as you start your exciting journey in the world of accountancy.

On our graduate programme, you'll experience real responsibility and purpose from day one. Working with people who value your ideas and invest in your success, you'll be helping to solve complex business challenges while earning a respected qualification at the same time. And with exposure to a range of industries across the UK and beyond, you'll build a powerful network that will boost your personal and professional growth - all with the support of a friendly and welcoming team around you.

This is where it all begins.

Start your journey at [careers.bdo.co.uk](https://careers.bdo.co.uk)

# TO WRITING YOUR OWN STORY

# BEEVER AND STRUTHERS

## About us

Beever and Struthers is one of the UK's leading independent accountancy firms with offices in Manchester, Birmingham and London. We have been providing support and advice to clients for 125 years and have a strong reputation for providing quality services.

As a dynamic and constantly developing firm we are always keen to hear from high quality candidates interested in pursuing a career with us.

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

## Opportunities

- Graduates study for the ICAEW's ACA qualification or ACCA.
- School leavers with A-levels (or equivalent 120 UCAS points) study for the AAT qualification.

## Training

Our objective is to recruit staff with excellent academic qualifications combined with really good interpersonal skills.

The firm takes training and talent retention very seriously. We believe that our team is our greatest asset and we have designed training programmes to ensure that our team is given every opportunity to realise their full potential. We believe that building business skills at all levels is a major investment for the future.

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

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 245

No. of Partners: 17

No. of Trainees: 110

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 28
- Placements: 6
- Internships: 6
- Insight Days: 10
- School Leaver Schemes: 6

### OFFICE LOCATIONS

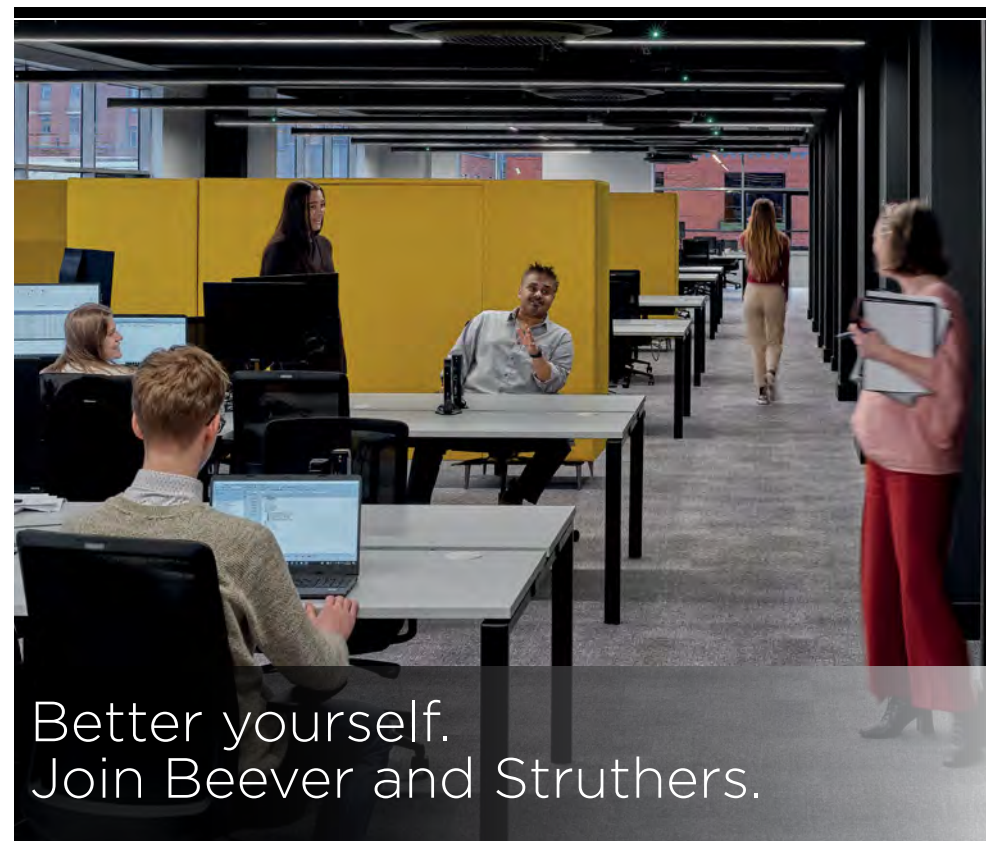
London, West Midlands and North West

### CONTACT DETAILS

E: [recruitment@beeverstruthers.co.uk](mailto:recruitment@beeverstruthers.co.uk)

W: [www.beeverstruthers.co.uk](http://www.beeverstruthers.co.uk)

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



## We're looking for talent, with high ambitions.

At Beever and Struthers, we believe our talent is what makes us one of the most dynamic, firms in the world of accountancy. We work hard to develop and nurture every one of our employees throughout their career. It's why we offer industry-leading training and support to always be better. Because no matter how good better is, it can always be improved upon.

Join Beever and Struthers today, and let's be better together.

[www.beeverstruthers.co.uk/careers](http://www.beeverstruthers.co.uk/careers).

Manchester

Birmingham

London

BEEVER  
AND  
STRUTHERS





BHP is the largest independent firm of chartered accountants in Yorkshire. Following sustained growth over recent years, during which time the firm has trebled in size, BHP now has a team of over 450 people, including 36 partners, operating over five offices across Yorkshire and Derbyshire, including Leeds, York, Cleckheaton, Chesterfield and Sheffield. We have evolved our service offerings to enable us to offer a full portfolio of integrated audit, accountancy, business advisory, corporate finance and tax-led services to our clients.

Our people are the key to our success, and we have a reputation for looking after them, at work and beyond. We are immensely proud that in 2023 BHP was recognised as one of the UK's Best Workplaces for Wellbeing as well as one of the UK's Best Workplaces by Great Places to Work. This accreditation is assessed through an independent survey of a company's employees to gather details on a wide range of criteria, including inclusivity, flexibility, and career progression. BHP is a 'people business' through and through, and the employees are the beating heart of the firm.

We understand that we also have a part to play in our community and we are passionate about making a difference to improve the lives of others. In 2022/23 alone, our staff collectively raised more than £37,000 for various charities and we actively encourage our people to take a paid day to carry out volunteer work for any charity they wish to help. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: Over 450

No. of Partners: 36

No. of Trainees: 120-180

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 30
- Placements: 10
- Internships
- Insight Days
- School Leaver Schemes: 25

### OFFICE LOCATIONS

East Midlands and Yorkshire & Humberside

### CONTACT DETAILS

E: [recruit@bhp.co.uk](mailto:recruit@bhp.co.uk)  
W: [bhp.co.uk/careers](http://bhp.co.uk/careers)

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



Bishop Fleming are an innovative Top 30 accountancy practice that offer a refreshingly different culture to other accountancy firms. What makes our culture different? For starters, investing in and developing our people is at the heart of everything that we do, that's one of the reasons why we've been ranked as one of the Top 5 Best Accounting firms to work for.

We're expanding rapidly and have a network of offices across the South West and West Midlands. We've just recruited a record number of graduate trainees and are not stopping there....we are looking to continue with this trend as we begin recruiting for our 2023/24 trainee intake.

We have Graduate and Industrial Placement vacancies available in CBS, Audit and Tax throughout our business – by joining us you will get real responsibility quickly and will get to play a key role in helping your clients businesses succeed. You will start your career with us in either our CBS, Audit or Tax service lines, but will have the opportunity to gain experience in other specialisms such as Restructuring and Corporate Finance to ensure that you become a rounded business advisor.

Recognised as an ICAEW Partner in Learning, you will study for the ACA or ACA/CTA qualification as part of a Level 7 Apprenticeship, to help you develop the wide-ranging skills needed to become a talented business adviser. You will be supported to complete a wide range of professional and personal development throughout your apprenticeship, both remotely and face to face, to ensure that you have skills and knowledge that you need to aid your future career development.

It won't all be about work, you will be joining a business where you will have plenty of opportunities to get involved in things outside of the normal day job such as CSR, Wellbeing and Social activities.

Check out our careers site and our Glassdoor page to find out more and hear from some of our existing trainees on what it's like to work here. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 500

No. of Partners: 46

No. of Trainees: 150+

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 50
- Placements: 8
- Internships
- Insight Days
- School Leaver Schemes: 25

### OFFICE LOCATIONS

South West and West Midlands

### CONTACT DETAILS

E: [jobs@bishopfleming.co.uk](mailto:jobs@bishopfleming.co.uk)  
W: [www.bishopfleming.co.uk/careers](http://www.bishopfleming.co.uk/careers)

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



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

We like having bright, hard-working trainees working with us. 'High challenge, high support' is the balance we aim for. We want our staff to be innovative, ready to explore fresh ideas.

From tech startups to property companies over 100 years old, our clients are forward-thinking and ambitious: something we also aspire to. Following private equity investment in 2023, we're also in a period of strong growth with new learning & development opportunities ahead. We're also one of the few Certified B Corporations in the accountancy sector: in joining us, you'll be contributing to a business that's committed to balancing profit and purpose.

We encourage each other to be open and share experiences of mental health. And whatever your background when you join us, we want you to feel a sense of belonging and a desire to get involved in the life of BKL. This is one area where, from your first day, we can learn from you. Even before you qualify, you can look forward to progression: not just in the money you earn but in the recognition you earn. We'll help you develop as a professional and as a person. Two of BKL's partners joined as trainees – one from university, one from school – and we know they won't be the last.

You'll get to enjoy our refurbished office, complete with a balcony, coffee machines and full-body massage chairs. And because we're based in North London with a well established commitment to flexible working, you won't have to worry about a typical commute into the City or Central London.

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

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 230+

No. of Partners: 23

No. of Trainees: 65

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 10-15
- Placements
- Internships: 1 year placements
- Insight Days
- School Leaver Schemes: 6-10

### OFFICE LOCATIONS

London

### CONTACT DETAILS

W: [www.bkl.co.uk/careers](http://www.bkl.co.uk/careers)

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



a part of AZETS

## Who are we?

Based in Covent Garden, London, Blick Rothenberg is a leading tax, accounting and business advisory firm that puts our people and client relationships first.

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

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

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

## What's in it for you?

When you join Blick Rothenberg, you sign up to much more than a qualification. You join the Blick Rothenberg culture and way of life. You will enjoy early responsibility and will find our business to be friendly and our working environment to be both lively and stimulating.

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

We recruit trainees into a variety of business areas, including Tax, Audit and Accountancy. You don't need a degree to work at Blick Rothenberg, as you can join through one of our AAT or ATT school leaver schemes. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 660

No. of Partners: 79

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 70
- Placements: 4
- Internships
- Insight Days
- School Leaver Schemes: 6

### OFFICE LOCATIONS

London

### CONTACT DETAILS

W: [www.blickrothenberg.com](http://www.blickrothenberg.com)

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



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

### About us

Brebners is a long established firm in the West End of London. Clients are drawn from many sectors including restaurants and leisure, media, manufacturing, service industries and finance. They range in size from large corporates to individuals in business.

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

### Training

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

### About you

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

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 115

No. of Partners: 19

No. of Trainees: 18

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 4
- Placements
- Internships
- Insight Days
- School Leaver Schemes

### OFFICE LOCATIONS

London and South East (excl London)

### CONTACT DETAILS

W: [www.brebners.com/careers](http://www.brebners.com/careers)

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



**bright grahame murray**  
CHARTERED ACCOUNTANTS

**Bright Grahame Murray ('BGM') is an independent 10 Partner Central London based medium sized accountancy firm.**

BGM wants graduates who are highly motivated analytical logical thinkers. We want team players, with the ability to adapt to changing requirements and deadlines.

You will:

- Be exposed to a broad range of business sectors including property and construction, insurance, logistics, media and entertainment, manufacturing and charities.
- Have exposure to audit, accounting & corporation tax
- Strive to push yourself knowing you are always supported.

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

Our students enter an apprenticeship programme and receive training for their professional examinations with study leave, tuition fees and examination fees paid by the firm. All staff are encouraged to attend external courses to supplement the firm's internal training. Staff are trained in business skills so that they can understand and appreciate the business objectives across a diverse and demanding client base that is shared by very few firms of our size.

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

We offer a competitive London salary and benefits package which is regularly reviewed, have a strong social culture and encourage a healthy work/life balance which includes hybrid working. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 60

No. of Partners: 10

No. of Trainees: 11

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 4-5 per annum
- Placements
- Internships
- Insight Days
- School Leaver Schemes

### OFFICE LOCATIONS

London

### CONTACT DETAILS

E: [recruitment@bgm.co.uk](mailto:recruitment@bgm.co.uk)  
W: [www.bgm.co.uk](http://www.bgm.co.uk)

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

# Buzzacott

## Who we are

At Buzzacott, over 550 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. We're big enough to display deep knowledge over a range of specialisms, but small enough to understand the power of personal connections both with our clients, and amongst our employees. We want individuals to join us who are prepared to look beyond the numbers and see the people and stories behind them.

We're looking for graduates and school-leavers who are creative thinkers to help solve our client's needs across a variety of specialist teams. Depending on your career path, you will work towards gaining a professional qualification in either accountancy or tax. We have also been ranked as number 24 in the top 100 apprenticeship employers in 2023. This recognition celebrates England's outstanding apprenticeship employers and demonstrates our commitment to providing trainees with excellent career prospects.

## What you can expect from us

You will benefit from the support of your manager, trainee buddy, our dedicated learning and development team, along with our Partners, to ensure that you are guided and supported throughout. We're a people first business, and our aim is to see graduates and school-leavers achieve success. We are committed to providing structured and supportive tuition for the following career paths:

- **Graduate:** ACA, ACA/CTA, ATT/CTA and ATT/Enrolled Agent pathways
- **School leaver:** AAT/ACCA and AAT/ACA pathways

Alongside professional qualifications, all trainees receive a competitive starting salary, £1,000 sign on bonus, an interest free loan, paid study leave, holiday allowances, interest free season ticket loan, pension contributions, discounted gym memberships, 1-1 wellbeing sessions and a variety of events to suit all interests, plus much more. If you would like to find out more, please visit our careers page for more information. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 554

No. of Partners: 51

No. of Trainees: 157

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- ☐ Forensic Accountancy
- ☐ Generalist
- ☐ Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: c.50
- ☐ Placements
- ☐ Internships
- ☐ Insight Days
- School Leaver Schemes: c.15

### OFFICE LOCATIONS

London

### CONTACT DETAILS

E: [recruitment@buzzacott.co.uk](mailto:recruitment@buzzacott.co.uk)  
W: [careers.buzzacott.co.uk](http://careers.buzzacott.co.uk)

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



Citroen Wells is a 12 partner firm of Chartered Accountants, based in the West End of London. We are looking to recruit a number of graduates who aspire to become Chartered Accountants. We have high standards and are looking for candidates with excellent academic qualifications as well as drive, ambition and a hunger for success.

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

## At Citroen Wells You're Part of a Team

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

## The Benefits of Training With Citroen Wells

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

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

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 60

No. of Partners: 12

No. of Trainees: 10

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- ☐ Corporate Finance
- ☐ Forensic Accountancy
- Generalist
- ☐ Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 6
- ☐ Placements
- ☐ Internships
- ☐ Insight Days
- ☐ School Leaver Schemes

### OFFICE LOCATIONS

London

### CONTACT DETAILS

W: [www.citroenwells.co.uk](http://www.citroenwells.co.uk)

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



At CK, we are the chartered accountants who really get to know our clients – often as partners for decades. Working closely with them, we build a deep understanding of their challenges and opportunities. It means that we can offer proactive advice to help them face the future with confidence.

We are a West Midlands accountancy firm that has Black Country roots dating back to 1884. Whether our clients turn to us for advice on personal tax affairs or ongoing business accounting support, they can always expect a personable service. Our approach puts people at the centre.

Accountancy is a career that enables you to work closely with people. At CK, you will be working supporting clients straightaway, building long-term partnerships with your contacts and helping their businesses grow over time. For us at CK, playing an active role in taking our clients through their next stage in life or in business is always rewarding.

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

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

Our Partners manage and grow our business. We care passionately about the success of our firm. A career at CK holds the opportunity to join in our achievements and help us build our future.

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

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 30

No. of Partners: 5

No. of Trainees: 6

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- ☐ Forensic Accountancy
- ☐ Generalist
- ☐ Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: Varies
- Placements: Varies
- ☐ Internships
- ☐ Insight Days
- School Leaver Schemes: Varies

### OFFICE LOCATIONS

West Midlands

### CONTACT DETAILS

E: enquiry@ckca.co.uk

W: www.ckca.co.uk

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

## COOPER PARRY

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

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

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

So far, that ethos has served us well

- Based on our peoples' feedback, we're the **#1 Accountancy Firm to Work For in the UK**;
- We've featured in the **Top 25 of the UK's Best Companies to Work For – for 4 years straight**;
- In 2022, We listed in the **Top 3 mid size companies for most inspiring workplaces** and **No 13 in the overall listing**

### What can you expect from life at CP?

While we have offices in the East & West Midlands and London that have been dubbed some of the "coolest" in the UK (check out our website for a flavour), we offer hybrid working too.

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

We offer opportunities within Audit, Tax, Wealth & R&D amongst others. We have fully funded courses, and study support, that lead to a professional qualification. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 595

No. of Partners: 47

No. of Trainees: 200

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- ☐ Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 50
- Placements: 10
- ☐ Internships
- ☐ Insight Days
- School Leaver Schemes: 50

### OFFICE LOCATIONS

London, West Midlands and East Midlands

### CONTACT DETAILS

E: awesome@cooperparry.com

W: cooperparry.com

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



Founded in 1906, Critchleys is Oxford's leading firm of accountants and business advisers, with a professional and friendly culture. Over a century later, our goal remains the same: to care and help people prosper.

We are forward thinking and provide a full range of professional services including accounting, audit, bookkeeping, payroll management, HR advice, and personal and business tax planning to our substantial, growing and diverse client base of businesses, charities and individuals.

We have a skilled team of people at all levels in whom we place great value and are strong investors in our people. The Firm has a reputation for technical excellence, training and development, and delivering a responsive service to our clients, and we aim to ensure our workplace is a happy and rewarding environment for everyone. One way we achieve this is by helping our colleagues to develop and reach their full potential through professional qualifications, practical learning and career progression.

We always seek to offer truly genuine colleague benefits, including private healthcare which started as an employee suggestion via the Critchleys Staff Voice forum. We also host a variety of team and firm-wide social events, in particular our much-anticipated Summer and Christmas parties, which have included visiting Ascot Races, Black-Tie meals at Oxford University Colleges, pizza-making sessions and quiz nights.

Each year, we ask our team to decide our charity of the year. This year, we're really proud to support Maggie's Oxford who provide free cancer support and information in our local community, and throughout the year we will hold a range of sponsored events as a group and individually.

Based in the heart of the city centre, our offices are close to train and bus links and offers our staff a fresh, modern and inspiring environment to work in. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 90

No. of Partners: 6

No. of Trainees: c.25

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: Varies
- Placements
- Internships
- Insight Days
- School Leaver Schemes: Varies

### OFFICE LOCATIONS

South East (excl London)

### CONTACT DETAILS

E: [info@critchleys.co.uk](mailto:info@critchleys.co.uk)

W: [www.critchleys.co.uk/about/Vacancies](http://www.critchleys.co.uk/about/Vacancies)

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



Crowe UK is a leading national audit, tax, advisory and risk firm with global reach and local expertise. We are an independent member of Crowe Global, one of the top 10 accounting networks in the world. With exceptional knowledge of the business environment, our professionals share one commitment, to deliver excellence.

### Starting your career at Crowe

Throughout our early careers programme, you will be guided through a tailored training plan supporting both your professional and personal development, helping you achieve your qualification as well as becoming a fully rounded professional. Being part of a significant international and UK network, we're big enough to know and the right size to care.

### What you can expect

Throughout your training programme you will work both on your own and as part of a team to deliver (dependent on the team you join) audit, accounting and advisory services to clients.

Crowe offers the following routes to qualification in either audit, tax, advisory or risk: ACA, AAT/ACCA, ATT/CTA, ACA/CTA. The majority of our trainees study to obtain the ACA qualification provided by the ICAEW, while others follow more tax or business solutions focused pathways.

As a graduate, you should expect to qualify after three years, with our school leavers spreading their studies over four to five years. Once qualified, you will continue to build your career with us by specialising in a particular service area or perhaps taking an international secondment with a member firm in the Crowe Global network. However long you stay with us, you will have many career choices.

### Get your career off to a flying start

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

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 1,200+

No. of Partners: 90+

No. of Trainees: 400+

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 100+
- Placements
- Internships
- Insight Days
- School Leaver Schemes: Varies

### OFFICE LOCATIONS

London, South West, West Midlands and North West

### CONTACT DETAILS

E: [careers@crowe.co.uk](mailto:careers@crowe.co.uk)

W: [www.crowe.com/uk](http://www.crowe.com/uk)

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





**By joining us, you'll be connected to inspiring colleagues across the globe. We offer a huge range of career opportunities, where you can choose your own impact and build a future that suits you.**

At Deloitte, we make our impact through collaboration. All around the world, our colleagues spark positive progress for their clients, people and society. Their shared curiosity creates all kinds of possibilities in the world of business and technology. Here you'll find a purpose to believe in, and an impact that everyone can see. We're all working together to reshape the business and technology landscape. From Audit and Assurance, Tax Consulting and Legal to Technology and Consulting to name a few. We're delivering end-to-end programmes, turning complex challenges into opportunity and redesigning a more connected future. You could be part of it.

Our incredible people challenge and inspire one another to create work with real purpose. In every one of our 21 offices across the UK and offshore, you'll find opportunities to work with local and global clients, connect with teams across the world and develop both your technical and personal skills. From day one, you'll be supported to make a serious contribution to the projects and the business. In a work environment where you're encouraged to be your true self, you can dream bigger, think creatively and deliver real impact. And you can grow and progress every day – learning from the work you do, and the people you collaborate with.

Across the business our projects involve us working together to find the best solutions for our clients. So, throughout your time with us, you'll connect with colleagues who share a common purpose and unite to tackle our clients' biggest challenges.

So where can you join us? Whatever your passion is you'll find something that's right for you. We encourage all our graduates to explore, question and collaborate. You'll stretch your thinking while building a career that inspires and energises you. At Deloitte, you'll find a place where you can thrive professionally and personally and make a shared impact that reaches further and means more.

What impact will you make? ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 20,000+

No. of Trainees: 400+

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 2,000+
- Placements
- Internships: Varies
- Insight Days
- School Leaver Schemes: 300+

### OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, East Midlands, East Anglia, Yorkshire & Humberside, North East, North West, Scotland, Wales, Northern Ireland, Channel Islands and Rep of Ireland

### CONTACT DETAILS

W: [www2.deloitte.com/uk](http://www2.deloitte.com/uk)

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

# Deloitte.

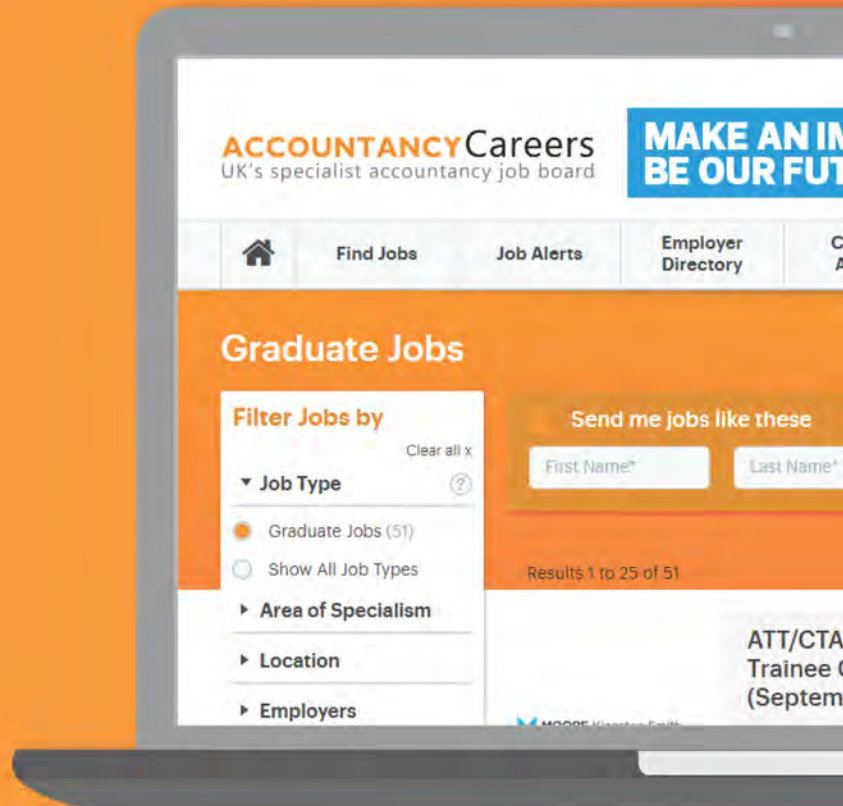


## Choose Your Impact

Whichever programme you join, you'll get to know all kinds of amazing people to make positive change happen together. To inspiring colleagues in the UK and around the world. To a purpose that's shared, and that you can meaningfully contribute to. To work that challenges, and progress that never stops. To possibilities and projects in industries you may never have experienced before. And to opportunities to make a collaborative impact that reaches further and means more.

Find a career with endless opportunities to make an impact at [deloitte.co.uk/earlycareers](http://deloitte.co.uk/earlycareers)

## Find your next accountancy job



SCAN ME



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



DTE Business Advisers is a partner-led firm of chartered accountants, tax, and business advisers with two offices in the heart of Bury and Manchester. We pride ourselves on being the perfect-fit partner for SMEs, particularly owner-managed businesses, with industry-leading expertise and a personalised approach when working with clients.

At DTE, we understand that each business is in an on-going journey. As such, we help our clients maintain steady growth at every stage of their businesses' evolution. We focus on helping our clients achieve their goals, whether they want to manage cash flow more effectively, reduce tax bills or raise more capital for growth.

### Why DTE?

We are committed to delivering an expert, professional and commercial service that drives the performance of our clients. To achieve this goal, we need talented, skilled, ambitious people. Our strategy is to recruit a diverse and outstanding set of individuals, create the opportunities for them to progress and then reward them for doing so.

We take pride in building and nurturing an environment that allows our people to thrive and develop themselves as they progress within the business. We offer a diversified portfolio of work and regular CPD activities in a family-like culture where a good work-life balance matters!

### Training

During your training you will work on a wide range of assignments, from accounts of small local businesses to audits of large international companies. You will be prepared, not only with the hard skills and knowledge of accounting and finance, but also the soft skills of working with clients alongside our managers and partners. This means that by the time you are qualified, you have been exposed to various aspects of accounting and business advisory in a variety of industries. Therefore, you will be able to follow a career in the area most suited to your passions and competencies. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 80+

No. of Partners: 5+

No. of Trainees: 15+

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- ☐ Forensic Accountancy
- ☐ Generalist
- ☐ Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs: 3
- ☐ Placements
- ☐ Internships
- ☐ Insight Days
- School Leaver Schemes: 1

#### OFFICE LOCATIONS

North West

#### CONTACT DETAILS

E: [recruitment@dtigroup.com](mailto:recruitment@dtigroup.com)

W: [www.dtegroup.com](http://www.dtegroup.com)

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

Duncan & Toplis was established in 1925 and has since grown into one of the largest independent firms of chartered accountants and business advisers in the Midlands. We offer a wide range of services, from accountancy, audit and tax to payroll, human resources and IT support services to businesses across the Midlands, UK and beyond. We are a member of Kreston Global, giving our clients access to international markets through established professional contacts. We put our people front and centre of all that we do, and we pride ourselves on attracting and retaining top talent.

## Training contract

Our trainee accountants are enrolled onto a fully funded and supported three-year ACA training contract. This allows them to gain experience and expert insight across each of our services, including audit, accountancy and taxation as well as early opportunities to meet with clients and really see how the business operates.

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

## Your future with Duncan & Toplis

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

By creating a positive working environment, we empower and support our team to be the best they can be – after all, that's why our clients continually choose to work with us! ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 400+

No. of Partners: 35

No. of Trainees: 77

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 18
- Placements
- Internships
- Insight Days
- School Leaver Schemes: 16

### OFFICE LOCATIONS

East Midlands

### CONTACT DETAILS

W: [join@duncantoplis.co.uk](mailto:join@duncantoplis.co.uk)

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

## ACA TRAINEE

NAME	Louie Miles
LOCATION	Grantham, Lincolnshire
UNIVERSITY	Loughborough
DEGREE	Finance, Management and Accounting



### Why accounting?

I decided to pursue a career in accountancy because I enjoyed subjects similar to the profession at college, such as Economics, Business Studies and Maths. I have always enjoyed problem-solving and working with numbers. I also knew there was the potential to get a professional qualification and climb the corporate ladder.

### What was your university experience like?

I went on to study Accountancy at Loughborough University and chose Loughborough specifically as it offered the placement year as part of the course. I thought this was important - to get practical experience before graduating so that I could stand out when I had finished university. Loughborough was also a top five university for an accounting degree.

I used the Loughborough Placements Portal which showed hundreds of placement positions; this is where I found Duncan & Toplis. It was ideal for me because it was the exact industry I wanted and local. The placement year provides a range of jobs including bookkeeping, admin, accounts, and tax, therefore giving me exposure to multiple areas.

After completing my placement, I re-applied once I had graduated and returned to Duncan & Toplis as an ACA Trainee, which started in September 2021 and my Accountancy degree granted me five exam exemptions from the Certificate Level stage of ACA.

### What is your current role?

My role at Duncan & Toplis involves preparing accounts for small firms, consolidated accounts, audit work, doing work for the Fidentia department (reinsurance clients), all while completing my ACA exams and studies. I have completed work for a variety of clients in industries such as: farming, education, property, real estate and retail. I enjoy gaining an insight into how different businesses operate.

### What are your plans for the future, and advice for anyone wanting to work at Duncan & Toplis?

I hope to complete my qualification and hopefully progress to a higher level role. My advice would be to make sure that you get work experience in your chosen sector as soon as possible to stand out, whether that be a placement or internship. ●





ECOVIS Wingrave Yeats is a seven-partner firm made up of circa 80 Chartered Accountants, Business Advisors, and Tax Specialists. As part of the ECOVIS International network, our team of over 9,000 experts give support in more than 80 countries, spanning across 5 continents and covering all major economic centres.

### Life at Ecovis

Our newly-furbished business hub provides a beautiful professional space for you to collaborate. Step outside, and you're in Soho, one of the most vibrant communities in the heart of London.

We believe business has the potential to be a force for good beyond merely focusing on profits. Our purpose is Inspiring Better Business.

### Your Career Pathway

We offer Graduate and School Leaver Programmes in a range of exciting business areas – from Tax and Audit to Business Advisory and Financial Management – giving you the qualifications, skills and experiences you need to embark on a rewarding career.

You will also earn while you learn, and work on a variety of business projects, exercising real responsibility alongside industry professionals and an extensive network of peers, mentors, managers, and partners.

We put the training and development of our talented people at the centre of everything we do and foster a culture of teamwork. In return, we offer a great place to work, a range of attractive benefits and we work hard to ensure that our team are mentally, physically, and emotionally supported.

### Welcome To Your Future

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

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: c.80

No. of Partners: 8

No. of Trainees: 20+

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: Varies
- Placements: Varies
- Internships: Varies
- Insight Days
- School Leaver Schemes: Varies

### OFFICE LOCATIONS

London

### CONTACT DETAILS

E: [enquiries@ecovis.co.uk](mailto:enquiries@ecovis.co.uk)  
W: [www.ecovis.co.uk](http://www.ecovis.co.uk)

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



### Who are we?

Evelyn Partners is the UK's leading integrated wealth management and professional services group, with over 186 years of experience in helping generations of people and businesses to thrive. We offer an extensive range of financial and professional services to individuals, family trusts, professional intermediaries, charities and businesses.

We provide an award-winning service for our clients by employing the best people. Join us on our mission to place the power of good advice into more hands because we believe that everyone deserves access to good advice, regardless of where they're at in their financial journey.

An exceptional track record of growth and innovation is driven by our core values of: *Personal*, offering advice based on a true understanding of what matters to our clients; *Partnership*, working with our clients in a joined-up, collaborative way; and *Performance*, demonstrating a breadth and depth of advice expertise to deliver first-class results.

### What can you expect?

Whether you join us as a school leaver or graduate we help your career set sail by providing structured qualification training programmes that are supported by Ofsted-rated Outstanding Education Partners. We will teach you the ropes until you can navigate the ship yourself.

By the end, you will have earned your stripes and have all the tools you need to chart your own course. Our people are our priority, and we are here to help you do the best work of your career. Whether it's investing in your training and qualifications, finding the flexibility that best suits you or exploring development opportunities outside of your regular role, we just know that you will love working with us. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 3,200+

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs
- Placements: 12-months
- Internships: Summer
- Insight Days
- School Leaver Schemes

### OFFICE LOCATIONS

London, South East (excl London), South West, East Anglia, Yorkshire & Humberside, North East, Scotland and Rep of Ireland

### CONTACT DETAILS

E: [earlycareers@evelyn.com](mailto:earlycareers@evelyn.com)  
W: [evelyn.com/careers/early-careers](http://evelyn.com/careers/early-careers)

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### Start your career adventure at EY

Find your place and kick-start your career at EY – whether that's for two days, five weeks or one year. We'll prepare you for the world of work and invest in your future from day one.

As a professional services organisation, we help companies make better decisions about business, finance and technology. With 365,000 extraordinary people in more than 150 countries, working across four key business areas – Assurance, Consulting, Strategy and Transactions, and Tax – we're well-equipped to drive long-term value for our clients and for wider society. We transform how businesses work by using the latest technology across different sectors, helping clients find innovative solutions to their complex problems.

At EY, we empower our people with the right mindsets and skills to navigate what's next, become the transformative leaders the world needs, pursue careers as unique as they are, and build their own exceptional EY experiences. Whether you join us as a graduate or an apprentice we'll make sure that along the way you have the right support. We'll provide you with a buddy to support you on your first day and a counsellor to help navigate your career.

As a motivated and passionate member of our team, you'll have a personal impact – no matter which business area you join. We'll provide you with the experiences, the networks and the knowledge that will allow you to open doors anywhere and have impact everywhere.

Opportunities available for work experience, school leavers, undergraduates, and graduates. This is where your adventure begins and where you have every opportunity to build an exceptional experience. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 365,000

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs: 1,000+
- Placements: Varies
- Internships: Varies
- Insight Days
- School Leaver Schemes: Varies

#### OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, East Midlands, East Anglia, Yorkshire & Humberside, North East, North West, Scotland and Wales

#### CONTACT DETAILS

W: [ey.com/uk/students](https://ey.com/uk/students)

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

## Could sharing your voice today help shape the world for tomorrow?

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

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

The exceptional EY experience. It's yours to build.

[ey.com/uk/students](https://ey.com/uk/students)



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

### Who we are

We're ForrestBrown, the UK's leading research and development (R&D) tax consultancy – we help innovative businesses grow. We're creative, driven and fiercely passionate about what we do. We thrive on delivering amazing results for our clients but there's more to ForrestBrown than just what's in your job description. From development opportunities to yoga classes and team socials, we know wellbeing is the key to performance in role. Our vibrant headquarters is based in Bristol, and you'll also find us in London and Scotland too – so come and say hello!

### What we do

We build brilliant relationships with clients in exciting industries – like aviation, technology, fashion and publishing – providing high-quality advice on innovation incentives including R&D tax relief, Patent Box, capital allowances and government grants. This can mean available funds to reinvest in the next big project or idea.

### What it's like to work here

Over the last few years, we've doubled in size and there are no signs of things slowing down. The first thing people tend to notice about ForrestBrown – apart from the awards we win for our brilliant work – is our unique culture and passion for people. So, whether we're keeping fit on #WorkoutWednesday, catching up over a beer at our in-house bar, or developing new skills with the Learning Lab, it's an environment where everyone can thrive and where their achievements are celebrated.

### Who we look for

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

Our trainees have days off to attend college and we'll even help you with mock exam papers. What's more, with an intake of a small group of associates, you'll join together and support one another throughout your time here. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 135

#### AREAS OF SPECIALISM

- ☐ Audit and Assurance
- ☐ Business Advisory
- ☐ Corporate Finance
- ☐ Forensic Accountancy
- ☐ Generalist
- ☐ Risk
- ☒ Tax

#### OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: Varies
- ☐ Placements
- ☐ Internships
- ☐ Insight Days
- ☐ School Leaver Schemes

#### OFFICE LOCATIONS

London, South West and Scotland

#### CONTACT DETAILS

W: [careers.forrestbrown.co.uk](http://careers.forrestbrown.co.uk)

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

Forrester Boyd is one of the largest and most progressive independent chartered accountancy firms in the Lincolnshire and Humber region. This means that we can offer our trainee's exposure to a wide range of experiences with different businesses of all sizes. The opportunities for the right candidates really are endless.

We have seven offices based in Grimsby, Lincoln, Louth, Scunthorpe, Skegness, Beverley and Hull providing the perfect balance of market towns to busy city centres.

We are proud to have over 87 years' worth of knowledge and expertise to facilitate the development of our teams. Many of the best local accountants have either trained with us or stayed with us. Nearly all of our partners have progressed through the ranks.

We firmly believe in developing our talent internally, meaning the sky really is the limit in terms of progression opportunities. A career in accounting is not a walk in the park though. The advice you give to a client and the decisions you make could make or break a business in all reality. However, just think of the satisfaction that you will get by helping that new business start-up earn their first million or by helping a business owner sell his business and embark on a wonderful retirement.

We have a structured and fully supported training programme. With a current cohort of 39 trainees across our offices, you are never short of access to support and guidance from those who are going through the training process the same as you. All our staff whether seniors or partners are here to mentor and support our trainees. It is not just the technical knowledge that we teach you though. Any job in professional services requires a certain set of soft skills and we will help you to develop and improve these skills during your training programme. These skills include; communication, problem solving, self-motivation, teamwork, time management as well as a whole raft of other skills. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 140

No. of Partners: 16

No. of Trainees: 39

#### AREAS OF SPECIALISM

- ☒ Audit and Assurance
- ☒ Business Advisory
- ☒ Corporate Finance
- ☐ Forensic Accountancy
- ☒ Generalist
- ☐ Risk
- ☒ Tax

#### OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: Varies
- ☒ Placements: Varies
- ☐ Internships
- ☐ Insight Days
- ☒ School Leaver Schemes: Varies

#### OFFICE LOCATIONS

East Midlands and Yorkshire & Humberside

#### CONTACT DETAILS

W: [www.forrester-boyd.co.uk/careers](http://www.forrester-boyd.co.uk/careers)

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

## Who we are

Galloways is the fastest growing accounting firm in Sussex. Operating from multiple offices across the county we look after small, medium and large businesses, charities and individuals. We have over 200 people with specialist expertise across all areas of accountancy, taxation, and financial planning.

## What we do

We help businesses and individuals manage their financial and compliance matters, whilst helping them make or save money. That's why the most important thing that we do is listen. We embrace the digital world but equally recognise the importance of face-to-face and empathetic advice.

## We work with

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

## Work with us

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

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

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

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 200

No. of Partners: 20

No. of Trainees: 40

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- ☐ Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 10
- Placements: 5
- Internships: 5
- ☐ Insight Days
- School Leaver Schemes: 10

### OFFICE LOCATIONS

South East (excl London)

### CONTACT DETAILS

W: [www.wearegalloways.com/work-with-us](http://www.wearegalloways.com/work-with-us)

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

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

At Gerald Edelman, we think beyond accountancy. You can expect to join a forward thinking, innovative business that is seeking to redefine the future of accountancy and enhance the way in which it works with businesses and individuals across the world.

## 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.

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

## Why you should work for us

A major benefit of training with Gerald Edelman is the depth and variety of assignments you will be involved with. Being a medium-sized firm means you will get hands on experience working with clients of all sizes in various industry sectors.

Our partners and employees are highly experienced. Just some of the areas we specialise in include:

- Audit
- Taxation and VAT
- Corporate Finance
- International Services
- Financial Planning
- Forensic and Expert Witness

We will support your development and give you the opportunities and training you need to succeed. You can expect to be constantly challenged yet supported on your journey with us. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 150

No. of Partners: 18

No. of Trainees: 22

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- ☐ Forensic Accountancy
- ☐ Generalist
- ☐ Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 4-6
- ☐ Placements
- ☐ Internships
- ☐ Insight Days
- ☐ School Leaver Schemes

### OFFICE LOCATIONS

London

### CONTACT DETAILS

W: [www.geraldedelman.com](http://www.geraldedelman.com)

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



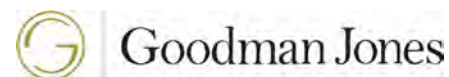
The right place  
to start your career



SCAN ME



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



Goodman Jones LLP is a central London firm of chartered accountants. Established in 1934, we are a team of accountants, auditors, tax, and business advisers based in Fitzroy Square, London. Together with our supporting IT, HR, and financial services companies, we provide the full range of compliance, support, and advisory services. Our clients include UK owner managed businesses, UK subsidiaries of large international groups, charities and family businesses and entrepreneurs – across a wide range of sectors.

We are looking for students with strong academic results and enthusiasm. It is not necessary to hold a degree in a finance subject, as applications are considered from all subject backgrounds. What we are looking for are the transferable skills you will have acquired during your degree course and work experience.

Approximately 20 students currently train with us and no function receives more care and attention than the selection and training of our graduate intake to ensure that not only do you qualify, but also that you develop as an individual into a well-rounded and assured professional.

Our salaries are constantly reviewed to ensure we pay a competitive salary at all levels. Salaries are increased annually, part of which is performance-based, and there are further increases relating to professional progression throughout your employment. In addition to this we also offer the following:

- 33 days annual leave including bank holidays
- Employee benefits package, including cashback benefits and vouchers
- Pension contributions at 5% of gross salary for qualifying individuals
- Regular social and team-building events
- Flexible working. ●

#### COMPANY INFORMATION

##### EMPLOYEE NUMBERS

No. of Employees: 82

No. of Partners: 13

No. of Trainees: 21

##### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

##### OPPORTUNITIES OFFERED

- Graduate Jobs: 5-8
- Placements: 2
- Internships
- Insight Days
- School Leaver Schemes: 2-3

##### OFFICE LOCATIONS

Home Working and London

##### CONTACT DETAILS

E: [recruitment@goodmanjones.com](mailto:recruitment@goodmanjones.com)

W: [www.goodmanjones.com](http://www.goodmanjones.com)

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





Grant Thornton UK LLP is part of a global network of independent audit, tax and advisory firms, made up of some 58,000 people in over 130 countries. We're a team of independent thinkers who put quality, inclusion and integrity first. All around the world we bring a different experience to our clients. A better experience. One that delivers the expertise they need in a way that goes beyond. Personal, proactive, and agile. That's Grant Thornton. While others might offer the same services, we do things differently. We never settle for what's easy, we do what's right – right for our firm, right for our clients, and right for society.

And what does this mean for you? It marks the start of a career that goes beyond expectations. It's discovering opportunities you might not have thought possible and achieving more than you believed you were capable of. It's belonging somewhere that's working hard to make you feel valued and included. And where you can live life to the full, both at work and outside it. Covering the full range of clients, experiences are truly there for the taking. And with exposure to clients from early in your career, graduates will take on real responsibility and benefit from the knowledge and experience of colleagues.

Our open and accessible culture gives trainees amazing opportunities to interact with senior business figures early in their career, and with support from managers and exceptional training opportunities we will do everything we can to help build the foundations for a great professional career. Once qualified, the opportunities open up even further. You can keep progressing in your team, explore a different business area or travel abroad and work at one of the 130+ Grant Thornton member firms around the world.

We care more about your potential than academic achievements alone. Helping to get your working life off to a flying start. We're looking for people who can add value, spark fresh ideas and go beyond expectations. People that want to be able to proudly do what's right for the firm, their colleagues, their clients and themselves. It's how it should be. ●

#### COMPANY INFORMATION

##### EMPLOYEE NUMBERS

No. of Employees: 5,000+

No. of Partners: 200+

No. of Trainees: 800+

##### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

##### OPPORTUNITIES OFFERED

- Graduate Jobs: 300-400
- Placements: 80-100
- Internships: 80-100
- Insight Days
- School Leaver Schemes: 300-350

##### OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, East Midlands, East Anglia, Yorkshire & Humberside, North West, Scotland and Wales

##### CONTACT DETAILS

W: [trainees.grantthornton.co.uk](mailto:trainees.grantthornton.co.uk)

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



# Great minds. Nothing alike.

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

Audit | Tax | Advisory

Visit [trainees.grantthornton.co.uk](http://trainees.grantthornton.co.uk) to learn more





Gravita are a top 30, full service accountancy firm. With 40+ partners and a team of over 400 professional and support staff, we are a firm that cares about you and big enough to create great career opportunities. Our team offers a powerful combination of business and financial insights, ensuring informed decision making by individuals and businesses. Our practical knowledge is relied upon for business start-ups and sales, investment in assets and innovation, overseas expansion, tax efficiencies, regulatory compliance and profitable growth.

Our team has years of experience and academic backgrounds meaning you'd working with seasoned professionals. We're tech-enabled, but human-led. There are no robots here, just our talented team who use tech to work more efficiently with you as trainees. We look beyond the balance sheet. We don't just do the job in hand, we'll actively work with you and offer support to help you grow. We cover everything in the world of accounting, ranging from everyday financial worries to complex business challenges. We are all about expanding our employees' expertise and living up to the Gravita Values. People are the core of our business. We build relationships rooted in integrity, commitment and trust to strengthen our sense of community.

#### The Benefits of Training With Gravita?

A major benefit of training with a medium-sized firm (compared with a much larger firm) is the depth and variety of assignments you will be involved with. You will have exposure to a wide range of assignments with clients of all sizes in various industry sectors. In addition, you'll tend to work with far more clients (giving you a broad ranging experience) because the time spent at each client tends to be far less than that of a larger firm. You will also benefit from direct involvement with our experienced partners/managers, who take an active interest in your development and support you through your training. ●

#### COMPANY INFORMATION

##### EMPLOYEE NUMBERS

No. of Employees: Over 400

No. of Partners: 42

No. of Trainees: 80

##### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

##### OPPORTUNITIES OFFERED

- Graduate Jobs: 20
- Placements
- Internships
- Insight Days
- School Leaver Schemes

##### OFFICE LOCATIONS

London

##### CONTACT DETAILS

E: [hello@gravita.com](mailto:hello@gravita.com)

W: [www.gravita.com/graduate-scheme](http://www.gravita.com/graduate-scheme)

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

#### AUDIT & ACCOUNTS MANAGER

NAME	Tess Alexander
LOCATION	London
UNIVERSITY	Leeds
DEGREE	Accounting & Finance



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

My strengths at school were always in more maths based and analytical subjects which is why I decided to study accounting and finance at university. When I graduated, the natural progression was to find a graduate scheme to get my professional qualification, as I knew this would give me good job security and would open doors to a range of opportunities.

What I didn't realise is that I would get such a unique insight into a range of businesses and industries, and get to speak and work with the most senior people in a client's business so early in my career. I really enjoyed my time during my ACA whilst I studied so when I qualified, I decided to stay and have since been promoted 3 times to my current position as a manager.

#### Give a bit of background on your qualifications and the training that you have completed since joining?

I completed my ACA qualification after a three year training contract. Since joining, the company has supported me with my ongoing continuous professional development, providing both internal and external training courses to assist both my technical knowledge and soft skills.

#### Explain what your current role involves

I am currently a Manager in the audit and accounts department. My day to day role

involves working with various different teams within the department, reviewing and helping them complete their work, as well as liaising and meeting with clients. I also line manage some of the members of the team, and attend networking and socialising events.

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

Over the last 7 years my role has been constantly expanding and I have been there to witness it. My aim is to eventually be part of the leadership team and have a say in the future growth of the company. The most important thing to me is that I enjoy what I do and I continue to find it interesting and challenging. The great thing about having a professional qualification is that there are many opportunities available to me if I do decide to move out of audit.

#### What has been your most memorable moment since being at (CBW/Gravita)?

One of the best things about working here is the company culture. There are lots of different ways to get involved socially. They take interest in helping you shape your career path as they have a designated learning and development officer. I was also recently lucky enough to get a 6 month sabbatical to travel which was an amazing opportunity, and it was great that I could come back and pick up where I left off. ●

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 trainees. Haslers are committed to corporate social responsibility via our registered charity the Haslers Foundation that organises fundraising events and supports local causes. Our trainees are encouraged to get involved with the work of the Haslers Foundation at an early stage.

### What we can offer you?

- Competitive salary with increases linked to performance
- We have excellent benefits ranging from a wellbeing allowance, regular socials to hybrid working
- Support and mentoring to assist you with your professional qualification
- Opportunities to gain experience in other departments whilst training (Corporate Finance, Tax)
- Variety and depth of assignments
- Opportunities to gain responsibility at an early stage
- 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, we also have a number of committees that you can join including the Haslers Foundation, Green Team and Social Committee. This is a great way to meet colleagues in other departments and make an impact

If you are interested in joining the Firm please visit our website to see the latest roles! ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 89

No. of Partners: 11

No. of Trainees: 27

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs
- Placements
- Internships
- Insight Days
- School Leaver Schemes

### OFFICE LOCATIONS

South East (excl London)

### CONTACT DETAILS

E: Recruitment@haslers.com

W: www.haslers.com/recruitment

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

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

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

### Vacancies and location

We have up to 40 trainee roles available each year. We have two intakes each year, in January and August, but we accept applications all year round and we can promise you a personal and highly efficient candidate experience at all stages of the application process. Most vacancies are in London and the surrounding areas. Depending on which firm you join, you can expect a starting salary of £28,000-£31,000.

### Minimum academic criteria

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

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: Varies

No. of Trainees: Varies

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 40
- Placements
- Internships
- Insight Days
- School Leaver Schemes: Varies

### OFFICE LOCATIONS

London and South East (excl London)

### CONTACT DETAILS

E: anna@hatgroup.co.uk

W: hatgroup.co.uk

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



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UK's specialist accountancy job board

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Please find our latest jobs matching your job alert preferences.

#### Barney Roffe, Trainee Chartered Accountant (ACA)

**Location:** Leytonstone (East London), Dartford (South London), Uxbridge (West London) and London Bridge

**Area of Specialism:** Audit and Assurance, Generalist, Tax

**Start Date:** Immediate

#### Corporate Tax Assistant (ACA/CTA)

Provide  
Tax



SCAN ME



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



Hawsons Chartered Accountants was founded in Sheffield in 1854 – more than 25 years before the creation of the Institute of Chartered Accountants in England and Wales – by Alfred Allott and John Hewett.

The firm has since grown to become one of the UK's leading independent accounting practices, with nearly 100 partners and staff across three UK offices, in Sheffield, Northampton and Doncaster. Our clients, many of whom are long standing, cover a broad range of types, sizes and business sectors. We help our clients to expand and develop and deal with problems and opportunities as and when they arise.

The firm's core values reflect our culture:

**Lasting relationships** – built upon loyalty, dedication and continuity; **Ever evolving** – long standing, adaptable with a pro-active attitude to change;

**Personable** – providing a personal service through our approachable and supportive network of staff;

**Empowerment** – developing and trusting each other to take ownership and be the best we can be; **Unity** – creating a sense of belonging through respect, inclusion and communication; **Quality** – focussed on delivering excellence every time. Collectively our core values deliver **Growth** – enabling the development of our colleagues, our clients and our firm.

Our diverse range of clients enables trainees to receive a wide range of experience in audit, accountancy, tax and to assist in the provision of general financial advice and be involved in ad hoc assignments. As a trainee, you will be encouraged to take responsibility for your own assignments at an early stage, which the nature of our clients allows. In each office the partners get to know every trainee well, and take an active interest in helping them to manage their careers.

Training for professional examinations is provided by one of the country's leading firms of tutors, First Intuition. The partners at Hawsons are totally committed to remaining independent as we strongly believe this allows us to service our clients' needs and to develop our trainees and staff in the most effective manner. ●

#### COMPANY INFORMATION

##### EMPLOYEE NUMBERS

No. of Employees: 88 (excl partners)

No. of Partners: 12

No. of Trainees: 18

##### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- ☐ Forensic Accountancy
- ☐ Generalist
- ☐ Risk
- Tax

##### OPPORTUNITIES OFFERED

- Graduate Jobs: 8
- ☐ Placements
- Internships: 2
- ☐ Insight Days
- ☐ School Leaver Schemes

##### OFFICE LOCATIONS

East Midlands and Yorkshire & Humberside

##### CONTACT DETAILS

W: [www.hawsons.co.uk/careers](http://www.hawsons.co.uk/careers)

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



# haysmacintyre

## Partner with us and grow

haysmacintyre is ambitious to its core. Our culture of support and progression from our trainees to our partners means we grow together, as one firm, to deliver a best-in-class service to our clients. We're a top 25 UK accountancy firm, a co-founder of MSI Global Alliance, and advisors to exciting businesses and charities throughout the UK and internationally.

Early talent are our future leaders, and we invest heavily from day one to ensure you're equipped with both technical and soft skills to succeed.

- You'll be working on challenging client projects across our corporate and not for profit sectors, where you'll learn and grow from inspirational leaders.
- You'll be a part of a close-knit cohort comprising of self-starters, problem-solvers and collaborators. We'll give you the support to succeed through development sessions and mentoring from leaders.
- We invest in personal development and quality training, whilst you work towards your professional qualification. Alongside mentoring, support from peers and leaders.
- We pride ourselves on making time for one another, and you'll have the opportunity to partake in 'haysmac Connect', a programme curated to bring our people together.
- You'll have the opportunity to support our staff-elected charity partner. Fundraising initiatives have included London-to-Paris bike rides and a Bake Off. We'll also support individuals' personal fundraising activities.
- We recognise our role in protecting the environment in which we operate, as well as the wider global environment. You'll have an opportunity to join our environmental committee to introduce new policies and initiatives to tackle climate change.
- We value DEI and we're committed to creating an inclusive culture where individuals can be themselves. We host various DEI initiatives including the celebration of Black History Month, Pride, Neurodiversity, empowering our female leaders, and more.

Powered by our 38 partners, of which over 50% are homegrown, we offer a dynamic place to kickstart your career and the investment and resources to grow your career post-qualification. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 517

No. of Partners: 38

No. of Trainees: 177

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: c.70
- Placements: 2
- Internships
- Insight Days
- School Leaver Schemes: c.5

### OFFICE LOCATIONS

London

### CONTACT DETAILS

E: [haysmac@wearewiser.com](mailto:haysmac@wearewiser.com)  
W: [earlycareers.haysmacintyre.com](http://earlycareers.haysmacintyre.com)

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

## PARTNER, CO-HEAD OF PROPERTY

NAME	Jake Pearlman
LOCATION	London
UNIVERSITY	Leeds
DEGREE	BSc Mathematics



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

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

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

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

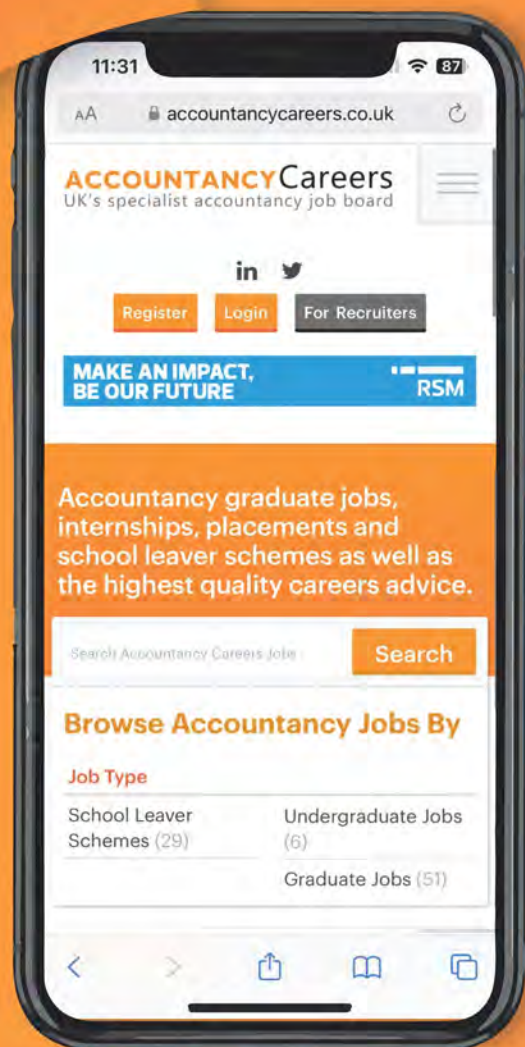
Post-qualification, I was empowered to immerse myself into the property sector – attending events, building my network and reading into the subject to deepen my technical and sector knowledge. This allowed me to build my credibility with clients and shape my portfolio. haysmacintyre gave me ownership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

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

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

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

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## HAZLEWOODS

DRIVING LIFELONG PROSPERITY

### Helping you achieve your goals

Hazlewoods has provided specialist accountancy, tax, audit and business advice to individuals and businesses of all shapes and sizes since the practice was founded by Marcus Hazlewood in 1919. We have over 480 staff in three offices across Gloucestershire who work with our clients locally, nationally and internationally. Hazlewoods would not be the dynamic and forward-thinking firm it is without its amazing and driven employees. We are committed to offering opportunities for our staff to develop and succeed.

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

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

For graduates we offer a three-year training programme, at the end of which you will have gained your ACA or joint ACA/CTA qualifications and be ready to take on one of our dynamic qualified positions in one of our audit, tax, business advisory or corporate finance teams. Whichever route you chose we are aligned to a highly rated training provider who fully supports your journey through qualifications, with block release study courses, regular feedback and online support through the duration of the course.

We are looking for outstanding applicants who can demonstrate:

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

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 480+

No. of Partners: 31

No. of Trainees: 104 (Apprentices)

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs: 25
- Placements: 10
- Internships
- Insight Days
- School Leaver Schemes: 25

#### OFFICE LOCATIONS

South West

#### CONTACT DETAILS

W: [www.hazlewoods.co.uk/careers/early-careers](http://www.hazlewoods.co.uk/careers/early-careers)

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[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 (120 UCAS points).
- Looking to enjoy the challenge of working as part of a team to deliver results.
- Committed to your career with a business-like attitude.
- Willingness to accept responsibility early on.
- Aim to study hard and pass exams first time.
- A good networker of people.
- Able to be based from Watford, Hertfordshire but travel to London and home counties.

#### About us

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

#### COMPANY INFORMATION

##### EMPLOYEE NUMBERS

No. of Employees: 220

No. of Partners: 17

No. of Trainees: 35

##### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

##### OPPORTUNITIES OFFERED

- Graduate Jobs: 6
- Placements: 3
- ☐ Internships
- ☐ Insight Days
- ☐ School Leaver Schemes

##### OFFICE LOCATIONS

London and South East (excl London)

##### CONTACT DETAILS

E: hi@hhllp.co.uk

W: hillierhopkins.co.uk

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

#### WORK PLACEMENT

<b>NAME</b>	Alex Russell-Mills
<b>LOCATION</b>	Watford
<b>UNIVERSITY</b>	Nottingham Trent
<b>DEGREE</b>	BA Business



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

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

#### Expectations versus Reality?

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

#### What has the placement year given you personally?

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

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

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

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

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

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

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

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





If you are a bright and ambitious graduate thinking about your future, HW Fisher can help you on the road to success. We are a top 30 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
- Business Solutions
- Private client
- Forensic accounting
- Corporate finance

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

#### Your training and development

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

#### Your future

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

#### COMPANY INFORMATION

##### EMPLOYEE NUMBERS

No. of Employees: 300

No. of Partners: 24

No. of Trainees: 60

##### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accounting
- Generalist
- Risk
- Tax

##### OPPORTUNITIES OFFERED

- Graduate Jobs: 14-20
- Placements: 3
- Internships
- Insight Days
- School Leaver Schemes: 4-8

##### OFFICE LOCATIONS

London

##### CONTACT DETAILS

E: [gradops@hwfisher.co.uk](mailto:gradops@hwfisher.co.uk)

W: [www.hwfisher.co.uk](http://www.hwfisher.co.uk)

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

#### ACA TRAINEE

NAME	Patrick Wild
LOCATION	London
UNIVERSITY	Birmingham
DEGREE	Sports, Exercise & Health Sciences



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

Towards the end of the time at University, despite enjoying my degree and my time on placement, I realised that it did not satisfy everything that I wanted from a career. Specifically, I worked within the performance side of professional football, during which time I gradually became more interested in how the football club was run from a financial perspective, rather than how to perform urine testing!

Following extensive research on various career paths towards the end of my degree, accountancy presented itself as an opportunity to gain a more meaningful well-rounded qualification, the financial expertise required to underpin successful businesses, and to forge an exciting career for myself in a profession with fantastic opportunities. The chance to work with businesses in a variety of different industries was also incredibly appealing in order to increase my understanding of industries that I have been less exposed to in the past.

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

I stumbled across HW Fisher when researching accountancy careers online, and specifically completing the ACA qualification. I applied online which initially involves answering a series of questions about yourself. Then, I was invited to attend a group interview which was an enjoyable experience and involved completing a task in smaller groups of 3-4 people. If you are coming from a non-accountancy background like me - do not panic about this - as the firm are looking

for more than just knowing how to file a set of accounts before you've even started! To emphasise this, after my group interview, I thought that my experiences were so different to the rest of the group that being called back for the one-to-one partner interview was incredibly unlikely - how wrong was I? My advice to anyone would be to just be yourself, that's exactly how I got my job here.

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

Key skills that I find useful in this profession are having a keen eye for detail when working on audit files and having good communication skills. I feel that the latter is really important given the variety of people you will communicate with on a daily basis, ranging from clients to supervisors, to managers, to partners, and fellow trainees. I believe a willingness to learn and being inquisitive is also useful to ensure that you get the best out of this experience and the opportunity to take responsibility at an early point in your career.

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

I would say to make sure you have done plenty of research on the sector, and specifically the time commitment required towards studying for the ACA. If it was easy, everyone would be a chartered accountant, but that demonstrates why the career can be so rewarding. I would definitely find a way to speak to somebody already in the industry, so you can have an understanding of what to expect, but also do not worry if you are from a non-accountancy background like me. ●



### We're characters, not digits

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

### Our team

With over 850 people across the UK and over 19,000 clients in a variety of sectors, there's always going to be an exciting challenge. We've a range of opportunities for you to kickstart your accountancy career and our personal development programme, your JC Path, will help you grow your own way.

### Start straight from school

If university is not for you, our JC Futures programme could be the answer. This six-year training programme for school and college leavers gives you hands-on experience alongside supported training towards your professional qualification.

### Internships and placements

Our internships normally last between 4-12 weeks, and we also offer year-long placements for university students. You'll get insight into what it's really like to work for us and we'll help you develop the employability skills and knowledge to succeed in your future career.

### Graduate programmes

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

### Challenges and variety

Our reach extends beyond our 14 UK locations. We're members of the Moore Global Network, a global accounting and advisory network of over 34,000 advisers across more than 260 independent firms and 112 countries.

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

#### COMPANY INFORMATION

##### EMPLOYEE NUMBERS

No. of Employees: 850

No. of Partners: 64

No. of Trainees: 200

##### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

##### OPPORTUNITIES OFFERED

- Graduate Jobs: See website
- Placements: See website
- Internships: See website
- Insight Days
- School Leaver Schemes: See website

##### OFFICE LOCATIONS

London, North East and Scotland

##### CONTACT DETAILS

E: studentrecruitment@jcca.co.uk  
W: johnstoncarmichael.com/careers

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

Kendall Wadley LLP is one of the West Midlands' leading independent chartered accountancy firms. Located across the Three Counties region with offices in Worcester, Malvern and Hereford, our team of dedicated, friendly and enthusiastic professionals has one clear aim in mind - to provide businesses and individuals with a comprehensive range of accountancy, business and tax solutions which will help you or your business to evolve.

At Kendall Wadley we strive to provide a friendly and rewarding place for people to work. As a leading regional chartered accountancy practice, we can provide you with all the training and career development opportunities that you may need. Our aim is to provide a fulfilling working environment for all.

Kendall Wadley LLP is a proactive firm of business advisers offering clients a wide range of services, which makes us an excellent starting point for your career in accountancy.

We have a rolling student recruitment programme offering full training contracts for Chartered, Certified and Accounting Technician qualifications.

Applicants are recruited at both degree and A-Level stages throughout the year. Training with Kendall Wadley will ensure that you obtain not only a detailed knowledge of accountancy but a wider business awareness and professional perspective. ●

#### COMPANY INFORMATION

##### EMPLOYEE NUMBERS

No. of Employees: 32

No. of Partners: 5

No. of Trainees: 10

##### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

##### OPPORTUNITIES OFFERED

- Graduate Jobs: 1
- Placements: 1
- Internships
- Insight Days
- School Leaver Schemes: 1

##### OFFICE LOCATIONS

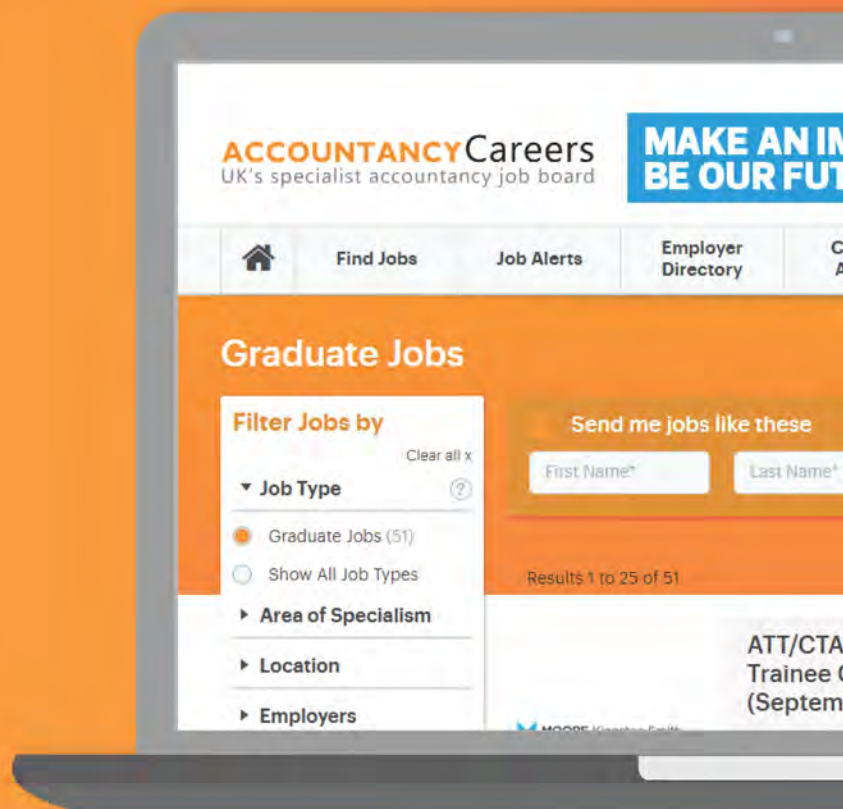
West Midlands

##### CONTACT DETAILS

E: careers@kwca.co.uk  
W: www.kwca.co.uk/careers

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

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## Kirk Newsholme

CHARTERED ACCOUNTANTS & BUSINESS ADVISORS

Kirk Newsholme is a 5 director firm of Chartered Accountants based at Thorpe Park in Leeds – next to 'The Springs' retail park just off the M1. A well-established firm, having been formed almost 30 years ago and with a team of 50+ staff, we offer a full range of accountancy services including Audit, Accounts, Corporate & Personal Tax, Payroll, Bookkeeping and our Financial Planning arm that run alongside us.

### School Leavers training programmes

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

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

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

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

### Why choose Kirk Newsholme?

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

### How to apply

Our recruitment process for school leavers & graduates starts around January time with a September start date (opportunity to start over the summer).

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

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 50+

No. of Partners: 5

No. of Trainees: 20

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs: 2-4
- Placements
- Internships
- Insight Days
- School Leaver Schemes: 2-4

#### OFFICE LOCATIONS

Yorkshire & Humberside

#### CONTACT DETAILS

E: [amy.carter@kirknewsholme.co.uk](mailto:amy.carter@kirknewsholme.co.uk)

W: [www.kirknewsholme.co.uk/careers](http://www.kirknewsholme.co.uk/careers)

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**KPMG in the UK, part of a global organisation of independent firms offers Audit, Consulting, Deal Advisory, Tax & Law and Technology services. Through the talent of over 16,000 people, we turn insights into opportunities, making a positive difference for businesses, people and communities.**

Our largest practice is Audit which examines organisations and their published accounts, ensuring they are a 'true and fair' representation of their financial position and results. The work we do helps build trust in the economy and supports companies to grow.

Our firm is creating a tech-driven, sustainable business that empowers our people to connect, collaborate and deliver exceptional work. We're committed to creating an inclusive community, where people can come as they are and thrive with us. Our people take care of each other and bring their diverse skills, experiences and perspectives to build a better future, together.

On our Audit programmes, you'll have the opportunity to immerse yourself in the business world, and work across a variety of different companies. You'll learn how to use insights and emerging technologies to audit organisations. The work is challenging, yet rewarding, and you'll have our team by your side, supporting you to thrive.

You'll benefit from a rich learning experience, including skills development, funded professional qualifications, and mentoring. Through KPMG employee networks, volunteering, and community initiatives, you'll be empowered to build new friendships and make an impact. Joining KPMG means working for a firm that supports people to be their best, do work that matters and empowers you to build the career you want. ●

#### COMPANY INFORMATION

##### EMPLOYEE NUMBERS

No. of Employees: Over 16,000

No. of Trainees: Approx. 4,000

##### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

##### OPPORTUNITIES OFFERED

- Graduate Jobs: 1,000+
- Placements
- Internships: 60+
- Insight Days
- School Leaver Schemes: 300+

##### OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, East Midlands, East Anglia, Yorkshire & Humberside, North East, North West, Scotland and Wales

##### CONTACT DETAILS

E: [graduate@kpmg.co.uk](mailto:graduate@kpmg.co.uk)

W: [www.kpmg.co.uk/graduate](http://www.kpmg.co.uk/graduate)

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# Learn business skills in a supportive team.

## Audit opportunities 2024 Graduate, Undergraduate and Apprentice

Want to immerse yourself in the business world and work across a variety of interesting industries?

On our Audit programmes, you'll discover meaningful and challenging work, with mentors, structured training and a diverse team supporting you to thrive and succeed.

Apply today at  
[kpmgcareers.co.uk](http://kpmgcareers.co.uk)







### Guiding you to a brighter future

We help businesses, not for profit organisations, individuals and families with much more than just accountancy, business and wealth advice.

In a continually evolving world we help all generations embrace change through trusted advice, support and guidance. Our personal approach sets us apart – we get to know you, understand your goals, support and advise you on your journey to help you realise your ambitions. We're committed to living by our values - 'Understand', 'Look ahead', 'Make it personal', 'Be crystal clear' and 'Be human' - and have created a culture in which we strive for our clients, colleagues and communities to thrive.

We're proud to be B Corp™ certified, demonstrating our commitment to our environmental, social and governance programme which is central to our purpose and vision as a firm. This is aligned with United Nation's Sustainable Development Goals – 'Good health and wellbeing', 'Quality education', 'Reduced inequalities' and 'Climate action.'

### Our training programmes

Each year a cohort of graduates, placement students and school leavers join our training programmes. We're passionate about guiding, supporting and developing the next generation of accountants and tax advisers. Whether you have recently finished school or sixth form, have graduated from university or are looking to re-train, we offer equal opportunities to kick-start your career.

Our training offers a wide range of courses - with personal, professional and financial support along the way - to help set you on the path to success. There are also plenty of opportunities to get involved with client work and wider firm initiatives, so you enjoy a challenging and rewarding career. A flexible system of benefits, hybrid-working and a proud, inclusive culture means our firm is a great place to begin your career.

*Proud to be in the Top 100 Apprenticeship Employer 2023 list.* ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 517

No. of Partners: 49

No. of Trainees: 113

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs: Around 60
- Placements
- Internships
- Insight Days
- School Leaver Schemes

#### OFFICE LOCATIONS

London and South East (excl London)

#### CONTACT DETAILS

E: [recruitment@krestonreeves.com](mailto:recruitment@krestonreeves.com)  
W: [www.krestonreeves.com](http://www.krestonreeves.com)

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

### TAX ASSISTANT

NAME	Kelsey Marks
LOCATION	Chatham
QUALIFICATION	ATT (Association of Taxation Technicians)



Kelsey joined Kreston Reeves as an ATT apprentice after finishing her A Levels in 2022.

#### Why did you choose this profession?

During my time at sixth form, I completely changed my mind about my future career direction and what I wanted to do. I took economics, computer sciences and maths and I've always been very numbers focused. Originally, I thought I would do something in cyber security but after looking into it I decided it wasn't for me. After a huge amount of research, I found the accountancy and tax world and as I love numbers, I thought that would be perfect for me!

#### What made you choose an apprenticeship?

I never really desired to go to university, but I would have gone if it was the only way to start my career. I wanted to combine learning and working and so an apprenticeship was the most perfect option for me.

#### What attracted you to the role and Kreston Reeves?

I spent a lot of time looking into different accountancy firms and looking at their websites and what they stand for. I applied to a few, including one of the largest firms, and was offered a role, but Kreston Reeves really stood out. They were interested in much more than just the services they provide, you could see they really care about employees as individuals. There was a clear difference.

Even when I received offers, I was called by the person who had interviewed me at Kreston Reeves who offered me the position whereas the other firm just emailed me. Kreston Reeves made me feel much more of an individual.

#### What do you enjoy most about working there?

Everyone is like a big family. You are walking in every day to be with people you enjoy working with and they're happy to help you and to teach you things. I'm not shy about asking questions and everyone is more than happy to help with what you are doing. Working and studying is hard but it's a really nice learning environment and it makes it so much more enjoyable to spend every day with people that welcome you and treat you like an equal. The quality of your work because of this positive relationship with colleagues is I think much higher because of it.

There's also a real community feeling about working there - the social events, the focus on staff well-being - which to me is really important. Since I joined, I've spoken to so many people across different departments and everyone is happy to help. It's a really nice company to work in.

#### Would you recommend an apprenticeship with Kreston Reeves?

I would definitely recommend it. From the research I did I don't think you could find a firm which is more perfectly equipped to help a student start a career. They give you everything you need to succeed. There is help with travel costs to college, books, pre-recorded lessons online etc and the people here are always so willing to help and support. When I talk to some of my friends doing an apprenticeship with other firms, they just haven't been given half the resources that I have. I don't think I could be in a better position to start my career. ●





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

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

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

We're one of East Anglia's largest training providers and we're looking for talented people who want to be a part of something bigger and who share our vision and values.

From day one, your development is our priority. Through dedicated talent conversations, we'll support your progression at a pace that suits you. Our training includes support through coaching and mentoring with development of important technical skills as well as soft skills, which are equally important to your personal growth and progression. We provide a strong peer network and an experienced work buddy to support you on a day-to-day basis.

All of this is delivered through a flexible and hybrid working pattern which provides real work life balance. ●

#### COMPANY INFORMATION

##### EMPLOYEE NUMBERS

No. of Employees: 375

No. of Partners: 28

No. of Trainees: 85

##### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

##### OPPORTUNITIES OFFERED

- Graduate Jobs: 10-15
- Placements: 10-15 (Summer)
- Internships: 10-15
- Insight Days
- School Leaver Schemes:

##### OFFICE LOCATIONS

East Anglia

##### CONTACT DETAILS

W: [www.larking-gowen.co.uk/careers/](http://www.larking-gowen.co.uk/careers/)

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



## John Atkins Partner

John joined Larking Gowen in 2016 as a manager within the Corporate Audit & Advisory team. He was appointed to Partner in 2020.



I oversee the firm's professional study offering. We have a great platform and support network, and the team are constantly reviewing and developing our provision, ensuring our people are given the best experience. It's great to see so many of our people progress. Several of our Partners joined the firm as a school leaver, demonstrating anything is possible."



## Louise Dean Partner

Louise qualified in 2007 and gained a keen interest in medical accounts after joining Larking Gowen in 2014. She became a Partner within our specialist Medical team in April 2020, working alongside her fellow Partners to grow the team across Essex and Suffolk.



I'm proud to head up the training and people development committee alongside John. There are no boundaries to the progression of our people, and Larking Gowen is there every step of the way, whether it be throughout professional studies, or personal development, from trainee through to Partner."



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

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

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

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

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

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

#### COMPANY INFORMATION

##### EMPLOYEE NUMBERS

No. of Employees: 145

No. of Partners: 9

No. of Trainees: 52

##### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

##### OPPORTUNITIES OFFERED

- Graduate Jobs: 8-10
- Placements
- Internships
- Insight Days
- School Leaver Schemes: 4-6

##### OFFICE LOCATIONS

London, South East (excl London) and East Anglia

##### CONTACT DETAILS

W: [www.lbgroupltd.com/working-for-us](http://www.lbgroupltd.com/working-for-us)

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

## Lovewell Blake

Different because you are

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

That's why we're different – because each one of our clients is different. We don't only understand that each of our clients are different, we understand that each of our employees are different too. We work with each one of our employees on an individual basis to ensure the training and development they receive supports their specific learning objectives and career aspirations. We are committed to nurturing and developing the talent of all of our employees, whatever stage of their career they may be at.

#### Your training and development

Joining Lovewell Blake from University will give you the opportunity to study for the Association of Chartered Accountants (ACA). You may be exempt from some of the exams depending on what you studied at University. We will fully support you through the qualification with a study package that includes:

- Paid study leave and paid time out of the office to attend our training provider
- Regular reviews with our Student Training Administrator

No week is ever the same and, depending on what department you join, you can expect to assist with audits, prepare accounts for limited companies and individuals and produce VAT returns.

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

#### COMPANY INFORMATION

##### EMPLOYEE NUMBERS

No. of Employees: 300+

No. of Partners: 22

No. of Trainees: 55

##### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

##### OPPORTUNITIES OFFERED

- Graduate Jobs: Varies
- Placements
- Internships
- Insight Days
- School Leaver Schemes: Varies

##### OFFICE LOCATIONS

East Anglia

##### CONTACT DETAILS

W: [www.lovewell-blake.co.uk/careers](http://www.lovewell-blake.co.uk/careers)

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

# LF LUBBOCK FINE

## About us

Lubbock Fine is a Top 60 accounting, tax, audit, and business advisory firm, providing exceptional services to a diverse range of clients since 1929. With over 150 staff and 17 partners, Lubbock Fine has evolved into one of the UK's leading mid-sized firms.

## Your career with us

As a trainee at Lubbock Fine, you'll be enrolled onto a three-year training contract leading to an ACA qualification. Throughout your journey, you'll be assigned a mentor who will provide guidance as you take on client-facing responsibilities, allowing you to acquire valuable technical and practical training. Through your dedication for success, you'll have the opportunity to benefit from our excellent progression opportunities, including our Path to Partner, and salary packages which are reviewed twice a year as part of our formal review process. Life at Lubbock Fine goes beyond the office. Benefit from our smart working approach and enjoy active social programmes, including summer team building, away days, festive parties and fundraising activities.

## Why us

Lubbock Fine's mentoring program is designed to monitor your progress and provide guidance throughout your training and examination journey. Through formal individual reviews, we ensure that you receive the necessary support and direction to excel. Moreover, we offer high-quality practical training, both in-house and through external courses, to help you unlock your full potential.

## Our values

At Lubbock Fine, we believe in the power of a personal touch. Our partner-led approach ensures that our clients receive dedicated support throughout their financial journey. Beyond our client-centric focus, Lubbock Fine is committed to giving back to the community. We actively participate in various charitable initiatives, supporting causes that are close to our hearts. Join us in our mission to transform business performance by constantly exceeding the expectations of our clients, our people, and our communities. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 150

No. of Partners: 17

No. of Trainees: 50

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs
- Placements: Work experience
- Internships
- Insight Days
- School Leaver Schemes

### OFFICE LOCATIONS

London

### CONTACT DETAILS

E: [recruitment@lubbockfine.co.uk](mailto:recruitment@lubbockfine.co.uk)

W: [www.lubbockfine.co.uk/careers](http://www.lubbockfine.co.uk/careers)

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

# mazars

Mazars is a leading international professional services firm. We are a united partnership, delivering exceptional quality in audit, accounting, tax, financial advisory and consulting.

At Mazars, we have a wide range of opportunities for you to gain experience in a firm that truly cares about your aspirations. Mazars is also an amazing place to learn and grow. We are known for giving ambitious people responsibility and exposure early in their career.

Our culture is all about, celebrating individuality, thriving on teamwork. We give people the freedom to make a personal contribution to our shared purpose. We work together to deliver quality, create change and make an impact. And we support each other, so that everyone can reach their own potential. We are open to all disciplines and degree backgrounds. We have also removed our 2:1 minimum requirement and now ask for a strong academic record.

We have Graduate, Placement and Summer Internship opportunities available throughout the year within Audit, Tax and Advisory Services. We also employ into 13 of our offices nationally, meaning there is an opportunity to suit you in whatever field and location you wish to start your career in. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 3,300+

No. of Partners: 165+

No. of Trainees: 500+

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 300 +/-
- Placements: 100 +/-
- Internships: 80 +/-
- Insight Days: 100 +/-
- School Leaver Schemes: 100 +/-

### OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, East Midlands, Yorkshire & Humberside, North East, North West, Scotland and Wales

### CONTACT DETAILS

E: [mcareers@mazars.co.uk](mailto:mcareers@mazars.co.uk)

W: [jobs.mazars.co.uk/jobs/early-careers](http://jobs.mazars.co.uk/jobs/early-careers)

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



# MENZIES

BRIGHTER THINKING

Menzies is a leading firm of accountants, finance and business advisors that operate out of a network of offices across Surrey, Hampshire and London, providing our clients with easy access and local knowledge. Described as the 'best performing firm outside of the top 10' by Accountancy Magazine, Menzies has over 500 employees and an annual turnover of more than £40m.

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

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

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

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

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 550+

No. of Partners: 44

No. of Trainees: 130+

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 15
- Placements: 5
- Internships
- Insight Days
- School Leaver Schemes: 30

### OFFICE LOCATIONS

London, South East (excl London) and Wales

### CONTACT DETAILS

W: [www.menzies.co.uk/careers](http://www.menzies.co.uk/careers)

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

## TRAINEE PROFILES:



Molly Grozier,  
Assistant Manager

### ACA GRADUATE TRAINING PROGRAMME

"Transitioning from my degree in Modern Languages to Accountancy was a daunting prospect. However, guidance from my team and the Menzies Trainee Academy developed my confidence in applying new concepts to real life situations, and this helped me achieve exam success throughout the ACA.

By completing the ACA Graduate Programme with Menzies, working as part of both the audit and accounts teams, I have developed a wide range of skills. With relevant training and support, I have learned to balance working full time and completing challenging exams, developed good client relationships and gained technical knowledge allowing me to give professional advice."



Rutvik Patel,  
Private Client Tax Senior

### ATT TAX TRAINING PROGRAMME

"My People Manager and team support me in my development and provide me with guidance on new areas of my role. This helps me feel more confident and capable of doing my job effectively and enables my knowledge to grow whilst on the job.

Support is also offered through the Menzies Trainee Academy where we are given guidance on exam techniques and handling the pressures of working and studying simultaneously.

The opportunity to work with colleagues at various levels has enabled me to understand how problems can be tackled in different ways and to be commercial when providing advice."



Emily Sleet,  
AAT Accounts and Audit Trainee

### AAT ACCOUNTANCY APPRENTICESHIP PROGRAMME

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

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



MENZIES  
BRIGHTER THINKING

[www.menzies.co.uk/careers/trainee-opportunities/](http://www.menzies.co.uk/careers/trainee-opportunities/)





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

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

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

Our platforms for entry are to complete the ACA qualification over three years, or a four year course to achieve dual qualification of ACA and CTA. And why Mercer & Hole? We want you to be curious as to how to help our clients thrive and have the technical expertise to give them the answers they are looking for from their business advisers. We need joined-up thinkers to create solutions to help clients. We offer you permanent employment from day one.

### Are you up for the challenge?

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

### Become professionally qualified

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

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

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

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 240

No. of Partners: 24

No. of Trainees: 60

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 10-15
- Placements
- Internships
- Insight Days
- School Leaver Schemes: 10-12

### OFFICE LOCATIONS

London and South East (excl London)

### CONTACT DETAILS

W: [www.mercerhole.co.uk/careers](http://www.mercerhole.co.uk/careers)

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

## TRAINEE

NAME	Charlotte Taylor
LOCATION	London
UNIVERSITY	Bristol
DEGREE	BSc Mathematics



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

I have always enjoyed working with numbers so thought that accountancy would be a good fit. This profession also seemed sufficiently flexible; I wasn't too sure what I wanted to do when I left university, so the fact that there are a few different departments was ideal. The structured training programme appealed to me since it provides you with both technical skills and practical experience.

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

I touched on some financial maths at university but had no real knowledge of accountancy when I joined, so it was a steep learning curve at first. A considerable amount of time was spent at college in the first year to learn the technical content. In terms of on-the-job training, I had a two-week induction to learn the basics, and then worked closely with managers on my first jobs. There is a very collaborative approach at Mercer & Hole, so I feel I am constantly learning from my managers.

### Explain what your current role involves

I work in the audit and accounts department, mainly focussing on audit work. This involves preparing sets of accounts, preparing tax

computations, and testing balances through substantive and analytical procedures. I liaise directly with clients throughout the course of each audit to obtain all the necessary evidence. I primarily work in the London office, but occasionally visit clients' sites to carry out audit work.

### Future Plans

My focus for now is tackling the final three ACA exams. Over the next year, I hope to gain more experience auditing listed entities and entities which operate in regulated industries, so that I am fully equipped by the time I am become an audit senior. Mercer & Hole also offers the ICAEW Data Analytics course upon qualifying, which is something I would consider completing.

### Any advice

Good time-management skills and a resilient mindset are key to completing the ACA. Balancing work and study can be challenging, so it is important to consider employers' attitudes when applying to jobs. Mercer & Hole pride themselves on facilitating a good work-life balance, which makes it a very supportive environment for completing the ACA. ●

### About

Established more than 85 years ago, MGI Midgley Snelling LLP is based in Weybridge, Surrey and has a reputation for delivering far more than most mid-sized accountancy firms.

Our approach is to provide our clients with the level of service and expertise of a large organisation with the approachability and personal involvement of a mid-sized firm.

As members of MGI Worldwide, which has member firms in 101 countries, we are renowned for being able to support our clients with a range of international services.

### Career opportunities

We currently have a number of opportunities to join our accountancy firm, where members of the team are valued and their talent is nurtured.

We offer an environment where you will benefit from full training support and opportunities for career progression.

The work is interesting, varied and because you'll be encouraged to really get to know clients and develop a close working relationship with them, you'll enjoy real job satisfaction.

You'll be part of a team giving clients accounting and business information that is relevant and impactful. We'll give you the confidence to do a great job. Everyone here has a personalised career development programme and we'll also give you the opportunity to develop your personal skills to help you make what you do even more enjoyable.

We offer a great location to work - based in Weybridge, Surrey, we are close to both the M3 and M25 motorway network. Our office is also just a few minutes' walk from Weybridge Railway Station for easy commuting.

### How we support our staff

We recognise the time and commitment you've put in to achieve your professional qualifications and knowledge to date so we invest in your future in a number of ways to give you the confidence to deliver high quality services. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 24

No. of Partners: 5

No. of Trainees: 8

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- ☐ Forensic Accountancy
- Generalist
- ☐ Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs: Varies
- ☐ Placements
- ☐ Internships
- ☐ Insight Days
- School Leaver Schemes: A-levels

#### OFFICE LOCATIONS

South East (excl London)

#### CONTACT DETAILS

E: [hr@midsnell.co.uk](mailto:hr@midsnell.co.uk)  
W: [www.midsnell.co.uk](http://www.midsnell.co.uk)

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

MHA Moore and Smalley is part of the 13th largest accountancy network in the UK and a leading independent provider of accounting, business advisory and wealth management services with offices across the North West. In addition, MHA is a member of the ninth largest global accounting network Baker Tilly International - with offices in 145 territories across the globe.

Across the MHA and Baker Tilly International networks we all share a common ambition - to provide the insights our clients need now, to prepare for tomorrow's challenges, and to seize tomorrow's opportunities. We create an environment where everyone counts. It's a place where people enjoy stimulating, rewarding and flexible careers, and an opportunity to work with exceptional, market leading clients and inspiring colleagues. Professionally and personally, a career at MHA Moore and Smalley is the chance to thrive and grow, to be the best you possibly can be. We also have a clear commitment to do everything within our power to become a net zero organisation by 2030 and to build a positive climate balanced contribution thereafter. We are also Investors In People and truly value that our employees are our greatest asset. We believe in the power of great conversations, great relationships, and great futures.

Why you should join our team:

- It is a great place to start your career in accountancy and a place to feel truly valued
- Clear career opportunities and progression paths
- Pay progression linked to role development.
- A proactive, supportive approach and an excellent reputation for encouraging development and training opportunities for staff at every stage of their career.
- Agile working is at our core, including flexible working patterns and hybrid working
- Investors In People accredited
- A variety of rewards and benefits (after qualifying period) including pension scheme, life assurance, flexible benefits (such as options to buy/sell annual leave, cycle to work scheme and private medical cover)
- Health and wellbeing is a priority across the network
- Great social life and involvement in community and charitable initiatives ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 372

No. of Partners: 27 (as of 24th July 2023)

No. of Trainees: 101

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- ☐ Forensic Accountancy
- Generalist
- ☐ Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs: 30
- Placements: 10
- Internships: 30
- Insight Days
- ☐ School Leaver Schemes

#### OFFICE LOCATIONS

East Midlands and North West

#### CONTACT DETAILS

E: [recruitment@mooreandsmalley.co.uk](mailto:recruitment@mooreandsmalley.co.uk)  
W: [mooreandsmalley.co.uk](http://mooreandsmalley.co.uk)

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

### About us

Moore Kingston Smith is a leading UK multidisciplinary professional services firm, offering a wide range of professional services, from audit and accounts to tax and legal services; from independent financial advice to HR consultancy; from corporate finance to insolvency services. Moore Kingston Smith has been growing since we were founded in 1923, and we've experienced particularly exciting growth and innovation over the last five years – which we are set to continue.

We are trusted advisers to our clients, who comprise businesses of all sizes, from small entrepreneurial businesses and family businesses to large corporate clients, international businesses and PE funded businesses; private individuals; and non-profit organisations. With clients at the core of our business, it's our purpose to help them realise their potential and achieve their ambitions. Our people help our clients find the solutions they need to thrive in today's ever-changing global environment.

### Why work for us

Joining Moore Kingston Smith on one of our trainee programmes gets your career off to a great start as you study for your qualification while gaining valuable experience. The environment is friendly, stimulating and progressive. With over 700 people across six offices, we are large enough to provide you with exposure to a huge variety of opportunities and responsibilities, but small enough to know who everyone is.

We offer a highly competitive reward structure including excellent salaries and an attractive package of core benefits, which we review regularly to ensure we remain competitive.

Moore Kingston Smith also offer a number of social activities, which is a great way for you to get to know other colleagues and vice versa. Our Social events vary from our annual charity day, sporting events and clubs, informal team socials after work, and our summer ball that has previously taken place at the Tower of London. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 700+

No. of Partners: 75

No. of Trainees: 180

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs
- Placements
- Internships
- Insight Days
- School Leaver Schemes

#### OFFICE LOCATIONS

London and South East (excl London)

#### CONTACT DETAILS

E: [earlytalent@mks.co.uk](mailto:earlytalent@mks.co.uk)

W: [mooreks.co.uk/careers](http://mooreks.co.uk/careers)

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

At Myers Clark, we are serious about your ambitions (but we are not serious people). We are in the people business. Although we have been in business for 100+ years, we are far from a 'traditional firm'. We are on the journey with our clients, and we take their goals in business as seriously as they do. Doing what is necessary to stay compliant with HMRC just scratches the surface. We encourage our clients out of their comfort zone by supporting and challenging them on their path to success.

### Our Values

**Get off the fence:** influence goals and ambitions, make a recommendation and help make decisions, innovate and solve problems, be honest, don't just say what people want to hear

**Achieve high standards:** hold yourself to account, take pride in what you do, learn from your mistakes, don't settle for good, strive to be your best

**Enjoy your work:** be respectful and expect the same, promote a happy environment and be positive, find a healthy balance, don't blame yourself or anyone else, just put it right

**Grow, support and challenge:** be prepared to adapt and change, develop ourselves and others - share what you learn, influence key decisions and hold to account, don't just do what you've always done

Because at Myers Clark, we believe in relationships, not transactions. Our clients are more than just a number to us. We utilise tech and help all our clients make the most of technology in their business, but the support is **delivered by real experienced people** who care about the real challenges and successes you will face. We want our passion for true partnership to be integral to any relationship.

We are an exciting place to work and due to size of our firm (3 directors and 40 staff) and the fact we operate out of a single location (Watford), we offer an all-round experience to those choosing to work with us. We offer a broad range of expertise in audit and accountancy services, business strategy and tax for hundreds of businesses and individuals, as well as national and local organisations in the not-for-profit sector. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 38

No. of Partners: 3 (Directors)

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs: Varies
- Placements: Varies
- Internships: Varies
- Insight Days
- School Leaver Schemes

#### OFFICE LOCATIONS

South East (excl London)

#### CONTACT DETAILS

E: [people@myersclark.co.uk](mailto:people@myersclark.co.uk)

W: [www.myersclark.co.uk](http://www.myersclark.co.uk)

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

Newby Castleman is one of Leicestershire's leading independent accountancy and business advisory firms. Established in 1851, we are proud of our long history of working with clients in the East Midlands and further afield.

With offices located in Leicester and Loughborough, we offer our clients a personal, partner-led approach and work with them to manage their needs through the provision of services covering audit, accounting, bookkeeping, payroll, tax and VAT.

We are always looking to expand our team of talented staff, and offer great opportunities for those wanting to pursue a career within the accountancy profession, whether specialising in audit, accounts preparation, payroll services or taxation.

We provide full study support, and are committed to working with our trainees to ensure that they achieve both their exam qualification and personal goals whilst studying with us.

Joining a training scheme with Newby Castleman means you could work across a wide range of business sectors including hospitality, charity, agriculture, wholesale and retail, or for private clients.

You will enjoy a friendly, social and supportive environment. As an established training practice we have a good network of students within the firm. We also offer a salary increase after each exam pass, an extra day leave for your birthday, early Friday afternoon finish, and personalised support through the firm's employee assistance policy. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 56

No. of Partners: 7

No. of Trainees: 9

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs
- Placements
- Internships
- Insight Days
- School Leaver Schemes

### OFFICE LOCATIONS

East Midlands

### CONTACT DETAILS

E: [recruitment@newbyc.co.uk](mailto:recruitment@newbyc.co.uk)  
W: [www.newbycastleman.co.uk](http://www.newbycastleman.co.uk)

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

Nyman Libson Paul is a 17 partner firm of Chartered Accountants, based in London. We are the leading advisors to the UK Entertainment & Media industry. Over the years we have looked after some of the biggest and brightest stars and projects in the Film, TV, Music and Theatre sectors which continues to this day. Our knowledge and expertise has developed into the Animation, Video Games and Digital sectors as we continue to evolve with our client base.

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

At Nyman Libson Paul you will be given responsibility at an early stage in your career, firstly because we believe that there is no substitute for experience and secondly we want to foster the skills to enable you to think on your feet. We will encourage you to maximise your potential with excellent career prospects as our emphasis is on internal promotion to both manager and partner level.

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

### What can you expect from a career with Nyman Libson Paul

You will not be tethered to your desk labouring over never-ending jobs. Instead, our students deal directly with a range of clients from major film and television production and distribution companies, West End theatres, cinema and media personalities through to manufacturing companies, hotels, restaurants and professional firms. We encourage our staff to provide fast, imaginative and practical solutions to our clients' business problems and while liaising with our tax department, you will be involved in both corporate and personal tax issues. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 112

No. of Partners: 17

No. of Trainees: 24

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 6-10 per year
- Placements
- Internships
- Insight Days
- School Leaver Schemes

### OFFICE LOCATIONS

London and South East (excl London)

### CONTACT DETAILS

W: [www.nlpc.co.uk/join-us/graduates](http://www.nlpc.co.uk/join-us/graduates)

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



Do you want to work for an award-winning firm of chartered accountants with enhanced holidays and flexi time to give you the work life balance you need and exciting opportunities, including working in America, once qualified?

Do you want to have a professional career and obtain an internationally recognised accountancy qualification?

Do you want to start your career with a progressive independent firm that prides itself on its ability to develop partners of the future?

Page Kirk recruit a number of high calibre graduates every year to work and study towards obtaining the ACA or ACA CTA qualifications. We are able to give you the springboard to kickstart your career and ensure you obtain the experience you need to become a skilled, well rounded qualified accountant.

We provide the opportunity to quickly gain experience in accountancy, audit, taxation and business advisory across a wide range of clients, helping develop a broad scope of skills. We also offer excellent career prospects with your own client portfolio once qualified and the opportunity to work towards manager and partner level.

#### The Page Kirk team

Page Kirk partnership is made up of 6 partners, the youngest of whom became a partner at just 29 years old. Our leadership team is progressive, diverse and thrives on the opinions and ideas of the team. In addition to Page Kirk, we also have two other businesses providing business software services and independent financial advice, employing over 100 people.

Trainees are at the heart of Page Kirk with over 40% of our fee earners currently in training contracts, resulting in a young, vibrant, dynamic culture with a large number of colleagues at various stages of their careers, all happy and willing to offer support and advice.

For more information about Page Kirk please visit our website. ●

#### COMPANY INFORMATION

##### EMPLOYEE NUMBERS

No. of Employees: 42

No. of Partners: 6

No. of Trainees: 16

##### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- ☐ Forensic Accountancy
- Generalist
- Risk
- Tax

##### OPPORTUNITIES OFFERED

- Graduate Jobs: Varies
- Placements: Varies
- ☐ Internships
- ☐ Insight Days
- ☐ School Leaver Schemes

##### OFFICE LOCATIONS

East Midlands

##### CONTACT DETAILS

W: [www.pagekirk.co.uk](http://www.pagekirk.co.uk)

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



#### About PEM

PEM is the largest independent firm of chartered accountants in Cambridge, providing a full range of business, personal and specialist services to a diverse range of business sectors and individuals. This wide and varied client base provides an exciting basis for our training programmes – ensuring an excellent framework of knowledge and experience is achieved.

We believe our mentoring and training programme is second to none. We are committed to supporting each of our trainees in order to enable them to achieve their full potential – after all, they are the future managers and partners of the firm.

We have developed close working relationships with our financial training providers and work in harmony with them to ensure our students have a positive and encouraging training experience. You will be given the opportunity to work in different teams and on a range of exciting projects. Once qualified, we have a career structure in place to offer you the responsibility, challenge and development that will help you achieve the career progression you deserve.

#### Who are we looking for?

We are looking for school leavers and graduates who have a strong commercial and business acumen. You will need excellent communication and interpersonal skills and be passionate about delivering the very best standards in professionalism and customer care. However, life at PEM isn't all about hard work, we strongly believe in a healthy work/life balance and having fun!

#### Academic requirements are we looking for?

Minimum of 3 A Levels (or equivalent) at A or B grade / 2.1 degree in relevant discipline. ●

#### COMPANY INFORMATION

##### EMPLOYEE NUMBERS

No. of Employees: 260

No. of Partners: 20

No. of Trainees: 65

##### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- ☐ Forensic Accountancy
- ☐ Generalist
- ☐ Risk
- Tax

##### OPPORTUNITIES OFFERED

- Graduate Jobs: 10
- ☐ Placements
- Internships
- ☐ Insight Days
- School Leaver Schemes: 10

##### OFFICE LOCATIONS

East Anglia

##### CONTACT DETAILS

E: [recruitment@pem.co.uk](mailto:recruitment@pem.co.uk)

W: [www.pem.co.uk/about-us/careers](http://www.pem.co.uk/about-us/careers)

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

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to start your career



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**PKF**  
**FRANCIS**  
**CLARK**  
Shared Ambition

At PKF Francis Clark, you'll be supported in becoming a brilliant chartered accountant or tax adviser. Your career will thrive within our collaborative culture where you'll feel you belong and can be yourself.

You'll earn while you learn, we pay for all your training and qualifications, and we'll support you every step of the way. That's one of the reasons we're ranked among the UK's Best Workplaces in 2023 and number 28 on the Department of Education's Top 100 Apprenticeship Employers List 2023.

Our trainee rotation programme will provide you with the opportunity to spend six-month secondments in one or two of our specialist teams, giving you a well-rounded experience of our range of services, and an insight into your potential career path.

As the largest independent chartered accountancy firm in the South West, our size means we can offer big opportunities, whilst still being small enough to care. You'll enjoy a wide range of business experience from charities to blue chip companies, long established family businesses and well known brands.

To attract and retain the best people, we nurture a strong sense of belonging through an open, caring team culture. You'll be valued for all that you bring to our business, and encouraged to develop your professional interests.

In addition to learning on the job, with support from experienced colleagues, you'll spend time studying with a leading professional training provider through a mix of online and classroom-based learning.

All our offices have regular social events, and we encourage everyone to take a day out of their work time each year to volunteer for causes they care about in our local communities. For a glimpse of the sort of things we get up to, search LinkedIn for #FrancisClarkLife.

Belong. Be Brilliant. Be You. ●

**COMPANY INFORMATION**

**EMPLOYEE NUMBERS**

No. of Employees: 933

No. of Partners: 58

No. of Trainees: 223

**AREAS OF SPECIALISM**

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

**OPPORTUNITIES OFFERED**

- Graduate Jobs: 40
- Placements: 15
- Internships
- Insight Days
- School Leaver Schemes: 20

**OFFICE LOCATIONS**

South West

**CONTACT DETAILS**

E: [laura.pyle@pkf-francisclark.co.uk](mailto:laura.pyle@pkf-francisclark.co.uk)

W: [careers.pkf-francisclark.co.uk](http://careers.pkf-francisclark.co.uk)

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



**Find your future at PKF Littlejohn and become a part of one of the UK's largest and most successful accountancy brands.**

Our three-year graduate pathways in Audit, Tax and Outsourcing will take you from a graduate to professionally qualified Chartered Accountant (ACA/ACCA) or Tax Adviser (ATT-CTA), opening up a world of opportunities at a firm that cares about you and your career.

PKF is the 11th largest accountancy brand and the 9th largest audit practice in the UK, and our international network PKF Global gives us an on the ground presence in 150 countries around the world with access to more than 21,000 people across 440 offices, allowing us to offer potential opportunities for travel and overseas secondments.

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

Our aim is to understand our clients, the organisations they run, and what matters to them, so we can help them achieve their ambitions.

We are always working hard to make the firm a great place for everyone and believe that we all have a role to play in celebrating diversity and continuing to better understand and support one another. We want our people to feel that they can always be their authentic selves at PKF Littlejohn.

We are always looking for talented people to join us, after all; it is our people who make us who we are. If you're planning on applying, then please **do not forget to cite Accountancy Careers** on your PKF Littlejohn application form.

Reach out to our dedicated Early Careers team to find out more. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 500

No. of Partners: 40

No. of Trainees: 139

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 90
- Placements: 80
- Internships: 80
- Insight Days
- School Leaver Schemes: 5-10

### OFFICE LOCATIONS

London, Yorkshire & Humberside and North West

### CONTACT DETAILS

W: [www.pkf-l.com/careers](http://www.pkf-l.com/careers)

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

## ASSISTANT MANAGER

NAME	Emily Shrubbs
LOCATION	London
UNIVERSITY	Durham
DEGREE	Accounting and Finance



### What attracted you to PKF Littlejohn?

From the moment I stepped inside the offices in Canary Wharf, I knew I wanted to work there. I felt a good vibe straight away as everyone was happy and smiling, I instantly felt welcome and settled just from walking around the offices which made my decision super easy! I wanted to join a firm where there would be other young trainees like me, so that I could have support studying for my qualification as well as benefitting from meeting new people.

### What was the application process like?

I came across PKF Littlejohn through a recruiter, applied and got an interview. I then had a HR meeting, a small test and a 1.5 hour interview and then found out I got the job the next day. It was nice and quick, and the early careers team were super friendly, helpful and responsive!

### What are your main duties?

I lead audits in a range of industries from planning to completion, and every day is different which I really like!

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

I have been at the firm for three and a half years and I have progressed during that time. Progression pathways have been clear since joining as every year you move up to the next level. This gives you motivation when going into your exams, and having this transparency around progression is very much valued. My goal is to work my way up from Assistant Manager to Partner one day.

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

I'd say just go for it! For me it was a great decision because I have learnt so much along the way as well as having invaluable training from PKF Littlejohn, whilst studying for ACA. PKF Littlejohn have been so supportive with my qualification and it was worth the move from a small town to where I am now. ●

Founded in 1938, Price Bailey is a well-established accountancy and business consultancy firm with offices in London and East Anglia, as well as a strategic international presence. We provide our people the best opportunities for training, personal growth, and career engagement.

### Working with us

We aim to employ individuals who lead the way in providing clients with a professional and approachable service. In recognition of our commitment to our clients, we were awarded 'Business Advisory Firm of the Year in the United Kingdom 2022'. In 2023 we were again acknowledged as an 'Outstanding' company to work for by Best Companies. Additionally, we have been ranked 20th in the Top 100 apprenticeship schemes in the UK. These awards reflect our dedication to developing our staff and equipping them with the tools to excel in their careers.

### Your development

At Price Bailey, we are committed to helping our employees realise their full potential and achieve their career aspirations. We provide career development opportunities at every level, including entry-level trainees, newly qualified individuals, and managers. Leadership development programs are also offered for senior managers through to partners. Trainees can expect to gain hands-on client experience from the beginning, with ample support and guidance from nurturing partners and senior management.

### Our culture

We take pride in our smart working culture and we recognise that our employees have lives outside of work. This provides them with the flexibility to work when and where they want, whilst still caring for our clients. We ensure that our employees are comfortable and able to perform at their very best. Our people are of vital importance to us and are the reason we're successful and can differentiate ourselves in the market. We welcome change, encourage people to challenge the norm, and want you to be fulfilled in your role. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 350+

No. of Partners: 36

No. of Trainees: 80+

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs: c.20 per year
- Placements: 5-10 per year
- Internships: 5-10 per year
- Insight Days
- School Leaver Schemes: c.20 per year

#### OFFICE LOCATIONS

London and East Anglia

#### CONTACT DETAILS

E: [recruitment@pricebailey.co.uk](mailto:recruitment@pricebailey.co.uk)

W: [www.pricebailey.co.uk](http://www.pricebailey.co.uk)

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

Prime Accountants Group is an independent firm of chartered accountants, forensic accountants, and financial advisors. We streamline business for clients, freeing up time for their core activities. With offices in Birmingham, Coventry, and Solihull, our team of over 100 staff builds relationships and offers personalised services tailored to clients' needs.

We provide comprehensive solutions in Tax, Business Services, Payroll, Accounts & Audit, Wealth planning, and Forensic accounting. Our multi-department structure also creates career advancement opportunities for our staff.

### What do we look for?

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

### What is life like at Prime?

At Prime, we work closely as a team and will support you throughout your studies to allow you the opportunity to gain the experience you need to achieve your qualification. We believe in being approachable, not only to clients, but to all our team, so you can be sure you will have someone to turn to whenever you need help. As a group, we also work together to raise money for charity to make a difference to the local community. In recent years we have hosted a fire walk, a 13 mile space Hopperathon, cycled to every gold post box in the UK after the 2012 Olympics, cycled the Tour de France in 24 hours and rowed the distance of Birmingham to Venice in 24 hours! ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 92

No. of Partners: 10

No. of Trainees: 10

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs: Up to 3 per annum
- Placements
- Internships
- Insight Days
- School Leaver Schemes

#### OFFICE LOCATIONS

West Midlands

#### CONTACT DETAILS

E: [careers@primeaccountants.co.uk](mailto:careers@primeaccountants.co.uk)

W: [www.primeaccountants.co.uk](http://www.primeaccountants.co.uk)

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





Our global strategy, called The New Equation, brings our purpose to life by bringing our people together to strive for imaginative ways of solving our clients' most important challenges. We're investing in the areas that matter most. Building out our capabilities in ESG and Net Zero, and combining the diverse experiences and skills of our people with innovative technology to build trust and deliver sustained outcomes.

Employing over 25,000 people across the UK, attracting, retaining and investing in the best people is critical. In some areas, this could mean working towards a professional qualification. In return we ask that joiners are eager to learn, with business awareness, intellectual and cultural curiosity and the ability to build strong relationships. We encourage our people to work together to drive impact and deliver quality to our clients.

Graduates and undergraduates can expect to be part of a stimulating environment working on challenging projects in a culture that embraces difference and empowers them to think differently. Uniqueness and innovation is valued at PwC which is why we have The Deal for all employees that ensures the experience of working here is right for everyone. Your hard work and accomplishments will be recognised and rewarded with a competitive salary and tailored, flexible benefits.

Join our human-led, tech-powered team. Be a part of The New Equation. ●

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 25,000

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 1,800+
- Placements: 50+
- Internships: 550+
- Insight Days: 400+
- School Leaver Schemes: 380

### OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, East Midlands, East Anglia, Yorkshire & Humberside, North East, North West, Scotland, Wales, Northern Ireland, Rest of Europe, United States and the Rest of the World

### CONTACT DETAILS

E: [PwCStudentRecruitment@hccs.pwc.co.uk](mailto:PwCStudentRecruitment@hccs.pwc.co.uk)  
W: [pwc.co.uk/careers](http://pwc.co.uk/careers)

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



Established in 1933, we are a top accountancy and tax practice with an enviable reputation. We were named Accountancy Firm of the Year in the 2019 CityWealth Magic Circle Awards; a testimony to the high regard in which Rawlinson & Hunter LLP is held. Recently, we were proud to be the winner of the prestigious award for Private Client Accountancy Firm Of The Year (Boutique) at the 2023 Eprivateclient Excellence Awards.

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

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

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

### Opportunities available:

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

- Minimum 2:1 degree
- A Levels or equivalent at grade C or above
- Ability to work under pressure and in a deadline driven environment
- Excellent communication and interpersonal skills
- Great attention to detail

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

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 250+

No. of Partners: 20

### AREAS OF SPECIALISM

- Audit and Assurance
- ☐ Business Advisory
- ☐ Corporate Finance
- ☐ Forensic Accountancy
- Generalist
- ☐ Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: Varies
- ☐ Placements
- Internships: Varies
- Insight Days: Varies
- School Leaver Schemes: Varies

### OFFICE LOCATIONS

London and South East (excl London)

### CONTACT DETAILS

W: [www.rh-careers.com](http://www.rh-careers.com)

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

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UK's specialist accountancy job board

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Hi Graduate,

Please find our latest jobs matching your job alert preferences.

#### [Bernie Roffe, Trainee Chartered Accountant \(ACA\)](#)

**Location:** Leytonstone (East London), Dartford (South London), Uxbridge (West London) and London Bridge

**Area of Specialism:** Audit and Assurance, Generalist, Tax

**Start Date:** Immediate

#### [Corporate Tax Assistant \(ACA/CTA\)](#)

wide  
Tax



SCAN ME



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



At Rouse we are an award-winning team of accountants, auditors, tax and business advisors, with a team of over 80 all based under one roof, in the picturesque town of Beaconsfield.

Put simply, our people are our most important asset. That's why we aim to recruit, develop and retain the best talent through offering challenging and rewarding opportunities.

We are looking for people who thrive on finding solutions, building great client relationships and working in a collaborative and supportive team environment. Does this sound like you? If so, we offer competitive training packages, with a range of benefits, opportunities for career development and the opportunity to work directly with prestigious, ambitious and up and coming clients across various industry sectors.

Your career with us will be underpinned by our four values of Respect, Integrity, Care and Excellence which are at the heart of everything we do. We are passionate about diversity and inclusion in the workplace, innovating and embracing new technologies and recognising and rewarding the individual and collective efforts of our team.

#### Benefits in brief

- Life assurance (4x base salary)
- Pension scheme
- Flexible/hybrid working
- Learning and development opportunities
- Modern office with open plan working
- Health and wellbeing
- Social activities
- Employee assistance programme
- Finance advice
- Car parking
- Employee referral scheme
- Local discounts

Beaconsfield is located to the West of London, with nearby M40 and M25 junctions, as well as Beaconsfield Railway Station, which is on the Chiltern Main Line. ●

#### COMPANY INFORMATION

##### EMPLOYEE NUMBERS

No. of Employees: 80

No. of Partners: 6

No. of Trainees: 15

##### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- ☐ Forensic Accountancy
- Generalist
- Risk
- Tax

##### OPPORTUNITIES OFFERED

- Graduate Jobs: 5 per annum
- Placements: 4 per annum
- ☐ Internships
- ☐ Insight Days
- School Leaver Schemes: 1

##### OFFICE LOCATIONS

South East (excl London)

##### CONTACT DETAILS

E: [recruitment@rousepartners.co.uk](mailto:recruitment@rousepartners.co.uk)

W: [www.rousepartners.co.uk](http://www.rousepartners.co.uk)

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



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

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

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

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

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

## COMPANY INFORMATION

### EMPLOYEE NUMBERS

No. of Employees: 4,000

No. of Partners: 250

No. of Trainees: c.550

### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

### OPPORTUNITIES OFFERED

- Graduate Jobs: 380
- Placements: 85
- Internships: 85
- Insight Days
- School Leaver Schemes: Varies

### OFFICE LOCATIONS

London, South East (excl London), South West, West Midlands, East Midlands, East Anglia, Yorkshire & Humberside, North East, North West and Scotland

### CONTACT DETAILS

W: [www.rsmuk.com/careers/students](http://www.rsmuk.com/careers/students)

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

## CORPORATE TAX ASSOCIATE

NAME	Jake Cross
LOCATION	Birmingham
EDUCATION	School Leaver



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

At the end of my A-Levels, I had to make a choice between University and an Apprenticeship. I applied for both degree courses and apprenticeships, but ultimately decided that learning via an apprenticeship route would get me to where I wanted to be quicker and without the lifetime debt!

### Why did you choose RSM?

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

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

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

### What are your main duties/roles?

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

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

### What skills have are useful in this profession?

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

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

### Where do you see yourself in 2-3 years?

I am hoping to have finished my CTA qualification and working towards achieving manager grade. I had to work hard across the previous 3-4 years to complete both my ATT and Apprenticeship qualifications, but ultimately that has led to me being promoted from 'Assistant' to 'Associate', along with the knowledge learnt on the job. Once I have finished all of my qualifications, I would also be interested in completing an international secondment to one of our worldwide RSM offices, such as USA or Australia.

### What challenges have you come across?

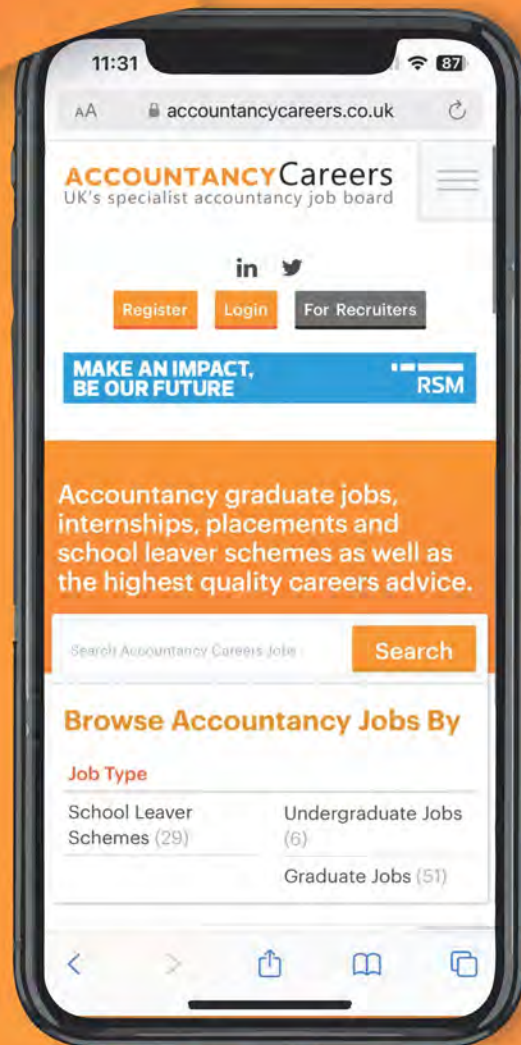
Studying at the same time as working and also trying to have a personal/social life is a difficult equilibrium to achieve. There have been some key deadlines whilst I have been out of the office so it was important that I was on top of things well in advance to ensure that I could get the work done.

### Any advice for anyone wanting to work at RSM?

It is important to make sure that research is completed to make sure you know how you'll fit in at RSM, what value you can add and the culture of the team. I would also like to add that it is rewarding to be involved in such a great team and working with some great clients. My assistance in advisory projects has led to our clients receiving hundreds of thousands of pounds in tax repayments which really highlights how important the work is and how much of a valued member of the team I am. ●



## Find your next accountancy job



SCAN ME



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



Shipleys is an 18 partner firm of Chartered Accountants and professional business advisors, based in London's glamorous West End. We're looking to recruit a number of graduates who aspire to become chartered accountants. We have high standards and are looking for candidates with excellent academic qualifications as well as drive, ambition and a thirst for success.

### What can you expect from a career with Shipleys?

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

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

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

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

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

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

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: c.127

No. of Partners: 18

No. of Trainees: c.25

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs: Varies
- Placements
- Internships
- Insight Days
- School Leaver Schemes

#### OFFICE LOCATIONS

London and South East (excl London)

#### CONTACT DETAILS

W: [www.shipleys.com](http://www.shipleys.com)

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





### CAREERS AT SRLV – FIND YOUR HOME WITH US

Each year we select a cohort of ambitious individuals to join our highly sought-after Audit Graduate Training Pathway and Internship Programme. You'll be immersed in our world and guided by our supportive team, working with some fascinating clients - from well-known music artists and bands to international restaurant groups, luxury retail businesses, real estate and digital content creators.

#### Life at the firm

Based in contemporary open plan offices in London's West-End, our working environment is dynamic and fast-paced but nurturing and informal too. Our 170-strong team is diverse and inspiring.

#### What you'll gain from joining us

We value unique traits and see everyone as individuals. We'll help you build belief in yourself, learn resilience, and achieve your professional qualifications.

1. Graduate Pathway Programme (4 years): Mentored and supported through your studies over four years, you'll progress from Junior to Senior with rewards to match. In our fast-paced but supportive learning environment, no two days will be the same. You'll finish as an exceptional auditor, but more than that you'll know what makes a business tick, an excellent foundation for any commercial career.

2. Internship Programme (1 year): With the chance to work in the Creative Division and Tax, you'll be tutored and coached. This is an exciting opportunity for ambitious undergraduates to gain practical, hands-on experience. You'll finish with technical knowledge, core business skills and an insight into the world of accountancy. If you can demonstrate you have the ability to be part of the SRLV team, it may even lead to a permanent/training contract with us after graduation.

#### A bit about the firm

We're a mid-tier firm of chartered accountants and business management specialists. Our high calibre client base is on a par with the Big 4, from worldwide touring artists and performers to large international corporates. Founded on the principles of a family business, people are the beating heart of SRLV. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 138

No. of Partners: 20

No. of Trainees: 18

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs
- Placements
- Internships
- Insight Days
- School Leaver Schemes

#### OFFICE LOCATIONS

London

#### CONTACT DETAILS

E: recruitment@srlv.co.uk

W: www.srlv.co.uk

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

### AUDIT SEMI-SENIOR, CORPORATE DIVISION

NAME	Jess Jones
LOCATION	London
UNIVERSITY	Manchester
DEGREE	Spanish & Portuguese



#### Did anything surprise you when you started your training?

As a language graduate, I thought that becoming an audit junior and studying for the ACA exams would feel like a big change, but I hardly noticed the difference. There are so many transferable skills inherent to the work, which I wasn't aware of.

#### Do you think a three or four-year training programme is best?

The audit ACA training contract at SRLV is four years, which gives you greater flexibility to study at your own pace. I recently took a six-month break from my exams, for example. Although it may sound like a good idea to be ACA qualified in three years, trainees often find that it isn't practical. It can also feel intense when you're studying for exams and working, so finding a firm which encourages staff to have a healthy work/life balance is important.

#### How did you find the graduate recruitment process?

At SRLV, I wasn't made to sit numeracy and cognitive reasoning tests or expected to have technical knowledge already. At my interviews, they looked beyond whether I had a financial background and were interested in me as an individual. There were maths and accountancy students at my assessment day, but the tasks were more creative, so it felt like more of a level playing field.

#### Was there anything memorable about joining SRLV?

The partners meet everyone at our graduate assessment events. Many months later on my first day, a partner who I'd met came over to me. He remembered my name and that I was Welsh and immediately introduced me to another partner who was also from Wales. All the partners and staff know the trainees here. It makes you feel safe and valued. You feel

constantly supported; they ask how you are and do everything they can to ensure you get the right help when you need it.

#### What's the career progression like?

Each year you study is like a stepping stone in terms of career progression. There's usually an annual promotion as you gain knowledge, experience and pass your exams, along with generous pay rises to reflect your development. There's a good career pathway here as a trainee and afterwards, when you're qualified. You only have to look at the massive retention rates of our graduates to see this.

#### What work can you expect to do as a trainee?

My first job was drafting client engagement letters. Following that, I began helping with accounts preparation and testing key audit areas, such as expenditure, cash and bank, and wages. I worked on a number of clients which meant no audit was the same. I quickly gained experience across a variety of industries that were of personal interest, which kept me constantly engaged and motivated. The company trust and respect your ability. Trainees often progress quickly and once qualified enough, within two years can carry out a full engagement under the close supervision of managers and partners, which isn't something every audit firm offers. They also consider your interests, so if you prefer auditing within specific industries, they do their best to facilitate this.

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

I really like the company culture at SRLV. They pay attention to people's personalities and interests. It's sociable and everyone is encouraged to get involved. They're also interested in helping you shape your career path. I'd like to go into a more creative role within financial services eventually and there are so many opportunities here to do this. ●

### About UHY Hacker Young

So, you want a career in accounting. But what kind of accountant do you want to be? Do you want to work in a particular industry or sector? Do you want to work with exciting start-up companies or large blue-chip corporations? The choice can be a bit daunting.

UHY Hacker Young is a great place to start. We are an ambitious Top 20 national accountancy organisation with a strong local presence. We work in many industries, offering the full spectrum of accounting services. We have teams around the country that will help you throughout your training, steering you towards a truly rewarding career.

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 capital markets companies. The recruitment experience may vary slightly from office to office, but all of our UK member firms are driven by the same national purpose, helping you prosper.

### What makes us a great employer?

At UHY we pride ourselves on being a people-first business, and we understand the importance of attracting – and keeping – the highest calibre teams. Our people are integral to everything we do. We are driven by our purpose of 'helping you prosper'. It drives all that we do at UHY and really gives meaning to our work. We want to help our teams, our clients and our local communities determine what prosperity means for them, and to help them achieve it. Helping you prosper forms the basis of our talent pledge and we are committed to developing talent at all levels. We pledge to invest in our people, their skills and their future as we continue to develop our business and the way we support our clients.

### What we're looking for

We are looking for the leaders of the future – someone with excellent communication and people skills and the ability to actively engage with clients. Someone who is ambitious, passionate and wants to progress within UHY. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 930+

No. of Partners: 96

No. of Trainees: 100+

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs: 20+
- Placements
- Internships
- Insight Days
- School Leaver Schemes: 10+

#### OFFICE LOCATIONS

London, South East (excl London), West Midlands, East Midlands, East Anglia, Yorkshire & Humberside, North West, Wales and Northern Ireland

#### CONTACT DETAILS

E: [marketing@uhy-uk.com](mailto:marketing@uhy-uk.com)  
W: [www.uhy-uk.com](http://www.uhy-uk.com)

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

### Who we are?

Wellden Turnbull is an independent firm of Chartered Accountants, Chartered Tax Advisers and Statutory Auditors.

### The People

Communication and teamwork are key to a happy and productive working environment. Our whole team is both approachable and friendly; we see this as a key contributor to making Wellden Turnbull a great place to work. We see it as essential that everybody at Wellden Turnbull has easy access to our directors and managers.

### The Location

Our main office is based in the heart of the attractive outlying suburb of London, Esher, and is within easy reach of the mainline station and the A3. Parking is available. The offices were very recently refurbished and provide amenities such as a kitchen area and showers. Esher itself has restaurants, pubs and shops; all of which are within minutes walk of our centrally based office.

### The Ethos

We aim to offer a modern working environment, and this doesn't just mean the building and technology to hand. Where possible, we offer the opportunity to work from home and to have flexible working hours. Attractive training packages are available and we are accredited by the ACA.

### The Technology

From trainees to partners, all members of the team have the same powerful technology to hand with dual screen monitors and a laptop provided. Remote access and our suite of cloud accounting software allow you to access all documents securely from anywhere.

### Current Vacancies

We are able to offer talented individuals a wide range of experience and exposure across a diverse client base. We look to recruit enthusiastic and bright individuals who are keen to make a positive contribution to our team. We offer competitive salaries and benefits package, together with flexible working. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 55

No. of Partners: 5

No. of Trainees: 18

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- Forensic Accountancy
- Generalist
- Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs: 5
- Placements: Apprenticeships
- Internships
- Insight Days
- School Leaver Schemes

#### OFFICE LOCATIONS

South East (excl London)

#### CONTACT DETAILS

E: [recruitment@wtca.co.uk](mailto:recruitment@wtca.co.uk)  
W: [www.wtca.co.uk](http://www.wtca.co.uk)

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

### Think differently about your career in accounting

Are you seeking a rewarding career in a dynamic and supportive environment where personal growth and client success are prioritised? Then Wellers is the place for you!

At Wellers we place people first, making relationships the central focus of our operations. Our ultimate mission is to help both our staff and clients achieve their true potential. With a history dating back to 1942, we have established ourselves as a trusted partner for early-stage and growing enterprises. Our diverse client base includes those in the early stages of growth, scaling up, maturing businesses and private clients, giving you a unique opportunity to grow as a well-rounded professional.

### Make a difference

At Wellers we believe in a collaborative and supportive work culture that encourages teamwork and values the contribution of each individual. We embrace the concept of "Business Oxygen", where we partner with our clients and become integral to their operations. **Relationships, Integrity, Initiative, Commitment, and Effectiveness** are the values that guide us in our work.

### Grow your career with us

As an Authorised Training Employer with ICAEW and as part of the ACCA Approved Employer Programme, we are recognised for our commitment to providing training and development opportunities, enabling our people to thrive. We place mentoring, support, and a commitment to career development at the core of our culture and offer numerous opportunities for growth and advancement.

### Equal opportunities

We take great pride in fostering an equal opportunity workplace that celebrates diversity and inclusivity. We encourage individuals from all genders, races, religions, ages, sexual orientations, as well as parents, veterans, people living with disabilities, and any other groups that bring diverse perspectives, to apply and join our team.

Embark on a journey with us to realise your true potential today! ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 75+

No. of Partners: 15

No. of Trainees: 30+

#### AREAS OF SPECIALISM

- ☐ Audit and Assurance
- ☐ Business Advisory
- ☐ Corporate Finance
- ☐ Forensic Accountancy
- ☒ Generalist
- ☐ Risk
- ☐ Tax

#### OPPORTUNITIES OFFERED

- ☒ Graduate Jobs
- ☐ Placements
- ☐ Internships
- ☐ Insight Days
- ☒ School Leaver Schemes

#### OFFICE LOCATIONS

London and South East (excl London)

#### CONTACT DETAILS

E: [hr@wellersaccountants.co.uk](mailto:hr@wellersaccountants.co.uk)

W: [www.wellersaccountants.co.uk/home](http://www.wellersaccountants.co.uk/home)

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

Whitley Stimpson was founded in Banbury in 1931 where we were based on the High Street. Following substantial growth, we moved to our current head office at Penrose House in 1992, our expansion more recently has come through mergers with the Hale Partnership's auditing, accounting, and taxation division in High Wycombe in 2010, Baxter Payne and Haigh in Bicester in 2014 and Morgan Harris in Witney two years later. As a result, our client base now stretches the country, employing 88 staff.

We are one of the largest independent accountancy practices and business advisors in the area and have been providing financial advice to businesses and individuals for over 90 years. We are an award-winning firm and have been recognised as one of the top ten accountancy employers in the UK. This is down to our expertise and experience in accountancy, tax, and business advice, along with our commitment in investing in our employees and their future.

A key theme throughout our history has been our commitment to friendly and personal service as well as our dedication to nurturing young talent. Many clients have been retained from their early days as start-ups through to becoming multi-million-pound enterprises. Finance director Martin Anson, who trained with us, has been with the company for more than 36 years, said: "I have seen many changes. When I started, auditing was completed with big lever arched files. Never in my wildest dreams in 1986 would I have thought that in 2023 we would be completing audits electronically."

We are proud of our reputation for promotion from within, one of our largest promotions and changes to our structure was the promotion of six staff members to local office directors to provide greater senior support across the firm's four offices in Banbury, Bicester, High Wycombe, and Witney. Every year we employ trainees including a mix of school leavers and graduates who have the opportunity to qualify with us. Once on-board, you will take advantage of well-established and respected training and development programmes and can look forward to a long and fulfilling career as a chartered accountant. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 88

No. of Partners: 6

No. of Trainees: 20

#### AREAS OF SPECIALISM

- ☒ Audit and Assurance
- ☒ Business Advisory
- ☒ Corporate Finance
- ☐ Forensic Accountancy
- ☐ Generalist
- ☐ Risk
- ☒ Tax

#### OPPORTUNITIES OFFERED

- ☒ Graduate Jobs: Varies
- ☐ Placements
- ☐ Internships
- ☐ Insight Days
- ☒ School Leaver Schemes: Varies

#### OFFICE LOCATIONS

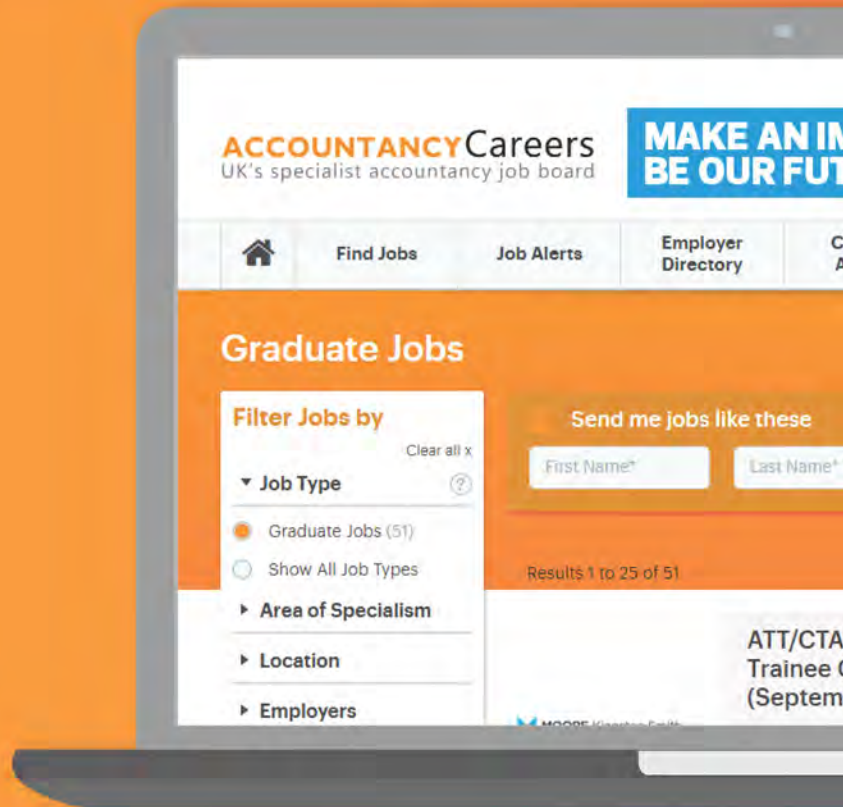
South East (excl London)

#### CONTACT DETAILS

W: [www.whitleystimpson.co.uk](http://www.whitleystimpson.co.uk)

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## Find your next accountancy job



SCAN ME



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



WMT Chartered Accountants is based in St Albans, Hertfordshire. Our modern, forward-thinking firm places client service, fresh thinking and approachability at our core. Our team works in a 'joined up' way meaning that clients receive the support they need from the wider team through a single point of contact. Working together, we provide our clients with a range of accountancy and tax services. Our approach has attracted multi-national companies, thriving UK businesses and growing organisations alike.

### Why work for WMT

We are a collaborative, supportive and friendly team. Our firm is not so large as to be impersonal, but big enough to provide support and training for you to progress your career. We love to promote from within, so you will find plenty of opportunities to work your way up to a position of seniority. We have an active social committee organising a variety of events throughout the year. Our office is modern and spacious and located close to St Albans City train station, making it an easy commute.

### How we support our staff

We assign a mentor to all our trainees and provide one on one training with senior team members on all aspects of your role. We recognise the importance of maintaining your professional expertise, so we invest in your future in a number of ways to give you the confidence to deliver high-quality services. We offer a blend of in-house and off-site professional development training, which includes access to training webinars and ongoing software training.

### Benefits

There are numerous benefits to working for WMT, including generous paid annual leave with option to purchase additional holiday each year; life insurance; pension with an optional salary exchange; cycle to work scheme; an employee benefits platform with retail discounts and wellbeing resources. Most roles are offered in a hybrid format, and the dress code is smart business-casual. Are you interested in building a career with WMT? We are looking for people who share our values and want to grow with us. We regularly recruit for roles in accounting, tax, audit, payroll, tronc, and support services. ●

### COMPANY INFORMATION

#### EMPLOYEE NUMBERS

No. of Employees: 72

No. of Partners: 7

No. of Trainees: 10

#### AREAS OF SPECIALISM

- Audit and Assurance
- Business Advisory
- Corporate Finance
- ☐ Forensic Accountancy
- ☐ Generalist
- ☐ Risk
- Tax

#### OPPORTUNITIES OFFERED

- Graduate Jobs: 2
- ☐ Placements
- ☐ Internships
- ☐ Insight Days
- School Leaver Schemes: 1

#### OFFICE LOCATIONS

South East (excl London)

#### CONTACT DETAILS

E: [careers@wmtllp.com](mailto:careers@wmtllp.com)

W: [wmtllp.com/join-our-team](http://wmtllp.com/join-our-team)

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



UK REGIONS

- London

South East  
(excluding London)

Berkshire

Buckinghamshire

East Sussex

Hampshire

Isle of Wight

Kent

Oxfordshire

Surrey

West Sussex

South West

Bristol

Cornwall

Devon

Dorset

Gloucestershire

Somerset

Wiltshire
- East Midlands

Leicestershire

Lincolnshire

Northamptonshire

Nottinghamshire

Derbyshire

West Midlands

Birmingham

Warwickshire

Worcestershire

Staffordshire

Shropshire

Herefordshire

East Anglia

Bedfordshire

Cambridgeshire

Essex

Hertfordshire

Norfolk

Suffolk
- North West

Greater Manchester

Merseyside

Lancashire

Cumbria

Cheshire

Yorkshire & Humberside

West Yorkshire

South Yorkshire

North Yorkshire

East Riding of Yorkshire

North East

Tyne & Wear

Northumberland

County Durham

Scotland

Wales








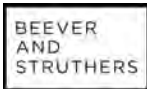

Northern Ireland






















JOB FINDER

*A summary of job opportunities offered*














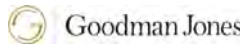








COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED						OFFICE LOCATIONS BY REGION											
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Placements	Internships	Insight Days	School Leaver Schemes		London	South East (excl London)	South West	West Midlands	East Midlands	East Anglia	Yorkshire & Humber	North East	North West	Scotland	Wales	Northern Ireland
BIG FOUR																					
	20,000+	–	400+	•	•	•	•	•		•	•	•	•	•	•	•	•	•	•	•	
	365,000	–	–	•	•	•	•	•		•	•	•	•	•	•	•	•	•	•	–	
	Over 16,000	–	Approx. 4,000	•	•	•	•	•		•	•	•	•	•	•	•	•	•	•	–	
	25,000	–	–	•	•	•	•	•		•	•	•	•	•	•	•	•	•	•	•	
NATIONAL																					
	530	37	104	•	•	•	•	•		–	–	–	–	–	–	•	•	•	•	–	–
	3,700	600	–	•	•	•	–	•		•	•	•	•	•	•	•	•	•	•	–	
	7,000	400	c.1,000	•	•	•	•	•		•	•	•	•	•	•	•	–	•	•	–	–
	245	17	110	•	•	•	•	•		•	–	–	•	–	–	–	–	•	–	–	–
	Over 450	36	120-180	•	•	–	•	•		–	–	–	–	•	–	•	–	–	–	–	–











COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED						OFFICE LOCATIONS BY REGION											
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Placements	Internships	Insight Days	School Leaver Schemes		London	South East (excl London)	South West	West Midlands	East Midlands	East Anglia	Yorkshire & Humberside	North East	North West	Scotland	Wales	Northern Ireland
 Bishop Fleming	500	46	150+	●	●	–	–	●		–	–	●	●	–	–	–	–	–	–	–	–
 COOPER PARRY	595	47	200	●	●	–	–	●		●	–	–	●	●	–	–	–	–	–	–	–
 Crowe	1,200+	90+	400+	●	–	–	–	●		●	–	●	●	–	–	–	●	–	–	–	–
 evelyn PARTNERS	3,200+	–	–	●	●	●	–	●		●	●	●	–	–	●	●	–	●	–	–	–
 ForrestBrown® <small>R&amp;D tax credit consultancy</small>	135	–	–	●	–	–	–	–		●	–	●	–	–	–	–	–	–	●	–	–
 Forrester Boyd   CHARTERED ACCOUNTANTS	140	16	39	●	●	–	–	●		–	–	–	–	●	–	●	–	–	–	–	–
 Grant Thornton	5,000+	200+	800+	●	●	●	–	●		●	●	●	●	●	●	–	●	●	●	–	–
 Hawsons	88	12	18	●	–	●	–	–		–	–	–	–	●	–	●	–	–	–	–	–
 JOHNSTON CARMICHAEL	850	64	200	●	●	●	●	●		●	–	–	–	–	–	●	–	●	–	–	–
 LB Group	145	9	52	●	–	–	–	●		●	●	–	–	–	●	–	–	–	–	–	–






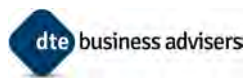



COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED						OFFICE LOCATIONS BY REGION											
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Placements	Internships	Insight Days	School Leaver Schemes		London	South East (excl London)	South West	West Midlands	East Midlands	East Anglia	Yorkshire & Humberside	North East	North West	Scotland	Wales	Northern Ireland
	3,300+	165+	500+	●	●	●	●	●		●	●	●	●	●	-	●	●	●	●	●	-
	550+	44	130+	●	●	-	-	●		●	●	-	-	-	-	-	-	-	-	●	-
	372	27	101	●	●	●	●	-		-	-	-	-	●	-	-	●	-	-	-	-
	500	40	139	●	●	●	●	●		●	-	-	-	-	-	●	-	●	-	-	-
	350+	36	80+	●	●	●	-	●		●	-	-	-	-	●	-	-	-	-	-	-
	4,000	250	c.550	●	●	●	-	●		●	●	●	●	●	●	●	●	●	-	-	-
	930+	96	100+	●	●	●	-	●		●	●	-	●	●	●	-	●	-	●	●	●
REGIONAL (LONDON & SOUTH EAST)																					
	86	12	14	●	-	-	-	-		●	●	-	-	-	-	-	-	-	-	-	-
	7	2	2	-	-	-	-	●		●	-	-	-	-	-	-	-	-	-	-	-











COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED						OFFICE LOCATIONS BY REGION											
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Placements	Internships	Insight Days	School Leaver Schemes		London	South East (excl London)	South West	West Midlands	East Midlands	East Anglia	Yorkshire & Humber	North East	North West	Scotland	Wales	Northern Ireland
 Barnes Roffe	150	24	40	●	-	-	-	●		●	-	-	-	-	-	-	-	-	-	-	-
 BK L	230+	23	65	●	-	●	-	●		●	-	-	-	-	-	-	-	-	-	-	-
 BLICK ROTHENBERG a part of AZETS	660	79	-	●	●	-	●	●		●	-	-	-	-	-	-	-	-	-	-	-
 BREBNERS CHARTERED ACCOUNTANTS & BUSINESS ADVISERS	115	19	18	●	-	-	-	-		●	●	-	-	-	-	-	-	-	-	-	-
 bright grahame murray CHARTERED ACCOUNTANTS	60	10	11	●	-	-	-	-		●	-	-	-	-	-	-	-	-	-	-	-
 Buzzacott	554	51	157	●	-	-	-	●		●	-	-	-	-	-	-	-	-	-	-	-
 citroen wells CHARTERED ACCOUNTANTS	60	12	10	●	-	-	-	-		●	-	-	-	-	-	-	-	-	-	-	-
 CRITCHCLEYS EST. 1898	90	6	c.25	●	-	-	-	●		-	●	-	-	-	-	-	-	-	-	-	-
 ECOVIS®	c.80	8	20+	●	●	●	-	●		●	-	-	-	-	-	-	-	-	-	-	-
 Galloways Accounting	200	20	40	●	●	●	-	●		-	●	-	-	-	-	-	-	-	-	-	-

COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED						OFFICE LOCATIONS BY REGION											
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Placements	Internships	Insight Days	School Leaver Schemes		London	South East (excl London)	South West	West Midlands	East Midlands	East Anglia	Yorkshire & Humberside	North East	North West	Scotland	Wales	Northern Ireland
 GERALD EDELMAN	150	18	22	●	-	-	-	-		●	-	-	-	-	-	-	-	-	-	-	-
 Goodman Jones	82	13	21	●	●	-	-	●		●	-	-	-	-	-	-	-	-	-	-	-
 Gravita	Over 400	42	80	●	-	-	-	-		●	-	-	-	-	-	-	-	-	-	-	-
 HASLERS <small>Intentionally different</small>	89	11	27	●	●	●	-	●		-	●	-	-	-	-	-	-	-	-	-	-
 HAT Group of Accountants	Varies	-	Varies	●	-	-	-	●		●	●	-	-	-	-	-	-	-	-	-	-
 haysmacintyre	517	38	177	●	●	-	-	●		●	-	-	-	-	-	-	-	-	-	-	-
 H: HillierHopkins	220	17	35	●	●	-	-	-		●	●	-	-	-	-	-	-	-	-	-	-
 HWFisher	300	24	60	●	●	-	-	●		●	-	-	-	-	-	-	-	-	-	-	-
 KRESTON REEVES	517	49	113	●	●	●	-	●		●	●	-	-	-	-	-	-	-	-	-	-
 LF LUBBOCK FINE	150	17	50	●	●	-	-	-		●	-	-	-	-	-	-	-	-	-	-	-

COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED						OFFICE LOCATIONS BY REGION											
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Placements	Internships	Insight Days	School Leaver Schemes		London	South East (excl London)	South West	West Midlands	East Midlands	East Anglia	Yorkshire & Humberside	North East	North West	Scotland	Wales	Northern Ireland
	240	24	60	●	-	-	-	●		●	●	-	-	-	-	-	-	-	-	-	-
	24	5	8	●	-	-	-	●		-	●	-	-	-	-	-	-	-	-	-	-
	700+	75	180	●	●	●	-	●		●	●	-	-	-	-	-	-	-	-	-	-
	38	3	-	●	●	●	-	●		-	●	-	-	-	-	-	-	-	-	-	-
	112	17	24	●	-	-	-	-		●	●	-	-	-	-	-	-	-	-	-	-
	250+	20	-	●	-	●	●	●		●	●	-	-	-	-	-	-	-	-	-	-
	80	6	15	●	●	-	-	●		-	●	-	-	-	-	-	-	-	-	-	-
	c.127	18	c.25	●	-	-	-	-		●	●	-	-	-	-	-	-	-	-	-	-
	138	20	18	●	●	●	-	-		●	-	-	-	-	-	-	-	-	-	-	-
	55	5	18	●	●	-	-	●		-	●	-	-	-	-	-	-	-	-	-	-

COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED						OFFICE LOCATIONS BY REGION											
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Placements	Internships	Insight Days	School Leaver Schemes		London	South East (excl London)	South West	West Midlands	East Midlands	East Anglia	Yorkshire & Humberside	North East	North West	Scotland	Wales	Northern Ireland
	75+	15	30+	●	-	-	-	●		●	●	-	-	-	-	-	-	-	-	-	-
	88	6	20	●	-	-	-	●		-	●	-	-	-	-	-	-	-	-	-	-
	72	7	10	●	-	-	-	●		-	●	-	-	-	-	-	-	-	-	-	-
REGIONAL (OUTSIDE LONDON & SOUTH EAST)																					
	320	21	72	●	●	-	●	●		-	-	●	-	-	-	-	-	-	-	-	-
	30	5	6	●	●	-	-	●		-	-	-	●	-	-	-	-	-	-	-	-
	80+	5+	15+	●	-	-	-	●		-	-	-	-	-	-	-	●	-	-	-	-
	400+	35	77	●	-	-	-	●		-	-	-	-	●	-	-	-	-	-	-	-
	480+	31	104	●	●	-	-	●		-	-	●	-	-	-	-	-	-	-	-	-
	32	5	10	●	●	-	-	●		-	-	-	●	-	-	-	-	-	-	-	-



COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED						OFFICE LOCATIONS BY REGION											
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Placements	Internships	Insight Days	School Leaver Schemes		London	South East (excl London)	South West	West Midlands	East Midlands	East Anglia	Yorkshire & Humberside	North East	North West	Scotland	Wales	Northern Ireland
 <b>Kirk Newsholme</b> <small>CHARTERED ACCOUNTANTS &amp; BUSINESS ADVISORS</small>	50+	5	20	●	–	–	●	●		–	–	–	–	–	–	●	–	–	–	–	–
 <b>Larking Gowen</b>	375	28	85	●	●	●	●	●		–	–	–	–	–	●	–	–	–	–	–	–
 <b>Lovewell Blake</b> <small>Different because you are</small>	300+	22	55	●	–	–	–	●		–	–	–	–	–	●	–	–	–	–	–	–
 <b>NEWBY CASTLEMAN</b> <small>CHARTERED ACCOUNTANTS TAX • AUDIT • ADVISORY</small>	56	7	9	●	–	–	–	●		–	–	–	–	●	–	–	–	–	–	–	–
 <b>PAGE &amp; KIRK</b> <small>CHARTERED ACCOUNTANTS AND CHARTERED TAX ADVISERS</small>	42	6	16	●	●	–	–	–		–	–	–	–	●	–	–	–	–	–	–	–
 <b>pem.</b>	260	20	65	●	–	●	–	●		–	–	–	–	–	●	–	–	–	–	–	–
 <b>PKF FRANCIS CLARK</b> <small>Shared Ambition</small>	933	58	223	●	●	–	–	●		–	–	●	–	–	–	–	–	–	–	–	–
 <b>pr/me</b> <small>ACCOUNTANTS GROUP</small>	92	10	10	●	–	–	–	–		–	–	–	●	–	–	–	–	–	–	–	–

# NOTES

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

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A background image of a smiling woman with long brown hair, wearing a black and white patterned top, looking towards the camera. The image is partially obscured by a large blue diagonal graphic element.

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