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THE ONLY GRADUATE CAREER GUIDE TO

Chartered Accountancy 2024/25

38th Edition



Includes
a directory
of over 80
Employers



www.accountancycareers.co.uk



What matters to you?

- Innovating with cutting-edge tech.
- Protecting our planet.
- Working from home. Collaborating in the office.
- Developing your skills.
- Taking time off for yourself.
- Feeling supported and included. Helping others feel the same.

What matters is different to everyone.
But you don't need to have it all figured out just yet.
We're here to help you make the right choices, for you.

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.

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

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ADVICE



COURSE
PROVIDERS



NEWS
ROUND-UPS

CONTENTS

Introduction from The ICAEW

PROFESSION OVERVIEW

What is a Chartered Accountant?	08
Why become a Chartered Accountant?	09
Entry requirements to become a Chartered Accountant	10
Essential skills to become a successful Chartered Accountant	12
Public Practice vs. Commerce and Industry	16
Accountancy – A Dynamic Career	18
Industry Culture	20
Accountancy and Finance Salary Trends	22

THE ICAEW & QUALIFICATIONS

The Institute of Chartered Accountants in England and Wales (ICAEW)	26
How to Become an ICAEW Chartered Accountant	27
ICAEW Certificate in Finance, Accounting & Business (CFAB)	31

GETTING INTO ACCOUNTANCY

Choosing the Right Employer	35
Types of Job Opportunities	37
Internships & Work Experience	40
School Leaver Schemes	42

COURSE PROVIDER DIRECTORY 45-47

Directory of Accounting and Finance course providers

EMPLOYEE PROFILES 49-63

First-hand profiles from accountancy professionals

EMPLOYER DIRECTORY 65-147

Directory of employers that recruit Trainee Chartered Accountants

JOB FINDER 149-167

A summary of job opportunities offered

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 2024/25. 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 over 7,000 authorised employers offering trainee roles.

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

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

Society as we know it is transforming, and with it the bright new opportunities for curious minds are boundless. An ICAEW qualification can hone your potential, pushing you to go further to prepare you for the future. 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.

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.

There are many 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.

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 99 of the world's 100 global leading brands employ ICAEW Chartered Accountants.

This guide will introduce you to the world of chartered accountancy, providing 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. ●

Lenore Dudman
Head of Student Attraction and Marketing





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What is a Chartered Accountant?	08
Why become a Chartered Accountant?	09
Entry requirements to become a Chartered Accountant	10
Essential skills to become a successful Chartered Accountant	12
Public Practice vs. Commerce and Industry	16
Accountancy – A Dynamic Career	18
Industry Culture	20
Accountancy and Finance Salary Trends	22

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**Careers
Advice**

WHAT IS A CHARTERED ACCOUNTANT?

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

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

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, the average starting salary for chartered accountants depending on location is £35,000, with the potential to increase to £57,000 within two years of 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, business recovery, and the not-for-profit sector. 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 are able to do so in the finance department and that can vary from working for small start-ups to large corporations. You can even start your own accountancy firm with the skills, knowledge and experience acquired by the ACA.



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

Take your career into multiple industries around the world – 99 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 £57,000 as a chartered accountant.

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

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.

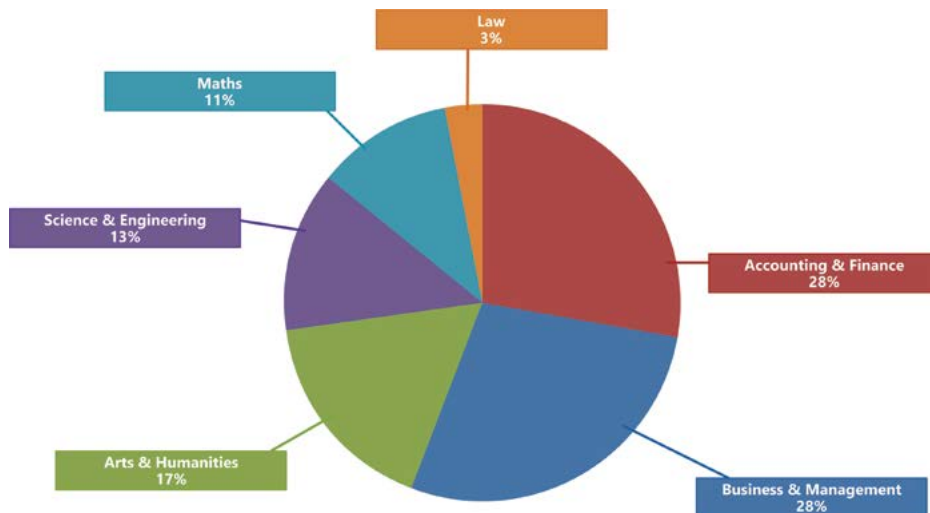
"It is quite a common belief that you need an accountancy or finance degree to become an accountant, but this is not the case."

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 and 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:

- 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.



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.

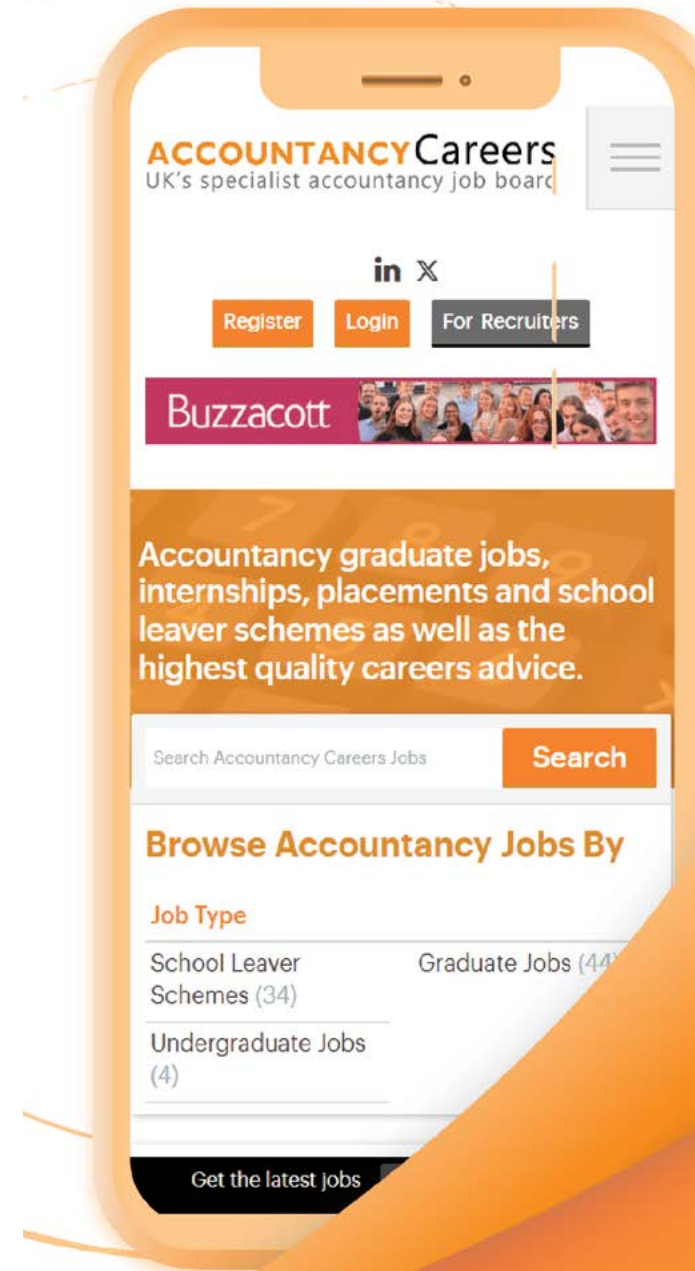
Of course, graduate employers don't expect you to be able to master all these skills, and you will learn many of the more specialist skills on the job. However, any specialist knowledge that you have picked up through your degree or work experience should be highlighted. Don't forget, your skills do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

If you have the right set of skills and chartered accountancy seems like the profession for you, find out your next steps by reading the 'Getting into Accountancy' chapter of this guide. ●



Find your next job in accountancy

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. Typically, accountants working within financial services work in middle office banking roles

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

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

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

ACCOUNTANCY AND FINANCE SALARY TRENDS

By Lorraine Twist, Director Hays

The Hays UK Salary and Recruiting Trends 2024 guide surveyed over 1,800 employers and professionals across the accountancy and finance sector. The results reveal that hiring plans are on the up, as seven in ten (70%) finance employers intend to hire new staff this year, an increase on last year's figure (62%) and the year before that (60%).

"The results reveal that hiring plans are on the up."

However, employers expect to face many obstacles over the next 12 months, and the greatest external factors that organisations feel pose the most significant challenge include the economic environment (59%), rising business costs (56%) and recruiting the right talent (51%).

Employers shift their focus to skills and potential

Many industries continue to face skill shortages and the accountancy and finance sector is no exception. Majority (88%) of finance employers experienced skill shortages last year, a slight decrease from the year before (90%). The skills gap has been most noticeable within credit management (92%), part-qualified accountancy (90%) and qualified accountancy (89%).

Nearly three quarters (73%) of employers expect to encounter a shortage of suitable

applicants in the upcoming months and many are turning to alternative hiring methods to overcome this. As our research shows, employers are increasingly hiring for potential, as 78% say they are likely to hire professionals without all the required skills, with the intention of upskilling them. On top of this, more than half of employers (54%) don't feel it's important for a candidate to have a degree.

Soft skills, sometimes known as core, people or transferable skills, are arguably more important than ever. Finance employers cite the top five most sought-after soft skills as:

- Communication and interpersonal skills (66%)
- Problem-solving (52%)
- The ability to adopt change (52%)
- The ability to learn and upskill (52%)
- 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 90% of accountancy and finance employers raised pay in the last year, almost the same (89%) as the year before but significantly higher than the year before that (64%). On a positive note, 84% of employers are expecting to increase their staff's salaries over the coming year.

Our research found that salaries have increased by an average of 5.6% over the last year,

compared to 6.5% the year before but above the overall average increase across the UK this year (3.5%). In terms of specific positions, treasury and payroll roles (both 6.8%), accountancy support (6.5%) and part-qualified accountants (6.2%) saw the most significant pay uplifts.

That being said, the main reasons finance professionals cited for leaving their previous role were unfulfilling jobs (36%), a lack of career progression (27%) and their salary being too low (26%).

Flexible working vital for attracting talent
Our guide highlighted that aside from salary, work-life balance is a top priority for accountancy and finance professionals today, as 29% cited it as the most important factor after salary, followed by an appealing benefits package (23%).

Almost three-quarters (73%) of employers currently offer hybrid working to their staff, on par with last year (74%), and this flexibility continues to be important to finance professionals; over half (53%) would not consider accepting a job in the future that didn't offer hybrid working, whereas 47% would. Our research also shows that more accountancy and finance professionals believe they work most productively at home (48%) than in the workplace (43%).

"Almost three-quarters (73%) of employers currently offer hybrid working to their staff."

Finance professionals are passionate about working for organisations with a strong sense of purpose, as 82% say this is important to them when considering a new role, followed by 70% of employees who say an organisation's commitment to sustainability is crucial when deciding on 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

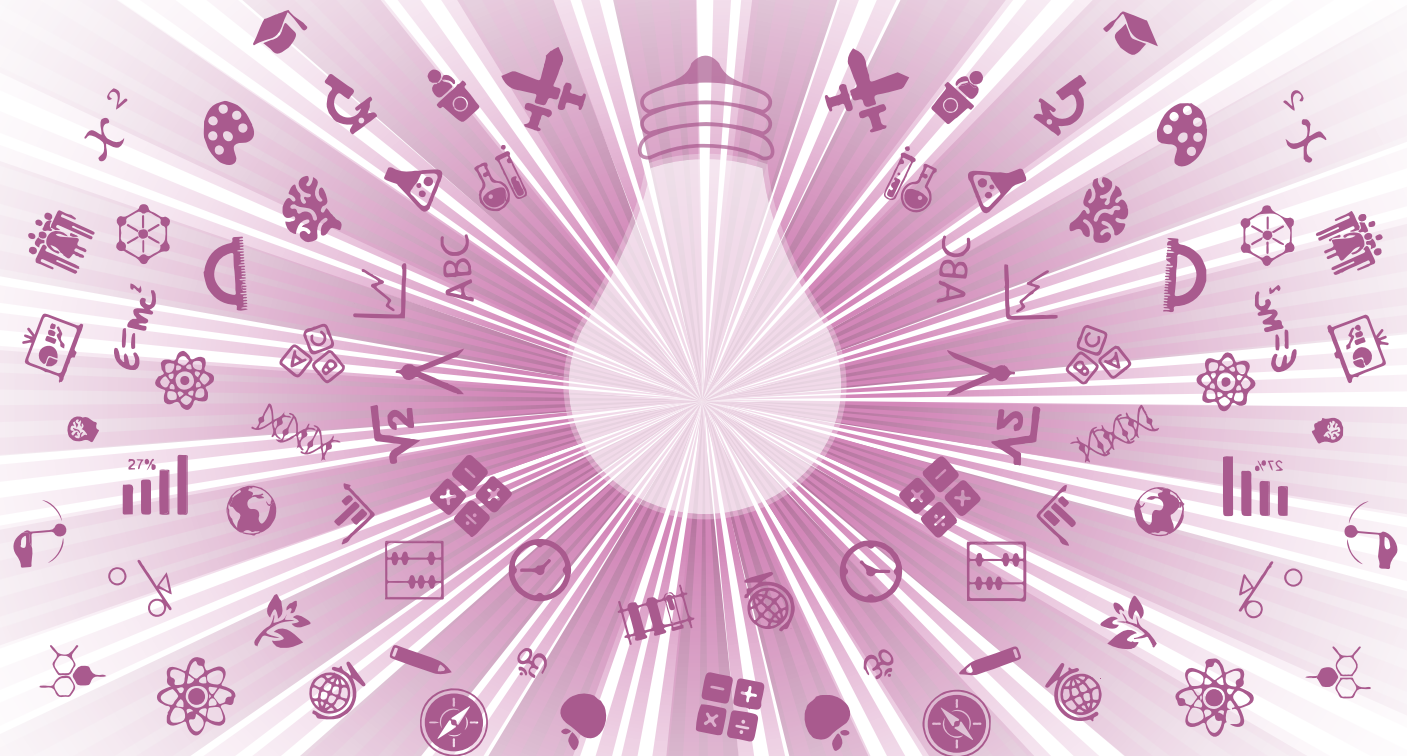
2024 UK SALARIES FOR ACCOUNTING AND FINANCE

Role	Average Salary
Accounts Assistant	£26,250
Junior Auditor	£39,773
Auditor (Newly Qualified)	£52,045
Financial Accountant	£55,000
Financial Director	£153,333

*Salaries based on jobs across the UK. Source: Hays UK Salary & Recruiting Trends 2024 Guide.

THE ICAEW & QUALIFICATIONS

The Institute of Chartered Accountants in England and Wales (ICAEW)	26
How to Become an ICAEW Chartered Accountant	27
ICAEW Certificate in Finance, Accounting & Business (CFAB)	31



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 is 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.

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.

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

These regular reviews will give you the chance to discuss your progress through

all components of ACA training with your employer. Once completed, you will record your practical experience in your online training file.

Accountancy, finance and business modules

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

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

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

Certificate Level	Professional Level	Advanced Level
Accounting	Audit and Assurance	Case Study
Assurance	Tax Compliance	Corporate Reporting
Business, Technology and Finance	Business Strategy and Technology	Strategic Business Management
Management Information	Business Planning	
Principles of Taxation	Financial Management	
Law	Financial Accounting and Reporting	

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 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

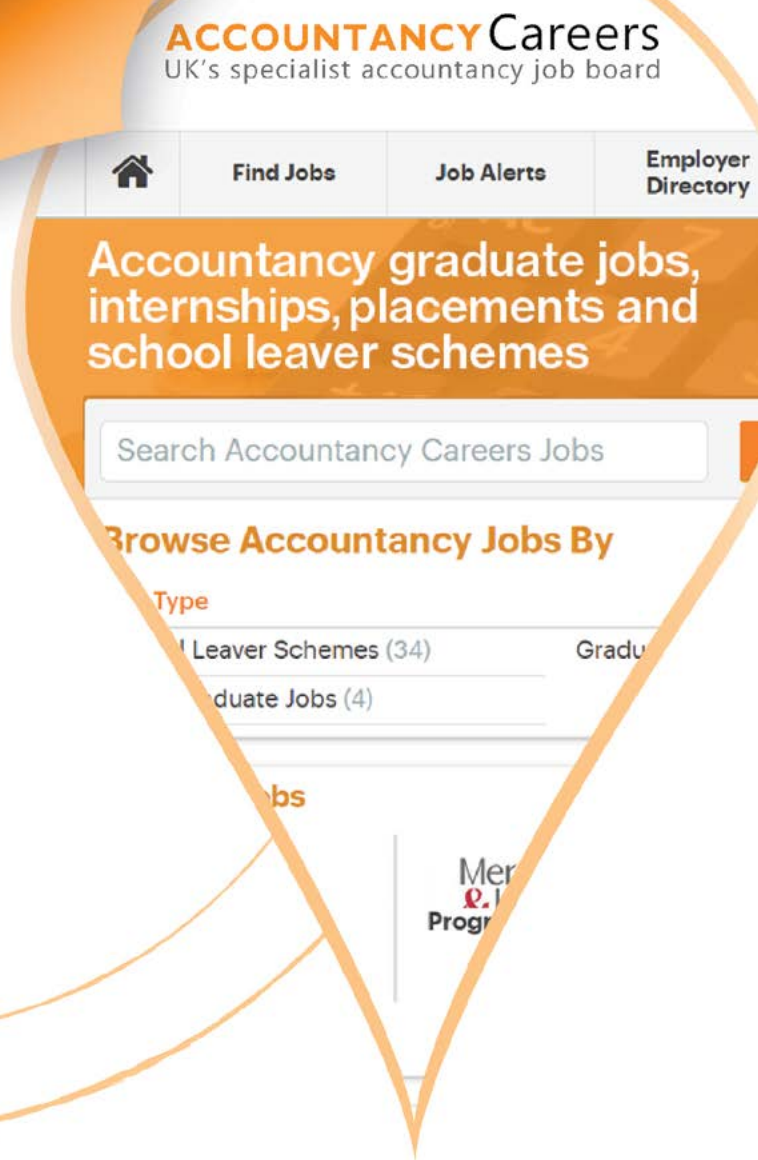
- Six modules
- Learn to apply technical knowledge in real-life scenarios.
- Each has a 2.5-3 hour exam.
- Exams can be sat in March, June, September and December.
- Can be taken in any order.
- Alternative modules available for Business Planning and Financial Accounting and Reporting.

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 to find out more about the ACA qualification and how it will help you develop into a business professional. ●

The right place
to start your
career



www.accountancycareers.co.uk

ICAEW CERTIFICATE IN FINANCE, ACCOUNTING & BUSINESS (CFAB)

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

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

ICAEW CFAB – fast facts

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

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

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

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

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

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

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.

Why choose ICAEW CFAB?

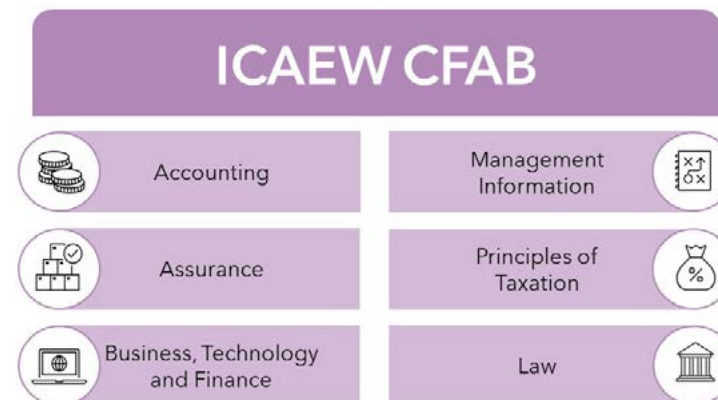
Get ahead: show prospective employers you are ambitious and self-motivated.

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.

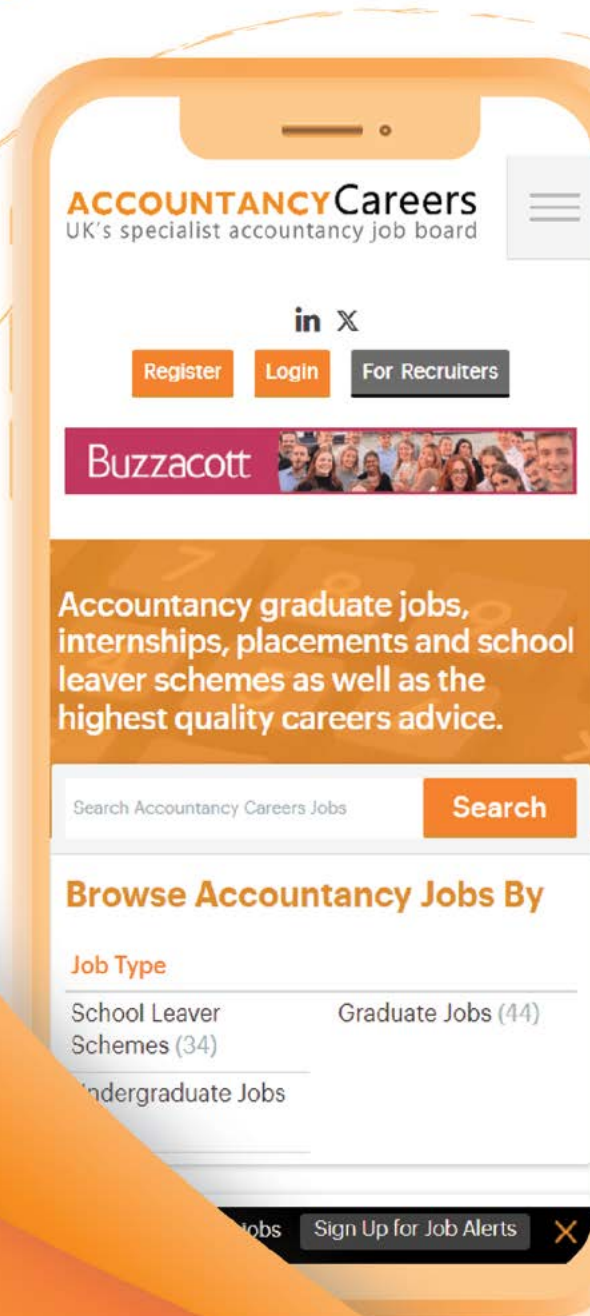
More information: For more details and to register, visit icaew.com/cfab.



GETTING INTO ACCOUNTANCY

Choosing the Right Employer	35
Types of Job Opportunities	37
Internships & Work Experience	40
School Leaver Schemes	42





Find your
next job in
accountancy

CHOOSING THE RIGHT EMPLOYER

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

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. ●



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.

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. Participants are generally required to complete a project and submit progress reports to their university during the placement year.

“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.”

Internships

Also called: work experience, Easter/Summer internship

Accountancy firms are increasingly making a point of opening their doors to penultimate year students. 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, however graduate recruiters are 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.

“These are most commonly found over holiday periods – Easter in particular.”

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. 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 highlights which employer's provide school leaver, undergraduate and graduate opportunities. Alternatively, visit our website to find out which firms are currently recruiting. ●

TYPES OF JOB OPPORTUNITIES

PROGRAMME	WHO SHOULD APPLY?	HOW LONG DOES IT LAST?	WHEN DOES IT GENERALLY START?
Graduate Jobs <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
Placements <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
Internships <i>Or work experience, Easter/Summer internship</i>	Students in penultimate year of study	4-12 weeks	Easter/Summer
Insight Days <i>Or open day, insight week</i>	Undergraduates, particularly first years	1-5 days	Easter/Spring
School Leavers Schemes <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

INTERNSHIPS & WORK EXPERIENCE

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. ●



SCHOOL LEAVER SCHEMES

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](http://www.accountancycareers.co.uk) to find out which firms are currently recruiting for school leaver schemes. ●



COURSE PROVIDER DIRECTORY

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EMPLOYEE PROFILES

First-hand profiles from accountancy professionals

School Leavers

Kreston Reeves

Mercer & Hole

Trainees

Aviva

Barnes Roffe

Bright Grahame Murray

HW Fisher

PEM

Price Bailey

Qualified

Haysmacintyre

Kreston Reeves

Larking Gowen

PKF Littlejohn

Shipleys

SRLV



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KRESTON REEVES TAX ASSISTANT

Name Kelsey Marks
Office Location Chatham

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 the apprenticeship route?

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. ●



MERCER & HOLE AUDIT APPRENTICE

Name Jasper Waller-Toyne
Office Location London

Why did you choose this profession?

At school I was into numerical subjects, so I was naturally drawn to finance work and an accountancy apprenticeship seemed a good way into this. I would get the same qualifications as I would at university, but I'd be earning money at the same time.

What attracted you to your role?

I was attracted to an Audit Accountancy Apprenticeship role because it gives you breadth and development in all areas of tax and the business side of accounting. I also find it really interesting to deep dive into a company and getting to the bottom of all the financial information. I'm not sure yet what I want to specialise in going forward, but this role has opened up a whole world of potential finance roles.

What was the application process like?

Quite simple really. I was looking at firms in a commutable area and applied online to Mercer & Hole. I then had a short phone interview which was very straightforward, a face-to-face interview which was more in-depth and assessments to test my numeracy and excel skills. I found that I didn't need

much technical knowledge – it was more about showing that I had the potential and the interviewers wanted to get to know me as a person.

What skills are useful in this profession?

As well as numeracy and excel skills, good time management is probably the most important skill for this job as with the apprenticeship you must balance your work and home life alongside fitting in time to study whilst making sure you are on top of the different projects you've got to do. Good communication skills are also essential as there are often situations where we need to explain complicated accounting procedures in a way in which clients will understand. At Mercer & Hole, we can often also deal with overseas clients where English is not their first language.

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

When you apply to firms – apply to lots to give yourself lots of choice as you need to be right for the firm and they have to be the right fit for you. It's a great career to go into as people always need accountants and it just opens up a whole world of potential careers. ●



AVIVA TRAINEE CHARTERED ACCOUNTANT

Name Meenhaz Bakth
University Northumbria
Degree Finance and Investment Management
Office Location York

Why did you choose this profession?

I chose to be an accountant because I always enjoyed working with numbers and particularly wanted a career in something finance related. By joining Aviva on the chartered accountancy graduate scheme, I knew it would give me a qualification that is valuable and respected in finance as well as a breadth of experience through the different rotations working in the business. This would in turn give me that flexibility to pretty much work anywhere in finance.

What attracted you to your role?

As mentioned above, the main attraction to joining Aviva on the chartered accountancy graduate scheme was the ability to get both valuable work experience and a qualification in the form of the chartership.

How did it tie in with your overall career plans?

My overall ambition is to be a finance director. Finance is always an area I have wanted to work in, and I want to be in a position where I am making decisions and making a real difference to an organisation.

When I did my research on how to get there, I noticed that most finance directors and above are chartered accountants. This showcased to me the value of being a chartered accountant and how important is for me to achieve this to reach my goal.

How did you get your job at Aviva?

I applied for the chartered accountancy graduate scheme in 2020 and was fortunate enough to be offered a role.

What was the application process like?

When I applied in 2020, the process involved sending in my CV and doing an online application. What followed were psychometric tests, after which I had a video interview. Finally, I then attended a virtual assessment centre.

What would you like to achieve in the future?

In the near future, I am looking to secure a permanent role with Aviva once I roll off the scheme. I am hoping to find a role where I can add value to the team I join as well as both learn and develop a lot.

In the longer term, I hope to work my way up to be able to be in positions where I can combine the financial knowledge and skills I have with something more strategic and make decisions to that effect.

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

The advice I would give anyone wanting to be an accountant is that although the journey may be tough, it is worth it. I would also encourage them to apply for graduate schemes as this will offer them rotations across different areas of the business and different roles, allowing them to get a better view of where their future may lie.

Another piece of advice I would give is to embrace being uncomfortable. The biggest learning experience I have had in my time at Aviva was where I initially felt out of my depth and a bit unsure on what to do. However, I learned a lot during this process, such as knowing when and where to ask for help, how to utilise colleagues experience and knowledge as well as my own capabilities once I started believing in myself more. ●



BARNES ROFFE TRAINEE CHARTERED ACCOUNTANT

Name Ashley Openshaw
University Birmingham
Degree MSci Mathematics
Office Location London

Career Path

I started studying Mathematics at the University of Birmingham in 2017 and graduated 4 years later. I immediately 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 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 to the audit juniors, 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. We were all juniors once so we can remember struggling with certain areas or not having the accounting knowledge to get to a solution. 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. Exams are tough but if you take them seriously, work hard, and remember you have peers experiencing them with you who can help then passing them is very achievable. I have already started considering how I can show my worth at the firm and how my progression will look. 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 (like I did!) 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! ●



BRIGHT GRAHAME MURRAY TRAINEE CHARTERED ACCOUNTANT

Name Agnes Bacon
University Exeter
Degree Physics, PhD
Office Location London

Why did you choose this profession?

When I completed my doctorate degree in experimental physics, I realised that I wanted a more stable career with more chance of career progression than could be found in academia. I was not sure where to start looking but after speaking to a number of people, I came to the realisation that a lot of the analytical and problem-solving skills that I already had and those I had gained during my research degree would be applicable in the area of accountancy.

I researched the area to get a better understanding of whether it would suit me and there were a number of elements that appealed to me. I like to be challenged and learn new things and the training required provided structure to the process. The ACA qualification is internationally respected, and this told me that there would be lots of opportunities available to me after qualification.

How did you get your job at BGM?

Whilst researching the area of accountancy I spoke with accountants that I knew to learn more about the day-to-day work involved. From these discussions, I decided that I wanted to join a firm where I could work with a range of different clients in a variety of areas. Bright Grahame Murray was one of the firms mentioned by people that I spoke to and so I felt comfortable applying to what was clearly a well-respected firm. The application involved sending a covering letter to one of the partners describing my career up to that point and my reasons for applying. I was then invited to an interview with that partner and one of the managers. After the interview I

was given a tour of the office where I met a number of the current trainees. Even from the start of the interview I felt comfortable talking with everyone as they were all very welcoming and friendly.

What are your main duties?

As soon as I joined Bright Grahame Murray, I began work on preparation of accounts for a range of different clients including individuals, charities and small to medium sized companies. I soon was able to work on audits as well. These have been for clients in a variety of sectors including publishing, property, insurance and technology with each new field bringing new things to learn and new challenges. The more audits I work on, the more responsibility I have, and my role now includes speaking with clients and supporting more junior members of the audit team.

What skills are useful in this profession?

I think one of the most important skills you can have in this profession is attention to detail. This allows you to better apply professional scepticism during audit work and prepare high-quality accounts. Analytical skills are necessary, but equally important are communication skills. It is important to be able to converse with both clients and colleagues in a professional and approachable manner.

One of the main challenges is working towards the ACA qualification at the same time as working and therefore you will need to have good organisational skills and self-motivation to ensure you can stay on top of your study and your work. ●



HW FISHER ACA TRAINEE

Name Patrick Wild
University Birmingham
Degree Sports, Exercise & Health Sciences
Office Location London

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. ●



PEM TRAINEE CHARTERED ACCOUNTANT

Name Joshua Pyle
University Loughborough
Degree Accounting and Financial Management
Office Location Cambridge

Why did you choose PEM?

I initially chose PEM as I was completing a placement year from University. I have lived around the Cambridge area my entire life and so when I was offered the role in 2020, it seemed like the perfect fit. I choose to come back as I really enjoyed my placement year and knew that it would be a great place work and gain my ACA qualification.

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

Now that I have almost finished my second year at PEM, my role has started to develop beyond completing the simpler sections of an audit file. I am now tasked with more responsibility in ensuring the file is completed to an acceptable standard. I enjoy this added responsibility as it enables me to be more involved for the entire length of the assignment.

What skills are useful in this profession?

There are many skills that are useful in this profession but the two key skills that spring to mind are communication and time management. Communication is vital to completing the work at PEM, whether that is with clients or other members of PEM. A significant portion of the job is understanding what clients have done, and so good

communication is imperative to this. Time management is also extremely important as many of the jobs can be time pressured to complete. Therefore, understanding what is still outstanding and how long it may take to finish is key to a successful job.

What experience have you gained at PEM?

I have gained valuable experience at PEM in all aspects of the job that I complete. My knowledge of how an audit was completed was limited before I arrived at PEM, however, I now have a good understanding of the processes that need to occur to make an audit successful. I have also gained valuable experience in working with lots of different clients in lots of different sectors, including manufacturing, hospitality, and education.

What's your favourite aspect about your role?

My favourite aspect of my role is working with a large variety of different people. This includes people within PEM, as it is rare to get the exact same audit team multiple times, as well as with different clients. Working with different people is a great opportunity to learn new things and so this is my favourite aspect.

Describe working at PEM in three words

Fun, rewarding and knowledgeable. ●



PRICE BAILEY ACA TRAINEE

Name Kimberly Chininga
University Surrey
Degree Chemical and Process Engineering
Office Location London

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 academies, so 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.

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.

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.

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!

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.

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. ●



HAYSMACINTYRE

PARTNER, CO-HEAD OF PROPERTY

Name Jake Pearlman
University Leeds
Degree BSc Mathematics
Office Location London

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 proud point of this. ●



KRESTON REEVES

ACA QUALIFIED AUDITOR

Name Emily Dekkers
University Southampton
Degree BSc (Hons) Economics
Office Location Brighton

Journey to Kreston Reeves

I started working at Kreston Reeves after graduating in BSc Economics and working part-time in hospitality. Now 2 years down the line, I've just completed the Professional Level of my ACA and hopefully will qualify as a chartered accountant in 2023 – it goes really fast! I was a bit worried at first not coming from an accounting degree, but the 'crash course' which all new starters take is really helpful and makes sure everyone is in the same starting position.

What is your role?

I have been part of the audit team for almost 2 years. We work together in small groups looking at client's financial statements, assessing if they're correct and complying with law. I've worked on jobs ranging from large listed companies to small local charities – so there is a lot of variety! There is a great balance between working from the office, home and at client premises – which really helps you get to

know them and understand their business. One of the best parts for me personally is working closely with loads of different people within Kreston Reeves, as you learn so much and gain an insight to different service lines as well.

Is it a 9-5?

When you first start, the default hours are 9-5.30 but within reason, a lot of people change this! I agreed with my people manager to work 8.30 – 5, but to be honest this varies and a great thing about Kreston Reeves is the flexibility and trust.

Any advice?

Ask questions! Everyone is so willing and happy to help – don't forget everyone was new to an accountancy job at some point. Another thing is that going from University to juggling both full-time work and study can be tricky at first, so plan ahead and start early. Definitely get involved in social events with colleagues! ●



LARKING GOWEN SENIOR ACCOUNTANT

Name Arabella Woodruff
Office Location Norwich

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

University didn't appeal to me, so I looked into various apprenticeships. I've always enjoyed maths and business at both GCSE and A-level and hence came across accountancy (although an interest in either subject isn't a necessity to get into this career). In 2014 I completed a weeks work experience at Larking Gowen 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.

Background on qualification

In the seven 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 and enabled me to study to be a Chartered Accountant without a degree. 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.

Current role

I am currently an Assistant Manager within the Farms and Rural Business 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're in line with regulatory and internal requirements. I also oversee and review the preparation of accounts by others in my team, providing training where required. I deal with day-to-day queries from my clients and more recently I've been involved in advisory work including Inheritance Tax planning and profit forecasting. Furthermore, I'm 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'm currently working towards a manager role within my team. Larking Gowen have brilliant career progression 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'd recommend getting in contact with anyone working in the industry and asking as many questions as possible, or even getting some work experience. Finally, I'd make sure you find a firm that's going to support you. Studying is challenging (but very rewarding) as it's a professional qualification, and having the support of your colleagues and management team makes such a positive difference. ●



PKF LITTLEJOHN FINANCIAL SERVICES AUDIT MANAGER

Name Dan Bowden
University Nottingham
Degree MMath (Hons), Mathematics with Statistics
Office Location London

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

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

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

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

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

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

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

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



SHIPLEYS PARTNER

Name Hannah Van Ross
Office Location London

My early career and progression

After my A-Levels, I chose a career in accountancy and began working at a reputable accountancy firm local to me. When I completed my ACA qualification in 2014, I was promoted to manager at that firm. Having been based in East Sussex for a while, I was ready for a slightly different setting and moved to London, where I joined Shipleys LLP in March 2016 as an audit supervisor.

Prior to Shipleys, my audit exposure was limited. Joining this mid-tier firm, however, gave me the opportunities I sought to experience all the different aspects of compliance and advisory work. I also greatly valued the training I received at Shipleys, which further developed my audit experience and knowledge.

These opportunities certainly helped my progression. I was promoted to Assistant Manager after just 9 months. My career didn't stop there either. 6 years after several promotions, I became a Principal of Shipleys and a member of its Senior Team in May 2022.

Why choose Shipleys LLP

I always hoped to work in the bright lights of London after qualifying in a small town on the South Coast. In doing so, I knew I didn't want to go to a 'Big 4' firm. This is because I wanted to work in an accountancy firm where I would experience both partner and firm-wide engagement. It was important to me to be able to build my knowledge and expertise across a broad service offering.

I also wanted a great work-life balance, what with moving to London for the first time. Shipleys LLP definitely delivers this.

It was scary moving from a small boutique practice with limited audit experience, but I'm so glad I did. Moving to a mid-tier firm with approachable colleagues across all levels really helped me progress and quickly grasp that initial role as an audit supervisor. Eight years on and several promotions later, I have never looked back.

My current work and specialist areas

I now look after a diverse portfolio of clients ranging from start-ups and owner-managed businesses to large companies and groups. I've also come to specialise in the SaaS, Technology and Property sectors and support FCA-regulated clients in meeting their statutory reporting requirements. This has led me to regularly publish compliance-related articles for E-money businesses.

In addition to my membership of the Institute of Chartered Accountants in England & Wales, I am a member of Shipleys' audit technical committee and cloud accounting team.

In 2024, I was delighted to be announced as one of the winners in Accountancy Age's 35 Under 35, which showcases young talent in the UK's accounting firms. These awards celebrate those actively supporting a positive evolution of the profession in these changing times.

My advice

My one piece of advice to anyone looking to specialise in accountancy is to make the move – grasp it with two hands and enjoy it. You do not realise what you are capable of until it is presented in front of you.

Shipleys LLP has given me the experience, commercial exposure and a wealth of knowledge whilst working with the most incredible team. That continues to be the case to this day. ●



SRLV AUDIT SENIOR

Name Jess Jones
University Manchester
Degree Spanish & Portuguese
Office Location London

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. ●

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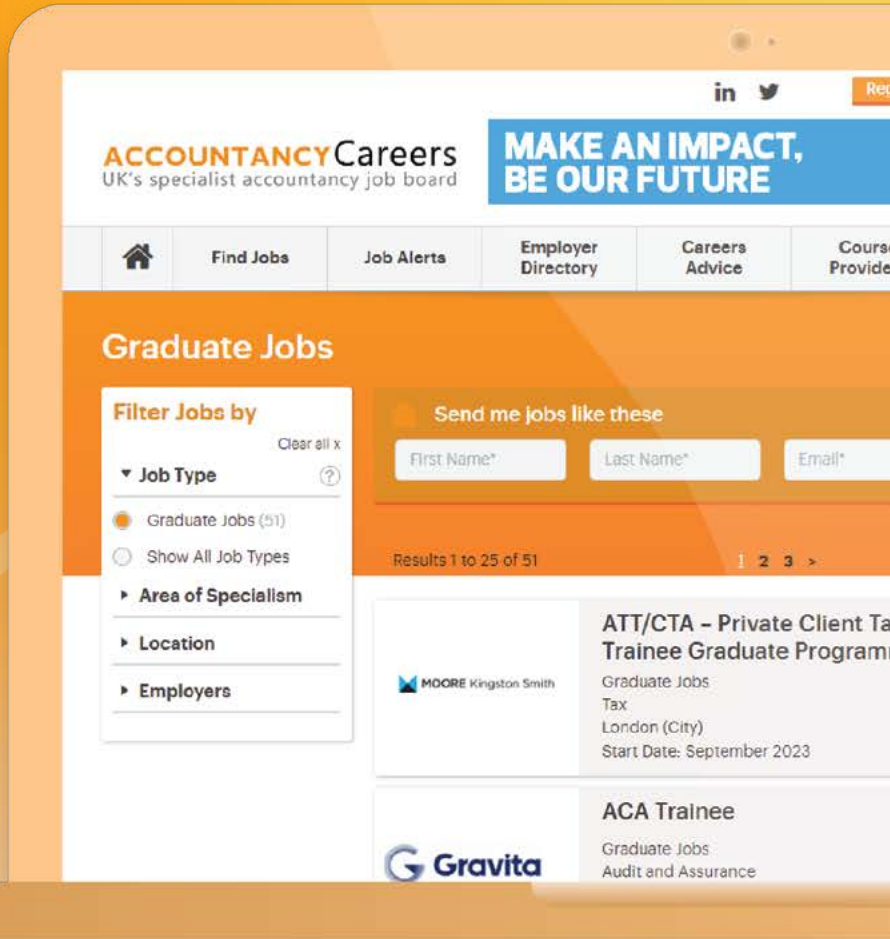
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| Critchleys | Kirk Newsholme | Shipleys |
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| Deloitte | Kreston Reeves | TC Group |
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EMPLOYEE NUMBERS OPPORTUNITIES OFFERED

Total Employees	120	Graduate Jobs	6
Partners	10	Undergraduate Jobs	4
Trainees	30	School Leaver Schemes	2



EMPLOYEE NUMBERS OPPORTUNITIES OFFERED

Total Employees	329	Graduate Jobs	10-15
Partners	22	Undergraduate Jobs	Varies
Trainees	80	School Leaver Schemes	10-15

AAB exists to help clients overcome barriers, achieve their goals and reach their full potential.

We deliver Audit, Business Advisory, ESG, Corporate Finance, Hotel Accounting, Payroll & Employment, Private Client, Tax, and Virtual Finance services globally from offices in the United Kingdom, Ireland and United States.

Encompassing AAB, AAB People, and AAB Wealth, we help businesses at every stage of the lifecycle; so they can effectively manage the two critical elements that make organisations tick – their people and their finances. We believe in the resilience of the human spirit; that with bravery, hard work and perseverance, people can accomplish amazing things.

Join us as a trainee and, with the support of your own mentor and our experienced team, you'll get the very best technical training and practical work experience to help you gain qualification – CFAB/ACA, AAT/ACCA or AAT/ACA for audit, accounting and business advisory career paths, and ATT/CTA or ACA/CTA for candidates specialising in tax.

You'll need AAB grades at A level (or equivalent) and, if you're joining our graduate programme, a 2:1 degree in any discipline. We're looking for natural relationship builders and enthusiastic team players with energy, commitment, a thirst for knowledge and a good sense of humour – if this sounds like you then you'll fit right in, and you can enjoy:

- paid study leave
- paid overtime
- competitive salary
- paid course and exam fees
- pension scheme contributions
- generous holiday allowance
- agile and hybrid working
- social and charitable events
- wellbeing platform
- personal coach and on the job mentoring
- support of an experienced and knowledgeable team

Three of our partners, two of our directors and lots of our senior managers joined us as trainees – proof of the excellent career prospects that exist.

Realise your potential and enjoy a wealth of opportunities in a trainee role at AAB. ●

Albert Goodman have 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 make a positive difference to those with whom we work, as well as in our communities and the environment, and were immensely proud to have secured B Corp status in 2023.

We were named the Best Companies number one accountancy firm to work for in the UK in 2022, as well as an "Outstanding Place to Work" and a top 20 employer in the South West!

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

A career at Albert Goodman can be a varied and rewarding one. We embrace future change and development. By hiring from within and investing in a range of training programmes, we give you the chance to develop and evolve your career, no matter which route you want to take.

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. ●

LOCATIONS: Yorkshire & Humberside

LOCATIONS: South West

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	90	Graduate Jobs	Varies
Partners	14	Undergraduate Jobs	-
Trainees	14	School Leaver Schemes	-

Alliotts LLP is a friendly, 14-Partner, medium-sized accountancy practice 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. ●

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	617	Graduate Jobs	Varies
Partners	44	Undergraduate Jobs	Varies
Trainees	133	School Leaver Schemes	Varies

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 19 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.

We work with lots of different types of businesses which means, if you join us, you will too, from well-known leisure brands to big tech companies, through to small independent shops and family businesses.

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.

We believe our work has a real impact, driving innovation, providing business confidence, and influencing decisions that can make a tangible difference society-wide.

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. ●

LOCATION: London and South East (excl London)

LOCATIONS: Yorkshire & Humberside, North East, North West and Scotland



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	22,000	Graduate Jobs	Varies
Partners	-	Undergraduate Jobs	-
Trainees	20	School Leaver Schemes	Varies



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	7	Graduate Jobs	-
Partners	2	Undergraduate Jobs	-
Trainees	2	School Leaver Schemes	1

We are one of the UK's leading Insurance, Wealth and Retirement businesses, with major businesses in Canada and Ireland.

We're all united in our determination to deliver a better tomorrow for our customers. Doing so takes all of us, whether we're working in a team that ensures a strong balance sheet so we can be here for customers long-term, or one that's responsible for helping them in their moment of need. We know that to succeed takes care, commitment, confidence and community – the values that drive everything we do.

There's more to Aviva than insurance, savings and pensions. We're on a mission to make a difference in everything we do. We're acting on climate change and helping others do the same. We're building stronger communities and investing in a future we all want to live in. And we're changing the way we do business by championing everything from the living wage to women leaders.

The fact we've been around for more than 320 years speaks volumes about our experience. And a place in the FTSE 100 says something about our commercial success. What we're most proud of, however, is the reputation we've developed over that time. And how it's helped us grow to become the inclusive, diverse and forward-thinking business we are today.

We give passionate people the opportunity to shape things. Create things. To shake things up. We give them work that's as rewarding as it is challenging. And we trust them to deliver the results we need. Everyone here has a say in how the business is run. And if they see something we're already doing that could be done better, we're always ready to listen.

We want everyone to be proud of being part of this great organisation, and to share in our successes. Those successes depend on us sticking to the values that make us who we are. Our values are the things we believe in. The traits that help us improve the lives of customers and build a better tomorrow for them, for Aviva, for you and everyone else who works here.

Accountants have a direct role to play in deciding what we do now – and where we go next. Yes, accountancy does involve looking at the figures. We're a heavily-regulated industry after all. But it's also about solving problems. Thinking strategically. Being a very important part of a market-leading, FTSE 100 company.

Our accountants are influential, playing a key part in the decisions we make, the policies we produce and the way that we work. This is your chance to join them. To help steer the UK's largest insurer towards even greater success. ●

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. ●

LOCATIONS: East Anglia and Yorkshire & Humberside

LOCATIONS: London



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	3,700	Graduate Jobs	250
Partners	600	Undergraduate Jobs	-
Trainees	-	School Leaver Schemes	100



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	200	Graduate Jobs	Varies
Partners	28	Undergraduate Jobs	Varies
Trainees	40	School Leaver Schemes	Varies

Who are we?

Azets UK is the UK's largest regional accounting firm and specialist business advisor to SMEs. Part of Azets Group, we're an SME-focused international accounting, tax, audit, advisory and business services group, with over 7,000 people, including more than 600 Partners, in the UK and Europe.

Azets supports some 120,000 clients across its network of 165 offices in the UK, Denmark, Estonia, Finland, Norway, Sweden, and Romania. Clients include enterprises, SMEs, large scale businesses, public sector organisations, and private clients, across multiple sectors.

In the 2022 National Apprenticeships Top 100 Apprenticeship Employer list we were ranked #38. We're committed to providing invaluable learning experiences to our apprentices and those wishing to begin their career journey at Azets.

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

What's in it for you?

Are you interested in launching your career and igniting your future? At Azets you'll get the opportunity to develop your skill set in a fun and dynamic work environment. We put the effort into creating a collaborative and inclusive space where you'll find a supportive network to help you progress through your professional qualification. We provide you with opportunities – both for professional and personal growth.

Our first-class training programmes offer you the opportunity to become a fully qualified accountant, auditor or tax advisor through a variety of routes. We hire over 200 school/ college leaver apprentices alongside graduates, placement students and summer interns every year across our UK offices. So if university isn't for you, you're still progressing through your degree or recently graduated we'll have a route for you.

We support our trainees via a range of qualifications including: ACA, CIPP, ICAS, CTA, ATT, AAT and the CIA. If you're looking for a career within professional services and would benefit from a dynamic, exciting and supportive environment, we encourage you to consider Azets as an employer! ●

Who We Are

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

Our Opportunities

Our Graduate Accountant training schemes, Graduate Tax Accountant training schemes and School Leaver training schemes are designed with the specific purpose of giving you the best of both worlds: fast access to first class learning and the consideration to allow you to focus on what's important – your studies, whilst at the same time providing you with great practical and client experience.

We want to free you from the excessive burdens that can accompany some training schemes and offer you the means to successfully pass your exams first time. Our trainees receive support throughout the training programme and beyond. At the end of the 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. ●

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

LOCATIONS: London



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	7,500	Graduate Jobs	600
Partners	400	Undergraduate Jobs	200
Trainees	1,000	School Leaver Schemes	130



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	450	Graduate Jobs	30
Partners	36	Undergraduate Jobs	10
Trainees	180	School Leaver Schemes	25

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 across the UK, employing over 7,500 people offering tax, audit, and a range of advisory services. BDO is the UK member firm of the BDO international network, generating \$12.8bn in revenues globally.

We're big enough to be a major global player, but not so big that we lose sight of the individual needs of our clients and audited entities. 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 ability to make the right professional judgement about the task at hand – working together to decide how, when and where it should be delivered whilst collaborating with, and considering our colleagues, clients and audited entities. 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. ●

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, and

in 2023 and 2024 was recognised 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 2023/24 alone, our staff collectively raised more than £21,000 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. ●

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

LOCATIONS: East Midlands and Yorkshire & Humberside



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	500	Graduate Jobs	50
Partners	46	Undergraduate Jobs	5
Trainees	150	School Leaver Schemes	25



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	390	Graduate Jobs	20
Partners	39	Undergraduate Jobs	Varies
Trainees	95	School Leaver Schemes	20

Bishop Fleming is a dynamic audit, accounting, tax and advisory business - our strength lies in our people and the relationships they build with our clients and with each other.

That's why we are, alongside numerous other awards, Great Place to Work certified!

Fresh off the back of recruiting a record number of graduate and school leaver trainees over the last few years, we continue in our quest to attract great talent to support our ambitious growth plans.

We know that by recruiting the best people and giving them every opportunity to develop, we'll continue to be a leading accountancy firm – and a great place to work. Our approach to recruitment focuses on long term investment.

We look for aspiring managers, directors and partners who will contribute to the growth and success of our business whilst developing their own rewarding careers.

Interested in knowing more? Have a look at our current vacancies page or get in touch. ●

We're not the only firm of 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?

By bringing your brilliance, you'll be helping to build our high support, high challenge, high achieving culture where everyone can enjoy being their unique, caring and quirky selves.

You'll be helping us to give tailored support to varied and ambitious clients, from tech startups and TV stars to property companies over 100 years old. We'll show you how to combine a personal touch and technical expertise to solve clients' problems.

Following private equity investment in 2023, we're in a period of strong growth with new learning & development opportunities open to everyone. 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 people, the planet and profit.

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 adviser and as a person. Three of BKL's partners joined as trainees – two from university, one from school – and we know they won't be the last.

You'll get to enjoy our modern offices, complete with balcony, coffee machines and full-body massage chairs. Having a Central London office, a North London office and remote working offers plenty of flexibility.

If you're curious, courageous and proud to do things differently, then you should choose BKL. ●

LOCATIONS: South West and West Midlands

LOCATIONS: London

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	750	Graduate Jobs	55
Partners	80	Undergraduate Jobs	4
Trainees	-	School Leaver Schemes	15

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	115	Graduate Jobs	6
Partners	19	Undergraduate Jobs	-
Trainees	18	School Leaver Schemes	-

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.

We offer 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.

We are committed to improving the diversity of our workforce across all levels by building a culture that's genuinely inclusive, a culture where everyone can fulfil their potential and can be themselves.

We seek to attract smart talented people from the widest talent pool as well as those that reflect the diversity of the communities we live and work in.

BR supports flexible working (BRighter working) and aims to allow you to balance your life with the needs of colleagues and the high expectations of our clients.

What's in it for you?

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

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

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

We hire over 70 trainees into our London offices each year, and welcome applicants from a diverse range of backgrounds. ●

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

About us

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

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

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

The firm is large enough to have specialist departments, which are used by the client

contact partners to provide top quality service, but small enough to maintain close relationships with clients and staff.

Training

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

About you

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

LOCATIONS: London

LOCATIONS: London and South East (excl London)

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	70	Graduate Jobs	5
Partners	12	Undergraduate Jobs	-
Trainees	18	School Leaver Schemes	-

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	630	Graduate Jobs	50
Partners	54	Undergraduate Jobs	-
Trainees	157	School Leaver Schemes	20

Bright Grahame Murray 'BGM' is an independent 12 Partner central London based medium sized accountancy firm established in 1934.

BGM is looking for graduates who are highly motivated, analytical with an attention to detail, and logical thinkers helping our clients achieve their goals and objectives. Being a strong team player is critical, with the ability to adapt to changing requirements or deadlines in support of our client's goals.

In your role, you will:

- Be exposed to a broad range of business sectors including property and construction, insurance, logistics, media and entertainment, professional practices, manufacturing and charities. For further details please visit our website.
- Have exposure to audit, accounting and corporation tax.
- Constantly strive to push yourself knowing you are supported at every stage.

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

well with people are vital. Enthusiasm and a willingness to take responsibility are also essential attributes.

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

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

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

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.

We actively encourage progression within the practice with a number of our Partners having trained with us. ●

Who we are

At Buzzacott, over 600 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 believe that what we do is as much about relationships, as expertise, so 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. Joining Buzzacott opens a world of opportunities for you. Depending on your career path, you will work towards gaining a professional qualification in either accountancy or tax, being supported at every step of your journey. We are also proud to have 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, senior management, and 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. Trainees are a vital part of our business, and we are committed to providing structured and supportive tuition for the following career paths:

Graduate

- ACA – Audit, advise and support a broad range of clients within our specialist **Corporate Assurance** and **Charity and Not-for-Profit** audit teams.
- ACA/CTA – Support, consult, and advise our clients within our **Business tax** team.
- ATT/CTA – Help clients with their individual, family, and investment plans within our **Private Client tax** and **Trusts** teams or become an expert supporting clients with their communications and representations within our **Tax investigations and Dispute Resolutions** team.
- ATT/Enrolled Agent – Qualify in both UK and US tax to become a specialist 'dual-handler' in our **Expatriate tax** team.

School – Leaver

- AAT/ACCA – create and maintain long standing relationships with clients in our **Business Services** (accounts outsourcing) team.
- AAT/ACA – Audit, advise and support a broad range of clients within our specialist **Corporate Assurance** and **Charity and Not-for-Profit** audit teams.

Alongside our professional qualifications, all trainees will receive a highly competitive starting salary, up to £5,000 interest free loan, paid study leave, holiday allowances with option to buy more leave, 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 about trainee opportunities at Buzzacott, please visit our dedicated careers page for more information. ●

LOCATION: London

LOCATIONS: London



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	31	Graduate Jobs	Varies
Partners	5	Undergraduate Jobs	-
Trainees	5	School Leaver Schemes	Varies



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	1,100	Graduate Jobs	60
Partners	110	Undergraduate Jobs	20
Trainees	300	School Leaver Schemes	60

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. ●

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, Outsourcing & Wealth amongst others. We have fully funded courses, and study support, that lead to a professional qualification. ●

LOCATIONS: West Midlands

LOCATIONS: London, West Midlands and East Midlands

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	200	Graduate Jobs	8
Partners	27	Undergraduate Jobs	2
Trainees	29	School Leaver Schemes	2

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	80	Graduate Jobs	Varies
Partners	5	Undergraduate Jobs	Varies
Trainees	25	School Leaver Schemes	Varies

Cowgills isn't your ordinary accountancy firm, far from it.

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

Our continued success can only be achieved by investing in the best talent – individuals who can make a huge difference to our clients, colleagues, and community.

As part of an integrated team, you'll work in a dynamic environment with a unique opportunity to gain experience in every aspect of client management. You'll also benefit from working with some of the best brains around who will work with you to help you enhance and develop your career.

Services at Cowgills

During our 40 years we have worked with incredible growing and entrepreneurial clients, with a second-to-none cross-service offering, ensuring we can work with them on their entire business life cycle.

Our approach means we are all geared up to give our clients highly targeted, and specific expertise, whilst allowing our trainees to get a taste of all business areas. Our services include:

- Audit and Advisory
- Business Funding
- Business Recovery
- Deal Advisory
- Tax

We will fully fund any qualifications and provide trainees with hands-on experience with support from us every step of the way.

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

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

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. ●

LOCATIONS: North West

LOCATIONS: South East (excl London)



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	1,400	Graduate Jobs	100
Partners	100	Undergraduate Jobs	-
Trainees	450	School Leaver Schemes	30



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	20,000	Graduate Jobs	2,000
Partners	-	Undergraduate Jobs	-
Trainees	400	School Leaver Schemes	300

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

Be part of our fantastic team, where you can thrive, feel valued and recognised for your hard work. 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 network and with offices across the UK, we're big enough to know and the right size to care.

What you can expect

Whether you join us straight from college, or as a graduate, 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, tax, risk and advisory services to clients.

Crowe offers the following routes to qualification in either audit, tax, advisory or risk: ACA, AAT, ACCA, ATT/CTA. The majority of our trainees study to obtain the ACA qualification provided by the Institute of Chartered Accountants in England and Wales (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 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 opportunities.

Get your career off to a flying start

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

Whether it's innovating with tech or protecting our planet, working from home or collaborating in the office, developing your skills or taking time for yourself, what matters is different for everyone.

And you don't need to have it all figured out yet. That's what we're here for.

We're all working together to reshape the business and technology landscape and build the kind of world we want to see. 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 that matters. 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 the businesses we work with. So, throughout your time with us, you'll connect with colleagues who share a common purpose and unite to tackle our clients' biggest challenges.

Wherever you are in your journey and whatever your passion is you'll find something that's right for you. Have a look at our programmes below:

- Spring into Deloitte
- Summer Vacation Scheme
- Industrial Placements
- Graduate Programmes

Are you ready to discover what matters to you? ●

LOCATION: London, South West, West Midlands and North West

LOCATIONS: London, South East (excl London), South West, West Midlands, East Midlands, East Anglia, Yorkshire & Humberside, North East, North West, Scotland, Wales, Northern Ireland, Rep of Ireland, Rest of Europe, United States and Rest of the World



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	80	Graduate Jobs	3
Partners	7	Undergraduate Jobs	-
Trainees	15	School Leaver Schemes	1



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	450	Graduate Jobs	15
Partners	35	Undergraduate Jobs	-
Trainees	92	School Leaver Schemes	10

Part of top 50 accountancy group DJH, we are a partner-led firm of 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. ●

“We will be the Team that clients always choose to work with, and where talent people belong.”

The Duncan & Toplis group is one of the UK's top regional accountancy firms, specialising in accountancy, tax, and business advice, as well as supporting clients with legal services, IT support, and wealth management. Established in 1925, the team provide services to more than 12,000 businesses and individuals. We help each other as well as our communities, taking our social responsibility seriously by supporting local initiatives through the Duncan & Toplis Foundation.

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

Training contract

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

operates. This helps our trainees to gain the professional experience they need to both succeed in their qualification and become a qualified accountant and business adviser.

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

Your future with Duncan & Toplis

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

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

LOCATIONS: North West

LOCATIONS: East Midlands



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	100	Graduate Jobs	Varies
Partners	8	Undergraduate Jobs	-
Trainees	27	School Leaver Schemes	Varies



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	3,200	Graduate Jobs	Varies
Partners	-	Undergraduate Jobs	Varies
Trainees	-	School Leaver Schemes	Varies

ECOVIS Wingrave Yeats is an eight-partner firm made up of circa 90 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 Wingrave Yeats

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! ●

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 a comprehensive suite of services under one roof – from wealth management and tax advice to online investing and fund solutions. We foster a collaborative environment where our people feel empowered, and share a commitment to client success, determined to deliver better outcomes.

We provide an award-winning service for our clients by employing the best people. We believe sound advice shouldn't be a privilege – it's the foundation for a secure future. We're passionate about making financial clarity accessible to everyone. That's why we build award-winning teams, empowering individuals at every stage of their financial journey. Join us in our mission to place the power of good advice in more hands.

What can you expect?

For nearly two centuries, Evelyn Partners has empowered individuals, families, and businesses to achieve better outcomes. And that extends to our own people. Our core values – Personal, Partnership, and Performance – are more than just words; they define how we work together and shape your experience as a team member.

Personal: We treat you as an individual, championing a culture that recognises your talent and ambition. This translates to a work environment where you have the autonomy and flexibility to drive change and contribute your expertise.

Partnership: We believe in collaboration as 'we go further together'. This collaborative spirit is evident in our supportive environment, where you'll develop alongside a passionate team and benefit from immense knowledge and opportunities to learn and grow.

Performance: We strive for excellence, both for our clients and ourselves. This is reflected in our commitment to continuous learning, innovation, and exceeding expectations.

You'll be supported in completing your qualification; gaining the finance knowledge, accountancy skills and real-world business experience to jumpstart your career. And you won't do it alone – you'll be joining as part of a cohort with your own personal support network, including a buddy to offer first-hand experience. Your qualification training will be supported by a leading UK training provider, and you'll be given the space and time to study whilst developing a variety of skills to become a well-rounded advisor. You'll receive guidance and support each step of the way by our dedicated Learning & Development team and training contact for your department to make sure you have everything you need to realise your potential from day one.

At Evelyn Partners, we believe in the power of a diverse and inclusive workplace. We want everyone to feel valued and respected, regardless of background or beliefs. That's why we work closely with our I&D networks to celebrate different cultures and religions and foster an environment where everyone can be their authentic selves. As a colleague, we want to work with you, regardless of your identity, background, or circumstance, to achieve your full potential in a supportive and inclusive environment. ●

LOCATIONS: London

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



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	400,000	Graduate Jobs	600
Partners	-	Undergraduate Jobs	650
Trainees	-	School Leaver Schemes	450



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	135	Graduate Jobs	Varies
Partners	-	Undergraduate Jobs	-
Trainees	-	School Leaver Schemes	-

Start your career adventure at EY.

Your adventure awaits at EY. Whether you're looking for work experience, studying towards an undergraduate degree, getting ready to graduate, or considering an alternative to university after you leave school, we have the programme for you.

So, who are we, and what do we offer? We're a professional services organisation that helps companies make better decisions about business, finance and technology. We're a group of over 400,000 talented people spanning the globe in more than 150 countries. Our four main business areas, Assurance, Consulting, Strategy and Transactions, and Tax, transform how businesses work by providing innovative solutions and future-forward ideas.

When you join us, you'll make an impact from the get-go. It doesn't matter if you join us for a two-day or four-year programme, we'll equip you with the skills, tools, networks and experiences you'll need to build your career.

Are you keen to find out more about life at EY?

Search EY Adventure Awaits and journey over to our EY Adventure Awaits interactive experience to hear from EY colleagues, discover fun zones full of information and explore the benefits of a career with us on our website.

Start your career adventure with us and explore our range of programmes. Discover the possibilities, and your own potential, at EY. ●

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

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.

We hire graduates from all disciplines – we love hearing from tax or finance graduates who have a genuine interest in technology but we're equally happy to hear from people on the science or technology side who are looking for a commercially focused career. Either way, work experience would be a great advantage, whether it's an industrial placement or internship you did at university or time you've already spent in a graduate role. ●

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

LOCATION: London, South West and Scotland

EMPLOYEE NUMBERS	OPPORTUNITIES OFFERED
Total Employees 148	Graduate Jobs 31
Partners 16	Undergraduate Jobs -
Trainees 39	School Leaver Schemes -

EMPLOYEE NUMBERS	OPPORTUNITIES OFFERED
Total Employees 3,300	Graduate Jobs 300
Partners 165	Undergraduate Jobs 180
Trainees 500	School Leaver Schemes 100

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 six offices based in Grimsby, Lincoln, Louth, Scunthorpe, Skegness and Beverley providing the perfect balance of market towns to busy city centres. With such varied locations, we have a diverse client base too. From fishing to agriculture, from sole trader to multi-national corporations, from entrepreneur to enterprise, the mixture of clients that you could be working with are vast and exciting. We are proud to have over 89 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. You could be that person with them every step of the way to help them achieve their goals and dreams. 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. In 2016 we were awarded the national title of 'Large practice of the year' which recognised our commitment to staff by investing in both technical and soft skill training for all employees throughout the different stages of their careers.

Our mission is to deliver big firm expertise with local knowledge and personal service.
Our vision is to make a long-term difference to client success and goals by imagination, flexibility and ability to embrace continuous change.
Our ethos is to enrich the lives of our staff and our clients with a responsible and caring approach to improving the future.

We nurture our internal talent to encourage personal growth and upskilling, which in turn develops our business and the communities and industries in which we operate. In addition to the training, our staff benefit from a great selection of benefits. These include flexible working, wellbeing seminars, employee assistance wellbeing support, employee recognition programmes and a busy social schedule to help you get to know your co-workers on a much more personal level.

So the opportunities for the right candidate at Forrester Boyd are endless. Are you ready to become a Forrester Boyd team player? ●

Discover your potential with Forvis Mazars

At Forvis Mazars, we pride ourselves on being different. Across the globe, we are dedicated to helping clients make the most of business opportunities and building the economic foundations of a fair and prosperous world. Founded in Europe, Forvis Mazars is an international, integrated, and independent firm, specialising in audit, accountancy, advisory, consultancy and tax services. We are present in nearly 100 countries and territories, with 47,000 professionals – 30,000 in our integrated partnership, 17,000 via the Mazars North America Alliance.

In the UK, Forvis Mazars is among the largest firms in its sector and a leading auditor to Public Interest Entities. Our team includes over 3,300 people in 15 locations across the UK, providing a balanced perspective and on-the-spot expertise to clients of all sizes, from individuals and start-ups to global corporates and hugely influential public bodies.

We have graduate opportunities available in audit, tax, and advisory for students and recent graduates. These roles are located nationally across our UK offices, meaning there is an opportunity to suit every individual career pathway. Forvis Mazars offers undergraduates a 12-month placement, based across the UK. Placement students are given a high level of responsibility, supporting on projects with prestigious clients, whilst also being given the opportunity to start their professional qualifications, with the intention to return to us on a graduate programme after university.

There are a range of internship opportunities available throughout the summer across

various service lines. Interns receive professional skills training as well as working on the Forvis Mazars Challenge, working on real-life innovation or sustainability issues. Interns can also convert their internship to a graduate role. There are further opportunities throughout the year for first year students looking to take part in insight days.

Forvis Mazars offer excellent professional skills development and real responsibility from the start, with exposure to prestigious clients and dynamic projects, across a range of sectors. We provide graduates the opportunity to gain a professional qualification whilst earning a competitive salary and gaining invaluable industry experience. They are known as an engine for rapid and consistent career progression, giving ambitious people the opportunity for early responsibility and exposure to an interesting and rewarding portfolio of work.

Our culture is all about, celebrating individuality and we thrive 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. We support one another to deliver quality, create change and make an impact, so that everyone can reach their full potential.

We have various Graduate Traineeships, Industrial placements, Internships, School Leaver Apprenticeships and Work Experience opportunities available throughout the year within Audit, Tax and Advisory Services. We 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. ●

LOCATION: East Midlands and Yorkshire & Humberside

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

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	200	Graduate Jobs	10
Partners	20	Undergraduate Jobs	10
Trainees	40	School Leaver Schemes	10

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	160	Graduate Jobs	10
Partners	20	Undergraduate Jobs	-
Trainees	35	School Leaver Schemes	-

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. We all want to be successful, have great careers, enjoy our work and make money. We make that happen by working with likeminded people and thriving on each other's knowledge. We run our firm like a business, just like our clients do.

What we do

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

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

We work with

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

Work with us

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

We recognise that most accountants fall into the profession and thus we are simply looking for people who are able to demonstrate a high level of numeracy, the intellectual ability required to pass demanding professional examinations, an eagerness to work hard and the personal skills with which to build effective relationships with both clients and colleagues. Everything else can be picked up along the way if you are willing to put in the effort! ●

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 Gerald Edelman

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.

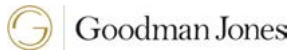
Our partners and employees are highly experienced. Just some of the areas we specialise in include:

- Audit
- Taxation and VAT
- Corporate Finance
- International Services
- Financial Planning
- Forensic and Expert Witness

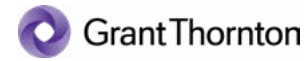
We will support your development and give you the opportunities and training you need to succeed. You can expect to be constantly challenged yet supported on your journey with us. ●

LOCATIONS: South East (excl London)

LOCATIONS: London



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	82	Graduate Jobs	Varies
Partners	13	Undergraduate Jobs	Varies
Trainees	21	School Leaver Schemes	Varies



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	5,500	Graduate Jobs	200
Partners	200	Undergraduate Jobs	50
Trainees	800	School Leaver Schemes	200

Goodman Jones LLP is a central London firm celebrating our 90th anniversary in 2024 and committed to remaining independent. We are an inclusive team of accountants, auditors, tax, and business advisers based in Fitzrovia, 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
- Flexitime and flexible bank holidays
- Hybrid working
- Wellbeing programme and Mental Health First Aid
- Financial wellbeing including financial support towards private medical, dental and optical services
- Continuous CPD in technical and non-technical skills. ●

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 135 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.

Discover more than you expected

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. We go beyond the norm to ensure we're playing a responsible role in the world – supporting local charities, investing in global entrepreneurs, and using our skills to make communities better.

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.

A world of difference

Covering the full range of clients, experiences are truly there for the taking. And with exposure to clients from early in their 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 for graduates 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 world.

Back yourself with our backing

Included and valued for your difference is how everyone should feel at work. Not just because it's right, but because we're all at our best when we're able to be ourselves.

So, when you join Grant Thornton, we'll work hard to ensure that's how you feel. We want you for who you are. We're excited to see the personality and perspectives you'll bring to our team because we know we'll all benefit from them. Our firm is built on people and their ideas, so we want to hear all the new perspectives and fresh thinking you have to offer.

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. ●

LOCATIONS: London

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



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	400	Graduate Jobs	20
Partners	42	Undergraduate Jobs	-
Trainees	80	School Leaver Schemes	-



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	800	Graduate Jobs	Varies
Partners	100+	Undergraduate Jobs	Varies
Trainees	-	School Leaver Schemes	Varies

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. ●

Cyril Haines Watts founded the firm back in 1930 and what started out small and from humble beginnings has continued to grow over the last 90 years into the Top 15 firm of chartered accountants you see today, with offices throughout the UK.

However, we are more than just an accountancy firm, Haines Watts is known for the personal touch when it comes to helping aspirational owner-managed businesses go from strength to strength; we pride ourselves on being passionate about your business and we value the relationships you, our clients, choose to have with us.

Haines Watts has had a strong entrepreneurial spirit woven into each cycle of our growth, which underpins our DNA and clients know that we've got their back. It's exciting working with owner managers, real decision-makers; the people at the sharp end of their business and being able to make a real difference to their success.

Our Purpose: Look beyond the numbers

Our client's problems become our problems, they're never just a number to us – we really care about the success of the businesses we work with and as a lot of our regional partners are business owners themselves, they can really empathise and advise on a peer level.

We really strive to build lasting, valued relationships and to make a tangible and meaningful impact. It is our clients' success that drives us and we are proactively committed to helping our clients and colleagues achieve their business and life goals in a passionate and authentic way, as these are the key traits that underpin everything we do.

At the heart of our firm is our colleagues, which is why team engagement has become more important than ever before. We have achieved 1-Star recognition from Best Companies for this and we are also one of the Top 10 best accountancy firms to work for in the UK, investing heavily in colleague wellbeing and mindfulness. As the face of the workplace has shifted since the pandemic, we have adapted and challenged what the working environment looks like for our teams, creating an environment fit for the future.

Our Career Growth Proposition is

We want to encourage leaning into who you are as a person. You will build a solid foundation as you progress from Trainee to Manager, but from there, what would you prefer? To become an authority in an accountancy specialism. Or, are you more energised by relationships with clients and teams? There is room for both career paths at Haines Watts.

Are you a recent school leaver, graduate or experienced professional looking to build a rewarding career?

At Haines Watts we are passionate about creating opportunities for people to grow and thrive. Our in-house development programmes will support you with developing both technical skills and discovering the person you are, whilst enabling you to forge strong client and colleague relationships.

Begin your career at Haines Watts today! Take a look at our current opportunities. ●

LOCATIONS: London

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

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	88	Graduate Jobs	Varies
Partners	10	Undergraduate Jobs	-
Trainees	31	School Leaver Schemes	-

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	95	Graduate Jobs	9
Partners	12	Undergraduate Jobs	2
Trainees	20	School Leaver Schemes	-

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

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

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

Haslers are committed to CSR and, via our registered charity Haslers Foundation, organise fundraising events and support local causes.

Our graduates are encouraged to get involved with the work of Haslers Foundation.

What we can offer you?

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

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

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.

Our purpose statement encapsulates why we do what we do:

We exist to deliver long term client success by providing pro-active advice, sharing our extensive expertise and embracing change. Through forward thinking, we encourage growth and create opportunities.

Our approachable team are at the heart of our service, which is why we invest in them to develop and empower the next generation of accountants and advisers. We create a supportive environment where everyone feels welcome, valued and respected.

We are, and will continue to be, an integral part of our local communities and wider global network.

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. ●

LOCATIONS: South East (excl London)

LOCATIONS: East Midlands and Yorkshire & Humberside

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	517	Graduate Jobs	70
Partners	38	Undergraduate Jobs	10
Trainees	177	School Leaver Schemes	7



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	530	Graduate Jobs	20
Partners	36	Undergraduate Jobs	10
Trainees	112	School Leaver Schemes	20

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 30 UK accountancy firm, a co-founder of MSI Global Alliance, and advisors to some of the most exciting businesses and charities throughout the UK and internationally. Our 500+ strong team all work together on one floor in our riverfront office in Central London.

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. Below is an overview of what we'll offer you:

- From day one, you'll be working on challenging client projects across our key sectors – Charities, Creative, Media and Technology, Financial Services, Hospitality, Professional Institutes and Membership Bodies, Property and Schools and Education – where you will learn and grow from inspirational leaders.
- You'll be a part of a close-knit early talent cohort full of self-starters, problem-solvers and collaborators who strive to continually enhance their skills and knowledge.
- You'll have access to personal development and high-quality training whilst working towards your professional qualification, alongside mentoring and support from peers and leaders alike.
- We pride ourselves on making time for one another and creating ample opportunities to build connections and share two-way feedback between employees and partners. You'll have the opportunity to partake in

'haysmac Connect', a programme of events curated to bring our people together to connect and bond over a variety of activities, including drinks, at some of London's best rooftop bars, puppy yoga or a session at the velodrome.

- Our comprehensive CSR programme means that you'll have the opportunity to support local communities as well as our staff elected charity partner, Alzheimer's Society. Fundraising initiatives are vast and varied, including London to Paris bike rides, the Great haysmac Bake Off, wine tasting, and we 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 ambitious environmental committee to introduce new policies and initiatives to tackle climate change.
- We value a diverse workforce and we're committed to creating a friendly, inclusive culture where every individual can be themselves at work and can develop and make a real difference to our firm and our clients. You'll be welcomed to join our various DEI initiatives including the celebration of Black History Month, Pride, South Asian Heritage Month, Neurodiversity, promoting and 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.

Get in touch for more information. ●

LOCATION: London

We're people first.

Accountants second.

At Hazlewoods, we know our clients don't just choose us for our accountancy expertise. It's our vibrant, friendly and sociable team that make the real difference. And that's why we think you'll love working for us too. We have over 500 staff in three offices across Gloucestershire who work with our clients locally, nationally and internationally.

Our apprentices are our future. Which is why we typically take on a high number of school leavers, graduates and university work placements every year. And we don't base our selection on the subjects you've studied – we're far more interested in the person behind the qualifications. You'll be given unbeatable training and support and have the opportunity to work alongside a great range of clients. We're always on the lookout for apprentices with ambition to develop their careers to their fullest potential – right up to the partner level.

Our benefits include: a competitive salary, profit-sharing and paid study leave. We offer a great work/life balance which include a health and wellbeing programme, social events

throughout the year and a Trainee Committee to support your progress.

We have opportunities in Audit, Tax, Corporate Finance and our sector-specialist teams. You'll be given unbeatable training and support and have the opportunity to work alongside some of the best in the business plus an impressive list of clients. As you (and our business) continue to thrive, so do the opportunities you'll enjoy.

For school/college leavers, we offer the two-year AAT training programme. For graduates we offer a three-year programme, at the end of which you will have gained your ACA or joint ACA/CTA qualifications.

We are looking for outstanding applicants who can demonstrate:

- GCSE Maths and English Grade B
- 112 UCAS points (actual/predicted)
- Graduate Apprenticeship/Placements only – 2:1 Degree in any subject (actual/predicted)
- A genuine interest in accountancy and finance

Search for #Hazlewoodspeople on social media to find out why our people love working with us. ●

LOCATIONS: South West



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	220	Graduate Jobs	10
Partners	17	Undergraduate Jobs	4
Trainees	45	School Leaver Schemes	-



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	120	Graduate Jobs	8
Partners	16	Undergraduate Jobs	2
Trainees	30	School Leaver Schemes	-

With a growing and diverse client base, as an ACA Audit student, you can expect to work on a range of demanding assignments in any one year. Working closely with a variety of clients, managers and other students, you will learn technical and soft skills seeing the results of your input from an early stage.

- Aim to study hard and pass exams first time.
- A good networker of people.
- Enjoys a work/life balance
- Able to be based from Watford, Hertfordshire but travel to London and home counties.

About us

Hillier Hopkins is one of the region's leading independent and progressive Top 50 firms of chartered accountants. 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 support and encourage staff to get involved with local charity events. We also continue to implement new measures to decrease our environmental impact and reduce wastage. ●

- 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.

Our Business

HURST is proud to be considered one of the UK's leading independent accountancy firms. Headquartered in South Manchester, our 120-strong team has been supporting the ambitions of the North West's most admired organisations for the past four decades. We go beyond the world of accountancy, and it's that extra mile and additional insight that truly helps our clients to thrive. At HURST, we have a friendly team which is made up of 16 Partners, along with a mix of Managers and Senior Managers, among other key roles. We also have 30 dedicated trainees who are on their journey to becoming fully qualified accountants.

Your future starts here

You'll be wondering why we're different to other leading firms in the UK... and why you should consider forging your future career with HURST. It's not just the leading technical competency you'll find amongst your colleagues. Or that fact that you'll have the freedom to make your mark with many of the North West's most admired brands. It's the sense of ownership you'll feel. And the fact you'll be surrounded with like-minded teammates that are as friendly as they are forward-thinking. Committed to diversity, equity, and inclusion, we're also now officially a Great Place to Work.

Trainee Opportunities

Your first step towards a career at HURST is through our accountancy training scheme (ICAEW/ACCA). If you are a recent graduate or you're considering a career change, we are looking for high calibre audit trainees to join the HURST Business Services team for our 2025 intake.

We will put you through a paid Level 7 Apprenticeship Programme, over four years and you will be exam-qualified with the ICAEW/ACCA in three years. As a part of your HURST trainee journey, once qualified you will be provided with a mentor and tailored career plan.

As well offering support with tuition and professional qualifications, we also provide you with a wide range of benefits, as expected from a leading employer. Our scheme is designed to give you an idea of what it's like to be a professionally qualified accountant at HURST. As a Trainee at HURST, you will be working with Partners and Managers on a range of exciting assignments.

Developing your career Structured development from day 1

At HURST you will benefit from an industry leading structured development programme, outside any technical training you will receive. There are three pathways to choose from, if you want to take part:
Trainee to Senior | Senior to Manager | Manager to Partner

Our partnership with Vistage

We are the first accountancy firm headquartered in the north to launch a Vistage Inside programme for future leaders.

Vistage, with 45,000 members worldwide, is a global leader in personal development and advisory groups for CEOs, key executives and leadership teams, providing insight, fresh perspectives, peer advisory groups, coaching and mentoring.

For more information, please visit our website. ●

LOCATIONS: London and South East (excl London)

LOCATIONS: North West



EMPLOYEE NUMBERS	OPPORTUNITIES OFFERED
Total Employees 300	Graduate Jobs 20
Partners 28	Undergraduate Jobs 3
Trainees 60	School Leaver Schemes 8



EMPLOYEE NUMBERS	OPPORTUNITIES OFFERED
Total Employees 227	Graduate Jobs Varies
Partners 20	Undergraduate Jobs -
Trainees 56	School Leaver Schemes Varies

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.

The role is a three year training contract and we provide full study support for the ACA qualification.

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.

About us

HW Fisher is a very well established accountancy firm, and was founded in 1933. We have one office, in London, with around 300 staff and 28 partners. There is a lot of collaboration across departments and there is a big social culture within the firm.

We offer flexible hours under a core hours system, and there is the opportunity for hybrid working once trainees have reached a certain level in their experience. ●

Who We Are

James Cowper Kreston is a leading firm of accountants and business advisers with offices across the Thames Valley, London and South. We are passionate about enabling our clients and staff to maximise their potential. That means that we approach each client or staff member as an individual, not with a pre-set script.

Since 1922 we have been working with clients, not just as accountants but as an integral part of their team, offering a full range of advisory services and working with them to unlock and maximise available opportunities.

As a team of over 220 people, everyone gets to play their part in helping us achieve our goals. We have a strong team ethic, but always recognise the individual contributions. That's why we make a great investment in individual career development and helping you maximise your potential.

Our Opportunities

We are looking for the next generation of accountants to join our growing team. If you have already obtained your degree, or are about to do so, then our Graduate Trainee Programme offers a practical way to kick-start a rewarding career in accountancy.

Our 3-year training programme offers a Level 7 Apprenticeship to achieve the ACA qualification. This means you'll combine on-the-job learning with classroom-based training to develop technical knowledge and personal skills that will help you maximise your career potential. We

also offer 3-year School Leaver Apprenticeships, to study the AAT qualification, before then progressing on to the ACA Apprenticeship.

What We Are Looking For

You do not need to have a degree in accounting and finance to join our graduate scheme. Whatever your academic background you will have knowledge and skills that are transferable to a career in accountancy, and we welcome variety! We are looking for hard-working, driven individuals who can communicate effectively with both colleagues and clients.

Development & Career Progression

At James Cowper Kreston, people are at the heart of our business. That's why we aim to recruit and retain the best and offer challenging and rewarding opportunities. In fact, a number of our senior management team, and a quarter of our current partners, started out as trainees at the firm.

We're committed to developing your career by:

- Offering training for professional qualifications and skills necessary to drive you forward.
- Providing you with a challenging environment where your unique talents will be nurtured.
- Supporting you after qualification with a comprehensive management training programme and mentoring scheme.
- Helping you create a flexible career plan that will adapt to your evolving needs, aspirations and opportunities. ●

LOCATIONS: London

LOCATIONS: South East (excl London)



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	900	Graduate Jobs	Varies
Partners	70	Undergraduate Jobs	-
Trainees	200	School Leaver Schemes	Varies



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	80+	Graduate Jobs	Varies
Partners	9	Undergraduate Jobs	-
Trainees	30+	School Leaver Schemes	Varies

We're characters, not digits

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

Our team

With over 900 people across the UK and over 16,000 clients in a variety of sectors, there's always going to be an exciting challenge to help you develop. Whether you want to venture into new geographies, learn a new skill, expand your sector expertise or move into a new service area, our personal development programme, your JC Path, will help you to grow your own way. We've a range of opportunities for you to kickstart your accountancy career, wherever you may be on your journey.

Start straight from school or college

If university is not for you and you'd prefer to earn while you learn, straight out of school or college, our JC Futures programme is for you. This apprenticeship gives you hands-on experience from day one, alongside supported training towards your professional accountancy qualification.

Internships and placements

We offer year long university placements as well as summer internships. You'll get insight into what it's really like to work for us and as your internship or placement progresses, we'll help you develop the employability skills and knowledge that will help prepare you for success in your future career.

Graduate programmes

As part of our JC Graduate programme, you will get hands on client experience, full support to help you achieve your potential and responsibility from day one. You'll study towards your professional accountancy qualifications with generous study leave and a dedicated early careers team to support your development.

Challenges and variety

Our geographic reach extends beyond our network of office locations in the UK. 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 also play a role in the communities we serve running a range of initiatives including a ground-breaking partnership with Netball Scotland to support young girls and women to enjoy the sport.

We are committed to investing in the learning and development of our people and have a range of opportunities to explore including our JC Aspire programme of learning opportunities and an inhouse leadership path.

We welcome people from all backgrounds and circumstances who have the right skills and curiosity about the world to continue the successful growth of our firm. ●

JS. (JS. Accountants & Business Advisors)

JS is one of the largest independent firms of chartered accountants and business advisors in the North West, we've been delivering outstanding service and advice to thousands of businesses and business people for over 100 years. Our legacy is built on independence, ownership, and innovation, making us a unique and dynamic place to work.

Why JS?

We pride ourselves on being problem solvers who provide creative, bespoke solutions. Simplicity, boldness, and honesty are at the heart of everything we do. Our expertise spans tax advisory, business advisory, audit, and compliance. We're also at the forefront of digitalisation and new technologies, ensuring we stay ahead in a rapidly evolving industry.

Training & Development

Our training and development programmes are second to none. Our team members, many of whom have been with us for over 20 years, attest to the excellent opportunities for growth and career progression at JS. We offer comprehensive training, support, and clear pathways for advancement. Our structured in-house training is complemented by personal mentoring and a robust appraisal process. Plus, we cover the costs for all study and revision courses as you work towards your professional qualifications.

Our Training Accreditations:

- ICAEW Authorised Training Provider
- ACCA Approved Employer
- ACCA Training & Development – Platinum

If you're a talented individual seeking an exciting opportunity, JS. is the place for you. We are committed to fostering equality, diversity, and inclusion, ensuring our team reflects the diverse society we serve. Each employee is respected and empowered to perform their best.

You + Us Means More

What sets us apart? Beyond being expert business and tax advisors, we bring personality and drive to our work. Following a Management Buy-Out (MBO) in April 2024, our firm is led by a young, dynamic leadership team passionate about leading JS. into the future.

Your Future with Us

We believe in our people and their potential. Join us and be part of a team where your talents are valued, and your career can flourish. At JS, the future is truly yours.

Wellbeing & CSR

We are dedicated to the well-being of our employees and actively engage in corporate social responsibility and well-being initiatives, making a positive impact on our people, community and beyond. ●

LOCATIONS: London, North East and Scotland

LOCATIONS: North West

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	40	Graduate Jobs	1
Partners	5	Undergraduate Jobs	1
Trainees	12	School Leaver Schemes	1

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. ●

LOCATION: West Midlands

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	60	Graduate Jobs	2-4
Partners	6	Undergraduate Jobs	-
Trainees	20	School Leaver Schemes	4-6

Kirk Newsholme is a 6 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 over 30 years ago and with a team of 60+ 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.

Apprenticeship programmes

We are interested in hearing from A-level 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 (Level 3/4 apprenticeship)
- Chartered Accountant/Chartered Tax Advisor (Level 7 apprenticeship)
- Chartered Certified Accountant (Level 7 apprenticeship)

LOCATIONS: Yorkshire & Humberside

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.

Please check our website careers page for current vacancies and details of how to apply. ●



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	16,000	Graduate Jobs	600
Partners	-	Undergraduate Jobs	60
Trainees	4,000	School Leaver Schemes	600



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	504	Graduate Jobs	25
Partners	43	Undergraduate Jobs	2
Trainees	80	School Leaver Schemes	20

KPMG in the UK is part of a global organisation of independent firms that 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. Audit is our largest business practice, which is all about examining organisations to ensure their published accounts are a 'true and fair' reflection of their financial position. The work we do in Audit is critical to the everyday working of society, helps build trust in the economy and supports companies to grow.

Working in audit at KPMG puts you at the heart of business. We work with some of the world's largest companies including retailers, UK banks and multinationals and you'll learn how to audit a variety of organisations with the help of insights and emerging technology. You could also have the opportunity to work in ESG (Environmental, Social and Governance) reporting, helping businesses to create a more sustainable future. The work is challenging yet rewarding. We're committed to creating an inclusive community where you'll have everything you need to reach your full potential with a supportive team by your side. Our people take care of each other and bring their different skills, experiences and perspectives together to deliver exceptional work.

There are a number of different ways you can join us in Audit at KPMG:

Undergraduate Insight Programmes

Our undergraduate programmes are for a range of people with unique experiences and perspectives. They are a great way to

immerse yourself into life at KPMG and you might find yourself fast-tracked towards a graduate programme.

- Audit – Black Heritage Talent Insight Programme
- Audit – Social Mobility Talent Insight Programme
- Audit – Abilities Talent Insight Programme

Graduate Programmes

Our graduate programmes offer a structured development framework, including funded professional qualifications or accreditations.

- Audit Graduate Programme
- Technology Audit Graduate Programme

Apprenticeships

As an apprentice you'll work on rewarding projects and study towards a professional qualification or a degree which will support your learning for a lifetime. You'll also earn a competitive salary between £23,000 and £25,000 dependent on location:

- Audit Apprenticeship Programme
- Audit Data & Analytics Degree
- Apprenticeship Programme

We want to see our graduates and apprentices grow and develop during their programmes and after they've become qualified professionals. 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. ●

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.

We're purpose-driven and help all generations embrace change through trusted advice, support and guidance. Our dedication to providing a personal service is what sets us apart – we get to know you, understand your goals, support and advise you on your journey to help you realise your ambitions.

We're committed to living by our values – 'Understand', 'Look ahead', 'Make it personal', 'Be crystal clear' and 'Be human' – and throughout our 200 years of history, 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 (ESG) programme which is central to our purpose and values. We also have our own charity, run by our people for the firm's nominated charities, and a group of people, the Kreston Reeves community, who are passionate about driving ESG initiatives forward.

Our training programmes

Join the ranks of ambitious graduates, placement students, and school leavers who embark on our renowned training programmes each year. We are dedicated to nurturing and developing the next generation of accountants and tax advisers, with guidance and support throughout your journey.

Whether you've just completed sixth form or college, graduated from university, or are considering a career change, our programmes provide equal opportunities for everyone to launch a successful career.

Our comprehensive programme includes a diverse range of courses, coupled with personal, professional, and financial support to pave your way to success. You'll also have the opportunity to engage in client work and participate in broader firm initiatives, so you have a stimulating and fulfilling career experience.

Enjoy a flexible package of benefits, embrace hybrid working, and thrive in our proud, inclusive culture. We want our firm to be your perfect environment to ignite and grow your career. Join us and start your journey to becoming a top-tier professional. ●

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

LOCATIONS: London and South East (excl London)



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	390	Graduate Jobs	15
Partners	28	Undergraduate Jobs	-
Trainees	107	School Leaver Schemes	15



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	260	Graduate Jobs	10
Partners	8	Undergraduate Jobs	-
Trainees	55	School Leaver Schemes	6

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. ●

At LB Group we are passionate about people, providing our talented employees with opportunities to grow as a professional in our industry. Working alongside driven individuals, you'll be part of a business that values your contribution. We want you to feel part of a team, sharing your views and knowledge whilst working in a culture which encourages and celebrates diversity.

Our Culture

Our work culture emphasises teamwork, collaboration, and innovation, fostering a dynamic and connected workforce striving to provide our clients with the best possible service. Our employees are the backbone of our success, and we are committed to helping them grow and develop in their careers.

Our Services

We offer a range of services including Accounting, Tax, Audit, Business Advisory 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 Group, we embrace new technologies to ensure our clients make effective and efficient decisions. Our dedicated Digital Solutions team works alongside our service teams to ensure you will gain a diverse range of skills in this arena that will help fulfil your career ambitions and support our clients.

'I'd recommend LB Group to anyone looking to start a career at a place which supports you throughout and helps you challenge yourself and grow.' Kacper Pilarski, Trainee

Your Accountancy Career

We are a people-centric business, where the expertise of our staff makes a real, lasting difference to our clients. Our job is to help you do yours and in turn, help our clients. Professional skills training, qualification support, collaboration with different teams and client experience from the outset. These are just some of the career benefits you will encounter by joining the LB Group.

Through our programme of continual professional development, we aim to nurture and develop our trainees to become the directors of the future. 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.

We understand that our best asset is our people, and we therefore make sure we provide the right support and opportunities for our team, throughout their career. By providing a supportive environment and progression opportunities, alongside a tailored suite of benefits, we aim to give our team the options to pick a package which best suit their needs.

Many of our senior management team joined us in junior roles. They put their trust in us to support their career, and now they help others at LB Group do the same. Head over to our website to find out more from our colleagues on their experience of training with us. ●

LOCATION: South East (excl London) and East Anglia

LOCATIONS: London, South East (excl London) and East Anglia

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	300	Graduate Jobs	Varies
Partners	21	Undergraduate Jobs	Varies
Trainees	55	School Leaver Schemes	Varies

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	170	Graduate Jobs	Varies
Partners	17	Undergraduate Jobs	Varies
Trainees	60	School Leaver Schemes	Varies

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

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

Your training and development

In 2022 Lovewell Blake were awarded 20th Best Apprenticeship provider in the UK and joining 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 time out of the office to attend our training provider
- Paid study leave ahead of the exams
- Regular reviews with our Student Training Administrator

Alongside the training you will gain invaluable experience in one of our offices. No week is ever the same and, depending on what department you join, you can expect to assist with audits, prepare accounts for limited companies and individuals and produce VAT returns.

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

Lubbock Fine is a Top 60 accounting, tax, audit, and business advisory firm dedicated to providing exceptional services to a diverse range of clients, helping them elevate their financial performance. Founded in 1929 in the heart of London, we've evolved into one of the UK's leading mid-sized firms, with 17 partners and more than 170 staff who provide expert advice. As a founding member of Russell Bedford International (RBI), we connect our clients to a global network of independent accountancy firms, ensuring access to our trusted accountants, auditors, tax advisers and business consultants worldwide. Our specialist business desks look after clients in France, Portugal, India, the Middle East and Africa. We also have business operations in the Cayman Islands. Our Dubai office, established in 2006, was one of the first to register as auditors with the Dubai Financial Services Authority. The overarching strategy of the firm at the heart of our success is our vision to 'redefine exceptional'. Now is a perfect time to join us to be part of that success and to help shape the future.

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 and support as you take on immediate client-facing responsibilities, allowing you to acquire valuable technical and practical training. Additionally, you will gain plenty of exposure to diverse projects, further enhancing your studies as well as your skill set.

Through demonstration of your dedication for success, you will have the opportunity to benefit from our excellent progression

opportunities, including our Path to Partner, and salary packages which are reviewed regularly throughout the year as part of our formal review process. Life at Lubbock Fine goes beyond the office. You will be able to benefit from our smart working approach and also enjoy active social programmes, including summer team building, away days, festive parties, fundraising activities and virtual events.

Why us

Our mentoring program at Lubbock Fine is designed to closely monitor your progress and provide valuable guidance throughout your comprehensive 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 provide you with the exposure needed to unlock your full potential. The majority of our trainees choose to stay with us beyond qualification and continue to progress upwards through the ranks to leadership roles.

Our values

At Lubbock Fine, we believe in the power of a personal touch. Our partner-led approach ensures that our clients receive dedicated attention and 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 and making a meaningful difference in the lives of others. Join us in our mission to transform business performance by constantly exceeding the expectations of our clients, our people, and our communities. ●

LOCATION: East Anglia

LOCATIONS: London

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	626	Graduate Jobs	50
Partners	53	Undergraduate Jobs	10
Trainees	158	School Leaver Schemes	30

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	240	Graduate Jobs	15
Partners	24	Undergraduate Jobs	-
Trainees	80	School Leaver Schemes	12

Menzies is a leading UK business advisory and accountancy firm with international reach. We help accelerate your ambition, with a proven track record supporting both businesses and individuals to successfully reach their goals.

We focus on optimising our clients financially, operationally and strategically across Audit, Tax & Compliance, Accounts Advisory, Financial Planning and Transaction Services. Our 10-sector specialist teams work with Menzies experts in Strategic Business Advisory, International Expansion, Outsourced Services and Financial Planning, to create value and transition clients to the next stage in their journey.

Even as we scale, we continue to take a Partner-led approach to our client relationships. We use our Brighter Thinking methodology to empower clients with greater confidence and certainty in the face of increasing complexity.

Founded in 1912, Menzies is headquartered in London, with 600+ employees. Our clients are mid-size and large privately held corporates, non-profits, and individuals, across the UK and internationally via major market country-desks, and in 157 countries globally through Menzies membership of HLB, the global advisory and accounting network. ●

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. Whether you are helping to launch a start-up, ensuring families leave their legacies to future generations or completing an audit of a business – our clients value the relationships they have built with Mercer & Hole. Therefore, when you join us, maintaining client relationships becomes part of your work life too.

Are you up for the challenge?

We listen to what challenges you are interested in and support you in this with ongoing development. This starts at the early stage of your career with professional study and qualifications. 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 a professionally qualified human at Mercer & Hole

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.

We hope to see you soon! ●

LOCATIONS: London, South East (excl London) and Wales

LOCATIONS: London and South East (excl London)

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	29	Graduate Jobs	1-2
Partners	5	Undergraduate Jobs	-
Trainees	7	School Leaver Schemes	1-2

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	905	Graduate Jobs	100
Partners	81	Undergraduate Jobs	20
Trainees	261	School Leaver Schemes	30

About

Established in 1925, 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.

- An annual plan encompassing both your technical and your personal development
- We'll keep you up-to-date both technically and with management skills, with in-house training and external training courses
- Unlimited access to training webinars, ongoing training with the accounting software you use and certification from QuickBooks & Xero if this is of interest.
- One to one training with senior team members on all aspects of your role and systems to support you in the work you will do
- Full study support for professional qualifications
- Monthly in-house training
- Buddy system for new joiners
- Professional development training either in-house or off-site
- Partner mentoring – to help you reach your goals
- Support to develop your personal skill set
- The opportunity to train to become a Chartered Accountant – we are an Authorised Training Employer for the ICAEW and ACCA ●

About us

At Moore Kingston Smith, we create lasting success for our clients, people, and communities. Our clients and people have influenced our story and shaped us into the leading multi-disciplinary professional advisory firm we are today. Listening to the needs, ambitions and challenges of our clients, we develop innovative, bespoke solutions to help them thrive in an ever-changing world. With global reach, we help our clients to achieve lasting success at local, national and international levels, through the Moore Global network. We are the London firm of top 10 accounting and advisory network, Moore UK.

We offer a wide range of professional services – including audit, accounts, tax, corporate finance, insolvency services, legal; and quite a lot more. At Moore Kingston Smith, we work with clients across a diverse range of sectors. We are trusted advisers to our clients who comprise individuals to businesses of all sizes.

Our people are at the heart of the firm and our greatest asset, bringing a wealth of technical knowledge combined with an unrivalled mix of industry experience and in-depth market insight. They're professional, hard-working, friendly and approachable, with high commercial awareness and real a passion for what they do. Providing an environment for everyone to thrive is paramount to us,

and we offer a varied, interesting career, fully supported by an excellent learning and development programme with plenty of potential for progression.

Early Talent

Whether you're a graduate or a school leaver, you'll get your career off to a great start by joining one of our training programmes, enabling you to study while gaining valuable experience on the job. In fact, the quality of our apprenticeships is so high, we're recognised as one of the government's Top 100 Apprenticeship Employers.

You'll receive high quality training in a personal, friendly environment, supported throughout by a buddy, training manager, training partner and your dedicated Early Talent team.

Undergraduates looking for real world exposure to accountancy can also get stuck in with our summer internship and industry placement opportunities.

Whatever path you choose, we have clear progression routes, and there's plenty of opportunity to take your career in the direction you desire at Moore Kingston Smith. In fact, many of our partners started out as trainees here and through hard work, commitment and drive have gone on to leadership roles. ●

LOCATIONS: South East (excl London)

LOCATIONS: London and South East (excl London),



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	38	Graduate Jobs	2
Partners	3	Undergraduate Jobs	-
Trainees	-	School Leaver Schemes	-



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	60	Graduate Jobs	Varies
Partners	7	Undergraduate Jobs	Varies
Trainees	9	School Leaver Schemes	Varies

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 at Myers Clark
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.

Current Trainee Testimonials

"Working at Myers Clark has been an incredible journey so far, I have been exposed to a variety of work in different fields and having no prior knowledge of accounting from university, this has allowed me the opportunities to gain an enormous amount of hands-on experience and knowledge in such a short space of time.

My questions are always warmly welcomed and answered, this help and support from the whole team at Myers Clark has made an environment which has allowed me to develop as an individual both personally and professionally, and one of the many reasons I enjoy working here so much" – **Simon Fung** ●

BRIGHT, ENTHUSIASTIC, AGILE?

Join our ever-expanding, and truly diverse audit, accountancy and tax teams. If you are looking to develop your career in accounting in a dynamic and engaging office environment, read on.

Our team of expert chartered accountants and tax advisors work nationally, and offer clients a personal, partner-led approach. This, together with our training heritage makes Newby Castleman a knowledgeable, social and supportive place to work.

With offices in the historic New Walk area of Leicester, and the market town of Loughborough, you will find our flexible working policy aims to promote a good work-life balance for all.

We are always looking to expand our group of talented staff, and offer great opportunities for those wanting to pursue a career within the accountancy profession.

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 automotive, hospitality, charity, agriculture, wholesale, retail and legal, 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. ●

LOCATIONS: South East (excl London)

LOCATIONS: East Midlands

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	138	Graduate Jobs	10
Partners	17	Undergraduate Jobs	-
Trainees	22	School Leaver Schemes	-

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	350+	Graduate Jobs	10-30
Partners	25	Undergraduate Jobs	10-30
Trainees	75	School Leaver Schemes	10-30

Our story began in 1933, as an accountancy firm for those who dared to dream, create, and inspire. From our inception, we became the trusted firm for pioneers in entertainment. We walked side by side with the creatives who sculpted the landscape of storytelling, giving them the financial insight and confidence they needed to bring their visions to life.

As the years turned to decades, we grew with our clients. We expanded our expertise, venturing into new sectors, but never losing sight of our original mission. Whether in the bright lights of entertainment or the hustle and bustle of property, we understood that each client was unique, each story different.

We seek six to ten graduates annually for our three-year Training Contract, which includes a comprehensive education program. We have high standards and are in search of candidates who possess excellent academic qualifications with a strong desire to succeed.

What can you expect from a career with Nyman Libson Paul

At NLP you will be entrusted with responsibility early in your career. There is no substitute for experience. We want to foster the skills to

enable you to think on your feet, encouraging you to maximise your potential with excellent career prospects as our emphasis is on internal promotion to both manager and partner level.

You will be encouraged 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. You'll enjoy a competitive salary and an excellent package, with salary increases based on exam and work performances. Combine this with the opportunities and diverse lifestyle that working in the Capital offers; it all adds up to a highly rewarding experience.

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

Driving ambition throughout the South West

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

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

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

Developing People- Investing in You

At Old Mill we understand that career paths aren't linear, we aim to spot talent, nurture the skills of our employees and celebrate their strengths. We are proud that many of

our people have gained their professional qualifications and we are committed in supporting fresh new talent through theirs.

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

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

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

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

LOCATION: London

LOCATIONS: South West

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	42	Graduate Jobs	Varies
Partners	5	Undergraduate Jobs	Varies
Trainees	16	School Leaver Schemes	-

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	250	Graduate Jobs	15
Partners	20	Undergraduate Jobs	10
Trainees	68	School Leaver Schemes	10

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, 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 recruits 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 also offer excellent career prospects with your own client portfolio once qualified and the opportunity to work towards manager and partner level.

Why Choose Page Kirk?

You will enjoy benefits such as:

- Competitive salary with scheduled pay rises for passing exams
- Structured development
- Supportive learning environment
- Study leave

Plus much more!

The Page Kirk team

Page Kirk partnership is made up of 5 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.

The health and wellbeing of our team members are important to us and we strongly believe that a good work-life balance is vital for a successful team. Partners and managers also hold regular face-to-face meetings with all staff, encouraging all team members to voice their opinions and enabling them to reach their career goals. Wherever our team are working, we are always working together, building, and maintaining relationships, not just with clients but also with colleagues.

Who should apply?

In addition to achieving a minimum of a 2.1 in ANY degree discipline, this role is well suited to individuals with the following skills and attributes:

- General business interest and awareness
- Self-motivation and commitment in order to combine study while working
- Communication and interpersonal skills
- Organisational and time management skills
- Methodical in approach to work
- IT proficiency
- Strong analytical and problem-solving skills
- Numeracy
- Leadership qualities and effective teamworking skills
- Motivation and initiative
- Integrity and trustworthiness
- Good work ethic

For more information about Page Kirk please visit our website. ●

About PEM

PEM is the largest independent firm of chartered accountants in Cambridge, providing **business** and advisory services to a broad range of businesses and individuals. Our wide and varied client base provides an exciting environment for **our trainees to learn in, and ensures our training programmes are built around an excellent framework of both knowledge, and experience.**

We believe our mentoring and training programme is second to none. We are committed to supporting each of our trainees' individual needs so that they reach their full potential – after all, they are the future managers and partners (leaders?) of our firm.

We work closely with all our financial training providers to ensure all our students have a positive and encouraging training experience with PEM. You will be given the opportunity

to experience work across different teams and on a range of exciting projects. Once qualified, our career pathway will offer you all the responsibility, challenge and development that you will need to progress in your career.

Who are we looking for?

We are looking for school leavers and graduates who have strong commercial and business instincts. You will need excellent communication and interpersonal skills and to 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. ●

LOCATIONS: East Midlands

LOCATIONS: East Anglia

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	937	Graduate Jobs	48
Partners	60	Undergraduate Jobs	12
Trainees	223	School Leaver Schemes	25

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	648	Graduate Jobs	100
Partners	48	Undergraduate Jobs	40
Trainees	186	School Leaver Schemes	5

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 & 2024 and number 28 on the Department of Education's Top 100 Apprenticeship Employers List 2023.

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. ●

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 Business Solutions 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 Littlejohn is the 12th largest accountancy brand and the 12th largest audit practice in the UK. 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 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. At PKF Littlejohn, it is our people who make us who we are, we want our people to feel that they can always be their authentic selves. The people we advise, the people in the communities where we operate, and most importantly, the people we work with.

Throughout your training programme, you will work both on your own and as part of a team across our divisions – with a significant amount of Partner and client contact from day one. We will give you opportunities to progress and full support at every step.

When you join us, you become part of our open, welcoming and highly knowledgeable team. You will have the opportunity to work with inspiring clients and committed colleagues, while developing your career in a dynamic, fast-paced environment.

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. ●

LOCATIONS: South West

LOCATIONS: London, Yorkshire & Humberside and North West



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	251	Graduate Jobs	28
Partners	18	Undergraduate Jobs	-
Trainees	73	School Leaver Schemes	-



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	160	Graduate Jobs	1
Partners	13	Undergraduate Jobs	-
Trainees	50	School Leaver Schemes	10

Who are we?

PKF Smith Cooper is a multi-award winning firm of trusted accountants and business advisors, specialising in accounts, audit, tax, corporate finance and business recovery and restructuring. With offices based across the Midlands in Derby, Nottingham, Birmingham and Ashbourne, we keep our clients at the heart of what we do and pride ourselves on the highly personalised services we provide. Our company values – Engage, Empower and Excel – bring our team together and drive us towards future growth. We are passionate about investing in our people and our extensive development and progression opportunities could help you achieve your potential.

Globally

PKF Smith Cooper is part of the wider PKF Global network, the 12th largest network in the UK. With PKF presence in 150 countries, we operate in unison with member firms across the world, sharing our ideas, expertise and specialist resources to better serve our clients.

A role at PKF Smith Cooper opens doors for you around the world, with the chance to experience our international network through our secondment opportunities as well as the PKF One Week More scheme, which gives you the chance to extend your holiday with time working abroad in one of our international offices. The PKF GO programme offers temporary placements and secondments for up to 2 years at one of our global member firms.

What makes us different?

We understand the importance of encouraging and empowering our team to perform at their best and build strong and productive working

relationships. We give you the resources and opportunities to grow your professional career within an ambitious, supportive and future-focused work environment. We believe in nurturing home-grown talent and have a dedicated team of training and development professionals who help our people thrive. After your initial settling in period, we offer hybrid working as part of our commitment to helping you maintain a positive work-life balance.

As part of your life at PKF Smith Cooper, you'll have the opportunity to take part in a busy social calendar full of team events, office activities and committees. From our monthly book club and Mental Health Committee to our legendary summer parties, there are lots of ways to get to know people away from your desk.

Who are we looking for?

Our early careers opportunities offer you a taste of both a local and independently owned practice whilst giving you the chance to gain specialist knowledge and hands-on experience in an industry with high earning potential. We're looking for graduates with a 2:1 or above in any discipline who can demonstrate good organisation and time management skills, an attention to detail and can work well in a team. Excellent communication skills are important to all of our roles, and previous experience in a customer service or customer facing role would be beneficial. If you have a passion for learning and want to join an industry-leading firm, we would love to hear from you!

Proud winners of the 2023 Insider Midlands Young Professionals of the Year Award and 2023 Finalist of Tolley's Taxation Awards Best Tax Practice in a Regional Firm ●

About PM+M

We are a vibrant, dynamic and award-winning firm of Chartered Accountants and business advisers, with offices in Blackburn and Bury and a hub in Burnley, covering East Lancashire, Greater Manchester and beyond. Our vision is to be the best North West firm of finance professionals and we want great people to join our team and help us do that. We are proud of our inclusivity and diversity, encouraging people to be the best they can be and to be involved, no matter their level of experience or role.

We are a member of Praxity, the 7th largest global accountancy association and the largest association of independent firms. Being part of Praxity allows us to have strong international connections and a great source of secondment opportunities. Joining the PM+M team will help take your career to the next level. You will be joining a values led organisation with a unique culture where you will be encouraged to take ownership of your own development and achieve your career goals. We understand that we thrive when we help our clients succeed and that is our core purpose.

We also understand that, to do that, our people need to succeed and be happy and fulfilled. Everyone is different and has different hopes and dreams and different personal circumstances at different stages of their lives. Our task is to listen to you, understand what you want to achieve next and then work with you to help you get there. Our working practices are really flexible, based on high degrees of trust and empowerment and can flex to suit your circumstances and needs.

Why work for us

Your development: We provide a complementary range of learning opportunities to ensure that you maximise your potential with professional, technical and soft skills development. We have quarterly performance review conversations to ensure your development is on track. We also encourage you to get involved in wider firm initiatives and have your say on how we can progress on our journey towards being the best North West firm of finance professionals. We also look to put you through recognised qualifications that interest you and support your careers. Depending on the service team you work within, this could be the AAT, ICAEW, ACCQA, CTA or CIPP to name a few.

We also offer market leading benefits for our team, including:

- 23.5 days' holiday per annum + bank holidays
- on site free parking
- employer pension contribution of 8%,
- death in service life cover of 4 x salary
- income protection scheme
- weekly flexi time
- agreed overtime
- family friendly policies including enhanced maternity, paternity, adoption and shared parental pay
- flexible benefits (salary sacrifice) scheme
- hybrid working
- full technical and soft skills training & support
- recruitment incentive scheme
- cycle to work scheme
- employee well-being portal
- access to the WeCare app
- paid sick leave
- extensive learning & development opportunities and study support
- Firm wide success bonus. ●

LOCATIONS: West Midlands and East Midlands

LOCATIONS: North West

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	450	Graduate Jobs	20
Partners	44	Undergraduate Jobs	5
Trainees	130	School Leaver Schemes	20

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	80	Graduate Jobs	3
Partners	10	Undergraduate Jobs	-
Trainees	10	School Leaver Schemes	-

Make your career count

Founded in 1938, Price Bailey is a well-established accountancy and business advisory 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 and contact 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. ●

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

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

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

What do we look for?

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

What is life like at Prime?

At Prime, we work closely as a team and will support you throughout your studies to allow you the opportunity to gain the experience you need to achieve your qualification. We believe in being approachable, not only to clients, but to all our team, so you can be sure you will have someone to turn to whenever you need help. As a group, we also work together to raise money for charity to make a difference to the local community. In recent years we have hosted a fire walk, a 13 mile space Hopperathon, cycled to every gold post box in the UK after the 2012 Olympics, cycled the Tour de France in 24 hours and rowed the distance of Birmingham to Venice in 24 hours! ●

LOCATIONS: London and East Anglia

LOCATION: West Midlands and East Midlands



EMPLOYEE NUMBERS	OPPORTUNITIES OFFERED
Total Employees 300	Graduate Jobs 5-10
Partners 19	Undergraduate Jobs 5-10
Trainees 58	School Leaver Schemes 4-6



EMPLOYEE NUMBERS	OPPORTUNITIES OFFERED
Total Employees 80	Graduate Jobs Varies
Partners 5	Undergraduate Jobs Varies
Trainees 25	School Leaver Schemes Varies

Established in 1933, we are a top accountancy and tax practice with an enviable reputation. We have been named Tax Advisory Firm of the Year 2024 and Accountancy Firm of the Year 2023 by the CityWealth Magic Circle Awards; a testimony to the high regard in which Rawlinson & Hunter LLP is held. Recently, we were also 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 at Rawlinson & Hunter LLP

We look for hard working individuals from any degree discipline, with a genuine interest in a career in accountancy. Here at Rawlinson & Hunter, our opportunities provide you with full training support for the ACA qualification and beyond. To be considered for our roles, the successful Graduate candidate must show:

- Minimum 2:1 degree
- A Levels or equivalent at grade C or above
- GCSEs or equivalent at grade 6 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. ●

Imagine a place where you are supported to continually expand your knowledge and skills, whilst gaining recognition for your hands-on work with interesting and high calibre clients. That's Rouse – a collaborative, encouraging and family-feel workplace.

- Top 100 accounting firm
- Multi-award winning team
- ACCA Platinum Employer
- 100 years in business
- High calibre clients
- Modern office and facilities
- Picturesque location, near to London

We are a growing, award-winning practice, providing high quality accountancy, audit and tax services for clients in the UK and internationally.

What it's like at Rouse

At Rouse, our trainees thrive in a supportive and collaborative environment designed for learning, gaining experience, and career progression.

Your training will not only include the specialist knowledge and tools you will need for your role, but we will also coach you in client management, service, personal and business skills, forming a strong foundation to your career.

We offer different study paths to suit your experience and area of focus. Whichever route you take, we ensure you have the support and time to attend college and complete your development programmes. As an authorised ICAEW training employer and ACCA Platinum-approved employer, we are committed to your professional growth and development.

We are also passionate about diversity and inclusion in the workplace – encouraging an all-encompassing culture where people can be themselves.

Where you'll work

We're a team of more than 80, based under one-roof in the picturesque, market town of Beaconsfield in Buckinghamshire, towards the west of London. With the nearby M25/M40 junctions and Beaconsfield station on the Chiltern Main Line offering convenient access to central London, the town offers a variety of commuting options.

There are also many opportunities for you to enjoy your time outside of work, with a great range of shops, renowned restaurants, cafes, scenic walks and a model village. We also offer a flexible home working policy. Throughout the year, we host various social events for team bonding and organise regular fundraising activities to support our local community and other worthy causes.

What you'll get

- Life assurance
- 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 ●

LOCATIONS: London and South East (excl London)

LOCATION: South East (excl London)

	EMPLOYEE NUMBERS	OPPORTUNITIES OFFERED	
Total Employees	105	Graduate Jobs	2
Partners	10	Undergraduate Jobs	-
Trainees	28	School Leaver Schemes	2

	EMPLOYEE NUMBERS	OPPORTUNITIES OFFERED	
Total Employees	1,100	Graduate Jobs	60
Partners	90	Undergraduate Jobs	30
Trainees	345	School Leaver Schemes	60

RPG Chartered Accountants is a well-established, independent firm of chartered accountants based in central Manchester. Our team of 85 people in Manchester provide accountancy services to a wide portfolio of businesses clients across a range of sectors; we also have a team of 20 in St Asaph in North Wales providing financial planning and payroll services.

As a UK top 100 accountancy firm, we have ambitions and plans for continued growth, with our people at the heart of everything we do.

The Opportunity

The RPG Apprenticeship Programme has been designed for both school leaver and graduate entry levels. Each successful candidate is embraced as an individual and empowered to unleash their potential. We offer various opportunities to engage with the wider team before the official start date and we provide individual personal development plans and encourage regular discussions so that you can review your progress and consider any changes in focus – it's all about what's right for you!

We embrace ambition! We were enormously proud when one of our team was promoted to the position of RPG Group Board Director at the age of just 29 and shortly afterwards was listed in the 2024 edition of Accountancy Age 35 under 35.

More about RPG

We act for a wide variety of businesses across a range of sectors with turnovers ranging from £50,000 to over £600 million and we pride ourselves on providing each of them with commercially focused advice. We are proud to

be a member of DFK International which is a tax, audit and accounting services organisation with 204 independent member firms based across 90 countries, some of which are currently assisting a number of our clients who have overseas interests. We were delighted to be announced as DFK UK & Ireland Firm of the Year 2023! Technology is a key area of development for us. We are currently going through an extensive and ambitious technological transformation programme. This will enable us to truly empower our people.

Life at RPG

RPG Chartered Accountants provide a friendly, professional and inclusive working environment and going above-and-beyond is second nature to us. A good work-life balance is at the centre of our ethos. Wellbeing and mental health are of the utmost importance to us and, in addition to our various wellbeing apps which offer 24-hour support, we have internal support mechanisms and encourage open-discussion by running monthly Tea and Talk sessions.

There are social events throughout the year including the annual RPG Grand Day Out and various activities organised by the RPG social committee. The RPG netball team plays in a Manchester League every Tuesday, and we have a 5 a side football team. Supporting our local community is important to us and we provide help to local organisations who champion homeless people, as well as providing support to other charities including the Friendship Circle. We also work closely with local education providers to support their students. We provide a flexible system of benefits and a great culture – the ideal place to realise your potential! ●

The right place for you

At Saffery, we're more than just chartered accountants and tax and business advisers. We're a partner-led and people-focused firm, committed to our clients and honouring our heritage – it's the core of who we are. We are Saffery. Proud of our history, focused on your future.

We have 90 partners and over 1,100 staff that work from 9 UK offices and 6 international offices.

We are bound by our shared values: ensuring excellence and integrity in the work we undertake, and being enthusiastic and collegiate in working together to achieve the very best outcomes for our clients. We value our strong client relationships and genuinely partner-led approach and we place great importance on providing exemplary client service.

We value diverse abilities, backgrounds, life experiences and identities. We know that to put our people first and care passionately about them, we need to take the time to understand everyone in all their diverse and unique ways. We want everyone to belong – and thrive with us.

As a proud member of Nexia, a worldwide network of trusted member firms, we've got access to local insight on a global scale. Our close alignment with Nexia enhances our capabilities for our clients across the globe.

Our experts advise a broad range of individuals, their families, businesses and wider interests. The sectors in which we operate include: private wealth; owner-managed businesses; real estate; landed estates and rural businesses; sports and entertainment; not-for-profit organisations; and professional firms and consulting businesses.

Where potential meets personal meets you

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

We offer audit, accounts and tax training contracts across all our offices, as well as summer internships or placement year opportunities. We have various sectors to choose from so please view our vacancies page to find out more about each one. ●

LOCATIONS: North West and Wales

LOCATION: London, South East (excl London), South West, East Anglia, Yorkshire & Humberside, North West, Scotland and Rep of Ireland



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	360	Graduate Jobs	20+
Partners	34	Undergraduate Jobs	-
Trainees	29	School Leaver Schemes	-



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	135	Graduate Jobs	5
Partners	19	Undergraduate Jobs	-
Trainees	25	School Leaver Schemes	-

About us

Shaw Gibbs is a growing and fast-paced Top 50 independent accountancy practice who provide expert solutions for entrepreneurial businesses and private individuals in Central and Southern England. With 34 Partners and over 300 staff members split over ten locations, we offer the full-service of accountancy advice plus a suite of specialist services such as Corporate Finance, Corporate Tax and VAT Consultancy.

The principle aim of Shaw Gibbs is to help our clients thrive and we achieve this by keeping them at the heart of everything we do, respecting their needs and collaborating with them in order to provide the best possible service to support their strategic goals.

Why Shaw Gibbs is for you

At Shaw Gibbs, we believe our people are the future of our business. We put our people first and are known for having a friendly and

supportive team culture built around our values of collaboration, respect, innovation, and expertise.

We develop high performing teams diverse in experiences, backgrounds and ideas on the firm belief that creating better client solutions requires innovation and continuous improvement. We develop our people's strengths, empower them to take more responsibility and help carve longer-term career paths.

Everyone receives training and development not just around technical knowledge but also around commercial, management and leadership skills. Whatever your ambitions, they can be met at Shaw Gibbs. ●

Shipleys is an 19 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. ●

LOCATIONS: London, South East (excl London) and East Midlands

LOCATIONS: London and South East (excl London)



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	148	Graduate Jobs	5
Partners	20	Undergraduate Jobs	Varies
Trainees	18	School Leaver Schemes	-



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	1,035	Graduate Jobs	Varies
Partners	85	Undergraduate Jobs	Varies
Trainees	165	School Leaver Schemes	Varies

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 buzzing West-End, our working environment is dynamic and fast-paced but nurturing and informal too. Our 190-strong team, with over 20 languages between them, is diverse and inspiring. You'll make friends, gain industry knowledge and work hard but you'll also kick-back and have some fun too.

What you'll gain from joining us

We value unique traits and see everyone as individuals, shaping our application process to find the right character fit for our team, not just the best number crunchers around. We'll help you to build belief in yourself, to learn resilience and confidence, as well as hone your technical skills and achieve your professional qualifications. A generous benefits package prioritises your well-being, as well as work-life balance.

1. Graduate Pathway Programme (4 years)

Mentored and supported through your studies over four years by a technically excellent team, you'll progress from Junior to Senior with rewards to match. This foundation of technical and practical expertise will equip you 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 in our fast-paced but supportive learning environment, with the chance to meet a wide variety of clients and work on real projects.

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 that will equip you for any career in business. And if you demonstrate you have the ability and drive to be part of the SRLV team, it may even lead to a permanent role and training contract with us when you graduate.

A bit about us

We're a mid-tier firm of chartered accountants, business management specialists and corporate and private client advisors. Our high calibre client base is on a par with the Big 4, from worldwide touring artists and prominent performers to large international corporates, family-run businesses or entrepreneurial start-ups.

Founded on the principles of a family business, people are the beating heart of SRLV. Relationships of trust, whether with our staff, clients, peers or professional network, come first. Our 190-strong team with 20 partners is diverse and our specialists work across four core divisions – Creative, Corporate, Owner Managed Business and Private Client.

If you like the sound of our business, we'd love you to apply. Read more on our website about our industry expertise, clients and people, as well as our values as an employer and the training programmes available. ●

We are TC Group, the fastest-growing top 25 accountancy firm in the UK. We're business advisors and accountants, with over 30 years of experience we've honed our skills and developed our service offering to deliver a much wider range of bespoke support and advice to ambitious business owners and their businesses.

We're an innovative firm who offer a relaxed friendly working environment. As active leaders, we explore bold new ways of working in a new era of accounting. By joining us, you'll benefit from having a supportive employer who promotes within and encourages employees to grow and develop within the company. We provide study support, help you progress (both professionally and personally) in whatever way you'd like to, and we've got some pretty good benefits and perks too.

At TC Group you're part of a team

At TC Group, our success is because of our team.

Without our people TC Group simply wouldn't exist! So, caring about our team's a crucial element of our on-going success. We always encourage our people to contribute through open and honest feedback and ideas, on anything from our performance to upcoming future plans. Without feedback, we don't know how well we're truly doing! It's important we celebrate success too – big or small. Whether it's passing an exam or a long service award, it's a key element of how we work and grow together as one team.

We support embracing diversity and inclusivity across our team. Regardless of background, race, religion, age, ability, gender, and LGBTQIA+ identity, we know that having a team that reflects our diversity makes us a stronger business but also a better place to work. Admittedly, no company's ever perfect. We're on a continuous journey by improving at every level through regular assessments, adaptations, and various initiatives to ensure we're striving for better.

Whether you've just entered the working world, or have experience under your belt, your next role might just be a click away.

The benefits of training with TC Group

At TC Group we're dedicated to supporting your professional growth at every stage, this is why we offer regular training with continuous development and support not only for your professional qualifications but also for your personal goals and aspirations. You'll be guided and encouraged by your team, looking after a high quality client base whilst gaining the necessary hands-on experience to build your career. Joining us on your journey isn't just about the perks – it's also about working alongside a caring team within an environment where you can thrive.

We're here to help you carve out your role and back you every step of the way. Are you ready to take the next big leap? ●

LOCATIONS: London

LOCATIONS: London, South East (excl London), South West, West Midlands, East Midlands, East Anglia, Yorkshire & Humberside, North East, North West, and Northern Ireland

EMPLOYEE NUMBERS	OPPORTUNITIES OFFERED
Total Employees 68	Graduate Jobs Varies
Partners 7	Undergraduate Jobs Varies
Trainees 14	School Leaver Schemes -

EMPLOYEE NUMBERS	OPPORTUNITIES OFFERED
Total Employees 930	Graduate Jobs 20
Partners 96	Undergraduate Jobs -
Trainees 100	School Leaver Schemes 10

At Thompson Jenner LLP, we believe in nurturing a forward-thinking, proactive, and friendly culture that helps us to recruit and develop a highly trained and motivated team of professionals. We take pride in the fact that many of our recruits have gone on to become department managers and even Partners within the firm.

Thompson Jenner is one of Devon's leading Chartered Accountants. We have been successfully providing a client focused and specialist tailored service to owned and managed family businesses, charities and private individuals from across Devon and the South West and beyond for over seventy years. From our Exeter and Exmouth offices, we offer our clients a comprehensive range of audit, accountancy, business support and tax services.

We offer a range of challenging and rewarding accounting jobs, including trainee roles,

which provide the perfect opportunity for new graduates to launch their careers in accounting. These roles are designed to offer a dynamic and varied work experience, allowing new recruits to get involved in a broad range of projects, from audit and accountancy to business support and tax services.

We understand that a successful career in accounting requires a firm foundation of technical skills along with excellent communication, problem-solving, and interpersonal skills. As such, we offer a range of training opportunities that enable our staff to develop these essential skills.

If you are looking for a fulfilling accounting career path, then look no further than Thompson Jenner LLP. With us, you can be confident that you will be joining a dynamic and supportive team of professionals who are dedicated to helping you achieve your full potential. ●

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 leading accountancy organisation with a strong local presence. UHY Hacker Young London is a founding member of UHY International, a Top 20 international network with over 340 offices in 99 countries. 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. ●

LOCATION: South West

LOCATIONS: London, South East (excl London), West Midlands, East Midlands, East Anglia, Yorkshire & Humberside, North West, Wales and Northern Ireland

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	60	Graduate Jobs	5
Partners	5	Undergraduate Jobs	Varies
Trainees	20	School Leaver Schemes	Varies

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	93	Graduate Jobs	Varies
Partners	15	Undergraduate Jobs	Varies
Trainees	43	School Leaver Schemes	Varies

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. Our colleagues range across the spectrum of the profession, from bookkeeping to tax specialists and from new starters to highly experienced. There is always somebody available to offer support and advice. 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 a wide range of 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 for people new to the sector and we are accredited by the ACA. A significant benefit of training with Wellden Turnbull is the wide variety of work you will do alongside receiving significant responsibilities early on in your career journey.

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. ●

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 put people first, placing relationships at the heart of everything we do. Our ultimate mission is **to help both our people and clients achieve their true potential**. With a history dating back to 1942, 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 excellent training and development opportunities that enable our people to thrive. We place mentoring, support, and a commitment to career development at the core of our culture to nurture growth and advancement.

What will you get in return?

- Competitive salary with a real potential for career progression

- A £500 welcome bonus following probation
- 20 days holiday (+ bank holidays & additional Wellers and volunteering days), increased to 25 days holiday upon qualification
- Paid time off for college and exam days, as well as course and exam fees.
- A salary sacrifice pension scheme
- Occupational maternity and paternity pay
- Agile working policy, allowing 50:50 split between home and office working following probation and Flexible working hours from day 1
- Digital Nomad policy, allowing you to work from anywhere in the world for up to 2 weeks per year.
- Progress reviews and SMART objectives twice a year
- Exposure across the breadth of the accounting industry helping to build great advisory skills
- Regular staff socials and opportunities to support charity events
- Cycle to work scheme
- Great working environment
- Employee recognition awards and career milestone celebrations
- New client and employee referral schemes
- Employee Assistance Programme and wellbeing events

Equal opportunities

We take great pride in fostering an equal opportunities driven 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! ●

LOCATIONS: South East (excl London)

LOCATIONS: London and South East (excl London)

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



Visit www.accountancycareers.co.uk to find out who is currently recruiting










Find Jobs








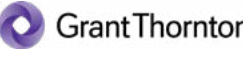


Employee Profiles










Employer Directory










Course Directory










Careers Advice











COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED				OFFICE LOCATIONS BY REGION													
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Undergraduate Jobs	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	Rep of Ireland	Rest of Europe
BIG FOUR																					
	20,000	-	400	2,000	-	300		•	•	•	•	•	•	•	•	•	•	•	•	•	
	400,000	-	-	600	650	450		•	•	•	•	•	•	•	•	•	•	-	-	-	
	16,000	-	4,000	600	60	600		•	•	•	•	•	•	•	•	•	•	-	-	-	
	25,000	-	-	1,500	Varies	Varies		•	•	•	•	•	•	•	•	•	•	•	•	•	
NATIONAL																					
	617	44	133	Varies	Varies	Varies		-	-	-	-	-	-	•	•	•	•	-	-	-	
	22,000	-	20	Varies	-	Varies		-	-	-	-	-	•	•	-	-	-	-	-	-	
	3,700	600	-	250	-	100		•	•	•	•	•	•	•	•	•	•	-	-	-	
	7,500	400	1,000	600	200	130		•	•	•	•	•	•	-	•	•	-	-	-	-	
	450	36	180	30	10	25		-	-	-	-	•	-	•	-	-	-	-	-	-	










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	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Undergraduate Jobs	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	Rep of Ireland	Rest of Europe	
 Bishop Fleming	500	46	150	50	5	25		-	-	•	•	-	-	-	-	-	-	-	-	-	-	-
 COOPER PARRY	1,100	110	300	60	20	60		•	-	-	•	•	-	-	-	-	-	-	-	-	-	-
 Crowe	1,400	100	450	100	-	30		•	-	•	•	-	-	-	-	•	-	-	-	-	-	-
 evelyn PARTNERS	3,200	-	-	Varies	Varies	Varies		•	•	•	•	-	•	•	•	-	•	-	•	•	-	-
 ForrestBrown Innovation incentives	135	-	-	Varies	-	-		•	-	•	-	-	-	-	-	-	•	-	-	-	-	-
 Forrester Boyd CHARTERED ACCOUNTANTS	148	16	39	31	-	-		-	-	-	-	•	-	•	-	-	-	-	-	-	-	-
 forvis mazars	3,300	165	500	300	180	100		•	•	•	•	•	-	•	•	•	•	•	•	-	-	-
 Grant Thornton	5,500	200	800	200	50	200		•	•	•	•	•	•	•	-	•	•	•	•	-	-	-
 Haines Watts	800	100+	-	Varies	Varies	Varies		•	•	•	•	•	•	•	•	•	•	•	•	-	-	-
 Hawsons	95	12	20	9	2	-		-	-	-	-	•	-	•	-	-	-	-	-	-	-	-










COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED				OFFICE LOCATIONS BY REGION													
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Undergraduate Jobs	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	Rep of Ireland	Rest of Europe
 JOHNSTON CARMICHAEL	900	70	200	Varies	-	Varies		●	-	-	-	-	-	-	●	-	●	-	-	-	-
 Larking Gowen	390	28	107	15	-	15		-	●	-	-	-	-	●	-	-	-	-	-	-	-
 LB Group	260	8	55	10	-	6		●	●	-	-	-	-	●	-	-	-	-	-	-	-
 MENZIES BRIGHTER THINKING	626	53	158	50	10	30		●	●	-	-	-	-	-	-	-	-	●	-	-	-
 PKF	648	48	186	100	40	5		●	-	-	-	-	-	●	-	●	-	-	-	-	-
 PKF SMITH COOPER	251	18	73	28	-	-		-	-	-	●	●	-	-	-	-	-	-	-	-	-
 Price Bailey CHARTERED ACCOUNTANTS	450	44	130	20	5	20		●	-	-	-	-	-	●	-	-	-	-	-	-	-
 prime ACCOUNTANTS GROUP	80	10	10	3	-	-		-	-	-	●	●	-	-	-	-	-	-	-	-	-
 RPG Chartered Accountants	105	10	28	2	-	2		-	-	-	-	-	-	-	●	-	●	-	-	-	-










COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED				OFFICE LOCATIONS BY REGION													
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Undergraduate Jobs	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	Rep of Ireland	Rest of Europe
 Saffery	1,100	90	345	60	30	60		•	•	•	-	-	•	•	-	•	•	-	-	•	-
 shawgibbs accountants & business advisers	360	34	29	20+	-	-		•	•	-	-	•	-	-	-	-	-	-	-	-	-
 TC	1,035	85	165	Varies	Varies	Varies		•	•	•	•	•	•	•	•	-	-	•	-	-	
 UHY Hacker Young Chartered Accountants	930	96	100	20	-	10		•	•	-	•	•	•	•	-	•	-	•	•	-	-
REGIONAL (LONDON & SOUTH EAST)																					
 ALLIOTTS	90	14	14	Varies	-	-		•	•	-	-	-	-	-	-	-	-	-	-	-	
 AWC	7	2	2	-	-	1		•	-	-	-	-	-	-	-	-	-	-	-	-	
 Barnes Roffe	200	28	40	Varies	Varies	Varies		•	-	-	-	-	-	-	-	-	-	-	-	-	
 BKL	390	39	95	20	Varies	20		•	-	-	-	-	-	-	-	-	-	-	-	-	
 BLICK ROTHENBERG a part of AZETS	750	80	-	55	4	15		•	-	-	-	-	-	-	-	-	-	-	-	-	

COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED			OFFICE LOCATIONS BY REGION														
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Undergraduate Jobs	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	Rep of Ireland	Rest of Europe	
 BREBNERS CHARTERED ACCOUNTANTS & BUSINESS ADVISERS	115	19	18	6	-	-	●	●	-	-	-	-	-	-	-	-	-	-	-	-	-
 bright grahame murray CHARTERED ACCOUNTANTS	70	12	18	5	-	-	●	-	-	-	-	-	-	-	-	-	-	-	-	-	-
 Buzzacott	630	54	157	50	-	20	●	-	-	-	-	-	-	-	-	-	-	-	-	-	-
 CRITCHLEYS EST. 1908	80	5	25	Varies	Varies	Varies	-	●	-	-	-	-	-	-	-	-	-	-	-	-	-
 ECOVIS®	100	8	27	Varies	-	Varies	●	-	-	-	-	-	-	-	-	-	-	-	-	-	-
 Galloways Accounting	200	20	40	10	10	10	-	●	-	-	-	-	-	-	-	-	-	-	-	-	-
 GERALD EDELMAN	160	20	35	10	-	-	●	-	-	-	-	-	-	-	-	-	-	-	-	-	-
 Goodman Jones	82	13	21	Varies	Varies	Varies	●	-	-	-	-	-	-	-	-	-	-	-	-	-	-
 Gravita	400	42	80	20	-	-	●	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED				OFFICE LOCATIONS BY REGION													
	No. of Employees	No. of Partners	No. of Trainees	Graduate Jobs	Undergraduate Jobs	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	Rep of Ireland	Rest of Europe
 HASLERS <small>intentionally different</small>	88	10	31	Varies	-	-		-	●	-	-	-	-	-	-	-	-	-	-	-	-
 haysmacintyre	517	38	177	70	10	7		●	-	-	-	-	-	-	-	-	-	-	-	-	-
 HillierHopkins	220	17	45	10	4	-		●	●	-	-	-	-	-	-	-	-	-	-	-	-
 HWFisher	300	28	60	20	3	8		●	-	-	-	-	-	-	-	-	-	-	-	-	-
 JAMES COWPER KRESTON <small>Accountants & Business Advisers</small>	227	20	56	Varies	-	Varies		-	●	-	-	-	-	-	-	-	-	-	-	-	-
 KRESTON REEVES	504	43	80	25	2	20		●	●	-	-	-	-	-	-	-	-	-	-	-	-
 LUBBOCK FINE	170	17	60	Varies	Varies	Varies		●	-	-	-	-	-	-	-	-	-	-	-	-	-
 Mercer & Hole	240	24	80	15	-	12		●	●	-	-	-	-	-	-	-	-	-	-	-	-
 mgi midgley snelling llp <small>CHARTERED ACCOUNTANTS</small>	29	5	7	1-2	-	1-2		-	●	-	-	-	-	-	-	-	-	-	-	-	-
 MOORE Kingston Smith	905	81	261	100	20	30		●	●	-	-	-	-	-	-	-	-	-	-	-	-

COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED				OFFICE LOCATIONS BY REGION													
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 Myers Clark	38	3	-	2	-	-		-	●	-	-	-	-	-	-	-	-	-	-	-	-
 NYMAN LIBSON PAUL	138	17	22	10	-	-		●	-	-	-	-	-	-	-	-	-	-	-	-	-
 RAWLINSON & HUNTER <small>Chartered Accountants Chartered Tax Advisers</small>	300	19	58	5-10	5-10	4-6		●	●	-	-	-	-	-	-	-	-	-	-	-	-
 rouse <small>Chartered Accountants</small>	80	5	25	Varies	Varies	Varies		-	●	-	-	-	-	-	-	-	-	-	-	-	-
 shipleys <small>LLP</small> <small>Chartered Accountants & Professional Business Advisers</small>	135	19	25	5	-	-		●	●	-	-	-	-	-	-	-	-	-	-	-	-
 SRLV	148	20	18	5	Varies	-		●	-	-	-	-	-	-	-	-	-	-	-	-	-
 WELLDEN TURNBULL	60	5	20	5	Varies	Varies		-	●	-	-	-	-	-	-	-	-	-	-	-	-
 wellers <small>business oxygen</small>	93	15	43	Varies	Varies	Varies		●	●	-	-	-	-	-	-	-	-	-	-	-	-
REGIONAL (OUTSIDE LONDON & SOUTH EAST)																					
 AAB	120	10	30	6	4	2		-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	329	22	80	10-15	Varies	10-15		-	-	●	-	-	-	-	-	-	-	-	-	-	-
	31	5	5	Varies	-	Varies		-	-	-	●	-	-	-	-	-	-	-	-	-	-
	200	27	29	8	2	2		-	-	-	-	-	-	-	●	-	-	-	-	-	-
	80	7	15	3	-	1		-	-	-	-	-	-	-	●	-	-	-	-	-	-
	450	35	92	15	-	10		-	-	-	-	●	-	-	-	-	-	-	-	-	-
	530	36	112	20	10	20		-	-	●	-	-	-	-	-	-	-	-	-	-	-
	120	16	30	8	2	-		-	-	-	-	-	-	-	●	-	-	-	-	-	-
	80+	9	30+	Varies	-	Varies		-	-	-	-	-	-	-	●	-	-	-	-	-	-
	40	5	12	1	1	1		-	-	-	●	-	-	-	-	-	-	-	-	-	-

COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED			OFFICE LOCATIONS BY REGION														
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 Kirk Newsholme CHARTERED ACCOUNTANTS & BUSINESS ADVISORS	60	6	20	2-4	-	4-6	-	-	-	-	-	-	●	-	-	-	-	-	-	-	-
 Lovewell Blake Different because you are	300	21	55	Varies	Varies	Varies	-	-	-	-	-	●	-	-	-	-	-	-	-	-	-
 NEWBY CASTLEMAN CHARTERED ACCOUNTANTS TAX • AUDIT • ADVISORY	60	7	9	Varies	Varies	Varies	-	-	-	●	-	-	-	-	-	-	-	-	-	-	-
 OLD MILL Financial experts, fuelling ambition	350+	25	75	10-30	10-30	10-30	-	-	●	-	-	-	-	-	-	-	-	-	-	-	-
 PAGE KIRK CHARTERED ACCOUNTANTS AND CHARTERED TAX ADVISORS	42	5	16	Varies	Varies	-	-	-	-	●	-	-	-	-	-	-	-	-	-	-	-
	250	20	68	15	10	10	-	-	-	-	●	-	-	-	-	-	-	-	-	-	-
 PKF FRANCIS CLARK Shared Ambition	937	60	223	48	12	25	-	-	●	-	-	-	-	-	-	-	-	-	-	-	-
	160	13	50	1	-	10	-	-	-	-	-	-	-	●	-	-	-	-	-	-	-
 Thompson Jenner Chartered Accountants	68	7	14	Varies	Varies	-	-	-	●	-	-	-	-	-	-	-	-	-	-	-	-

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What matters to you?

Innovating with cutting-edge tech.

Protecting our planet.

Working from home. Collaborating in the office.

Developing your skills.

Taking time off for yourself.

Feeling supported and included. Helping others feel the same.

What matters is different to everyone.

But you don't need to have it all figured out just yet.

We're here to help you make the right choices, for you.



Certified



Corporation

A photograph of a man and a woman sitting at a desk in an office. The man, on the left, has dark hair and a beard, is wearing a white button-down shirt, and is smiling. The woman, on the right, has blonde hair and is wearing a black top with white polka dots, also smiling. They appear to be in a collaborative work environment.

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