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Chartered Accountancy 2025/26

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Your chartered accountancy career starts here...

It's time to embark on a career that can take you places! With expert advice from the ICAEW and industry professionals, this guide 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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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 2025/26. 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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Visit www.accountancycareers.co.uk for more

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.

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 £58,000** within two years of qualifying.

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

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.

Types of Accountancy

As a chartered accountant there is a vast array of career paths open to you – you can take your pick. Find out more about the different paths you can take by reading the **'Areas of Specialism – An Overview'** article. ●

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."

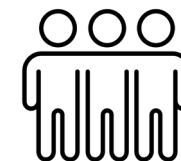
Take your career into multiple industries around the world – 99 of the world's 100 global leading brands employ chartered accountants*

*ICAEW member data February 2024, Interbrand Best Global Brands 2023.

"Take your career into multiple industries around the world – 99 of the world's 100 global leading brands employ chartered accountants"

Support

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



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

Earning Potential

Depending on the skills you have and your expertise, salaries as a chartered accountant have a high earning potential, rising as you develop more skills or even become specialised in certain areas. Starting salaries* can start from £35,000 as a trainee and rise to £58,000 as a chartered accountant.

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



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

"What I do really makes a difference."

Sachin Patel ACA
Premier League Football Club

ENTRY REQUIREMENTS TO BECOME A CHARTERED ACCOUNTANT

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

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

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

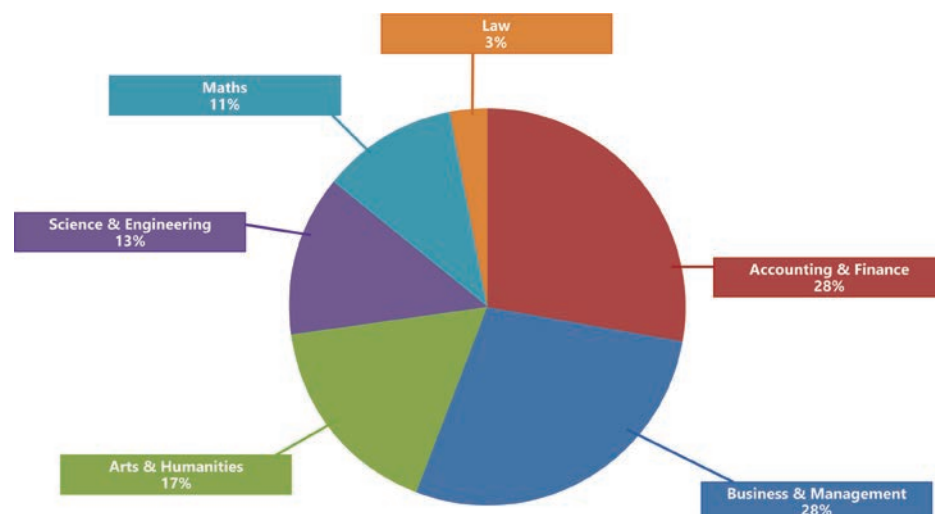
"It is quite a common belief that you need an accountancy or finance degree to become an accountant, but this is not the case."

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

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

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

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



What qualifications do accountancy employers look for?

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

Graduates

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

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

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

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

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

School leavers

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

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

The requirements for a school leaver schemes differ depending on the employer, however they often require at least a grade B (6/5) 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.

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.



The right place
to start 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.

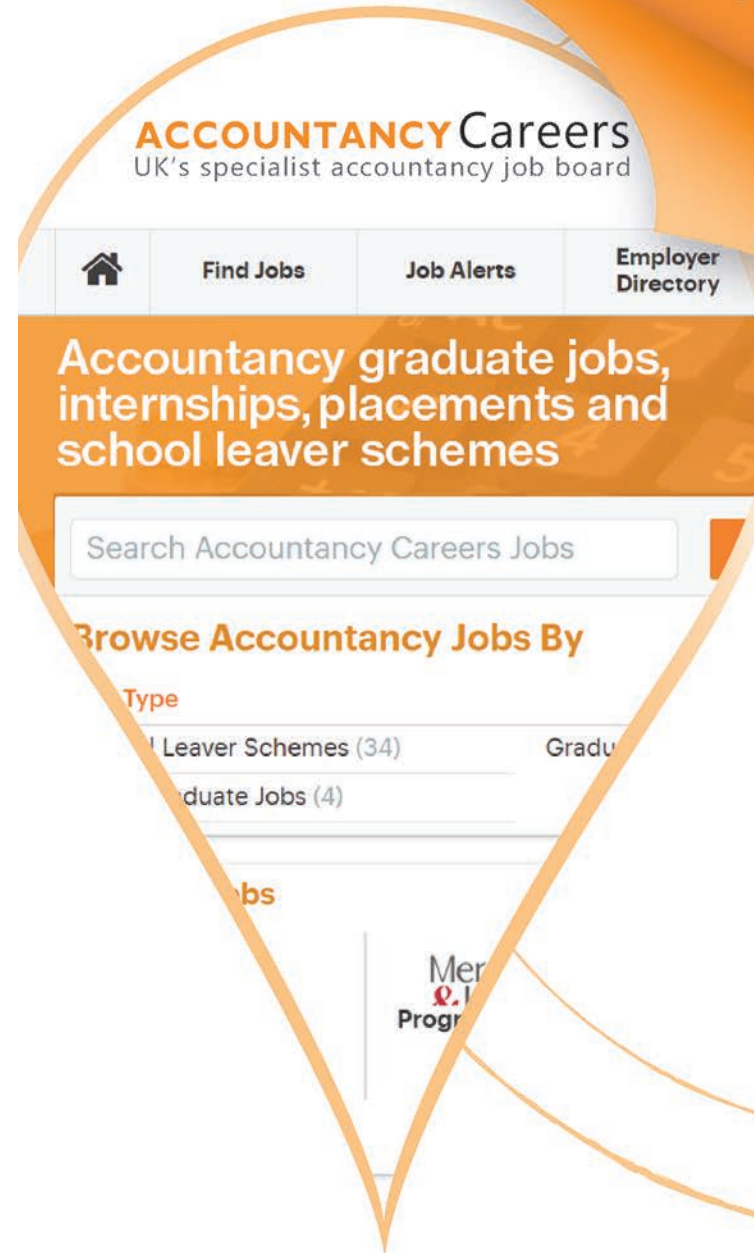
Of course, graduate employers don't expect you to be able to master all these skills, and you will learn many of the more specialist skills on the job. However, any specialist knowledge that you have picked up through your degree or work experience should be highlighted. Don't forget, your skills do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



www.accountancycareers.co.uk

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

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

A Diverse Career

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

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

Working with Businesses

Working with businesses means that chartered accountants are involved with every step of their journey – whether it's advising startups, helping businesses grow, or guiding owners through exit strategies. Chartered accountants provide comprehensive support and advice on an ongoing basis. This includes tax services where they help business owners navigate a complex world, providing technical advice whilst ensuring they pay the right amount of tax and meet their compliance requirements.

“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. These services are crucial not only for compliance with regulatory requirements, but also in providing valuable insights into business performance. They help businesses

identify potential risks, uncover control inefficiencies, and suggest improvements to drive long-term success.

There are so many ways in which chartered accountants contribute value to their clients and their financial decision-making. This is in addition to more ‘hands-on’ and practical support such as payroll services, or outsourcing solutions, where businesses may not have the resources to handle these functions in-house.

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

An example of some of the sectors supported by chartered accountants include:

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

Working with Individuals

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

Building lasting relationships

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

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

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

A Dynamic Career

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

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

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

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



Andrew Dean
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 2025 Hays UK Salary and Recruiting Trends Guide surveyed employers and professionals across the accountancy and finance sector. The results reveal that nearly seven in ten (69%) employers plan on hiring staff over the next year, but both organisations and professionals expect to face several challenges in the upcoming months.

“Nearly seven in ten (69%) employers plan on hiring staff over the next year.”

The external factors that organisations feel pose the greatest threat in the year ahead include the economic environment (60%), rising costs for businesses (57%) and recruiting the right talent (49%), consistent with the findings of our research the year prior.

Hiring for potential could overcome skills gap
Employers across the accountancy and finance sector continue to grapple with skills shortages, with the majority (92%) saying they experienced skill shortages last year, an increase from the year before (88%).

Looking ahead, more than three quarters (77%) of employers expect to encounter a shortage of suitable applicants in the upcoming months; turning to alternative hiring methods may be an effective way to combat the skills crisis.

As our research demonstrates, employers are increasingly hiring for potential, as 77% say they are likely to hire professionals without all the required skills, with the intention of upskilling them. On top of this, close to half of employers (47%) feel it’s not essential for a prospective employee to have a degree.

“77% say they are likely to hire professionals without all the required skills, with the intention of upskilling them.”

People skills continue to be crucial for leading a fulfilling career and finance employers cite the top five most in demand soft skills as:

- Communication and interpersonal skills (51%)
- The ability to adopt change (41%)
- The ability to learn and upskill (33%)
- Flexibility and adaptability (31%)
- Coordinating well with others (29%)

Specialist areas seeing salary rises
During the last year, most (88%) accountancy and finance employers increased pay for their workforce, with nearly a quarter (24%) increasing wages by more than 5%. According to our research, salaries across the sector have increased by an average of 3.6% over the last year. Some areas have seen above average pay rises, including part-qualified

professionals (5.8%), those working in accountancy support roles (5.3%) and accounts receivable professionals (5.1%). Positively, salary satisfaction has risen slightly, with only 29% saying they are unhappy with their pay in comparison to a third (33%) the year prior.

Flexible working a priority for finance professionals
As it stands, seven in ten (70%) employers offer hybrid working to their staff, slightly less than last year (74%), and this flexibility continues to be important to finance professionals.

The top three benefits important to finance professionals when considering a new role are flexible working options (34%), additional holiday days (30%) and health insurance or private medical cover (28%).

Close to two thirds (64%) of professionals say the ability to work within a hybrid model is important when it comes to considering a new role. On top of this, over half (58%) would not consider taking a job that didn’t offer this flexible working option. A further 14% intend to look for a role that allows them to work entirely remotely in the coming months.

“Close to two thirds (64%) of professionals say the ability to work within a hybrid model is important when it comes to considering a new role.”

Considering more than half (58%) of those working in finance want to change jobs this year, a significant increase from 47% who felt the same last year, employers need to acknowledge and respond to what professionals value most, in order to attract and retain the top talent in a competitive market. ●



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

2025 UK SALARIES FOR ACCOUNTING AND FINANCE	
Role	Average Salary
Accounts Assistant	£26,827
Junior Auditor	£41,165
Auditor (Newly Qualified)	£56,989
Financial Accountant	£59,895
Financial Director	£159,312

*Salaries based on jobs across the UK. Source: Hays UK Salary & Recruiting Trends 2025 Guide.

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 38,000 students. Alongside our prestigious and globally-recognised qualification, we offer technical expertise, professional development and knowledge.

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

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. ●

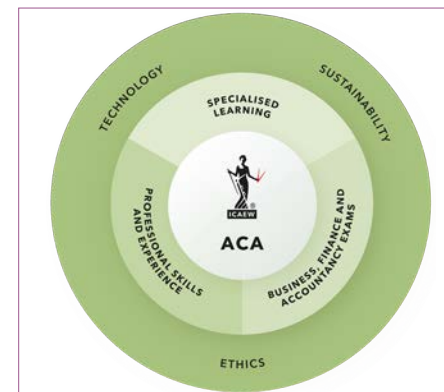
HOW TO BECOME AN ICAEW CHARTERED ACCOUNTANT

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 three components of the ACA. ACA training is done on-the-job, so you will be able to earn a salary while studying for a globally-recognised qualification. This article gives an overview of the qualification and how to become a chartered accountant.

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

The ACA has three components that have been carefully designed to build on each other, integrating the three key themes of sustainability, technology and ethics throughout. This means that you will develop the skills and expertise you need as you progress through your training.



Professional skills and experience

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

Professional skills

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

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

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

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



Professional experience

Professional experience is a key component of ACA training. You will need to gain and show evidence of at least 450 days' work experience, which must be completed as part of a training agreement with one of our 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.

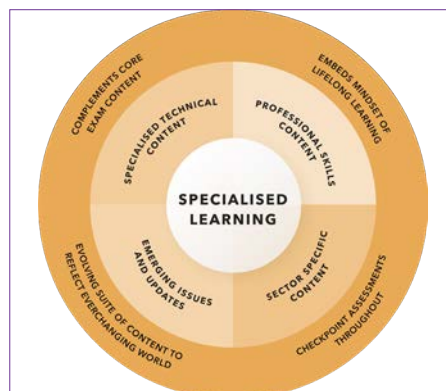
These regular reviews will give you the chance to discuss your progress through all components of ACA training with your employer. Once completed, you will record your practical experience in your online training file.

Specialised Learning

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

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

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



Business, finance and accountancy exams

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

They progress over three levels and are designed to complement the professional skills and experience you gain and Specialised Learning you complete throughout your ACA training. This means that you'll be able to apply theory in the workplace right from the start.

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

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

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

Certificate Level

- Six exams.
- Introduces the fundamentals of business, finance and accountancy.
- Each has a 1.5-2 hour computer-based exam
- Exams can be sat at any time.
- Can be taken in any order.
- Available as a stand-alone qualification – ICAEW Certificate in Finance, Accounting and Business (ICAEW CFAB).

Professional Level

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

Advanced Level

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

Find out more

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



Visit our website for more Careers Advice

www.accountancycareers.co.uk

ICAEW CERTIFICATE IN FINANCE, ACCOUNTING & BUSINESS (CFAB)

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

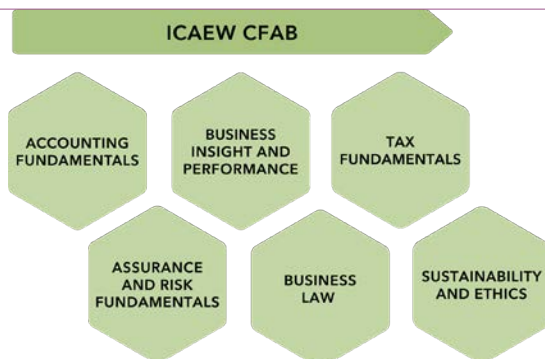
A good understanding of business, finance and accounting is highly valued in any role, in any organisation in the world. The ICAEW Certificate in Finance, Accounting and Business (ICAEW CFAB) provides you with the essential business skills to succeed in your career.

ICAEW CFAB – fast facts

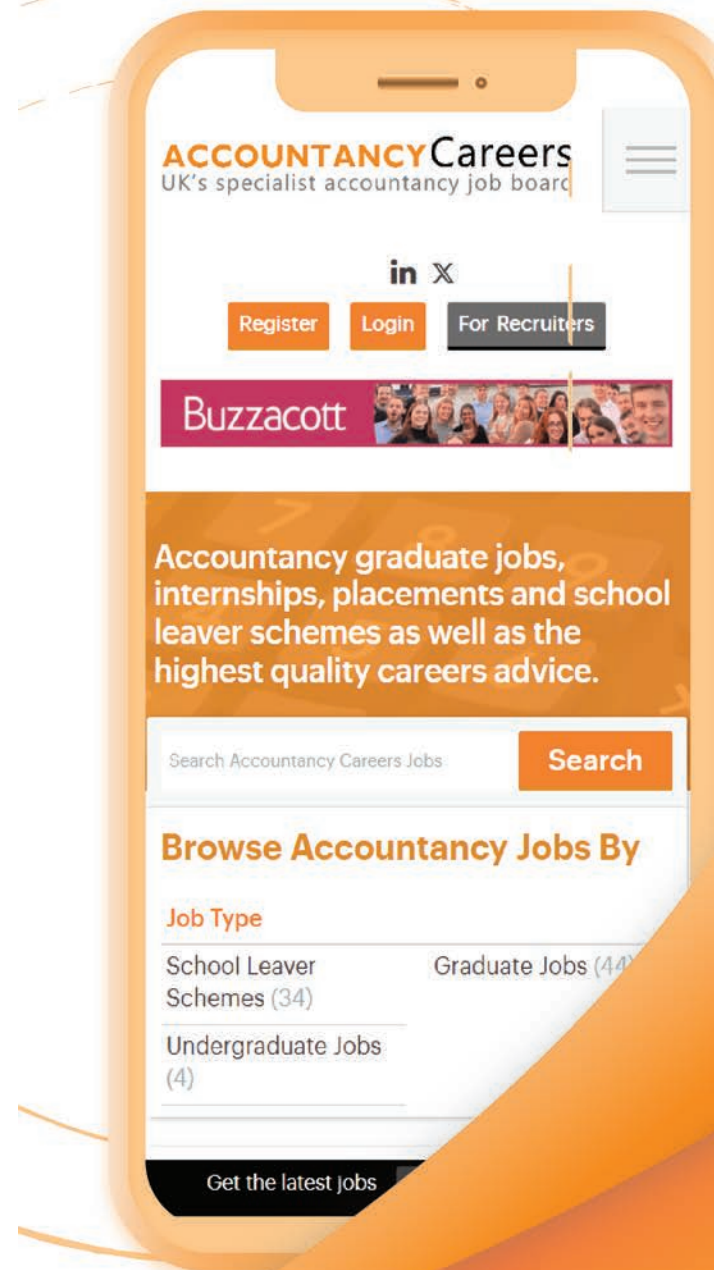
- **Getting started:** no formal academic entry requirements needed, although a good understanding of English and Maths is useful.
- **What you'll learn:** essential knowledge in finance, accounting and business.
- **Study:** study options include online, classroom tuition, self-study and more. You decide what works best for you and your lifestyle.
- **Duration:** ICAEW CFAB can be gained in one year – but you can work at your own pace.
- **Exams:** six computer-based exams which you can take in any order and at any time.
- **Exam credit:** credit is available for five out of six modules if you are studying for a degree that has components of finance, accounting or business. Check your eligibility at icaew.com/cpl
- **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.
- **Changes to our qualifications:** From September 2025, we will be introducing changes to our qualifications. The current CFAB exams will be available until March 2026, with new exams launching from September 2025. Students registering before 1 July 2025 will have the opportunity to complete the current exams or, alternatively, transfer to the new exams subject to the transition rules. Students starting from 1 July 2025 onwards will have the option to sit the current exams until the new exams launch. Learn more about the upcoming changes at icaew.com/nextgenerationaca
- **More information:** For more details and to register, visit icaew.com/icaewcfab. ●



www.accountancycareers.co.uk



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next job in
accountancy

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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.

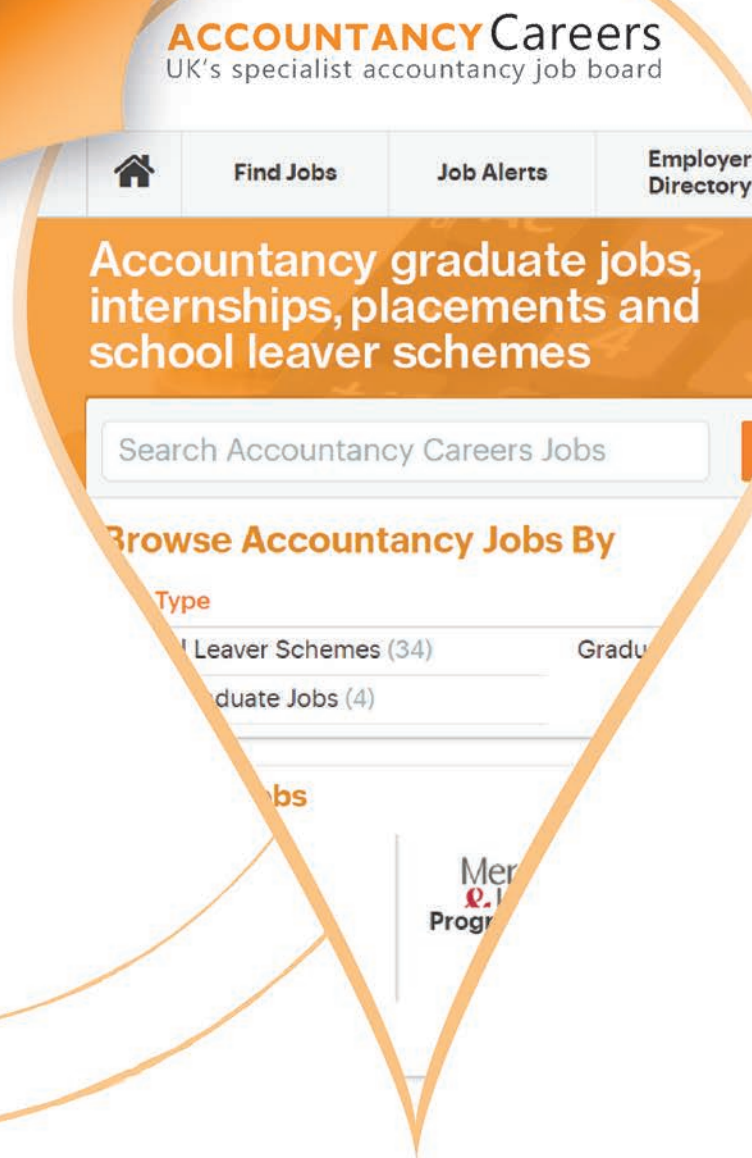
Often with in-house accountancy departments the expectation to study, take your exams and ensure your day-to-day work is not affected will fall to you directly. That said, larger companies such as FTSE20 organisations are becoming more equipped to provide the same support available within the accountancy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

Visit our website for more Careers Advice

www.accountancycareers.co.uk



The right place
to start your
career



www.accountancycareers.co.uk

TYPES OF JOB OPPORTUNITIES

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

Graduate Jobs

Also called: graduate scheme, graduate programme

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

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

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

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

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. ●

Visit our website for more Careers Advice

www.accountancycareers.co.uk

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

Visit our website for more Careers Advice

www.accountancycareers.co.uk



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Course
Directory



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EMPLOYEE PROFILES

First-hand profiles from accountancy professionals

School Leavers

Kreston Reeves

Trainees

Barnes Roffe

HW Fisher

Mercer & Hole

PEM

SRLV

Qualified

HaysMac

Hillier Hopkins

Larking Gowen

PKF Littlejohn



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Employee
Profiles



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. ●



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! ●



HW FISHER AUDIT TRAINEE

Name Cameron Rowe
Office Location London

I joined HW Fisher in September 2024 as an Audit Trainee. This is a three-year apprenticeship programme, supporting the ICAEW's ACA qualification to become a chartered accountant. After nearly six months in the role, it's clear to see what makes HW Fisher stand out for supporting apprentices to meet their employment goals.

A distinct highlight is without a doubt the support from colleagues. You're joining a culture of people which have all been in your shoes at one point in time, so they know exactly how daunting it can be to join a new environment and get started on your apprenticeship. You immediately get a sense of how friendly the firm is from day one, meeting various people across all departments as they give you a very warm welcome, and encourage you to reach out if you need anything.

The Buddy System is a great part of the experience. They are a great key contact to reach out to if you need anything at all. If you're confused how to approach a certain task, need some exam tips and tricks, or just a coffee and a catch up after a long week, they regularly check in to see how things are going, and actively encourage you to seek out their vital know-how whenever you may need. My Buddy Ed has been amazing during my induction into the firm and has given some great advice based on his experiences so far.

I am one of twelve in our September 2024 intake, all of which have made the HW Fisher experience amazing so far. I've made some great mates that I catch up with outside the office, and it really helps to know that you're working towards your goals together as a group. Everyone has their own strengths that they bring to the table, so it's great to lean on each other and celebrate each other's wins. The firm's social events with your intake are always memorable, from Quizzes in the Hub, Oktoberfest celebrations, the firm's

Christmas party, or the acclaimed bi-annual Pub Golf events, it's great to join your intake attending these and to meet people outside of your department.

In the day-to-day working in the office, there are great facilities which make the working environment really efficient. From a dedicated IT support team, office and maintenance services, HR, to everything in between, you know where to go if you need anything, and you have everything you need to support your daily working. Hot drink machines are placed around the office for a break from your desk to grab a tea or coffee. It's always nice to catch up with other members of the team in the hub area at lunch and play a game of pool. Local amenities mean that if you haven't brought lunch with you, it's only a short walk to grab anything you fancy.

I always enjoy attending First Intuition (FI), which is the training provider that deliver the ACA qualification. Both FI locations are only a short walk from the office, so you don't have to venture too far from your typical commute to the office. It's great to learn the curriculum at FI and bring this into practice in the office as part of your day, or alternatively to get initial experience on the job and being familiar with this when you come to it in college.

As well as training at FI for the qualification, we have received a full training induction from various members of the Audit team, with a bespoke training package developed at HW Fisher. This helps to demonstrate the various programmes and processes in the day-to-day working on the Audit team, so you feel more confident and equipped when provided a task, or when working with colleagues on a specific client. Naturally, Audit is a broad service, and no two clients are the same, so you are actively encouraged to reach out for any queries you may have when putting your training into practice. ●



MERCER & HOLE AUDIT & ACCOUNTANCY TRAINEE

Name Johnnie Torjussen
University Nottingham
Degree BSc Mathematics and Statistics
Office Location Buckinghamshire

What was your journey into an apprenticeship like?

At 17, I completed my A-Levels in Mathematics, Further Mathematics, and Chemistry. Straight after finishing school, I trained in badminton full-time as a national team player.

After a year, I decided to pursue higher education and enrolled at the University of Nottingham to study mathematics. Evidently, I've always had a passion for numbers! Studying maths always came quite easily for me and the discipline that I developed by playing badminton full-time at a professional level really supported my studies, as it helped me to manage my time and maintain my focus during my degree.

While at university, I reached a milestone in my badminton career – I became the number one ranked men's singles badminton player in the UK. That achievement led me back to training full-time as a professional athlete for two more years.

Eventually, I decided to retire from professional sport. I wanted to move into a career where I could continue learning and use my mathematics abilities, analytical skills, and personal discipline in a meaningful way. I had a range of options to consider, and it took some time to figure out the right direction.

Why did you choose accountancy?

Through a lot of reflection and research, I realised I was looking for a profession that offered clear progression, the chance to develop deep expertise, and the opportunity to make a real impact and help people.

I did a lot of self-reflection on my values, and a lot of research into how my career could progress. I knew that I wanted to master a skill and become an expert in a particular field which offered clear career progression, as well as the opportunity to help people. So, taking into account everything I

was looking for, accountancy really stood out for me the perfect fit.

How are you getting on in your role now?

I'm happy to say that I have now been in my role for 10 months and have completed nine exams in that time. The pace is fast, but I'm always learning, whether in the classroom or on the job. The sense of progress is pretty much constant, which is something I really value. I currently work in the Audit and Accounts team at Mercer & Hole. It's important to be able to pick up processes quickly and learn to work as a team. The people I have worked with so far have been great at guiding and challenging me.

For all the studying and exams, you will need resilience and discipline, however, passing the exams is very rewarding and everything you learn will be useful for the work you will be doing day-to-day. With the flexible hours that Mercer & Hole provide I can still play and coach badminton alongside my work and study. I plan to keep this up throughout my apprenticeship but, ultimately, my goal for the future is to work in forensic accounting.

Do you have any advice for someone seeking an internship in accountancy?

My advice that I would give to people considering a career in accountancy would be to try to understand and appreciate the hard work required to succeed. It takes a lot of consistency to be able to pass your exams and keep on top of everything you need to learn but, for me, it's ultimately been so worth it.

Another thing I would highlight to anyone going into accountancy as a career is the importance of trying to find a company at which you feel comfortable. This is incredibly helpful for your career and for developing (and maintaining!) a positive outlook on the profession – it's already been super helpful for me. ●



PEM TRAINEE ACCOUNTANT

Name Scarlett Haycock
University Newcastle
Degree Mathematics
Office Location Cambridge

Can you describe your career progression within PEM?

I initially joined PEM just over a year ago as an Audit Junior. I have since worked on a large variety of clients where each role provided me with new opportunities and areas to learn, especially working alongside experienced mentors.

I have gradually been given more responsibilities as a member of the audit team during my time at PEM which I am grateful for. I have also since started studying for my ACA qualification.

What accomplishment are you most proud of during your time here?

One thing I'm especially proud of is the strong relationships I have built with my colleagues. In a field which relies heavily on communication and collaboration, these connections have really helped create a supportive work environment.

I hope this is an area which will continue to strengthen along with the technical aspects of audit work.

What advice would you give to anybody thinking of applying to work at PEM?

My advice for someone starting out in audit is to stay curious and start asking questions early. For many, audit is a new area and can feel daunting, so communication is a skill which will help this. Also, don't underestimate the value of strong relationships, this will help you progress in your career. As for PEM, my biggest piece of advice is to take the time to get to know the people around you. Starting in a new role can be a learning curve but the team is

supportive and are always generous with their time and knowledge so always ask for help when you need it.

What do you enjoy most about working here?

The best part about working at PEM for me is the people. It's a place where you feel part of a team, where colleagues are approachable and willing to share their knowledge. This sense of support makes a difference in day to day work.

I also find PEM a balance of professionalism and friendliness, I find I am challenged to push myself but also supported, this is the perfect environment for growth and career progression.

How would you describe the company culture in your own words?

The audit culture at PEM is built on collaboration and mutual support. Teamwork is the building blocks of audit so everyone needs to work together to produce the best results.

What new skills and knowledge have you gained since joining?

One key skill I have developed is mentorship. Part of my career progression has been helping other junior mentors on areas of the file which I have experience in. This has been a very rewarding part of the role and one which I have enjoyed.

Balancing full time work with studying has definitely been a challenge but realistic planning and study time given by PEM has helped me stay on track with both work, exams and social life.

Describe working at PEM in three words

Friendly, Inclusive and Encouraging ●



SRLV AUDIT SEMI SENIOR

Name Emmeline Brown
University Liverpool
Degree History
Office Location London

What first inspired you to pursue a career in audit?

As a student, if you'd told me that I would be training to be an auditor, I wouldn't have believed you! I didn't know what I wanted to do as a career or understand what audit was about so, after graduating, I decided to take a year out which gave me the thinking time I needed.

I've always been inclined to think logically and although my degree may seem unrelated to audit, it's surprising how many transferable skills I had. Studying history taught me to draw conclusions based on information so audit, which trains you to analyse financial information to evaluate a business's operations and performance, felt very similar.

Was there anything that surprised you as a new trainee?

My fellow trainees were a mix of music, engineering, history, geography, maths and accountancy graduates. I had expected to be working mainly with maths and business graduates, so was surprised to find that everyone in the audit team could have studied any degree at university.

What was the application process like and what were your first impressions of SRLV?

My application went very smoothly! SRLV called me as soon as I got back home to North Yorkshire. I had a great day out for my interview and to my delight, I received my offer quickly.

I was sceptical that audit would be very male dominated, however, there's an even mix at SRLV and 50% of the managers and directors are female. Both my interviewers were also

women which was great to see. They were fine that I didn't have a maths or business degree and wanted to get to know me and what I could bring to the job. We got on really well and by the end of the interview, I felt like SRLV was the right firm for me.

How hard is the training and what support were you given?

The first year is a big transition, but I had such a supportive team to help me adjust and get through the exams. The managers here do their utmost to work with and support trainees. For example, when I found some of the exams challenging, I spoke to my manager and they were very understanding. I was given extra time so I could study at my own pace, which really helped. I felt really supported and valued as a person.

What sort of work can first-year trainees expect?

Trainees are slowly introduced to different areas of audit and what an audit file looks like. Pre-Christmas, the focus is on the exams and supporting trainees through them, but after the New Year, you get booked out to clients and start to see how an audit takes place.

The first couple of months take some adjustment, but it does get easier as you put more of what you're learning into practice. The experience you gain working on an audit brings it all to life. Not only are you getting insights into different industries like music, retail and hospitality and seeing all sides of a business and how it functions, you are also speaking to the people running it, which is fascinating. ●



HAYSMAC

PARTNER, CO-HEAD OF PROPERTY

Name Jake Pearlman
University Leeds
Degree BSc Mathematics
Office Location London

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

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

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

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

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

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

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

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



HILLIER HOPKINS

AUDIT SUPERVISOR

Name Kiara Hudson
University Nottingham Trent
Degree BA (Hons), Accounting and Finance
Office Location Watford

You started with Hillier Hopkins as a Work Placement, how did that year's work experience help you with your final year at university?

It certainly helped my time management when I returned to university for my final year. I appreciated the working day and what you can get done within the 9-5.30 time frame. Previously at uni, I would get up at midday and not consider the other hours in the day, but in my final year I was up for 9am and got ahead of the game. The final year at university, you have to be a bit more independent, and it was clear to sense from other students who had done a year's work placement as the mental outlook and professionalism was just different towards work and tutors. The practical side of the technical work and just observing others studying and working helped a lot in understanding the role and making my final year have more meaning.

Once you started the ACA programme, what were the highs and lows?

I put my whole life in a calendar! Work, study and social life was entered to keep me focused and on track. The highs are obviously passing exams but sharing that hype and feeling with others who are in the same boat makes the lows worth it! You felt a sense of achieving something personally but also together as a cohort.

Lows – sometimes family & friends don't understand the commitment you have to apply to your studies and sometimes you just have to say no to certain social events because you are revising. Having other students at work in the same boat helps as they understand that you are trying to achieve work/life balance, but study impacts on both areas.

What was it like studying whilst working?

You will go to college for both Taught and Revision phases of a paper but there will be the in-between space where you are back at work and have to manage your work and revision yourself.

There is lots of support all round to be had and Managers take into account if you are on study phase, so they will put you on jobs close to home so you do not have long journeys. There is no pressure to do overtime either. The firm has been doing this for a long time so know how to create space for the student where possible. Studying with others was nice as you could arrange study groups for the weekend or after work and break it up with dinner or a film but still support and share the study process together. At university, I did everything on my own, so it was nice to share what could have been an overly stressful period.

Being part of a large student group, you will always have someone to get advice from and you feel part of a group, but also learn from the other students that have sat the exams just before you. You learn how to go about doing things and it's OK to learn from your mistakes too.

Now you are qualified, how have your job and responsibilities developed?

It's more technical now and I am given bigger groups or more intricate parts of a job that need research or detailed specific guidance to follow. You are relied on to share your knowledge and expertise with others and I've noticed that you become a go-to person to answer queries or share advice as you have gained more respect by qualifying.

What other things have you had the opportunity to get involved with?

I am part of the Sustainability group and have got involved with careers fairs and some of the student interviewing. I had an idea to set up a book club in the Watford office and was given the green light to set it up and market it. I got involved with volunteering days such as litter picks which the firm organise for those who want to join and I have recently joined the newly formed netball team. ●



LARKING GOWEN MANAGER

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 week's 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 nine 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 a 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 following recent government changes with estimating potential inheritance tax bills and providing advice on how to mitigate large tax bills when someone passes away. 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 current plan is to continue to advance through the levels we have at Larking Gowen. We have both Senior Management roles and Director roles to grow into as well as career paths to Partnership if I wish.

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. ●

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EMPLOYER DIRECTORY

Directory of employers that recruit Trainee Chartered Accountants

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Aviva	Grant Thornton	Page Kirk
AWC	Gravita	PEM
Azets	Hawsons	PKF Francis Clark
Barnes Roffe	HaysMac	PKF Littlejohn
BDO	Hazlewoods	PKF Smith Cooper
BHP	Hillier Hopkins	PM+M
Bishop Fleming	HURST	Price Bailey
BKL	HW Fisher	Prime Accountants
Blick Rothenberg	James Cowper Kreston	Rawlinson & Hunter
Brebners	Johnston Carmichael	Rouse
Bright Grahame Murray	JS.	RPG Chartered Accountants
Buzzacott	Kendall Wadley	RSM
CK Chartered Accountants	Kirk Newsholme	S&W
Cooper Parry	KPMG	Saffery
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Crowe	Larking Gowen	SRLV
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Ecovis Wingrave Yeats	MGI Midgley Snelling	

Visit www.accountancycareers.co.uk to

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EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	1,000	Graduate Jobs	75
Partners	90	Undergraduate Jobs	7
Trainees	275	School Leaver Schemes	10



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	500	Graduate Jobs	13
Partners	36	Undergraduate Jobs	-
Trainees	126	School Leaver Schemes	13

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.

Our graduate programme is tailored to support you and the development of your career from day one all the way through to qualification. The business provides full support for your professional qualification materials and exams – your key focus will be on studying and learning and developing within your role. We empower our people to become the best they can be and provide them with the tools to develop personally, going beyond their technical ability and out-with their field of expertise to become confident and capable professionals, with a very bright future.

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

You'll need ABB grades at A level (or equivalent) and, if you're joining our graduate programme, a 2:1 degree in any discipline. 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
- support of an experienced and knowledgeable team

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

At Affinia 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, Payroll, 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 Affinia, 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 Affinia to anyone looking to start a career at a place which supports you

throughout and helps you challenge yourself and grow.' Kacper Pilarski, Senior Accountant.

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 Affinia.

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 suits 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 Affinia do the same. Head over to our website to find out more from our colleagues on their experience of training with us. ●

LOCATIONS: London, Yorkshire & Humberside, North West, Scotland, Northern Ireland and Rep of Ireland

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



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	340	Graduate Jobs	10-15
Partners	23	Undergraduate Jobs	Varies
Trainees	100	School Leaver Schemes	10-15

Albert Goodman have been helping businesses 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 a "World Class Place to Work" in 2024!

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. ●

ALLIOTTS

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. ●

LOCATION: South West

LOCATION: London and South East (excl London)

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	746	Graduate Jobs	Varies
Partners	54	Undergraduate Jobs	Varies
Trainees	177	School Leaver Schemes	Varies



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

Listed in the Sunday Times Best Places to Work 2025, 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, outsourced finance, management systems, cyber security solutions 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 40 Apprenticeship Employers in the UK (Department of Education 2024) 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. ●

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. ●

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

LOCATIONS: East Anglia and Yorkshire & Humberside



AYNESLEY WALTERS COHEN LTD

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

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 identify whatever opportunities available.

We offer a wide range of services from payroll and bookkeeping, to accounts preparation, audits and drafting of business plans. Managed by three 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, with a level of numeracy 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.

Although we embrace hybrid working, all trainees must attend the office at least 4 days a week to ensure they receive proper assistance and supervision.

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

If interested, please email us your CV. ●



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	3,800	Graduate Jobs	250
Partners	600	Undergraduate Jobs	-
Trainees	-	School Leaver Schemes	100

Our purpose is our driving force – to improve the lives of our colleagues, our clients and our communities in a sustainable way.

With over 3,800 people across our UK office network, we are a people powered business delivering a range of accounting, tax, audit, advisory and business services, all with a personal approach.

As a global business with a local touch, our people and our values sit at the heart of every decision we take. We strive to create an environment where people are encouraged to be themselves. Working towards a common purpose and supporting each other, to deliver a level of service built on achieving together.

As a people-first business, our priority is making sure you feel supported. Here are some reasons our colleagues value being part of the Azets community:

Work-life Harmony

Access many of our policies and experience flexible ways of working which are designed to prioritise your personal and family needs.

Inclusive Collaboration

Participate in our Authentically Azets DE&I network, formed of passionate employees from across our business.

We believe in creating an environment where everyone feels a sense of belonging and is empowered to contribute meaningfully.

Career Development

Our Career Pathways framework is designed to guide you through your career progression, offering clear steps and expectations for each role.

We provide a structured approach to learning, which helps you understand what you need to achieve and how to get there. We provide tools, training and resources to help you focus on your development areas, set goals, and track your progress.

Freedom and Autonomy

Experience the freedom and autonomy to drive projects forward, allowing you to feel the impact of your contributions.

Due to our exciting growth, we have over 100 open roles across our diverse teams, We are currently hiring for various levels, from Associate to Partner.

We prioritise our employees' wellbeing every day of the year through our Azets Thrive 365 initiative. This program offers a variety of resources, activities, and support focused on mental, physical, emotional, and social health.

We are a Mindful and Disability Confident Committed Employer. At Azets, we are dedicated to creating an inclusive environment where everyone feels valued and respected. We believe that a variety of perspectives leads to innovation and encourage applicants from all backgrounds to apply. ●

LOCATION: London

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

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	240	Graduate Jobs	Varies
Partners	29	Undergraduate Jobs	Varies
Trainees	50	School Leaver Schemes	Varies

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	8,000	Graduate Jobs	600
Partners	400	Undergraduate Jobs	200
Trainees	1,000	School Leaver Schemes	130

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. ●

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 8,000 people offering tax, audit and a range of advisory services. BDO is the UK member firm of the BDO International Network, generating \$14bn 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. Our approach is straightforward and human, ensuring you have the flexibility and support to achieve your personal goals. We work together to broaden horizons, offering diverse experiences and opportunities that go beyond the typical career path. ●

LOCATIONS: London and South East (excl London)

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



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

#timetothrive

We love what we do, we're proud of who we are, and we have fun along the way.

At BHP, we don't just crunch numbers, we build futures. As the largest independent firm of chartered accountants in Yorkshire and North Derbyshire, we've created a people-first culture where you come before the bottom line.

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

Our clients range from ambitious startups to international groups, and our services span across audit, tax, corporate finance and advisory. But what truly sets us apart? We're proudly independent, deeply local, and passionately invested in your success.

Why choose BHP?

Because we want you to thrive with us!

We have an award-winning culture

- Great Place to Work Certified since 2023, including 'Best places for development' and 'Best places for Wellbeing'.
- Winners of multiple Accountancy Awards.
- Dedicated time for trainee study and plenty of support.
- A "Dress for your diary" approach to workwear.
- Paid volunteering days and local charity partnerships.
- An open-door leadership culture and a collaborative, inclusive vibe

Your career, your way

We offer one of the most structured and supportive training environments in the region. Whether you're joining straight from school, university, or after a placement year, we offer:

- Graduate trainee opportunities
- Career changer and non-graduate trainee opportunities
- Undergraduate placements
- School leaver apprenticeships

We'll support you through your professional qualifications while ensuring you enjoy work-life balance, with paid study leave, and dedicated 'off the job' learning time.

Real work. Real clients. Real impact.

From your very first week, you'll get involved in meaningful client work across sectors like manufacturing, retail, tech, charities and more. You won't just shadow – you'll do. And you'll never be alone, you'll be supported by your training manager, a peer buddy, and a dedicated learning & development contact.

Make a difference

At BHP, we're committed to doing business the right way. That means supporting our communities, championing sustainability, and helping our people find purpose beyond the office. We raise money for local charities and clock up hundreds of hours volunteering, all during paid working time.

Join us and be part of something bigger

We're looking for curious minds, team players, and future leaders to join our next cohort of trainees. If you want a career with real purpose, endless opportunity, and the freedom to grow into who you want to be, you'll find it at BHP. ●

LOCATIONS: East Midlands and Yorkshire & Humberside



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	500	Graduate Jobs	50
Partners	46	Undergraduate Jobs	5
Trainees	185	School Leaver Schemes	25

Bishop Fleming is a forward-thinking audit, accounting, tax, and advisory firm. Our success is built on the strength of our people and the relationships they create, both with clients and with one another.

It's this people-first approach that has earned us recognition in a range of national awards. We're proud to be Great Place to Work certified, and our apprenticeship programme has received an outstanding rating from Ofsted – a testament to the supportive and progressive environment we've created for early careers.

After welcoming a record number of graduate and school leaver trainees in recent years, we remain committed to attracting exceptional talent to fuel our ambitious growth. With nine offices across the South West and West Midlands, we offer opportunities in a wide range of locations for people at all stages of their career.

We believe that investing in our people is the key to long-term success. That's why we're

focused on offering meaningful development opportunities, empowering our teams to grow into the leaders of tomorrow. From tailored training and coaching to hands-on experience with a diverse client base, our approach to recruitment is rooted in long-term progression – not just filling roles.

Our clients range from entrepreneurial owner-managed businesses to large corporates, charities, schools, and public sector bodies. We're looking for future managers, directors, and partners who are excited by the opportunity to shape the future of our business, support the growth of our clients, and carve out fulfilling careers along the way.

Whether you're starting out in your career or looking for your next step in a dynamic and supportive environment, there's never been a better time to join Bishop Fleming.

Want to find out more? Explore our current vacancies or get in touch – we'd love to hear from you. ●

LOCATIONS: South West and West Midlands



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	424	Graduate Jobs	20
Partners	37	Undergraduate Jobs	-
Trainees	116	School Leaver Schemes	20



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	800	Graduate Jobs	45
Partners	80	Undergraduate Jobs	4
Trainees	-	School Leaver Schemes	15

We're not the only 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?

Beginning a career is exciting but daunting. BKL's Early Careers Managers started where you are: they're qualified accountants who still practise. They know the challenges and will support you through every one, from exams and software to client calls and office life.

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.

Having a Central London office, a North London office and remote working offers plenty of flexibility. 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. Several of BKL's partners and directors joined as trainees: some from university, some from school.

If you're curious, courageous and ready to challenge yourself, we'll help you to bring your brilliance and shape BKL's future. ●

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. ●

LOCATION: London

LOCATION: London

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

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. ●

EMPLOYEE NUMBERS	OPPORTUNITIES OFFERED
Total Employees 70	Graduate Jobs 7
Partners 12	Undergraduate Jobs -
Trainees 18	School Leaver Schemes -

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 prize winners 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. ●

LOCATIONS: London and South East (excl London)

LOCATION: London

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	645	Graduate Jobs	Varies
Partners	53	Undergraduate Jobs	-
Trainees	225	School Leaver Schemes	Varies



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

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, and therefore 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 30 in The Times Top 100 Apprenticeship Employers in 2025. 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. ●

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. ●

LOCATION: London

LOCATIONS: West Midlands

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	1,598	Graduate Jobs	70
Partners	119	Undergraduate Jobs	20
Trainees	448	School Leaver Schemes	70

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.

We've been dubbed 'the rebels of accountancy'. So, we don't give run-of-the-mill advice.

We're straight-talking. Never afraid to share our opinions. We put people and relationships before products and services, and deliver a streamlined, client-focused service – free from unnecessary red tape.

That's how we've become the fastest-growing accountancy firm in the UK, and we've never been the type to rest on our laurels. Now we are making waves and are well on our way to become a next-gen professional services firm, providing more all round support for our clients.

Over the last couple of years alone, we've achieved some fantastic feats:

- Partnered with **Waterland Private Equity** in July 2022 and went on to partner **Lee Equity** in 2025, and are now on a lightning-fast growth journey
- **Best Companies' No.1 Accountancy Firm & No.30 Best Large Company** to Work For in the UK
- Became **B Corp Certified** in 2023 and we're still the UK's largest accountancy B

Corp, measuring and improving our impact beyond business for a brighter tomorrow

- Achieved 5 awards at the **Inspiring Workplace Awards** in 2025: winner in the Large Business category and best in class for inspiring People & Culture, Wellbeing, Inclusion and Employee Experience

What can you expect from life at Cooper Parry?

We have our super hubs in the East & West Midlands, Manchester, Reading and London that have been dubbed some of the "coolest offices" in the UK (check out our website for a flavour). We offer hybrid working, too. Giving true balance and flexibility; whether you are at home getting your head down, in the office catching up, connecting or collaborating, or maybe even somewhere else.

We will have opportunities across our offices in a variety of specialisms:

- Audit
- Tax
- Business Services & Outsourcing
- Deals, Transaction Services and Corporate Finance
- Business Law
- Digital Consultancy
- Operations

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

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

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. ●



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

Crowe UK is a leading national audit, tax, advisory and consulting 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 school, 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, consulting 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 can 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. ●



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

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? ●

LOCATIONS: 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 190	Graduate Jobs 24
Partners 15	Undergraduate Jobs 5
Trainees 70	School Leaver Schemes 4

EMPLOYEE NUMBERS	OPPORTUNITIES OFFERED
Total Employees 582	Graduate Jobs 14
Partners 41	Undergraduate Jobs -
Trainees 139	School Leaver Schemes 20

Who are we?

Dixon Wilson is a leading accountancy firm in the UK, with 15 Partners and approximately 190 employees in total, including approximately 70 students in training. Founded in 1888, we specialise in providing accountancy, audit and tax advice and strategic planning to private clients, companies, entrepreneurs and their businesses.

Guiding our purpose – are three important values that sit at our core;

- Seek the Solution
- Solve Together
- Be Curious

Dixon Wilson offer the below opportunities:

- Graduate Chartered Accountant Programme (two intakes per year, March and August). We offer a three year ACA trainee programme.
- Tax Apprenticeship Scheme – ATT/CTA Pathway. We offer one intake per year, joining in September.
- Summer Internship Programme between July and September for undergraduates in their second of penultimate year of their degree.

Support to trainees

We are a firm committed to bringing on the next generation of talent – within a nurturing, collaborative environment. As a trainee on any of the Dixon Wilson schemes, you will receive excellent training and support. This includes:

- Comprehensive induction programme that covers ways of working at Dixon Wilson and technical skills.
- You will be assigned a buddy who will help you settle into life at the firm.

- A Dixon Wilson dedicated Learning and Development Manager who oversees your training at Dixon Wilson for the entirety of each programme.
- Support from our external tutors who provide training designed to enable our trainees to pass the examinations on the first attempt.
- Informal, internal support from other current trainees at various levels of the relevant qualification.

The size and nature of our firm can ensure that throughout your training contract you will be given every possible opportunity to succeed. You can expect challenging and exciting project work from day one and an increase in your responsibilities as your training progresses.

Culture

We offer a welcoming and friendly working environment, where individuality is championed, learning is our focus and variety thrives. Beyond work our dedicated Social Committee regularly plan a diverse range of activities through the year for all staff to enjoy.

We strive to create an equal, diverse and inclusive workplace. Our D&I committee supports the partners in implementing real change. While our Women's Focus group work on lifting any potential barriers that hinder Dixon Wilson from being a great place to work, not just for women but for all. Our people are everything – we respect them, we value them, we support them, and they feel able to give their best towards the firm's success. Whatever background you are from, Dixon Wilson welcomes you. •

Launch your accountancy career with the firm that's setting the standard

Want to know what it's like to work at a firm that's ranked #1 SME Apprenticeship Employer and listed as one of the Top 5 Accountancy Firms to Work For by Best Companies? Look no further.

DJH celebrates diverse talents and personalities while staying ahead of the curve to ensure our talented team get the training, support and development they deserve.

Study support designed for your success

Being the #1 SME Apprenticeship Employer isn't just a title – it's testament to our real commitment to ensuring all our people are fully supported throughout their career journey. We understand that balancing studies alongside day-to-day work can be challenging, which is why we offer comprehensive support from day one:

- **Fully funded courses and study support** – You'll receive paid time off around your exams, allowing you to step back from work and focus.
- **L&D Team** – Our Learning & Development team are there for you every step of the way; organising regular check ins, helping coordinate your exams and delivering a comprehensive CPD calendar to keep your knowledge up to date.
- **Buddy system** – You'll be paired with someone who was once in your position, meaning they'll be able to support with any questions you have around work and study.
- **Mentors who make a difference** – Regular catchups with your mentor are the perfect opportunity to discuss your journey & receive feedback.
- **Training academies** – Join fellow trainees on our internal academies, helping to fast track your knowledge and development by covering

everything from accountancy software to essential soft skills.

Benefits that go beyond the basics

- **Flexible working** – Once you're settled in, you can enjoy a 60/40 split between office and home working.
- **Wellness first** – From annual Health MOTs to 24/7 mental health & wellbeing support available, our team's health and wellbeing is a priority.
- **Work hard, play hard** – You'll have the opportunity to spend time with your team and have fun together at our social events, including vibrant summer soirees, team building activities, delicious lunches and memorable Christmas parties.
- **Community impact** – Get involved in charitable projects with dedicated funding for causes you care about and paid time off to volunteer.
- **Dress for your day** – Our dress code gives you freedom to dress in a way that works for your day.
- **Personal & professional growth** – Our tailor-made internal Academies are designed to help you develop the soft skills needed to grow both personally and professionally, making sure you're ready for every stage of your career.

Ready to start your journey?

Whether you're interested in Audit, Accounts, Tax, or Payroll, we have opportunities at all locations across our Group. From L2 AAT apprenticeships to L7 qualifications in ACCA/ACA and CTA – there's a place for you to grow with us. Find out more about launching your accountancy career at DJH on our website, or connect with us on social media! •

LOCATIONS: London

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

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	600	Graduate Jobs	10
Partners	40	Undergraduate Jobs	-
Trainees	100	School Leaver Schemes	10

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

Why Join Duncan & Toplis?

Duncan & Toplis is proud to be one of the UK's leading independent firms of accountants and business advisers. As we approach our centenary in 2025, we're entering the most exciting phase of growth in our history. Our vision – to be the team clients always choose to work with and where talented people truly belong – continues to guide everything we do.

We're committed to creating a workplace that supports wellbeing and work-life balance. With flexible working, matched volunteer time, online fitness sessions, and mental health support, we ensure our people are empowered to thrive both in and out of work.

We actively invest in our people's growth, encouraging ambition and supporting professional and personal development through structured training and ongoing CPD. Whether you're just starting out or looking to advance your career, we'll help you unlock your potential.

Our purpose – to positively impact our people, communities, and the world around us – is central to who we are. We live by our values of trust, partnership, and inclusivity in everything we do.

As part of the Kreston Global network, we offer our clients access to international expertise and markets, opening doors to exciting opportunities for our team members as well.

Our people are at the heart of our business. We're proud to attract and retain exceptional

talent, and our people-focused strategic plan reflects our commitment to continual learning and development.

Training Contract

We offer a fully funded, three-year ACA training contract designed to provide hands-on experience across our core services – including audit, accountancy, and taxation. From day one, our trainees work with clients, gaining valuable insights and practical experience that lays the foundation for a successful career as a qualified accountant and trusted business adviser.

At Duncan & Toplis, you'll enjoy the best of both worlds – the benefits and resources of a large independent firm, paired with the supportive and personal feel of a close-knit practice. Our comprehensive benefits package includes a competitive salary, exam bonuses, mentoring, and regular performance reviews.

Your Future with Duncan & Toplis

We're dedicated to helping our people grow professionally and personally. Alongside your professional qualification, you'll benefit from technical updates, lectures, and our Management Development Programme – equipping you with the skills to lead and progress in your career once qualified.

Our aim is to be an employer of choice, recognised for outstanding employee engagement and communication. We create a positive, supportive working environment where our team can perform at their best – and that's exactly why our clients continue to choose us. ●

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	100	Graduate Jobs	Varies
Partners	7	Undergraduate Jobs	-
Trainees	40	School Leaver Schemes	Varies

ECOVIS Wingrave Yeats is a seven-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 12,000 experts give support in more than 90 countries, spanning across 5 continents and covering all major economic centres.

Life at Ecovis Wingrave Yeats

Our newly-furnished 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

Here at Ecovis Wingrave Yeats, we offer Graduate and School Leaver Programmes in a range of exciting business areas – from Tax and Audit to Business Advisory and Financial Management – giving you the qualifications, skills and experiences you need to embark on a rewarding career in the world of Accountancy.

You will also earn while you learn, and work on a variety of business projects, exercising real

responsibility alongside industry professionals and an extensive network of peers, mentors, managers, and partners. Our current trainees study a multitude of different pathways, ranging from ACA, ACCA to ACA/CTA students

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. You will also get the opportunity to utilise our Flexible Working policy where you can work from our London Soho office as well as work from home, giving you the work-life balance you need.

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! ●

LOCATIONS: London and East Midlands

LOCATION: London

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	400,000	Graduate Jobs	1,000
Partners	-	Undergraduate Jobs	600
Trainees	-	School Leaver Schemes	450

Are you ready to shape your future with confidence?

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 opportunity for you.

Get to know us

We're a professional services organisation that helps global companies make better decisions about business, finance, sustainability, 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, EY-Parthenon, and Tax — transform how businesses work by providing innovative solutions and future-forward ideas.

Get to know yourself through a programme at EY

It's okay to not know everything when it comes to your career, as it's only just beginning. We're here to support you! Our programmes enable you to supercharge your career and give you skills for life.

So which business area should you join? We have opportunities to match your passion and strengths. Every role at EY is vitally important, as we all collaborate to ensure our clients manage risk and continue to thrive. As an Assurance colleague, you'll discover that audit is more than just filling in spreadsheets —

you'll play a vital role in helping our clients protect their reputation and performance. If you join our Consulting team, you'll advise clients on the best ways to improve their businesses using insights and cutting-edge technology. In Tax, you'll work with a range of clients, from start-ups to multinational companies, to minimise risk and encourage sustainable and future-forward action. And in EY-Parthenon, you'll use your problem-solving skills to advise our clients on how to improve their business operations and build a better working world for themselves and society.

No matter which business area or programme you join, you'll have the opportunity to make your mark on how we do business and help our clients evolve while being supported every step of the way. Whether you join us for a two-day or three-year programme, we'll equip you with the skills, tools, networks and experiences you'll need to shape your future with confidence!

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

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. ●

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	142	Graduate Jobs	Varies
Partners	17	Undergraduate Jobs	5-10
Trainees	36	School Leaver Schemes	Varies

At Forrester Boyd, we're proud to be one of the largest and most forward-thinking independent chartered accountancy firms across Lincolnshire and Yorkshire. Our size and scope mean we can offer trainees a wealth of experience, working with a diverse range of businesses from start-ups to established enterprises. For the right candidates, the opportunities are endless.

We have seven offices in Grimsby, Louth, Scunthorpe, Skegness, Lincoln, Beverley and Leeds. This gives you the chance to enjoy the best of both worlds — from traditional market towns to thriving city centres.

Our client base is as varied; whether it's supporting a local agricultural business, advising a tech start-up or helping a multinational corporation, you'll gain experience across a wide mix of sectors and business types.

With over 90 years of experience, we've built a reputation for developing talent from within. Many of our partners trained with us, and a great number of our team have spent most, if not all, of their careers here. We're genuinely committed to helping our people grow and succeed.

We don't pretend a career in accountancy is easy. It takes focus, professionalism and a strong sense of responsibility. Your advice can have a real impact on a client's future, helping a new business reach its first big milestone or

guiding an owner through a successful exit. The challenges are real, but so is the reward.

Our structured training programme supports you every step of the way. With a current cohort of 36 trainees across the firm, you'll be part of a strong network from day one. You'll also have access to mentors at all levels, from recently qualified staff to senior partners, who are here to help you grow technically and personally.

We don't just focus on qualifications. We help you build essential soft skills too — from communication and time management to teamwork and problem-solving. These are just as important as technical knowledge in a successful career.

In 2025, we were proud to be named Mid-Tier Firm of the Year at the Yorkshire Accountancy Awards. The judges recognised our commitment to clients, communities and colleagues, with particular praise for our work in rural areas, local recruitment and charitable initiatives.

Alongside professional development, we offer a range of benefits including flexible working, wellbeing support, employee recognition and a lively social calendar that brings our teams together.

If you're ready to take your first step towards a rewarding career in accountancy, we'd love to hear from you. ●

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

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	275	Graduate Jobs	10
Partners	18	Undergraduate Jobs	5
Trainees	50	School Leaver Schemes	5

Grow. Belong. Make an Impact.

At **Forvis Mazars**, we're more than a leading international professional services firm — we're a place where you can grow your career, belong to a supportive community, and make a meaningful impact from day one. We are a united partnership delivering exceptional quality in audit, accounting, tax, financial advisory, outsourcing and consulting.

At Forvis Mazars, we have a wide range of opportunities for you to gain experience in a firm that truly cares about your aspirations. Forvis Mazars is an amazing place to learn and grow, we are known for giving ambitious people responsibility and exposure early in their career.

We provide Graduate, Placement, Internship, 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.

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 business challenges. 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.

We offer apprenticeship and work experience opportunities for students looking to enter full time employment, undertaking their professional qualifications after completing their A-Levels or equivalent study. Our apprentices are given a high level of responsibility from the start, supporting on a variety of client projects, whilst also being given the opportunity to start their professional qualifications with us. At Forvis Mazars we 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 you the opportunity to gain a professional qualification whilst earning a competitive salary and gaining invaluable industry experience. We 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. ●

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! ●

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

LOCATION: South East (excl London)

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	100	Graduate Jobs	Varies
Partners	12	Undergraduate Jobs	Varies
Trainees	21	School Leaver Schemes	Varies

Join a firm where people and purpose matter. Goodman Jones LLP is an independent firm of chartered accountants, tax and business advisers based in the heart of London. As we celebrate our 90th anniversary, we're not just proud of our history, we're focused on shaping the future.

At Goodman Jones, you'll find a supportive, inclusive and close-knit team. We work with a broad range of clients from ambitious entrepreneurs and family-run businesses to large international groups and charities, across a wide variety of sectors. That means you'll gain real exposure from day one and a diversity of experience that sets you up for a truly well-rounded career.

Our Purpose

Our purpose is simple: to ensure our people, our clients and our industry flourish over the long term. For our clients, this means delivering the service they need with a tailored, personal approach grounded in trust, understanding, and the highest professional standards.

What We're Looking For

We don't just recruit numbers people, we hire individuals.

We welcome applications from all degree backgrounds. You don't need to have studied finance or business. If you're enthusiastic, curious, and bring strong academic results along with transferable skills from your studies or work experience, we want to hear from you. We look for more than just academic ability. Our trainees are curious, motivated and take pride in delivering a high standard of work. You'll need to be committed to learning, eager to build knowledge, and enthusiastic about

developing your career. Hard work, a strong sense of responsibility, and a desire to strive for excellence will set you apart.

Why Train With Us

Around 20 students train with us at any one time, so you're never just a number. Your development is personal: we invest time and care into your training, ensuring you not only qualify but also grow into a confident, assured professional. You'll get hands-on experience, work directly with clients, and have partner exposure early in your career.

What We Offer

- We want you to thrive professionally and personally. Here's what you can expect:
- Competitive salary, reviewed annually with performance-related increases
- 33 days holiday including bank holidays
- Hybrid working, flexitime and flexible bank holiday options
- Pension contributions at 5% of gross salary (subject to eligibility)
- Comprehensive wellbeing programme including mental health first aid
- Employee perks including cashback benefits, retail vouchers and lifestyle discounts
- Private health support including financial help for dental, optical and medical services
- Regular social events and team building activities
- Ongoing CPD developing your technical and soft skills beyond exams

This is more than just a training contract. It's a chance to build your career at a firm that values people, nurtures talent, and encourages you to be more than just your job title. ●

LOCATION: London

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

Grant Thornton UK is part of a global network spanning 140+ countries. In the UK, over 5,000 people work across 23 offices, helping businesses, communities, and individuals make a real impact.

We're not just a professional services firm – we're the first stop for future-focused accountants. Whether you join us in audit, tax, or advisory, you'll be part of a firm that's growing fast – and wants you to grow with it.

With new technology, evolving markets and shifting client needs in accountancy, we're looking for fresh thinking from bright minds who are ready to shape what comes next.

From day one, you'll take on meaningful work, supported by a dedicated people manager and a career coach. You'll gain early exposure to clients and senior leaders, and build the skills to shape a long-term, fulfilling career.

Numbers don't change the world – people do
Our inclusive, people-first culture is designed to help you thrive. We celebrate diverse perspectives, support your wellbeing, and encourage you to build a career that reflects your values.

We look beyond grades and assess potential not only through exam performance, but curiosity, motivation, and alignment with our values: being candid but kind, purposely driven, and actively curious. If you're ready to grow, challenge the status quo, and make a difference, we're ready to support you.

Be the accountant of the future with us

Our three-year graduate programme is more than a route to qualification – it's your launchpad. You'll gain real-world experience, work on exciting projects, and develop future-ready skills.

For penultimate-year and sandwich-year students, our summer internships and 12-month placements offer a hands-on introduction to professional services, which can lead to a fast-track onto a graduate programme. Returning placement students are also eligible for an accelerated training agreement, where they can qualify up to six months earlier than our standard graduate programmes.

For school leavers, our apprenticeships offer a direct route into the profession, combining paid work with professional qualifications. You'll gain experience from day one, getting the skills and training you need to become a trusted advisor. We also offer a pathway for students in Years 12/S5 and 13/S6 with Ignite, our four-day work experience programme. Ignite gives real insight into life at the firm, helping students to develop an understanding of the business world while building their teamwork and communication skills.

Once qualified, your opportunities with us expand even more. You can keep progressing in your team, explore a different business area, or travel abroad and work at one of our member firms.

Our future's bright – and yours should be, too. ●

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	-

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. ●

LOCATION: London



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

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 over 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 grow 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: East Midlands and Yorkshire & Humberside

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	604	Graduate Jobs	70
Partners	40	Undergraduate Jobs	15
Trainees	248	School Leaver Schemes	10

Partner with us and grow.

Welcome to the friendly face of accountancy and tax. HaysMac is an award-winning chartered accountancy and tax advisory firm offering a wide range of services: audit and assurance, taxation, outsourcing, business advisory and transactions.

You'll join a community of 40 partners and 600+ staff who understand our clients and help realise their goals. We do serious work, seriously well. HaysMac is a modern firm with traditional values like hard work, helpfulness and keeping our word.

We advise entrepreneurs, fast-growing and owner-managed businesses, not-for-profits and private clients across the UK and internationally. As a founding member of MSI Global Alliance, we help clients access trusted advisors in law, tax, audit and accountancy worldwide.

Our graduates are future leaders, bringing fresh perspectives and helping us adapt to clients' evolving needs. You'll have every opportunity to progress through personal development, training, qualifications and mentoring from peers and leaders.

Spend a bit of time with us and you'll see we go beyond the numbers. We help clients solve problems and make smarter decisions, while adding real value.

From day one, you'll be learning on the job, with support to help you hit the ground running. You'll be out on client site, gaining hands-on experience, interpreting data and spotting risk. Working across industries means no two days, or clients, are the same.

You'll take on exciting challenges in sectors like:

- Financial Services
- FinTech
- Hospitality
- Media, Marketing & Advertising
- Property
- Retail & eCommerce
- Social Purpose
- Sport
- Technology

You'll be part of a close-knit graduate cohort — self-starters, problem-solvers and collaborators — keen to grow their skills. While we take work seriously, connection and fun are part of the package. From parties to Pride, sports clubs to pottery painting, there's plenty to enjoy beyond the to-do list.

Giving back matters to us. Our CSR programme is part of how we work — raising money for our Charity Partner, volunteering, and championing sustainability. Making a positive impact is simply how we do things.

People who join HaysMac tend to stay. That loyalty has supported 80% organic growth in five years, attributable to our supportive culture, diverse teams and meaningful client work.

Our culture hasn't gone unnoticed. HaysMac has been named one of the UK's 'Best Places to Work' for two years running by The Sunday Times, with top scores for wellbeing, inclusivity and satisfaction. We're also highly commended in the 'Best Places to Work for Women'.

If you share our values, we'll help you grow a successful career at HaysMac. ●

LOCATION: London



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	580	Graduate Jobs	20
Partners	38	Undergraduate Jobs	10
Trainees	112	School Leaver Schemes	20

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 nearly 600 staff across five offices in the Southwest 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 our 5-year Ignite programme leading to a level 7 qualification. 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. ●

LOCATION: South West



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	220	Graduate Jobs	10
Partners	21	Undergraduate Jobs	4
Trainees	45	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.

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

- Intelligent, articulate and independent mind with warm, lively interpersonal skills.
- A graduate (with or expecting to achieve a 2.1 degree or above) with good A levels (120 UCAS points)
- Looking to enjoy the challenge of working as part of a team to deliver results.
- Committed to your career with a business-like attitude.
- Willingness to accept responsibility early on.
- Aim to study hard and pass exams first time.
- A good networker of people.
- 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.

We hold Gold accreditation from Investors In People and have this year been awarded Sunday Times best place to work – medium organisation, accreditation •



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	120	Graduate Jobs	8
Partners	19	Undergraduate Jobs	2
Trainees	43	School Leaver Schemes	-

Our Business

HURST is proud to be one of the UK's leading independent accountancy firms. Headquartered in South Manchester, our 120-strong team has supported the ambitions of the North West's most admired businesses for over four decades. We go beyond traditional accountancy — it's our extra insight and commitment that help our clients truly thrive.

Our friendly and collaborative team includes 19 Partners, supported by a range of Managers, Senior Managers, and other key professionals. We also have 43 dedicated trainees progressing through their qualifications as the next generation of accountants.

Your Future Starts Here

You might be wondering what makes us different from other top firms — and why you should consider your future with HURST. It's not just the technical excellence you'll find across our teams, or the chance to work with some of the region's most respected brands. It's the sense of ownership and belonging — and the brilliant people you'll share it with. You'll join a team of like-minded individuals who are as friendly as they are forward-thinking, within a culture that's truly committed to diversity, equity and inclusion.

We're proud to be officially recognised as a Great Place to Work™ and named one of the Best Workplaces in Consulting & Professional Services. We're also accredited by Insider North West as one of the Most Exciting Workplaces.

Trainee Opportunities

Our accountancy training scheme (ICAEW/ACCA) is your first step towards an exciting

future with us. If you're a graduate or considering a career change, we're looking for high-calibre audit trainees to join our Business Services team for our 2026 intake. (Our 2025 roles are already filled.)

Our training programme is designed to ensure that within three years, you could be fully qualified with the ICAEW or CIOT. You'll be supported with tuition, professional qualifications, a mentor, and a tailored career development plan. From the outset, you'll gain hands-on experience, working alongside Partners and Managers on a variety of interesting assignments.

Opportunities for Growth and Development

From day one, you'll follow a structured development pathway — from Trainee to Partner — with additional support through our partnerships with Vistage and 3Qhub. Our industry-first Vistage Inside programme helps shape future leaders, while our Career Enrichment Programme includes secondments, sabbaticals and bonus leave.

You'll also benefit from global exposure via PrimeGlobal events, "Workations," and international secondments. Our Lunch & Learns, the Advancing Leaders programme and a range of bespoke mentoring and coaching opportunities ensure you're always growing, connecting, and progressing.

Learn More

Visit our website to explore more. •

LOCATIONS: London and South East (excl London)

LOCATION: North West

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	300	Graduate Jobs	20
Partners	26	Undergraduate Jobs	-
Trainees	60	School Leaver Schemes	8

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 15 UK accountancy firm, and part of the Sumer Group, 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 26 partners. There is a lot of collaboration across departments and there is a big social culture within the firm.

There is the opportunity for hybrid working once trainees have reached a certain level in their experience. •

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	234	Graduate Jobs	Varies
Partners	19	Undergraduate Jobs	-
Trainees	64	School Leaver Schemes	Varies

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 nearly 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 enables you to achieve the ACA qualification. Throughout the programme 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. •

LOCATION: London

LOCATION: 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

LOCATION: North West

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	42	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. The services offered includes audit, accountancy services for year end and management accounts, bookkeeping, vat returns and advice, weekly and monthly payroll, income tax, capital gains tax, inheritance tax and tax advisory services. We offer help and advice to clients in their digital journey. This includes advice on

cloud accounting software and preparation for HMRC's making tax digital programme.

Our clients range from owner managed businesses to multi million pound corporations. We also act for a large number of charities and not for profit organisations. We also act for a large number of high net worth individuals within our tax department.

We have a rolling student recruitment programme offering full training contracts for Chartered, Certified and Accounting Technician qualifications. We also sometimes offer roles for payroll and bookkeeping 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.

We aim to offer a career path post qualification for those looking to remain in practice. We actively encourage progression through manager level and on to partner. Four of our 5 current partners trained with the firm and have progressed on through the firm to become partners. ●

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)

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. ●

LOCATION: Yorkshire & Humberside



EMPLOYEE NUMBERS

Total Employees	16,000
Partners	-
Trainees	4,000

OPPORTUNITIES OFFERED

Graduate Jobs	600
Undergraduate Jobs	60
School Leaver Schemes	600

KPMG UK are part of a global network of firms, working across advisory, audit, consulting, technology, tax and law. Our clients span a range of industries, and our work covers everything from environment and social governance, to innovating with AI and improving healthcare. At KPMG you make the difference, and we provide opportunities to help you grow, belong and develop skills that set you up for life.

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 sustainably.

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.

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.

Graduate Programmes

Our graduate programmes offer a structured development framework, including funded professional qualifications or accreditations. Over the three to four years of KPMG's programmes, graduates are exposed to a variety of clients, projects and opportunities. Working directly with senior leaders and gaining ownership of their own work, KPMG makes sure that graduates are fully supported in all aspects of their work life, encouraging them to forge their own path at the firm.

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.

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. There are also lots of opportunities to get involved with KPMG employee networks and volunteering initiatives. From office netball, to celebrating Pride Month, to getting out into the community, you can create an impact for yourself and others.

If you're resilient, curious, and have a good eye for detail, you'll get the opportunity to thrive in a successful career and really make the difference. ●



EMPLOYEE NUMBERS

Total Employees	504
Partners	43
Trainees	80

OPPORTUNITIES OFFERED

Graduate Jobs	25
Undergraduate Jobs	Varies
School Leaver Schemes	20

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	400	Graduate Jobs	15
Partners	26	Undergraduate Jobs	-
Trainees	112	School Leaver Schemes	15

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 50 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, and we are the proud winners of the 'Best Benefits to Support Work-Life Balance' category from the 2025 Employee Benefits Awards, nominated alongside brands such as PepsiCo UK&I, and Lloyds Banking Group. ●

LOCATIONS: South East (excl London) and East Anglia

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	300	Graduate Jobs	Varies
Partners	18	Undergraduate Jobs	Varies
Trainees	55	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, serving more than 10,000 business throughout East Anglia and beyond.

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

Your training and development

Joining from University, you will be given 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 mentor
- 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. ●

LOCATION: East Anglia

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	200	Graduate Jobs	Varies
Partners	22	Undergraduate Jobs	Varies
Trainees	43	School Leaver Schemes	Varies

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	750	Graduate Jobs	70
Partners	57	Undergraduate Jobs	15
Trainees	196	School Leaver Schemes	30

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 22 partners and more than 200 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. ●

We are a UK business advisory and accountancy firm with international reach. We focus on optimising clients' businesses financially, operationally, and strategically. We employ approximately 750 trusted advisors in audit, tax & compliance, accounts advisory, financial planning and transaction services.

Our people are our greatest asset, and we invest in their development, growth, and well-being at every step of their journey with us. From mentorship programs and ongoing training to performance recognition and career advancement opportunities, we're committed to nurturing talent and empowering our team members to reach their full potential.

At Menzies, we understand the importance of maintaining a healthy work-life balance. We recognize that our employees are not just professionals, they're individuals with passions, interests, and responsibilities outside of work. That's why we offer flexible working

arrangements, comprehensive wellness programs, and initiatives designed to promote mental health and well-being.

Our industry sector specialisation approach differentiates the firm's service delivery. Expert teams work in collaboration with each other delivering a host of business, tax and commercial advisory projects over and above the market leading assurance and compliance work undertaken for UK and International clients. For the year ended 30 June 2024 the firm's annual turnover exceeded £71m.

In business, relationships matter. That's why we take a Partner-led approach, built on empathy and understanding. We ask the right questions, often challenging ones, to really define your aspirations, help you see the bigger picture, and inspire new opportunities. It's all part of our Brighter Thinking methodology designed to empower you with greater confidence and certainty in the face of increasing complexity. ●

LOCATION: London

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

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	270	Graduate Jobs	15
Partners	26	Undergraduate Jobs	-
Trainees	80	School Leaver Schemes	10

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

Why join Mercer & Hole

We are a top 50 accountancy firm with offices in London, St Albans, Rickmansworth, and Milton Keynes. We want to make a meaningful difference to our clients. We do this by providing bespoke accountancy and tax advice that helps businesses grow, and we support individuals and families in achieving their financial and personal goals. We also offer expert guidance to charities and trustees, helping them manage their finances and meet regulatory obligations.

But it's not just about the services we offer, it's about how we deliver them – which starts with our people.

At Mercer & Hole, our people are our most valuable asset. With 26 partners and over 270 employees, we all bring together the collective life experiences, knowledge, creativity, and talents that make Mercer & Hole such a unique place to work, where everyone can thrive. We are committed to cultivating and preserving a culture of diversity, equity, and inclusion (DEI). We want every team member to feel respected, empowered, and valued for who they are.

Launch your career with our school leaver and graduate schemes

We are offering a range of accounting and finance school leaver and graduate schemes to help you grow and develop after leaving education. Choose Mercer & Hole to kickstart your career and gain an internationally recognised qualification, all whilst you work and earn a salary.

Depending on your choice of entry, join us in either July or September. We offer AAT school leaver apprenticeships, ACA, ACCA, ATT, and CTA graduate schemes, giving you the opportunity to gain experience and soft skills training straight away.

Learning and Development

We support lifelong learning and development in a structure we call our PEOPLE PASSPORT. You secure the knowledge and support to gain a clear pathway to where you want your career to go. Support will be in the form of:

- Learning and Development pathways
- Study support
- Performance Development Reviews
- Trainee away days
- Buddy and mentoring scheme

Have you got the Mercer & Hole ingredients?

We are committed to playing our part in delivering a sustainable future. Our understanding culture ensures we continue to evolve and develop our approach to environmental, social, and governance (ESG) principals in our own business and for the services we provide to clients. We are partnering with Planet Mark to support our ESG Policy in line with being part of the Good Business Charter.

The values that underpin our purpose form the word **TRUST**, and this is at the core of what we do. If you share our values and want to explore a meaningful career with us as captured above, we would love to hear from you. Don't just be a number – make your career count with Mercer & Hole.

We hope to see you soon! ●

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	19	Graduate Jobs	1-2
Partners	4	Undergraduate Jobs	-
Trainees	8	School Leaver Schemes	1-2

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 100 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 ability to join groups you are interested in with MGI Worldwide.
- 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
- Enhanced pension with 5% employer and 3% employee
- Healthcare and Mental Health support
- Regular social events ●

LOCATIONS: London and South East (excl London)

LOCATION: South East (excl London)

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	1,400	Graduate Jobs	100
Partners	90	Undergraduate Jobs	20
Trainees	285	School Leaver Schemes	30

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	1,000	Graduate Jobs	70
Partners	-	Undergraduate Jobs	-
Trainees	250	School Leaver Schemes	12

At Moore Kingston Smith, we believe in the potential of people to make a positive impact, fuelled by the power of genuine understanding.

Supporting a diverse range of clients, we are a multi-disciplinary advisory, tax and audit firm with expertise across multiple sectors, uniquely positioned to help people realise their ambitions. Our teams deliver quality results locally and internationally as part of the Moore Global network.

Understanding is at the heart of everything we do. We believe in the potential of people to make a positive impact, and that starts with understanding your aspirations. We get to know you and provide a workplace that supports you in achieving your goals, whatever they may be.

Outstanding client service depends on brilliant people, supported by the right resources and opportunities. Our culture champions a core value of understanding, which guides our approach and shapes our actions and decisions. It's how we get to know our clients and their needs, and the individual aspirations, perspectives and circumstances of everyone on our team. This understanding enables us to

create a workspace where everyone is heard, respected and empowered to contribute their best work and enjoy what they do – essential to delivering quality results for our clients.

Different input and perspectives help our firm and our clients succeed. We welcome people from all backgrounds as we shape teams that represent the diverse communities we work with.

We've made changes that enable us to build agile teams, rank in the Social Mobility Index, improve our gender pay gap and develop our equity, diversity and inclusion initiatives. As a We Show the Salary employer, we're committed to pay transparency on all job listings to support fairness and drive equity, helping to create a workplace where everyone can thrive.

There are always opportunities to grow and learn, so we actively listen and improve. If you can help us on our journey, bring your authentic self to work and join us in building a sustainable and inclusive workplace – we want to hear from you. Our recruitment and assessment processes are adaptable for anyone with additional needs to ensure everyone can access equal opportunities. ●

About the National Audit Office

We are the UK's independent public spending watchdog.

Our position is unique, and our work is extraordinarily influential. Totally and distinctively independent of government, we scrutinise public spending for Parliament and investigate major government projects and programmes. This means we work for, and for the good of, all citizens in our country. We help our economy and society work better – supporting and enabling improvements in financial management and the way public services are delivered right across the public sector to millions of people every day.

For you, this means work that has a real purpose, and offers challenge and variety. You'll contribute to audits and projects that scrutinise government's use of resources and help drive improvement in our clients' businesses. Our work informs debates and influences some of the biggest decisions that government makes – from how the BBC spends the TV Licence Fee, to how the Probation Service supports released prisoners. You'll collaborate and work in teams with dedicated and talented people to deliver high-quality work that makes a difference.

By joining the National Audit Office and achieving a prestigious qualification as a chartered accountant, you'll build a rewarding and fascinating career. You'll make an impact that you and the nation will benefit from.

Our trainees

We welcome graduates from ANY degree discipline (not just maths!) to join our highly successful professional training scheme. Covering three years as a graduate trainee (up to five years for School Leaver Apprentices), it will take you right through to qualification as a Chartered Accountant (ACA) with the Institute of Chartered Accountants in England and Wales (ICAEW). You'll benefit from 25 weeks of paid study leave across the scheme, giving you the quality time and space to focus on your studies and achieve success. By the time you qualify, you'll have outstanding professional experience behind you and a world of career possibilities ahead.

Alongside your qualification you'll work with clients from across government. You'll start out working as a team member supporting our core financial audits, building up over time to work on bigger audits and more complex work, taking more of a lead role as you develop your skills and confidence. While working mainly on financial audits you'll also have the opportunity to be involved in a range of our other work at the National Audit Office – including support for Parliament, investigations and our larger value-for-money studies of major government projects and programmes, which result in high-profile reports to Parliament that often make the headlines. ●

LOCATIONS: London and South East (excl London)

LOCATIONS: London and North East

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	64	Graduate Jobs	Varies
Partners	9	Undergraduate Jobs	Varies
Trainees	13	School Leaver Schemes	Varies

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	142	Graduate Jobs	8
Partners	13	Undergraduate Jobs	-
Trainees	20	School Leaver Schemes	-

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. ●

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 eight graduates annually for our three and half 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 receive a competitive salary along with an exceptional benefits package, including flexible working arrangements, generous annual leave, access to our exclusive discounts platform, counselling support, and a variety of additional perks. Salary increases are based on performance in both exams and your role, ensuring your growth is recognised and rewarded. 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. ●

LOCATION: East Midlands

LOCATION: London

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	350	Graduate Jobs	10-30
Partners	22	Undergraduate Jobs	10-30
Trainees	75	School Leaver Schemes	10-30

Driving Ambition Throughout the South West

At Old Mill, we're more than just accountants, we're trusted advisors, problem-solvers, and innovators working at the cutting edge of digital accountancy and financial advice.

With offices in Yeovil, Ilminster, Wells, Exeter, and Chippenham, and a talented team of over 300 professionals, we are proud and committed to fuelling the South West's vibrant economy. Supporting ambition, entrepreneurial spirit and growth through expert guidance and exceptional client service, we serve a diverse portfolio of clients across a wide range of business sectors.

Developing People – Investing in You

At Old Mill, we understand that careers are as individual as the people who pursue them. That's why we focus on spotting potential, nurturing strengths, and celebrating success.

Many of our team members have progressed from trainees to fully qualified professionals, and we continue to invest in the next generation of talent. Whether your interests lie in Accountancy, Tax, or Wealth Management, you'll find room to grow with hands-on experience, professional qualifications, and soft skills training, all tailored to your unique path.

We believe in empowering individuals, valuing experience, and fostering a collaborative

culture. If you're a curious thinker, a team player, and ready to take charge of your future, you'll thrive here.

Your Future...

Not shy of responsibilities, you will gain hands-on experience from the get-go. With the perfect combination of learning on the job and gaining professional qualifications, all whilst surrounded by experts, you will be encouraged to carve a career path that motivates and excites you.

Supported through qualifications such as AAT, ATT and ACA you will gain the professional qualification, behaviours and skills required to build a successful career.

Building your knowledge and your confidence from your studies and from the experts around you, you'll be empowered to become a fully qualified, technical expert, and the future of our business.

Whether you're a recent graduate, school leaver, or career changer, if you're a curious thinker, great with people and ready to take charge of your future, you'll thrive here.

You don't need to have studied accountancy, just bring your enthusiasm, ambition and a willingness to learn. ●

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

Do you want to work for an award-winning firm of chartered accountants with enhanced holidays and flexi time to give you the work life balance you need and exciting opportunities, including working in America, once qualified? Do you want to 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.

Why Choose Page Kirk?

- Competitive salary with scheduled pay rises for passing exams
- Structured development with measurable milestones
- Supportive learning environment with dedicated mentors and colleagues keen to share their experience and technical expertise
- Study leave to attend college and prepare for exams with excellent pass rates
- Opportunities to work at one of our associate firms in America once qualified
- Working with a broad scope of interesting clients in a number of sectors
- Fast track career progression to management and partner level
- Training to be a skilled professional in business services including accountancy, audit, taxation and business advisory

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, all happy and willing to offer support. 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. We ensure that your workload is manageable, enabling you to avoid spending an excessive amount of time at work. 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.

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 team working skills
- Motivation and initiative
- Integrity and trustworthiness ●

LOCATION: South West

LOCATION: East Midlands



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	260	Graduate Jobs	Varies
Partners	18	Undergraduate Jobs	Varies
Trainees	68	School Leaver Schemes	Varies

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.**

Your future, our focus is a promise we make with our employees from day one of their role with us. This is because we believe that when you're making early decisions about your career, promises matter.

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. ●

LOCATION: East Anglia



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	980	Graduate Jobs	25
Partners	58	Undergraduate Jobs	10
Trainees	208	School Leaver Schemes	15

Starting your career is about more than just qualifications.

It's about finding the right place to grow, feel supported, and be yourself.

That's why, at PKF Francis Clark, we're proud to be the largest independent chartered accountancy firm in the South West. We offer the best of both worlds: big opportunities and experience across a wide variety of clients, alongside the personal support and connection that comes from being part of a close-knit, caring team.

Our team members describe us as a place where your voice is heard, where you can build lasting relationships, and where you're supported to develop a long term career. Whether you're becoming a chartered accountant or tax adviser, you'll thrive within our collaborative culture where you'll feel you truly belong and can be yourself.

You'll earn while you learn, gaining practical experience while studying towards your qualification. We cover the full cost of your training and exams, and our dedicated support will guide you every step of the way. We're proud to be featured in the Sunday Times

Top 100 Apprenticeship Employers 2025, making this an outstanding place to start your accountancy career.

Our size means you'll benefit from working with a diverse range of clients, from charities and family-run businesses to well-known brands and corporate companies, while still being part of a firm that is small enough to care.

We attract and retain the best people by nurturing a culture of belonging. You'll be valued for everything you bring and encouraged to follow your professional interests. Alongside on-the-job learning, you'll study with a leading training provider, combining online and classroom-based learning with support from experienced colleagues.

There's more to life at PKF Francis Clark than work and study. Our offices hold regular social events, and every team member is encouraged to take a day each year to volunteer for causes they care about in their local community. For a behind-the-scenes look, check out #FrancisClarkLife on LinkedIn.

Belong. Be Brilliant. Be You. ●

LOCATION: South East and South West



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	727	Graduate Jobs	100
Partners	50	Undergraduate Jobs	40
Trainees	240	School Leaver Schemes	5

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. ●



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	258	Graduate Jobs	32
Partners	15	Undergraduate Jobs	-
Trainees	96	School Leaver Schemes	-

Who are we?

PKF Smith Cooper is a multi-award winning firm of trusted accountants and business advisors, specialising in 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.

Our group companies – Infuse Technology, Everlong Wealth and PKF Smith Cooper Systems – work with us to provide a comprehensive range of professional services for ambitious businesses and individuals across the Midlands.

Globally

PKF Smith Cooper is part of the wider PKF Global network, the 12th largest network in the UK. With PKF presence in over 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, meeting colleagues from across the world. If you have a passion for travelling and

are looking to immerse yourself further in a new culture, 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, where no two days are the same. 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?

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. ●

LOCATIONS: London, Yorkshire & Humberside and North West

LOCATIONS: West Midlands, East Midlands and North West



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	180	Graduate Jobs	1
Partners	13	Undergraduate Jobs	1
Trainees	40	School Leaver Schemes	8



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

About PM+M

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

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.

Why work for us

Your development

We have 6 monthly performance review conversations to ensure your development is on track, as well as optional monthly 1-2-1s. You will also have the opportunity to work with a mentor.

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, some include:

- 25 days' holiday per annum + bank holidays
- 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 including a range of benefits such as private medical insurance, extra holidays, electric car scheme etc
- hybrid working
- recruitment incentive scheme
- employee well-being portal
- access to the WeCare app that offers health, well-being, financial and legal support
- dress for your day policy and dress down Fridays
- paid sick leave
- extensive learning & development opportunities and study support
- Firm wide success bonus based on the achievement of certain financial metric(s).
- Fee-free service to whole of market mortgage and insurance advice •

Make your career count

Founded in 1938, Price Bailey is a well-established accountancy and business advisory firm, with eleven offices across the UK, as well as a strategic international presence. In the last three years we have achieved 33% revenue growth, all whilst maintaining our independent status. Anyone that joins us can expect the best opportunities for training, personal growth, and career engagement.

Working with us

We understand that it's our people that makes Price Bailey and by creating a positive atmosphere in our workplace, and not taking ourselves too seriously, we will empower you to evolve both professionally and personally.

In 2024 we were again acknowledged as an 'Outstanding' company to work for by Best Companies. Additionally, we have consistently been recognised as a Top 100 Apprenticeship Employer over the past few years for the investment and support that we provide our trainees. 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 encourage people to develop specialist skills and become

experts in their field through our enhanced CPD program and we offer career development programmes at various levels, 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.

We organise a variety of social activities across the year and also encourage charitable giving and community engagement through planned activities each year.

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. •

LOCATION: North West

LOCATIONS: London and East Anglia

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	70	Graduate Jobs	2
Partners	10	Undergraduate Jobs	-
Trainees	10	School Leaver Schemes	-

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	300	Graduate Jobs	10
Partners	19	Undergraduate Jobs	6
Trainees	79	School Leaver Schemes	4-6

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! ●

Established in 1933, we are a top, award winning accountancy and tax Firm 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. We are also proud to have been the winner of the prestigious award for Private Client Accountancy Firm Of The Year (Boutique) at the 2023 Eprivateclient Excellence Awards as well as being the Consolidated Reporting winners in 2024 and 2025 at the WealthBriefing European 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 antiquities.

With a network of international offices, some of our staff have the opportunity to spend time working overseas and experience a different way of life.

Our staff are recruited for the skills and potential they offer and come from many different backgrounds. We provide

opportunities to help you realise your full potential, including fully funded study support at the best tuition centres in London. Once qualified, your professional learning is supported through further qualifications or other training and development interventions.

Opportunities available 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 and ATT/CTA qualifications 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
- GCSE English and Maths 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 and progress to the ACA qualification. ●

LOCATIONS: West Midlands and East Midlands

LOCATIONS: London and South East (excl London)

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	110	Graduate Jobs	Varies
Partners	5	Undergraduate Jobs	Varies
Trainees	25	School Leaver Schemes	Varies

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 110, 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 (4x base salary)
- Pension scheme (with contributions made to your pension)
- Flexible/hybrid working (a core working hours policy and environment to fit with your lifestyle)
- Learning and development opportunities (to support your role and career path)
- Modern office with open plan working (utilising industry leading IT equipment and technology) •

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

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! •

LOCATIONS: North West and Wales



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	5,000	Graduate Jobs	Varies
Partners	360+	Undergraduate Jobs	Varies
Trainees	750	School Leaver Schemes	Varies



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	1,800	Graduate Jobs	Varies
Partners	120	Undergraduate Jobs	Varies
Trainees	200	School Leaver Schemes	Varies

Make an impact, be our future.

RSM is a leading audit, tax and consulting adviser to the middle market, globally. With over 5,000 people operating from 31 locations across the UK, we have a culture of understanding what it means to deliver value, and to value what we do.

Our career pathways are available across each of our core business areas, audit, tax and consulting, which offer a powerful combination of on-the-job learning and structured training – not to mention an impressive client list to work with.

We're purpose-driven, mission-led and guided by our values. We're taking exciting strides into the future and the work we do is powering innovation and change. We do this in an atmosphere where technology is at the forefront of everything we do and creativity and diversity of thought are fully embraced, as much as process and efficiency are valued.

So, get ready to grow with us, and make an impact.

What do we look for?

To apply for our school leaver roles, you'll need a minimum of 112 UCAS points across 3 A levels or an equivalent level 3 qualification; and 104 UCAS points across 4 Scottish Highers/Advanced Highers or Irish Leaving Certificate (Higher Level). For our graduate programmes, you will also need a predicted/obtained honours degree.

We welcome people with incredibly varied skills, backgrounds and experience; but these are the 8 characteristics we look for in everyone:

- A strong sense of personal responsibility
- Great collaboration skills
- Brilliant communication skills
- Flexibility and adaptability
- Resilience
- A desire to learn
- An analytical and growth mindset
- Time management skills

Our Pathways

Our programmes in audit, tax, consulting and digital will also help you make the most of cutting-edge technology so that as you progress, you'll be at the forefront of innovation in your chosen career.

The balance of on-the-job experience and study will depend on the qualifications you're working towards. But every day will be different, as you'll work on client projects from the start.

You'll be a key member of the team working on a variety of projects across some exciting industries. You'll also have access to internal training to help you on your way to becoming a trusted adviser to your clients.

Explore your potential and grow with us, visit our website to learn more about our career pathways. ●

At S&W, we help our clients thrive by simplifying the complex, illuminating new paths, and shaping solutions that make a difference. As one of the UK's top 10 fastest-growing accountancy firms, we have been a trusted partner since 1881, helping businesses and individuals meet challenges and seize opportunities across generations.

Built on expertise and driven by ambition, we provide a comprehensive range of services, including tax and accountancy, advisory and assurance, corporate finance, and restructuring. We are defined by our purpose, to help navigate challenges, unlock potential, and achieve the extraordinary.

At the core of everything we do is partnership. We are deeply committed to our outstanding associates, placement students, and interns, ensuring that you flourish and succeed. Here, success is a journey we embark on together.

Why choose S&W

- Experience Real-World Projects from Day One - At S&W, you'll dive into a diverse range of client projects right from the start, gaining hands-on experience that truly matters.

- Join a Supportive Cohort - Be part of a close-knit cohort, forming study groups to tackle challenges and celebrate successes together. Your dedicated team, with firsthand knowledge of your learning journey, will provide all the support you need to excel.
- Collaborate with Industry Leaders - Work in an open, collaborative environment where you'll interact regularly with senior team members, including Partners and Directors, as well as CFOs and Financial Directors from various industries.

We are proud to value the differences that a diverse workforce brings, representative of society and our clients. At S&W we have a wide range of highly active employee resource groups and we're delivering multiple diversity, equity and inclusion initiatives across the organisation. It is our commitment to provide a workspace where all colleagues, regardless of identity, background, or circumstance, feel respected as individuals and feel that they can achieve their full potential and work in a safe, supportive, and inclusive environment. ●

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

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



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	1,000	Graduate Jobs	Varies
Partners	80	Undergraduate Jobs	20
Trainees	120	School Leaver Schemes	Varies

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 have over 80 partners and over 1,000 staff that work from nine offices in the UK, plus offices in Ireland, Guernsey, Switzerland and the UAE.

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

We 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 vacancy page to find out more about each one.

For further advice on what to expect from the application process, please view the Careers section of our website. ●



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	593	Graduate Jobs	20+
Partners	52	Undergraduate Jobs	-
Trainees	126	School Leaver Schemes	-

About us

The Shaw Gibbs Group is a growing and fast-paced Top 40 accountancy practice who provide expert solutions for entrepreneurial businesses and private individuals in Central and Southern England. With 52 Partners and just under 600 staff members split over 16 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. At Shaw Gibbs we believe that talent thrives when given the right opportunities and support. That's why our Learning and Development team is dedicated to empowering every individual on their professional journey with us.

Our Learning & Development Philosophy:

- **Employee-centric learning:** We embrace lifelong, employee-centric learning tailored to individual needs and aspirations. We foster continuous improvement, empowering our people to expand their skills and achieve personal mastery and professional expertise for ongoing growth and success.
- **Inclusivity and accessibility:** We offer inclusive and accessible learning opportunities for all employees. No matter your role or background, you'll have equal access to resources and support to drive your personal and career development.
- **Innovation and creativity:** We foster innovation and creativity through our learning programs, encouraging employees to experiment, challenge conventional thinking, and drive meaningful change within the business.
- **Collaboration and knowledge sharing:** Learning is a collective effort. We promote a culture of collaboration where knowledge and resource sharing is encouraged, and our people learn from one another through collaborative learning activities, peer-to-peer learning and team-based projects. ●

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

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



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	159	Graduate Jobs	5
Partners	23	Undergraduate Jobs	Varies
Trainees	18	School Leaver Schemes	-

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 200-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.

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.

You'll finish as an exceptional auditor, but more than that you'll know what makes a business tick; you'll understand the systems, the complexities, the risks and the characters. 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, 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.

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.

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 200-strong team with 23 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. ●



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	1,525	Graduate Jobs	Varies
Partners	186	Undergraduate Jobs	Varies
Trainees	308	School Leaver Schemes	Varies

We are TC Group, the fastest-growing top 20 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? ●

LOCATION: 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	869	Graduate Jobs	30
Partners	96	Undergraduate Jobs	-
Trainees	100	School Leaver Schemes	10



EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	90	Graduate Jobs	Varies
Partners	15	Undergraduate Jobs	Varies
Trainees	35	School Leaver Schemes	Varies

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. ●

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
- Enhanced maternity and paternity pay, following a qualifying service period
- 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

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

LOCATIONS: London and South East (excl London)

EMPLOYEE NUMBERS		OPPORTUNITIES OFFERED	
Total Employees	52	Graduate Jobs	Varies
Partners	3	Undergraduate Jobs	-
Trainees	11	School Leaver Schemes	Varies

For over 90 years, Whitley Stimpson has been a trusted name in accountancy, supporting individuals, families, and businesses across Oxfordshire and beyond with expert financial guidance.

Whether it's tax returns, audits, payroll, business start-ups, or future planning, our friendly and experienced team provides clear advice with genuine care. We take the time to understand our clients' goals and tailor our services to suit their individual needs and the same goes for how we support our people.

Founded in Banbury in 1931, we now operate from two offices in Banbury and Witney, employing a strong team of over 50 staff. We are an award-winning firm and have been recognised as one of the top ten accountancy employers in the UK. This is down to our expertise and experience in accountancy, tax, and business advice, along with our commitment in investing in our employees and their future. We're proud of our deep community roots and long-standing client relationships, many of which began with start-ups that have since grown into multi-million-pound enterprises.

We've also earned a reputation for nurturing talent from within. Many of our team, including our directors and senior team, began their careers with us as trainees. For example, Finance Director Martin Anson, joined the firm as a trainee and has now been with us for nearly 40 years.

Martin, said:

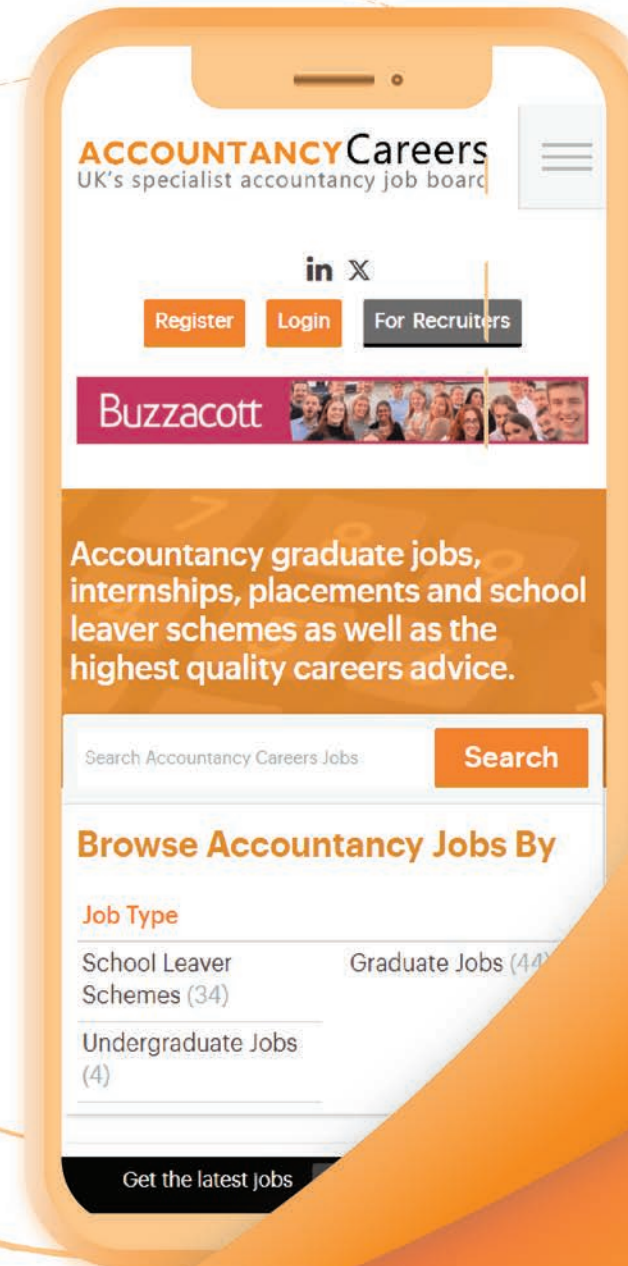
"I have seen many changes. When I started, auditing was completed with big lever arched files. Audit schedules were carried out on A3 paper, and all test headings had to have a full report attached to it. The report had to be double underlined in red pen, cross referenced, all matters arising cleared and staples had to be at an angle for easy review / turning of the working papers. You had review points for not completing these correctly. Never in my wildest dreams in 1986 would I have thought that in 2023 we would be completing audits electronically and watching a virtual stock take taking place in Hull while I sat in the Banbury boardroom."

Each year, we welcome a new intake of trainees, including both school leavers and graduates, who benefit from hands-on experience, expert support, and a clear career path to qualification. Once on-board, you will take advantage of well-established and respected training and development programmes and can look forward to a long and fulfilling career as a chartered accountant with us.

If you're looking for a firm that values people, supports professional development, and puts community at its heart, Whitley Stimpson could be the place for you. ●

LOCATION: South East (excl London)

www.accountancycareers.co.uk



**Find your
next job in
accountancy**

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

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COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED				UK OFFICE LOCATIONS BY REGION											
	No. of Employees	No. of Partners	No. of Trainees	Gradaute 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
BIG FOUR																			
	20,000	–	400	2,000	–	300		•	•	•	•	•	•	•	•	•	•	•	•
	400,000	–	–	1,000	600	450		•	•	•	•	•	•	•	•	•	•	•	–
	16,000	–	4,000	600	60	600		•	•	•	•	•	•	•	•	•	•	•	–
	25,000	–	–	1,500	Varies	Varies		•	•	•	•	•	•	•	•	•	•	•	•
NATIONAL																			
	1,000	90	275	75	7	10		•	–	–	–	–	–	•	–	•	•	–	•
	500	36	126	13	–	13		•	•	–	–	–	•	–	–	–	–	–	–
	746	54	177	Varies	Varies	Varies		–	–	–	–	–	–	•	•	•	•	–	–
	22,000	–	20	Varies	–	Varies		–	–	–	–	–	•	•	–	–	–	–	–
	3,800	600	–	250	–	100		•	•	•	•	•	•	•	•	•	•	•	–










COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED				UK OFFICE LOCATIONS BY REGION											
	No. of Employees	No. of Partners	No. of Trainees	Gradaute 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
	8,000	400	1,000	600	200	130		●	●	●	●	●	●	●	-	●	●	-	-
	450	36	180	30	10	25		-	-	-	-	●	-	●	-	-	-	-	-
	500	46	185	50	5	25		-	-	●	●	-	-	-	-	-	-	-	-
	1,598	119	448	70	20	70		●	●	-	●	●	-	-	-	●	-	-	-
	1,400	100	450	100	-	30		●	-	●	●	-	-	-	-	●	-	-	-
	582	41	139	14	-	20		-	-	-	●	●	-	●	-	●	-	-	-
	600	40	100	10	-	10		●	-	-	-	●	-	-	-	-	-	-	-
	142	17	36	Varies	5-10	Varies		-	-	-	-	-	-	●	●	-	-	-	-
	3,300	165	500	300	180	100		●	●	●	●	●	-	●	●	●	●	●	-










COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED				UK 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
 Grant Thornton	5,500	200	800	200	50	200		●	●	●	●	●	●	●	-	●	●	●	-
 Hawsons	95	12	20	9	2	-		-	-	-	-	●	-	●	-	-	-	-	-
 JOHNSTON CARMICHAEL	900	70	200	Varies	-	Varies		●	-	-	-	-	-	-	●	-	●	-	-
 Larking Gowen	400	26	112	15	-	15		-	●	-	-	-	●	-	-	-	-	-	-
 MENZIES BRIGHTER THINKING	750	57	196	70	15	30		●	●	-	-	-	-	-	-	-	-	●	-
 NAO National Audit Office	1,000	-	250	70	-	12		●	-	-	-	-	-	-	●	-	-	-	-
 PKF Francis Clark	980	58	208	25	10	15		-	●	●	-	-	-	-	-	-	-	-	-
 PKF	727	50	240	100	40	5		●	-	-	-	-	-	●	-	●	-	-	-
 PKF Smith Cooper	258	15	96	32	-	-		-	-	-	●	●	-	-	-	●	-	-	-








COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED				UK 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
 Price Bailey CHARTERED ACCOUNTANTS	500	46	150	25	5	25		●	-	-	-	-	●	-	-	-	-	-	-
 prime ACCOUNTANTS GROUP	70	10	10	2	-	-		-	-	-	●	●	-	-	-	-	-	-	-
 RPG Chartered Accountants	105	10	28	2	-	2		-	-	-	-	-	-	-	●	-	●	-	
 RSM	5,000	360+	750	Varies	Varies	Varies		●	●	●	●	●	●	●	●	●	●	-	●
 S&W	1,800	120	200	Varies	Varies	Varies		●	●	●	●	-	●	●	●	●	-	-	-
 Saffery	1,000	80	120	Varies	20	Varies		●	●	●	-	-	●	●	-	●	●	-	-
 shawgibbs accountants & business advisers	593	52	126	20+	-	-		●	●	●	-	●	●	-	-	-	-	-	-
 TC	1,525	186	308	Varies	Varies	Varies		●	●	●	●	●	●	●	●	●	-	-	●
 100 years UHY Hacker Young	869	96	100	30	-	10		●	●	-	●	●	●	●	-	●	-	●	●

COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED				UK 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
REGIONAL (LONDON & SOUTH EAST)																			
<div>ALLIOTTS</div>	90	14	14	Varies	-	-		●	●	-	-	-	-	-	-	-	-	-	-
<div>AWC</div> <div>AYNESLEY WALTERS COHEN LTD</div>	7	3	1	Varies	Varies	1		●	-	-	-	-	-	-	-	-	-	-	-
<div>B Barnes Roffe</div>	240	29	50	Varies	Varies	Varies		●	●	-	-	-	-	-	-	-	-	-	-
<div>BKL</div>	424	37	116	20	-	20		●	-	-	-	-	-	-	-	-	-	-	-
<div>B BLICK ROTHENBERG</div> <div>a part of AZETS</div>	800	80	-	45	4	15		●	-	-	-	-	-	-	-	-	-	-	-
<div>BREBNERS</div> <div>CHARTERED ACCOUNTANTS & BUSINESS ADVISERS</div> <div>1911 1912 1913 1914 1915 1916 1917 1918 1919 1920 1921 1922 1923 1924 1925 1926 1927 1928 1929 1930 1931 1932 1933 1934 1935 1936 1937 1938 1939 1940 1941 1942 1943 1944 1945 1946 1947 1948 1949 1950 1951 1952 1953 1954 1955 1956 1957 1958 1959 1960 1961 1962 1963 1964 1965 1966 1967 1968 1969 1970 1971 1972 1973 1974 1975 1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030 2031 2032 2033 2034 2035 2036 2037 2038 2039 2040 2041 2042 2043 2044 2045 2046 2047 2048 2049 2050 2051 2052 2053 2054 2055 2056 2057 2058 2059 2060 2061 2062 2063 2064 2065 2066 2067 2068 2069 2070 2071 2072 2073 2074 2075 2076 2077 2078 2079 2080 2081 2082 2083 2084 2085 2086 2087 2088 2089 2090 2091 2092 2093 2094 2095 2096 2097 2098 2099 2100 2101 2102 2103 2104 2105 2106 2107 2108 2109 2110 2111 2112 2113 2114 2115 2116 2117 2118 2119 2120 2121 2122 2123 2124 2125 2126 2127 2128 2129 2130 2131 2132 2133 2134 2135 2136 2137 2138 2139 2140 2141 2142 2143 2144 2145 2146 2147 2148 2149 2150 2151 2152 2153 2154 2155 2156 2157 2158 2159 2160 2161 2162 2163 2164 2165 2166 2167 2168 2169 2170 2171 2172 2173 2174 2175 2176 2177 2178 2179 2180 2181 2182 2183 2184 2185 2186 2187 2188 2189 2190 2191 2192 2193 2194 2195 2196 2197 2198 2199 2200 2201 2202 2203 2204 2205 2206 2207 2208 2209 2210 2211 2212 2213 2214 2215 2216 2217 2218 2219 2220 2221 2222 2223 2224 2225 2226 2227 2228 2229 2230 2231 2232 2233 2234 2235 2236 2237 2238 2239 2240 2241 2242 2243 2244 2245 2246 2247 2248 2249 2250 2251 2252 2253 2254 2255 2256 2257 2258 2259 2260 2261 2262 2263 2264 2265 2266 2267 2268 2269 2270 2271 2272 2273 2274 2275 2276 2277 2278 2279 2280 2281 2282 2283 2284 2285 2286 2287 2288 2289 2290 2291 2292 2293 2294 2295 2296 2297 2298 2299 2300 2301 2302 2303 2304 2305 2306 2307 2308 2309 2310 2311 2312 2313 2314 2315 2316 2317 2318 2319 2320 2321 2322 2323 2324 2325 2326 2327 2328 2329 2330 2331 2332 2333 2334 2335 2336 2337 2338 2339 2340 2341 2342 2343 2344 2345 2346 2347 2348 2349 2350 2351 2352 2353 2354 2355 2356 2357 2358 2359 2360 2361 2362 2363 2364 2365 2366 2367 2368 2369 2370 2371 2372 2373 2374 2375 2376 2377 2378 2379 2380 2381 2382 2383 2384 2385 2386 2387 2388 2389 2390 2391 2392 2393 2394 2395 2396 2397 2398 2399 2400 2401 2402 2403 2404 2405 2406 2407 2408 2409 2410 2411 2412 2413 2414 2415 2416 2417 2418 2419 2420 2421 2422 2423 2424 2425 2426 2427 2428 2429 2430 2431 2432 2433 2434 2435 2436 2437 2438 2439 2440 2441 2442 2443 2444 2445 2446 2447 2448 2449 2450 2451 2452 2453 2454 2455 2456 2457 2458 2459 2460 2461 2462 2463 2464 2465 2466 2467 2468 2469 2470 2471 2472 2473 2474 2475 2476 2477 2478 2479 2480 2481 2482 2483 2484 2485 2486 2487 2488 2489 2490 2491 2492 2493 2494 2495 2496 2497 2498 2499 2500 2501 2502 2503 2504 2505 2506 2507 2508 2509 2510 2511 2512 2513 2514 2515 2516 2517 2518 2519 2520 2521 2522 2523 2524 2525 2526 2527 2528 2529 2530 2531 2532 2533 2534 2535 2536 2537 2538 2539 2540 2541 2542 2543 2544 2545 2546 2547 2548 2549 2550 2551 2552 2553 2554 2555 2556 2557 2558 2559 2560 2561 2562 2563 2564 2565 2566 2567 2568 2569 2570 2571 2572 2573 2574 2575 2576 2577 2578 2579 2580 2581 2582 2583 2584 2585 2586 2587 2588 2589 2590 2591 2592 2593 2594 2595 2596 2597 2598 2599 2600 2601 2602 2603 2604 2605 2606 2607 2608 2609 2610 2611 2612 2613 2614 2615 2616 2617 2618 2619 2620 2621 2622 2623 2624 2625 2626 2627 2628 2629 2630 2631 2632 2633 2634 2635 2636 2637 2638 2639 2640 2641 2642 2643 2644 2645 2646 2647 2648 2649 2650 2651 2652 2653 2654 2655 2656 2657 2658 2659 2660 2661 2662 2663 2664 2665 2666 2667 2668 2669 2670 2671 2672 2673 2674 2675 2676 2677 2678 2679 2680 2681 2682 2683 2684 2685 2686 2687 2688 2689 2690 2691 2692 2693 2694 2695 2696 2697 2698 2699 2700 2701 2702 2703 2704 2705 2706 2707 2708 2709 2710 2711 2712 2713 2714 2715 2716 2717 2718 2719 2720 2721 2722 2723 2724 2725 2726 2727 2728 2729 2730 2731 2732 2733 2734 2735 2736 2737 2738 2739 2740 2741 2742 2743 2744 2745 2746 2747 2748 2749 2750 2751 2752 2753 2754 2755 2756 2757 2758 2759 2760 2761 2762 2763 2764 2765 2766 2767 2768 2769 2770 2771 2772 2773 2774 2775 2776 2777 2778 2779 2780 2781 2782 2783 2784 2785 2786 2787 2788 2789 2790 2791 2792 2793 2794 2795 2796 2797 2798 2799 2800 2801 2802 2803 2804 2805 2806 2807 2808 2809 2810 2811 2812 2813 2814 2815 2816 2817 2818 2819 2820 2821 2822 2823 2824 2825 2826 2827 2828 2829 2830 2831 2832 2833 2834 2835 2836 2837 2838 2839 2840 2841 2842 2843 2844 2845 2846 2847 2848 2849 2850 2851 2852 2853 2854 2855 2856 2857 2858 2859 2860 2861 2862 2863 2864 2865 2866 2867 2868 2869 2870 2871 2872 2873 2874 2875 2876 2877 2878 2879 2880 2881 2882 2883 2884 2885 2886 2887 2888 2889 2890 2891 2892 2893 2894 2895 2896 2897 2898 2899 2900 2901 2902 2903 2904 2905 2906 2907 2908 2909 2910 2911 2912 2913 2914 2915 2916 2917 2918 2919 2920 2921 2922 2923 2924 2925 2926 2927 2928 2929 2930 2931 2932 2933 2934 2935 2936 2937 2938 2939 2940 2941 2942 2943 2944 2945 2946 2947 2948 2949 2950 2951 2952 2953 2954 2955 2956 2957 2958 2959 2960 2961 2962 2963 2964 2965 2966 2967 2968 2969 2970 2971 2972 2973 2974 2975 2976 2977 2978 2979 2980 2981 2982 2983 2984 2985 2986 2987 2988 2989 2990 2991 2992 2993 2994 2995 2996 2997 2998 2999 3000 3001 3002 3003 3004 3005 3006 3007 3008 3009 3010 3011 3012 3013 3014 3015 3016 3017 3018 3019 3020 3021 3022 3023 3024 3025 3026 3027 3028 3029 3030 3031 3032 3033 3034 3035 3036 3037 3038 3039 3040 3041 3042 3043 3044 3045 3046 3047 3048 3049 3050 3051 3052 3053 3054 3055 3056 3057 3058 3059 3060 3061 3062 3063 3064 3065 3066 3067 3068 3069 3070 3071 3072 3073 3074 3075 3076 3077 3078 3079 3080 3081 3082 3083 3084 3085 3086 3087 3088 3089 3090 3091 3092 3093 3094 3095 3096 3097 3098 3099 3100 3101 3102 3103 3104 3105 3106 3107 3108 3109 3110 3111 3112 3113 3114 3115 3116 3117 3118 3119 3120 3121 3122 3123 3124 3125 3126 3127 3128 3129 3130 3131 3132 3133 3134 3135 3136 3137 3138 3139 3140 3141 3142 3143 3144 3145 3146 3147 3148 3149 3150 3151 3152 3153 3154 3155 3156 3157 3158 3159 3160 3161 3162 3163 3164 3165 3166 3167 3168 3169 3170 3171 3172 3173 3174 3175 3176 3177 3178 3179 3180 3181 3182 3183 3184 3185 3186 3187 3188 3189 3190 3191 3192 3193 3194 3195 3196 3197 3198 3199 3200 3201 3202 3203 3204 3205 3206 3207 3208 3209 3210 3211 3212 3213 3214 3215 3216 3217 3218 3219 3220 3221 3222 3223 3224 3225 3226 3227 3228 3229 3230 3231 3232 3233 3234 3235 3236 3237 3238 3239 3240 3241 3242 3243 3244 3245 3246 3247 3248 3249 3250 3251 3252 3253 3254 3255 3256 3257 3258 3259 3260 3261 3262 3263 3264 3265 3266 3267 3268 3269 3270 3271 3272 3273 3274 3275 3276 3277 3278 3279 3280 3281 3282 3283 3284 3285 3286 3287 3288 3289 3290 3291 3292 3293 3294 3295 3296 3297 3298 3299 3300 3301 3302 3303 3304 3305 3306 3307 3308 3309 3310 3311 3312 3313 3314 3315 3316 3317 3318 3319 3320 3321 3322 3323 3324 3325 3326 3327 3328 3329 3330 3331 3332 3333 3334 3335 3336 3337 3338 3339 3340 3341 3342 3343 3344 3345 3346 3347 3348 3349 3350 3351 3352 3353 3354 3355 3356 3357 3358 3359 3360 3361 3362 3363 3364 3365 3366 3367 3368 3369 3370 3371 3372 3373 3374 3375 3376 3377 3378 3379 3380 3381 3382 3383 3384 3385 3386 3387 3388 3389 3390 3391 3392 3393 3394 3395 3396 3397 3398 3399 3400 3401 3402 3403 3404 3405 3406 3407 3408 3409 3410 3411 3412 3413 3414 3415 3416 3417 3418 3419 3420 3421 3422 3423 3424 3425 3426 3427 3428 3429 3430 3431 3432 3433 3434 3435 3436 3437 3438 3439 3440 3441 3442 3443 3444 3445 3446 3447 3448 3449 3450 3451 3452 3453 3454 3455 3456 3457 3458 3459 3460 3461 3462 3463 3464 3465 3466 3467 3468 3469 3470 3471 3472 3473 3474 3475 3476 3477 3478 3479 3480 3481 3482 3483 3484 3485 3486 3487 3488 3489 3490 3491 3492 3493 3494 3495 3496 3497 3498 3499 3500 3501 3502 3503 3504 3505 3506 3507 3508 3509 3510 3511 3512 3513 3514 3515 3516 3517 3518 3519 3520 3521 3522 3523 3524 3525 3526 3527 3528 3529 3530 3531 3532 3533 3534 3535 3536 3537 3538 3539 3540 3541 3542 3543 3544 3545 3546 3547 3548 3549 3550 3551 3552 3553 3554 3555 3556 3557 3558 3559 3560 3561 3562 3563 3564 3565 3566 3567 3568 3569 3570 3571 3572 3573 3574 3575 3576 3577 3578 3579 3580 3581 3582 3583 3584 3585 3586 3587 3588 3589 3590 3591 3592 3593 3594 3595 3596 3597 3598 3599 3600 3601 3602 3603 3604 3605 3606 3607 3608 3609 3610 3611 3612 3613 3614 3615 3616 3617 3618 3619 3620 3621 3622 3623 3624 3625 3626 3627 3628 3629 3630 3631 3632 3633 3634 3635 3636 3637 3638 3639 3640 3641 3642 3643 3644 3645 3646 3647 3648 3649 3650 3651 3652 3653 3654 3655 3656 3657 3658 3659 3660 3661 3662 3663 3664 3665 3666 3667 3668 3669 3670 3671 3672 3673 3674 3675 3676 3677 3678 3679 3680 3681 3682 3683 3684 3685 3686 3687 3688 3689 3690 3691 3692 3693 3694 3695 3696 3697 3698 3699 3700 3701 3702 3703 3704 3705 3706 3707 3708 3709 3710 3711 3712 3713 3714 3715 3716 3717 3718 3719 3720 3721 3722 3723 3724 3725 3726 3727 3728 3729 3730 3731 3732 3733 3734 3735 3736 3737 3738 3739 3740 3741 3742 3743 3744 3745 3746 3747 3748 3749 3750 3751 3752 3753 3754 3755 3756 3757 3758 3759 3760 3761 3762 3763 3764 3765 3766 3767 3768 3769 3770 3771 3772 3773 3774 3775 3776 3777 3778 3779 3780 3781 3782 3783 3784 3785 3786 3787 3788 3789 3790 3791 3792 3793 3794 3795 3796 3797 3798 3799 3800 3801 3802 3803 3804 3805 3806 3807 3808 3809 3810 3811 3812 3813 3814 3815 3816 3817 3818 3819 3820 3821 3822 3823 3824 3825 3826 3827 3828 3829 3830 3831 3832 3833 3834 3835 3836 3837 3838 3839 3840 3841 3842 3843 3844 3845 3846 3847 3848 3849 3850 3851 3852 3853 3854 3855 3856 3857 3858 3859 3860 3861 3862 3863 3864 3865 3866 3867 3868 3869 3870 3871 3872 3873 3874 3875 3876 3877 3878 3879 3880 3881 3882 3883 3884 3885 3886 3887 3888 3889 3890 3891 3892 3893 3894 3895 3896 3897 3898 3899 3900 3901 3902 3903 3904 3905 3906 3907 3908 3909 3910 3911 3912 3913 3914 3915 3916 3917 3918 3919 3920 3921 3922 3923 3924 3925 3926 3927 3928 3929 3930 3931 3932 3933 3934 3935 3936 3937 3938 3939 3940 3941 3942 3943 3944 3945 3946 3947 3948 3949 3950 3951 3952 3953 3954 3955 3956 3957 3958 3959 3960 3961 3962 3963 3964 3965 3966 3967 3968 3969 3970 3971 3972 3973 3974 3975 3976 3977 3978 3979 3980 3981 3982 3983 3984 3985 3986 3987 3988 3989 3990 3991 3992 3993 3994 3995 3996 3997 3998 3999 4000 4001 4002 4003 4004 4005 4006 4007 4008 4009 4010 4011 4012 4013 4014 4015 4016 4017 4018 4019 4020 4021 4022 4023 4024 4025 4026 4027 4028 4029 4030 4031 4032 4033 4034 4035 4036 4037 4038 4039 4040 4041 4042 4043 4044 4045 4046 4047 4048 4049 4050 4051 4052 4053 4054 4055 4056 4057 4058 4059 4060 4061 4062 4063 4064 4065 4066 4067 4068 4069 4070 4071 4072 4073 4074 4075 4076 4077 4078 4079 4080 4081 4082 4083 4084 4085 4086 4087 4088 4089 4090 4091 4092 4093 4094 4095 4096 4097 4098 4099 4100 4101 4102 4103 4104 4105 4106 4107 4108 4109 4110 4111 4112 4113 4114 4115 4116 4117 4118 4119 4120 4121 4122 4123 4124 4125 4126 4127 4128 4129 4130 4131 4132 4133 4134 4135 4136 4137 4138 4139 4140 4141 4142 4143 4144 4145 4146 4147 4148 4149 4150 4151 4152 4153 4154 4155 4156 4157 4158 4159 4160 4161 4162 4163 4164 4165 4166 4167 4168 4169 4170 4171 4172 4173 4174 4175 4176 4177 4178 4179 4180 4181 4182 4183 4184 4185 4186 4187 4188 4189 4190 4191 4192 4193 4194 4195 4196 4197 4198 4199 4200 4201 4202 4203 4204 4205 4206 </div>																			

COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED				UK 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
 ECOVIS®	100	7	40	Varies	–	Varies		●	–	–	–	–	–	–	–	–	–	–	–
 Galloways Accounting	275	18	50	10	5	5		–	●	–	–	–	–	–	–	–	–	–	–
 Goodman Jones	100	12	21	Varies	Varies	Varies		●	–	–	–	–	–	–	–	–	–	–	–
 Gravita	400	42	80	20	–	–		●	–	–	–	–	–	–	–	–	–	–	–
 HaysMac ⁺	604	40	248	70	15	10		●	–	–	–	–	–	–	–	–	–	–	–
 HillierHopkins	220	21	45	10	4	–		●	●	–	–	–	–	–	–	–	–	–	–
 HWFisher Part of the SUMER Group	300	26	60	20	–	8		●	–	–	–	–	–	–	–	–	–	–	–
 JAMES COWPER KRESTON Accountants & Business Advisers	234	19	64	Varies	–	Varies		–	●	–	–	–	–	–	–	–	–	–	–
 KRESTON REEVES	504	43	80	25	Varies	20		●	●	–	–	–	–	–	–	–	–	–	–

COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED				UK 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
 LUBBOCK FINE	200	22	43	Varies	Varies	Varies		●	-	-	-	-	-	-	-	-	-	-	-
	270	26	80	15	-	10		●	●	-	-	-	-	-	-	-	-	-	-
 mgi midgley snelling llp CHARTERED ACCOUNTANTS	19	4	8	1-2	-	1-2		-	●	-	-	-	-	-	-	-	-	-	-
 MOORE Kingston Smith	1,400	90	285	100	20	30		●	●	-	-	-	-	-	-	-	-	-	-
	142	13	20	8	-	-		●	-	-	-	-	-	-	-	-	-	-	-
 RAWLINSON & HUNTER Chartered Accountants Chartered Tax Advisers	300	19	79	10	6	4-6		●	●	-	-	-	-	-	-	-	-	-	-
 rouse Chartered Accountants	110	5	25	Varies	Varies	Varies		-	●	-	-	-	-	-	-	-	-	-	-
 SRLV	159	23	18	5	Varies	-		●	-	-	-	-	-	-	-	-	-	-	-
 wellers business oxygen	90	15	35	Varies	Varies	Varies		●	●	-	-	-	-	-	-	-	-	-	-

COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED				UK OFFICE LOCATIONS BY REGION											
	No. of Employees	No. of Partners	No. of Trainees	Gradaute 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
 CHARTERED ACCOUNTANTS AND BUSINESS ADVISORS	52	3	11	Varies	–	Varies		–	●	–	–	–	–	–	–	–	–	–	–
REGIONAL (OUTSIDE LONDON & SOUTH EAST)																			
	340	23	100	10-15	Varies	10-15		–	–	●	–	–	–	–	–	–	–	–	–
	31	5	5	Varies	–	Varies		–	–	–	●	–	–	–	–	–	–	–	–
 Part of the SUMER Group	200	27	29	8	2	2		–	–	–	–	–	–	–	●	–	–	–	–
	580	38	112	20	10	20		–	–	●	–	–	–	–	–	–	–	–	–
 just imagine...	120	19	43	8	2	–		–	–	–	–	–	–	–	●	–	–	–	–
	80+	9	30+	Varies	–	Varies		–	–	–	–	–	–	–	●	–	–	–	–
 chartered accountants	42	5	12	1	1	1		–	–	–	●	–	–	–	–	–	–	–	–
 CHARTERED ACCOUNTANTS & BUSINESS ADVISORS	60	6	20	2-4	–	4-6		–	–	–	–	–	–	●	–	–	–	–	–

COMPANY	EMPLOYEE NUMBERS			OPPORTUNITIES OFFERED				UK OFFICE LOCATIONS BY REGION											
	No. of Employees	No. of Partners	No. of Trainees	Gradaute 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
<div>Lovewell Blake</div> <div>Different because you are</div>	300	18	55	Varies	Varies	Varies		-	-	-	-	-	●	-	-	-	-	-	-
<div></div> <div>NEWBY CASTLEMAN CHARTERED ACCOUNTANTS TAX • AUDIT • ADVISORY</div>	64	9	13	Varies	Varies	Varies		-	-	-	-	●	-	-	-	-	-	-	-
<div></div> <div>OLD M^{ILL} Financial experts, fuelling ambition</div>	350	22	75	10-30	10-30	10-30		-	-	●	-	-	-	-	-	-	-	-	-
<div></div> <div>PAGE  KIRK CHARTERED ACCOUNTANTS AND CHARTERED TAX ADVISERS</div>	42	5	16	Varies	Varies	Varies		-	-	-	-	●	-	-	-	-	-	-	-
<div></div> <div>pem.</div>	260	18	68	Varies	Varies	Varies		-	-	-	-	-	●	-	-	-	-	-	-
<div></div> <div>PMM</div>	180	13	40	1	1	8		-	-	-	-	-	-	-	●	-	-	-	-

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

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