



THE ONLY GRADUATE CAREER GUIDE TO

# CHARTERED ACCOUNTANCY

2014/15

28TH EDITION

TAX

CHARTERED  
ACCOUNTANCY

BANKING &  
INVESTMENTS

ACTUARIES

MANAGEMENT  
CONSULTANCY

## WHAT'S INSIDE

About the profession  
Employee profiles  
Salaries & career paths  
Qualifications  
Employer directory

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

Clare Power  
Senior Marketing Manager, Student Recruitment  
ICAEW



—  
your  
accountancy  
career  
starts here  
—

# Contents

05 Introduction

## The Profession



08 What is Chartered Accountancy?

10 Why Work in Accountancy?

12 Salaries & Benefits

14 Frequently Asked Questions

## Employer Directory



## Graduate Profiles



20 PwC – Assurance Associate

22 Eagle Consulting – Trainee Accountant

24 Deloitte – Executive ACA Student

26 Saffery Champness – Trainee Chartered Accountant

28 Mercer & Hole – Audit Trainee

## Reference Tables



## Senior Profiles



32 National Trust – Finance Strategy Lead

34 Blick Rothenberg LLP – Partner

36 NBCU International – Chief Financial Officer

38 Real Wines & Wine Cellars International – Owner

## Finding The Right Job



42 Education & Skills

44 Commercial Awareness

46 Work Experience & Internships

48 Choosing the Right Employer

## Visit Our Website



*For more advice, live jobs,  
internships, accountancy forums,  
industry news and updates*

## The Institute & Qualifications



52 About ICAEW

54 Becoming an ICAEW Chartered Accountant

57 Certificate in Finance, Business and Accounting: ICAEW CFAB

**Publisher**

Cambridge Market Intelligence Ltd  
The Quadrangle  
49 Atalanta Street  
London SW6 6TU  
T: 020 7565 7900  
www.insidecareers.co.uk

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**Acknowledgments**

We are indebted to ICAEW for their support, in particular to Amanda Akien for her help throughout the preparation of the guide in contributing copy and reviewing the text for balance and accuracy.

ISBN 978-1-86213-186-6

28th Edition - First published in 1987

Printed and bound in the UK by  
Cambrian Printers, Aberystwyth

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# Introduction



Mark Protherough introduces the *Inside Careers Guide to Chartered Accountancy*. Mark gives reasons for becoming an ICAEW Chartered Accountant, joining ICAEW and reading the rest of this guide.

Do you want a rewarding, diverse and challenging career? Then consider becoming an ICAEW Chartered Accountant.

This guide will help you learn more about the chartered accountancy profession, from the wide range of employers available to the salary you can earn whilst you're training and as you progress in your career. There are tips on how to find an internship and information on professional qualifications.

ICAEW Chartered Accountants have a wide range of business skills to be successful. They interpret complex financial information into understandable facts and give strategic business advice because they understand the world in which their business operates. They work with others, from internal colleagues to external clients, and help businesses make effective decisions.

ICAEW Chartered Accountants work in all sectors – from multinationals and global accountancy firms, to local charities and business start-ups. Their roles vary from business analyst and practice partner to finance director. They are recognised as leaders. But don't just take my word for it.

You'll find that 83 FTSE 100 companies have an ICAEW Chartered Accountant on their board.

To qualify as a chartered accountant, you study the ICAEW's qualification, ACA, where you combine work experience with study and exams. Most graduates start their training after university. It doesn't matter what degree you have chosen; employers are looking for a range of graduates with varied and diverse interests. We will support you all the way too – whether it's providing exam preparation tips, careers advice or networking opportunities.

Once you have qualified, you will be invited to become a member of ICAEW and you'll join over 140,000 ICAEW Chartered Accountants from around the world.

If you think you've got what it takes to become a chartered accountant, and like the prospect of no ordinary career then read on. ●



**Mark Protherough** is Executive Director – Learning and Professional Development for ICAEW.

# The Profession

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What is Chartered Accountancy? **08**

Why Work in Accountancy? **10**

Salaries & Benefits **12**

Frequently Asked Questions **14**

# *what is* CHARTERED ACCOUNTANCY?

Accountants work in every sector and give professional advice to organisations on all kinds of business and finance issues. We take a closer look at what it means to be a chartered accountant.

## WHAT DO CHARTERED ACCOUNTANTS DO?

Accountants are vital to the running of all businesses. They analyse and provide trustworthy information about financial records. They work across various financial areas including reporting, taxation, auditing, forensic accounting, corporate finance, business recovery and insolvency, or accounting systems and processes.

Depending on what area of accountancy you choose to specialise in, typical tasks could include:

- Continuous management of financial systems and budgets.
- Undertaking financial audits: an independent check of a company's financial position.
- Liaising with clients to provide financial information and advice.

## WHAT DOES IT MEAN TO BE 'CHARTERED'?

Whether you're an accountant, engineer or surveyor, being 'chartered' means you're a qualified professional in a particular field, and a member of a professional body with a royal charter, such as ICAEW. Find out more about joining the institute and its benefits on page 52.

## TYPES OF ACCOUNTANCY

There are two main types of accountancy – financial and management accountancy.

### Management accountants

Management accountants provide financial information internally within an organisation, for example, for the use of management to aid in decision making. As a management accountant, you might get involved in performing budget analysis, financial planning and forecasting. The emphasis of management

accountancy is on forward planning and the achievement of financial goals.

### Financial accountants

Financial accountants provide information for the use of people external to a company, such as shareholders, investors and creditors. Financial accountants focus more on the summarising of a company's current position, reporting on a company's profitability, liquidity, solvency and stability. Unlike management accounting, financial accounting is required by law.

Many graduates entering the accountancy profession will do so via financial accountancy, working in public practice. The work you do in public practice can vary depending on what area you specialise in. You could work within:

1. Audit, assurance and advisory
2. Business recovery and insolvency
3. Corporate finance and risk management
4. Forensic accounting
5. Tax.

## AREAS OF WORK IN PUBLIC PRACTICE

### Audit, assurance and advisory

Simply put, assurance means getting an independent expert to look at something and give their views on its accuracy or quality. Audit is generally the core activity within the assurance and advisory work undertaken by accountancy firms. An audit is an independent check of whether an organisation's financial statements are a true and fair reflection of its financial condition. Audits are normally conducted at a client's premises by a team of auditors who work with senior management and staff at all levels.

Typical activities that auditors carry out include risk analysis, getting to know the



client's business, building relationships with the client and checking items that appear in the financial statements. As a result of audit work, suggestions can be made about how the business could improve its controls and business processes.

Advisory services provide assistance to companies faced with opportunities for growth such as a merger or acquisition, or critical challenges such as fraud, litigation or reorganisation. Many large accountancy firms offer advisory services to clients, as companies nowadays strive to improve business performance, effectively manage through crises and gain the greatest amount of value from transactions.

### **Business recovery and insolvency**

From time to time a business may encounter problems; for example it may find itself short of capital or it may need to reorganise its operations in order to improve cash flow.

In some cases a business recovery expert may be able to step in and help steer the business through its difficulties and back towards a successful future, whereas in other situations an insolvency expert may have to guide the business through the insolvency or winding-up process, selling off the business's assets and paying creditors. Both areas of work involve high levels of diplomacy and robustness and a good level of legal and commercial understanding.

### **Corporate finance and risk management**

Accountants who work in this field are involved in mergers and the acquisition of companies: they assess the financial health of a target company in order to calculate the value of the company for a potential merger or takeover.

Risk management is the identification, analysis and economic control of risks that threaten the assets or earning capacity of a business. Investors and business managers use risk assessments to determine whether to undertake a particular venture, what rate of

return they require to make a profit, and how to minimise an activity's potential losses.

### **Forensic accounting**

Forensic accounting is the detection and prevention of fraud. It involves the use of accounting, IT and investigation skills to search for evidence of criminal conduct on behalf of lawyers and insurance companies. Forensic accounting is varied, and often involves legal disputes, requiring in-depth research, analysis and even being an expert witness in court. No two cases are the same.

The type of client varies from large listed corporations and offshore trusts to small partnerships, while on the criminal side, cases can include white-collar crimes and other general offences, such as drug dealing, where a visit to a defendant in prison is not uncommon. Large firms often have specialised departments in litigation support composed of qualified accountants.

A mixed skillset is needed: in addition to the research and analytical attributes, the ability to communicate effectively both in writing and in the courtroom is essential. As networking and marketing is where the work comes from, forensic accountants need to develop a wide range of referrers.

### **Tax**

Tax accountants work in tax compliance, which involves completing and submitting tax returns for both individuals and companies. They are also involved in tax advisory and planning, which involves analysing and recommending changes in how individuals and companies structure their finances so as to minimise their tax payments within the framework of legislation. This does give rise to ethical questions, making ethics an important issue for tax accountants. For further information on becoming a Chartered Tax Adviser go to [www.insidecareers.co.uk/tax](http://www.insidecareers.co.uk/tax)

Find out more about selecting these different roles and where you can work in 'Choosing the Right Employer' on page 48. ●

# why work in ACCOUNTANCY?

If you're looking for a career that offers a wide range of opportunities, international travel and working with attractive rewards and security, then accountancy could be the profession for you. Read on to find out some of the many benefits of becoming an ICAEW Chartered Accountant.

## Why choose a career in chartered accountancy?

There aren't many careers as diverse as chartered accountancy: not only can you train in business, practice, banking or the public sector, but once qualified, chartered accountants are found working in high level jobs all over the world.

Accountants are financial specialists at the heart of all areas of business. They work across varied areas, from corporate recovery and consulting to forensic accounting. They could find themselves working in all corners of the globe, from the Cayman Islands to Australia. International opportunities and rewarding salaries are just two of the benefits open to accountants.

### Career destinations

Chartered accountants work at the highest levels of business and finance.

This could include:

- General management for banks and financial services.
- Partners of accountancy practices.
- Managing own businesses.
- Working for charities.
- Director of a blue chip company.
- CEO of an international organisation.
- Chief executive of a FTSE 100 company.
- Financial directors of premiership football clubs.

## Life as a trainee chartered accountant

One major benefit of training for the ACA is that often you are paid a competitive graduate salary while training and given full support by your employer. The qualification and study leave is also paid for by your employer. This time off helps you revise for the modules before sitting the exams.

Your work experience will be challenging and you will be given a lot of responsibility from day one. Preparing accounts, meeting external clients, working in audit teams, travelling, as well as managing teams – are all likely situations you will experience throughout your training agreement.

## Life as a qualified chartered accountant

Once qualified, accountants work in all fields of business and finance, including taxation, forensic accounting, financial and general management. Some are involved in public practice work, others work in the private sector and some are employed by government bodies. Accountants work in a variety of different sectors and environments throughout their career, which helps shape their portfolio. Many work internationally, as there is a global demand for accountancy professionals.

Working as an accountant is a rewarding, interesting and exciting career. Read some of our senior profiles from page 30 in order to find out what it's like to work across the top levels of business, finance and accountancy. ●



### Five reasons to become an ICAEW Chartered Accountant

1. **Earning potential.** Many ACA trainees double their salary during their training agreement. Salaries for newly-qualified ACAs compare favourably with salaries for other graduate careers. Recent independent surveys also show that ACAs can command higher salaries throughout their careers when compared with those holding other accountancy qualifications.
2. **Opportunity.** Eighty-three percent of FTSE 100 companies have at least one ICAEW Chartered Accountant on their board.\*
3. **Security.** The accountancy industry is buoyant even in a difficult economic climate, and accountants enjoy a more stable career than other finance professionals.
4. **Flexibility.** Being an ICAEW Chartered Accountant opens many doors for your career. After gaining your ACA qualification you could go on to work in the highest levels of accountancy, finance or business.
5. **A global career.** You'll have opportunities to work internationally. The ACA qualification is recognised around the world.

\* ICAEW member data at January 2014, FTSE 350 data at December 2013

# what can I earn?

## SALARIES & BENEFITS

With the job market displaying encouraging signs for this year's graduates, take a look at what you could earn in the early stages of your accountancy career. Read on for analysis of accountancy recruitment activity, and an outline of the standard trainee benefits package.

As 2014 progresses, the market is picking up, with a rise in vacancies within all parts of the practice market. Vacancies for newly qualified accountants are in the most abundance, with practices looking to cement headcount in a healthier economy.

During busy periods there has been an increase in small and sole-practitioner practice firms recruiting temporary contractors. A more positive outlook for the economy has increased the supply of candidates looking at the job market. It appears that the natural churn has started again, whereby the increase of Big Four hiring activity stimulates proportional rates of recruitment from the mid-tier and smaller firms.

### Benefits

Benefits vary greatly across firms. Larger accounting firms offer a flexible package, which can be adjusted to suit the needs of the individual. These policies usually take the form of a 'benefits fund', which is either

paid in cash on top of salary or can be used to purchase additional benefits. Benefits include extra holiday, private healthcare, retail vouchers, dental care, differing levels of life insurance and travel insurance.

The mid-tier firms tend to offer similar packages of flexible benefits, but this will vary.

Below manager grade, the typical benefits for those who are studying or have studied one of the main accounting qualifications are:

- 20-25 days' holiday
- Pension
- Life assurance
- Private healthcare
- Death in service
- Study support
- No overtime
- A car allowance of approx. £6,000 may be available on promotion to manager grade. ●

James Barrie is an Associate Consultant for Michael Page



## Salary Guide

Region	Trainee	Certificate Level	Newly Qualified ACAs
Yorkshire & the North East	£19-24,000	£21-27,500	£34-41,000
North West	£19-24,500	£21-26,000	£32-41,000
Midlands & East	£19-25,500	£23-31,000	£36,500-41,000
South Coast	£19-26,000	£22-28,500	£37-41,000
South West & Wales	£19-24,000	£24-29,000	£33-40,000
Greater London	£22-28,000	£25,500-33,000	£40-45,000

Source: Michael Page 2014 Salary Survey

Search for graduate jobs, internships and placements at [www.insidecareers.co.uk](http://www.insidecareers.co.uk)

# frequently asked QUESTIONS

Inside Careers works in partnership with ICAEW. Here, ICAEW has answered some of the most commonly asked questions that they receive.

## What makes the ACA qualification unique?

There are many different types of accountancy, finance and business qualifications available. It can be hard to understand what makes each unique as they often appear to have very similar elements. There isn't just one single thing which makes the ACA different. It's a combination of factors that makes the ACA a world-leading professional qualification.

- It has fully integrated components which work together so our students can put theory into practice, and can understand and use what they learn in the workplace throughout their training.
- We write our own learning materials and only test what is in them, so students are tested on their understanding and ability to use what they've learnt, not just their ability to memorise.
- We build a relationship with employers through our authorised training employer process. They meet strict standards which ensure quality, commitment and support for our students throughout their training.
- All 15 modules are compulsory, so our students get a broad perspective with in-depth understanding across accountancy, finance and business. This allows specialism in a wide variety of areas throughout and beyond their training.
- The Professional and Advanced Levels have open book exams which mimic real-life scenarios where students are presented with problems which they have to solve with the resources at hand.

## Do I need a degree, and if so, in which subject area?

No, you do not need a degree to train for the ACA qualification but the majority of ACA

trainees are graduates. It's not necessary to have an accounting or business-related degree; graduates come from all degree disciplines as employers are looking for a diverse and varied workforce. However, if your degree was in business, accountancy or finance, you could be eligible to claim credits for some of the certificate and professional level exams. To find out more about the qualifications you need, take a look at our 'Education & Skills' article on page 42.

## Do I need a Maths A level?

No, you just need to be competent with numbers and confident in your ability to understand numerical data. The only subject requirements employers usually have is an A or B grade in Maths and English at GCSE (or equivalent). When it comes to A levels and degrees, employers are more interested in the grades you achieved. Find out what grades individual employers are asking for in the Employer Directory at the back of this guide; do also bear in mind that general studies is not always accepted by employers.

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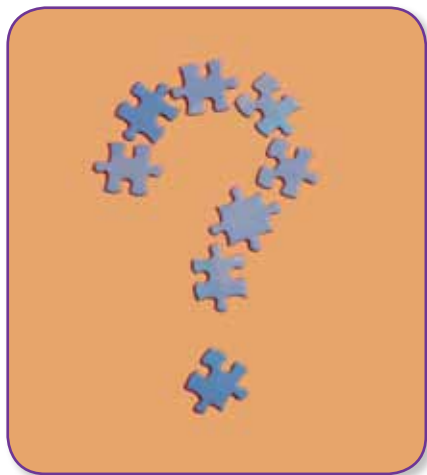
**Commitment, self-motivation, teamwork, communication, problem-solving skills and commercial awareness are essential.**

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## What other requirements are there?

To assess whether you are cut out for ACA training, you should consider a number of core skills that employers will look for. Commitment, self-motivation, teamwork,

communication, problem-solving skills and commercial awareness are essential. Consider how you can provide examples and stories to illustrate these, ideally outside of academia; work experience, part-time jobs, hobbies or voluntary work are important to employers, even if they are not accountancy related.



### Where can I find out about credits/exemptions?

Credit for prior learning, or exemptions, might be available if you have studied accounting, business or finance modules as part of your degree, or as part of another professional accountancy qualification. You can check to see if you are eligible online at [www.icaew.com/cpl](http://www.icaew.com/cpl). You should also ask your future employer whether you would need to sit all the exams.

### How do I qualify as an ACA?

You complete a training agreement which gives you the opportunity to learn while in full-time paid employment, combining technical work experience, study and exams. Throughout your training period, you will be working and earning a competitive salary at the same time as using your new knowledge and skills in your day-to-day job. Once you've successfully completed your ACA training you will be invited to become an ICAEW member. This will enable you to call yourself an ICAEW Chartered Accountant and use ACA after your name.

### Are ICAEW Chartered Accountants recognised internationally?

The ACA qualification is held by over 142,000 ICAEW Chartered Accountants who work in more than 165 countries. ICAEW Chartered Accountants are recognised globally for excellence. ICAEW has established formal agreements with leading Chartered Accountancy bodies around the world.

### Where can I find a training agreement?

You need to complete your training agreement with an ICAEW authorised training employer. Training agreements are available in the UK and internationally. You can choose from over 2,850 authorised training employers including firms of chartered accountants (public practice) as well as commercial businesses, such as banks, high street brands and public sector organisations. ICAEW produces a guide, *Training Vacancies*, online at [www.icaewtrainingvacancies.com](http://www.icaewtrainingvacancies.com)

### Where should I train?

The choice of where to train is down to your personal preference. A good indicator is how comfortable you feel during the interview, but before that, you need to check what is on offer in your chosen location, while considering which service-line interests you the most. Do also consider which size and style of organisation appeals to you; Big Four, mid-tier, small firms, businesses and public sector organisations all recruit ACA trainees. Employers need to be authorised to train the ACA, so the standard of training will be high regardless of the size and type of employer. Larger accountancy practices tend to place students within a particular area, e.g. audit or tax, whereas in smaller firms, you would gain more general practice experience. Go to the Employer Directory at the back of this guide for more detailed information on different employers.

### When should I apply?

Although there is no fixed recruitment period, employers often begin their recruitment of university finalists in September (for vacancies starting the summer after exams). Therefore, the first term of your final undergraduate year is a great time to make applications, but always check individual employers' deadlines to make sure you don't miss out. You apply to individual employers, not to ICAEW.

See the reference table at the back of this guide for more information, or go to [www.icaewtrainingvacancies.com](http://www.icaewtrainingvacancies.com) and visit the Training Vacancies pages.

### **Can students apply for a training agreement from outside the UK?**

Yes. You need a qualification from an established, internationally-accredited university or college that is comparable to a UK degree or a recognised accountancy qualification. If you are outside the European Economic Area (EEA) or Switzerland you will need to apply to an employer who has agreed to sponsor non-UK nationals. For further information visit the UK Border Agency website at [www.ukba.homeoffice.gov.uk](http://www.ukba.homeoffice.gov.uk). You may also need a work permit. ICAEW cannot get a work permit for you; your employer will need to apply on your behalf.

### **What opportunities to travel and work globally will the ACA give me?**

ICAEW Chartered Accountants are globally recognised and 98% of the Best Global Brands employ ICAEW Chartered Accountants.\* With more than 2,850 authorised training employers around the world, there are fantastic opportunities for international travel. Large accountancy firms normally have overseas offices and qualified ICAEW Chartered Accountants will complete international secondments. It is not uncommon to find our accountants working in the Middle East, Channel Islands, or the Cayman Islands to name but a few locations.

### **Can I study the ACA in my home country?**

There are currently thousands of students studying for the ACA outside of the UK, across Africa, Europe, Greater China, Middle East and South East Asia. You will find opportunities to train across accountancy and professional services, businesses, banks, small and medium sized businesses and government. To find out where you can train around the world visit [www.icaewtrainingvacancies.com](http://www.icaewtrainingvacancies.com)

### **I am a Chinese student, can I do the ACA?**

As a graduate you can complete all components of the ACA in China – the minimum entry requirement for most Chinese employers is a good bachelor's degree in accountancy, finance or business. Most firms will expect you to have started studying for the ACA before you begin working for them.

### **Can I complete the ACA in Malaysia?**

Yes, the full ACA qualification is available in Malaysia. ICAEW has established a regional centre of accountancy excellence in Malaysia by working with a number of leading employers, tuition providers and the Malaysian government. The initiative is working to attract talented students from the UK, China and across South East Asia to train for the ACA qualification in Malaysia. Employers in Malaysia are usually looking for students with a bachelor's degree in any subject. ●

\*Source: ICAEW member data at January 2014, FTSE 350 data at December 2013





## GO ONLINE FOR:

### CAREERS INFORMATION

- ✓ Overview of the profession
- ✓ CV, application & interview advice
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- ✓ Career guide PDF
- ✓ Employer Q&As

### RECRUITMENT SERVICES

- ✓ Graduate jobs
- ✓ Internships & placements
- ✓ Insight days
- ✓ Employer directory
- ✓ Job search & job alerts
- ✓ Deadlines calendar

# Graduate Profiles





PwC – Assurance Associate 20

Eagle Consulting – Trainee Accountant 22

Deloitte – Executive ACA Student 24

Saffery Champness – Trainee Chartered Accountant 26

Mercer & Hole – Audit Trainee 28

# Assurance Associate

## PwC



NAME	Leah
LOCATION	Milton Keynes
UNIVERSITY	Warwick
DEGREE	Accounting and Finance

I work in PwC's Milton Keynes office. Having completed a summer internship here during my penultimate year of study in 2013, I was fortunate to be offered a graduate role. I really enjoyed the culture of the office during my internship, and was excited to return after I'd finished university. The best thing about a smaller office is that you know everyone else which makes it a very friendly environment to work in.

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

In my first year at university I did a spring internship with another one of the Big Four and whilst I enjoyed the work, I didn't feel the culture of the firm was right for me. This led me to apply to other professional services organisations when I decided I wanted to do an internship. PwC was an obvious choice to me due to their presence on campus and willingness to offer help and advice throughout the application process.

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**You work in teams, so although the hours are sometimes long, you all work together to get through it.**

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I applied for a summer internship during the penultimate year of my degree. After

being successful in the application process, I worked for six weeks over the summer and was offered my current job based on my performance during that time. My internship gave me a varied experience – I was able to shadow people of all grades, attend various meetings (both internal and client), as well as gaining responsibility for some audit work.

### What was the application process like?

The application process can seem daunting at first but the best advice I can give is to take each stage at a time, and make good use of the PwC UK careers site. There's a lot of insight and help that will prepare you. PwC have just launched an interview e-learn which will really help your preparation and know what to expect at interview, so I'd definitely recommend this to anyone looking to apply.

PwC also hold lots of events throughout the year that offer advice on the application process and the chance to come and speak to current employees of all grades (you may even get to speak to the Partner/Director who ends up interviewing you). I'd really encourage you to attend one of these events as you'll gain knowledge and build valuable relationships than you may not get online.

### Why did you choose a job in accountancy?

Even though you don't need a maths or accounting degree to join Assurance at PwC, I knew I wanted to become a Chartered Accountant fairly early on, which is why I chose to study Accounting and Finance at

university. I knew PwC was one of the best places to join to study to become qualified.

### **What are your main duties?**

I've worked at PwC for 18 months now and the majority of my time is spent out at the client's offices interacting with them in order to audit their accounts. This involves working on specific areas (cash, for example) and getting the client to provide me with support to back up the numbers that are in their financial statements. This support is then used to assess whether the figures are reasonable.

Alongside my main client-facing role, there are plenty of opportunities to get involved in other areas. You can join the Welfare team who focus on looking after the people in the office, or join the Business Development team who focus on going into the marketplace to win new work. These among many others provide the opportunity to develop different skills.

### **What are the most stressful parts of the job?**

The most stressful part of my job is multi-tasking and working on lots of different things all at once. On some jobs, due to their structure, you have to start all the

areas assigned to you at once in order to request the information required from the client. Initially this can feel like you aren't fully in control, but everything soon comes together when the client delivers the information in good time for you to be able to audit their processes.

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

There are busy seasons where you may have to work long hours to meet deadlines and it's very time pressured. However, you work in teams, so although the hours are sometimes long, you all work together to get through it. There's a real sense of achievement after putting the time in and achieving an outcome together, knowing you've put all your time and effort into it.

PwC is a great place to work, it offers a path to quick progression for those who have the desire to work their way up through the grades, but it also provides a great platform to other careers for those who are not 100% sure about what they want to. You can do as many or as little extra roles as you like. You really have the chance to drive and shape your own career in the direction you want. ●

Find more graduate profiles online at  
[www.insidecareers.co.uk](http://www.insidecareers.co.uk)

# Trainee Accountant

## Eagle Consulting



NAME	Russell Montgomery
LOCATION	Inverness
UNIVERSITY	Aberdeen
DEGREE	Philosophy

### Describe a typical week at Eagle Consulting

I work in the Management Accounts department. We provide our clients with management accounts for them to determine which areas of the business are performing/progressing, and where they are losing profits or spending too much. Our client base is hotels, so we have become specialists in offering advice and predicting performance in this industry. I have just left my role in the Purchase Ledger department after nine months and am now training in the Management Accounts area.

### Explain your role working in the Purchase Ledger team

While working with the Purchase Ledger team, I was tasked with reconciling all the supplier accounts on the ledger. This involves phoning and emailing suppliers for statements, invoices and credit notes. At work we refer to this as 'chasing'. We offer a service to our clients; we post invoices to the ledger, reconcile the invoices to statements, provide a list of aged creditors and raise BACS files to pay suppliers following the clients' approval.

### And working in the Management Accountants department?

I have begun preparing sets of accounts. This involves bank reconciliations, accruals and prepayments, income reports and finalising a balance sheet and profit and loss account. Sometimes this involves discussing the accounts with the client, explaining the movement of costs in a particular area, and

flagging anything up for the directors to review. What makes Eagle different to other firms is our focus on the hotel industry, our ability to effectively explain the accounts to our clients in an accessible way, and the friendly yet motivated team spirit we have in the office.

The most interesting work so far is the responsibility of taking on my own set of accounts for a client. I've been working in conjunction with the hotel to produce fair and accurate accounts. This has been a jump from the Purchase Ledger department to the pressure and responsibility of a full set of Management Accounts.

### How did you get your job?

The vacancy was on my university's careers website, and I made my application directly with a CV and covering letter. In my application I explained what attracted me to the post and what I could offer. I was interviewed by one of the company directors and asked what I could bring to the company and why I had chosen this career path. I had to complete a task on Excel.

### What do you like most about working in Inverness?

Inverness is my hometown; I grew up and went to school here. The city is growing quickly, not only in size but in its ability to offer students a platform for career opportunities. There's plenty to do with a thriving music scene, great restaurants and beautiful scenery. I have not

travelled with Eagle yet, but with an expansive UK client base, I'm hoping to make some visits in the future.

**What are your top tips for applying for a graduate position at Eagle Consulting?**

- Spend time making your CV stand out. Think about what strengths and skills are relevant to the position. Show instances when you used initiative, overcame a problem or went above and beyond the call of duty for an employer or in your personal life. These are the assets Eagle are interested in.
- A good cover letter. Show you have researched the core values of Eagle. I was attracted to the emphasis on team spirit and building the company from within. Explain why Eagle stands out compared to other companies and use it as another way to sell your skills and experiences.
- If you are invited for an interview, be yourself, dress to impress and be prepared to do an Excel test!

**Did you always want to be an accountant?**

When I was 10, I wanted to be a professional snooker player. Fast-forward five years, I wanted to be a musician. I was never certain what path I'd choose but being an accountant was in the back of my mind as something I'd enjoy and thrive at. It was three years between leaving university and joining Eagle. I travelled around Europe with friends, drummed in several rock bands and worked full-time in a pub and restaurant.

**What transferable skills did you develop on your gap years?**

Whilst travelling, I met different people that opened my eyes to cultures and countries. It gave me fresh aspirations to work abroad one day. Touring in a band was fun but travelling built my networking, communication and social skills. Working in a busy bar taught me what hard work is! I became comfortable in a customer facing environment, built confidence and gained an insight into the business world.

I believe it was my overall life experiences and maturity that Eagle were attracted to, as well as my analytical abilities from university and my ability to overcome challenging situations from previous employment.

**Which skills are most useful in accountancy?**

Using common sense, being proactive, taking initiative and thinking for yourself goes a long way. You require numerical and computer skills to enable you to do your job, but I'd say don't be scared if you're not an expert in Excel. This is something you can learn; what's more important is the service you are providing your client, how you can benefit them and your employer. Communication skills are crucial to strike up a working relationship with the client.

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Using common sense, being proactive, taking initiative and thinking for yourself goes a long way.

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**How do you balance work and study for the ACA qualification?**

Normally after a busy day at work the last thing you wish to do is study. If you give yourself a few hours to unwind and try and do an hour a night, it works. Study plans are always useful. I normally set aside two nights a week to dedicate solely to studying.

**What would you like to achieve in the future?**

Obviously to become a chartered accountant, and perhaps start up my own accountancy consulting business that helps small young businesses get off the ground. In this economic climate, I'm passionate about small businesses being given a chance to succeed against the upswing in big money corporations. ●

# Executive ACA Student Deloitte



NAME	Gavish Peerun
LOCATION	Ebène, Mauritius
UNIVERSITY	Warwick
DEGREE	Accounting and Finance

As far back as I can remember, I have always wanted to become a chartered accountant. At the age of 18 I decided to leave Mauritius and head to the UK, where I would develop the skills that would enable me to gain a competitive edge and enter the accountancy profession. During my time in the UK I successfully completed a degree in accounting and finance at the University of Warwick.

### Why did you choose to become an ICAEW Chartered Accountant?

I decided I wanted to become an ICAEW Chartered Accountant due to the prestige of the qualification, and because I knew it would be the key to a very fruitful career in the financial world. In particular, the ACA qualification appealed to me because of the way that it moulds you into becoming a business leader, in every aspect. I have never wanted to restrict myself to a particular sector, and with the ACA qualification, I knew I would always have a variety of career opportunities.

### What is the best thing about training in your home country?

The best part of training for the ACA in my home country is that I do not miss out on the great family and social life here. You might study or work anywhere in the world, but there is nowhere else like home. In addition, the larger firms in Mauritius are closely linked to their respective global networks and as a result the work experience has been great. Overall it has been exciting to see the rapid expansion in the number of ACA

students across the island since beginning my training agreement.

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The ACA qualification appealed to me because of the way that it moulds you into becoming a business leader, in every aspect.

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### What key skills helped you get accepted on to your training agreement?

Whilst studying at the University of Warwick I had several roles within the Mauritian Society and worked part-time at the Student Union as a Head Steward. These roles gave me the opportunity to express myself fluently and clearly, and develop my interpersonal and time management skills. The combination of working and studying in a foreign country provided me with real-life examples of key skills that I was able to use throughout the interview process. Being involved in extracurricular activities at university enabled me to demonstrate to my employer that I am a well-rounded person.

### What sorts of projects have you worked on in your job?

I have had a fantastic experience so far as an ACA student at Deloitte. I have been given responsibility from day one and my manager



has always had high expectations of me, which has kept me motivated and challenged. I find the job highly rewarding because even as a trainee, I am given great credibility, and often find colleagues seeking my assistance in relation to documentation and technical issues. The great thing about my job is that I'm continually gaining invaluable experience. For example, I have played a major role in

auditing listed companies in the banking and manufacturing industry, which has been hugely advantageous at this early stage in my career.

#### **What are your future aspirations?**

My aspiration for the future is to be a dynamic director leading a successful and sustainable business. ●

# Trainee Chartered Accountant

## Saffery Champness



NAME	Daniel Bush
LOCATION	London
UNIVERSITY	Cardiff
DEGREE	Business Management

### How did you get your job at Saffery Champness?

I left university in 2010 and needed some time afterwards to decide what career path I wanted to follow, so I took a gap year. My degree gave me the option of going into a huge range of jobs, but it was always the financial modules that I enjoyed and could relate to the most.

After a period of travelling, I applied for a trainee position at Saffery Champness. I applied late and benefited from a position becoming available to start in September at reasonably short notice. The positions fill quickly though, and if you are able to apply early you should!

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**I think it's pretty essential that you are both personable and interested in financial and business matters.**

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### What is it that drew you to the firm?

Once I had decided what career I wanted to pursue, I knew that joining a large firm wasn't for me. I was keen to work somewhere I could forge genuine working relationships with both my colleagues and clients. After much research Saffery Champness seemed to be the

most appealing – a firm where I would get a variety of work and assignments with a diverse range of clients. I was keen not to get stuck in one industry or area of practice.

### What was your application process like?

The application process consisted of the following:

- An online application
- Numerical and verbal reasoning tests
- A telephone interview
- Attendance at an assessment day

Of all the elements, the assessment day was probably the most challenging as you are required to demonstrate a range of skills and show your potential in a variety of situations. I'd recommend practising delivering presentations, as this formed a large part of the day and I was a little rusty, having not presented for a year or so.

### What skills are useful in the profession?

As a member of the Business Advisory Group, we spend around 80% of our time at clients' offices conducting fieldwork. We're usually in a team of between two and four people, spending most of the day working with various computer programmes and in discussion with finance department staff.

Aside from a reasonable understanding of numbers, I think it's pretty essential that you are both personable and interested in financial and business matters. You spend a lot of time getting an understanding of a

particular business and the concerns of its managers and directors. Being able to relate to the matters discussed, consider problems and make rational and sensible suggestions is really beneficial for clients.

A good understanding of basic computer software is also beneficial. All of the technical knowledge is learned at college for the ACA exams, and it's common for trainees to turn up on their first day with very little financial knowledge.

### Is it a 9-5 job?

At Saffery Champness, the work-life balance is really prioritised. There will be occasions where you will need to meet deadlines and will have to work a few evenings or weekends, but usually you don't tend to see too many people in the office past 6.30pm!

For most people this is one of the major draws of the firm. There's no presenteeism culture and no pressure to be at your desk until midnight.

### What are the most stressful parts of the job?

The most stressful aspect of the job is doing exams and working at the same time. Particularly as you become more senior, you can be responsible for a number of jobs at once with tight deadlines and also be studying for your exams in the evenings and weekends. In these situations, there is a considerable strain on your time and it can be pretty stressful.

However, it really helps you to learn to prioritise the most important work or study and manage your time effectively. The exams are pretty tough as a result, but it definitely prepares you well for the future. ●

# Audit Trainee

## Mercer & Hole



NAME	Jennifer Ansell
LOCATION	London
UNIVERSITY	Cambridge
DEGREE	BSc Natural Sciences

### Why did you join the profession?

Having completed my degree in Natural Sciences, I came to the conclusion that a science-based career was not for me, and felt it was time for a change of tack. As a result, I found myself as a trainee accountant at Mercer & Hole.

I joined the firm straight out of university without the first idea about anything to do with accounts. This isn't unusual. In fact I don't think any of the trainees in our office have an accounting or finance background: it takes all sorts!

The learning curve was initially quite steep, but with the help of supportive colleagues, after 18 months at the firm, I now work pretty independently on jobs such as accounts preparations. The learning continues, but there is always someone to answer any questions I have.

### A typical week

This week has been a fairly standard week in the office. So far I have spent my time juggling bookkeeping, accounts preparation, and an audit. Most of the audits we do are for small companies, which is excellent for me as a trainee: I have to work on all aspects of the audit, which broadens my experience, and means that I come away with a good understanding of how the business works. Before joining Mercer & Hole, I never thought I would say that business was interesting, but there you have it. Having smaller clients also

means that audits do not usually last more than a week or two, meaning that the work is always kept varied.

The audit this week has been done from the office, but often a couple of the team will go out to the client's offices to do the work instead. I work in the London office, and most of our clients are based in or around London, which is convenient, although I have found myself in France on one occasion! Going out to clients provides a great chance to meet people.

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**I joined the firm straight out of university without the first idea about anything to do with accounts. In fact I don't think any of the trainees in our office have an accounting or finance background!**

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I have also worked on audits for charities and pension schemes, which have a different set of requirements to the majority of businesses. Being exposed to such a diversity of clients is excellent experience, and I like to think it is shaping me into a well-rounded auditor.

### Office life

I enjoy life in the office. The audit team is small,

so we get to know each other well, and often go out for lunch together on a Friday. Working at Mercer & Hole has given me a good work/life balance. We have 7.5 hour days, and are rarely required to work much beyond this.

The company has a flexitime policy, allowing you to start your day any time between 8 and 10am, which is perfect if you want to squeeze in a bit of marathon training before work (or maybe have a lie-in, depending on personal preferences). The best part of office life though has to be the unwritten (but very well spoken) rule stating that all birthdays must be marked by the provision of cakes. We rarely go hungry.

I have been in the office this week, but spent last week at college, as alongside work, I am

also studying for my ACA qualification. The learning is rather rapid, and after 18 months at the firm, I have only my final exams left to sit. I was initially a little apprehensive at the thought of working full-time as well as studying. However, whilst there is an element of having to study at evenings and weekends, these periods are usually quite short-lived. Coupled with having such reasonable office hours, I find the juggling of work and ACA is quite manageable.

All in all, my 'change of tack' from my degree appears to have been successful. I have a role that continues to challenge me, as well as a respected qualification in the pipeline, wrapped up in a package of reasonable hours and friendly surroundings. That'll do me nicely. ●

# Senior Profiles

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National Trust – Finance Strategy Lead **32**

Blick Rothenberg LLP – Partner **34**

NBCU International – Chief Financial Officer **36**

Real Wines & Wine Cellars International – Owner **38**

# Finance Strategy Lead

## National Trust

From purchasing a pub in the Lake District to hiking mountains in order to view potential hydro turbine sites, Cathryn Hayhurst tells us about her diverse career from practice to the not-for-profit sector.

### CATHRYN HAYHURST FCA



**2013**

Finance Board Member for National Residential Let Estate and Renewable Energy Investment Programmes

**2011**

National Trust – Finance Business Partner (the Lake District)

**2009**

Barclays – Associate Director – Strategic Risk Assessment Unit

**2000**

KPMG – Trainee ACA, progressed to Senior Manager and qualified insolvency practitioner

**2000**

Graduated with BSc Environmental Science, University of East Anglia

### What does your role as an ICAEW Chartered Accountant mean within your organisation?

My current role focuses on the finance and commercial aspects of the Renewable Energy Investment Programme at the National Trust, the largest conservation charity in the UK. The National Trust has committed to reducing its energy use by 20%, halving fossil fuel consumption and generating 50% of its energy from renewable energy sources by 2020.

Generating income from our land with hydro schemes and using natural heat, or growing our own, to mitigate the risk of energy inflation isn't just financially astute, it is common sense. The innovation may be in how we fund future projects, by considering the emergence of the social and alternative finance markets.

As a Finance Business Partner I provide accurate and timely financial information for the operational directors at our properties. This enables them to make objective decisions about the best way to manage their property, or build property business plans for the next decade. As a charity we hold our properties 'for ever, for everyone'; to be able to do so, you need cash today and sustainable finances for the future.

### What has been the most challenging moment of your career so far?

Taking the leap of faith with my career. I always wanted to bring together my interest in sustainability (my degree in environmental sciences) with my financial acumen (the ACA and banking experience). I also wanted to utilise my interpersonal skills developed through insolvency and restructuring. The role at the National Trust meant relocation and a significant drop in salary. As a result of the confidence I had built up as an advisory accountant I knew I could climb up the ladder again, especially with an extra dimension to my skill and knowledge set and the help of my close mentors.

### How have your previous roles progressed your career?

Being a chartered accountant and a qualified insolvency practitioner, blended with a degree in environmental



science, gives assurance to stakeholders that I can quickly grasp new areas and enjoy the intellectual challenge of a related field. Whilst working at Barclays as Associate Director and at KPMG as Senior Manager, I reported to director and partner level while managing multi-disciplinary teams.

Using my experience as an Associate Director in the Risk Control Units at Barclays, I am currently build funding models to present to the Trustees of how we structure raising a £35 million investment.

### Tell me about your experiences earlier on in your career at KPMG?

During my 10 years with KPMG Advisory, my experiences included:

- a diverse range of advising corporate boards and lenders on business plans,
- conducting short-term cash flow reviews,
- managing and selling distressed businesses,
- implementing change management in the public sector, and
- options advice for trustees and corporates relating to pension scheme deficits.

### Are there any interesting or surprising career moments you can share with us?

There are so many, from purchasing a pub in the Lake District, hiking mountains and viewing potential hydro turbine sites to receiving gifts from the staff at companies that through the insolvency system we have managed to save.

### What are the challenges and opportunities the not-for-profit sector faces today?

Charities will need to be able to prove their effectiveness when seeking new sources

of funding. They need to provide rigorous benefit analysis to investors who may offset in part a financial return for an environmental or social benefit.

## I always wanted to bring together my interest in sustainability with my financial acumen.

### What does next week look like?

**Monday** – Train from the Lake District to London. Review a purchase contract for a large piece of machinery (£0.5 million) we are buying and clear through lots of emails.

**Tuesday** – Our team present progress on the Renewable Energy Investment programme to a subgroup of Trustees who are helpful in providing objective questions and are supportive of the whole programme.

**Wednesday** – A ‘numbers’ day calculating the sensitivities of the return on investment of our renewable pilot projects, totalling an investment of £3.5 million. Philanthropy/ Impact Investment seminar 8pm.

**Thursday** – Contact people met at the Impact Investment seminar that may be able to help finance the programme.

**Friday** – Meet our regional ICAEW contact and introduce her to one of our beautiful properties (Sizergh), so hopefully there may be some ICAEW events being hosted there! ●

# Partner

## Blick Rothenberg LLP

Ross had always assumed his degree would lead him to a career in the IT industry before he discovered chartered accountancy. He explains his journey from trainee to partner at Blick Rothenberg LLP and the many rewards of being an accountant.

### ROSS FABIAN



2008

Made Partner at Blick Rothenberg within the Business Group

2006

Became a Manager within the Business Group

2002

Qualified as a chartered accountant

1999

Graduated from the University of Leeds and joined Blick Rothenberg as a Trainee

### Why did you choose a career in chartered accountancy?

I studied Information Systems at the University of Leeds and always thought that this would lead to a career within the IT industry. Despite gaining a graduate place at a well-known IT company, I discussed a career in chartered accountancy with my family and began considering this as an option. Following an 'Insight into Accountancy' day with Deloitte, I really felt that my interest in this area, combined with the skills learnt in my degree, made chartered accountancy the right career choice for me, and I applied to Blick Rothenberg LLP.

I have always been a driven and career focused individual and Blick Rothenberg LLP has given me the space and ability to develop, gaining more responsibility over the years. The first of July 2008 was not only a pivotal point in my career when I became a partner; that same week I became a father for the first time and also celebrated my 30th birthday!

I have been able to use my skills and interest in IT by playing an active role in developing the IT systems within the Business Group. Not only this, but my client portfolio has a focus on technology and I have assisted with the setup of Blick Rothenberg's Tech City office at London's silicon roundabout – I have even started tweeting!

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

I really enjoy the variety of clients I work with, from UK subsidiaries of listed companies to UK owner managed businesses to small start-ups. I would say that 50% of my clients are based internationally, which means that my working day could be at any point within a 24 hour period, which I find really interesting. That said, I tend not to work through the night!

What's great about working at a mid-sized firm like Blick Rothenberg LLP is that there are 24 other partners, each with their own specialisms, and this support network is really beneficial when providing your clients with the best possible advice.

During my time at Blick Rothenberg LLP my role has developed from being compliance focused to becoming a business

adviser with a commercial focus. Understanding the changing business environment that my clients operate in is absolutely critical. Additionally, I have built relationships with my clients in which I am a trusted business adviser and, in many cases, a good friend!

Whilst a manager I became a trustee of a new secondary school in my spare time and took on the role of financial director for the school. It has been really great to use my skills as a chartered accountant for this cause. For me personally, working for a socially responsible firm is really important and Blick Rothenberg LLP has a proud history of involvement with charitable organisations. I am now a trustee of a children's charity which I really enjoy and find very rewarding; Blick Rothenberg LLP are very supportive of this for which I am extremely grateful.

#### **What makes a good accountant?**

Having a true understanding of my clients, their business and the people that operate within their business, is crucial as this helps to provide the best possible client service, tailored to their bespoke requirements.

As a partner I am part of a management team at Blick Rothenberg LLP and therefore have a responsibility to appraise and mentor staff. I think what really helps me to be successful in my role as a mentor is that I have also been

a trainee, senior and manager at the firm and truly understand the challenges faced at each stage of the evolving career of a chartered accountant. As a result I can help employees to make the decisions that are the best for them.

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**I have built relationships with my clients in which I am a trusted business adviser and, in many cases, a good friend!**

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#### **Do you have any advice for someone wanting to get into accountancy?**

The most important piece of advice I can give is make sure you learn something every day from the moment you start your career. Make sure you ask questions and absorb as much information as you can – ask managers and partners if you can attend meetings with them, it's a great way to learn.

Blick Rothenberg LLP provides trainees with exposure to a varied client portfolio and responsibility early on; my advice would be to take these opportunities in order to get the best experience possible. ●

# Chief Financial Officer

## NBCU International

In his finance career within the music and entertainment industry, Rowan has travelled the world. He talks us through his career so far, from qualifying as an ACA at Saffery Champness to becoming Chief Financial Officer (CFO) of NBCU International.

### ROWAN CONN



2011

CFO at NBCU International  
– Film & Television divisions

2004

Became CFO at  
Universal Pictures International

2002

Joined Mean Fiddler Music Group  
PLC as Finance Director

2000

Moved to become Finance  
Director at Extravaganza Records

1996

Became Finance Manager at  
Sony Corporation of America

1991-1996

Worked as an Accountant at  
Saffery Champness

### What was it like to study for the ACA and work full-time?

It was a challenging time adjusting to work as well as studying, especially with all of the social activities London has to offer a graduate with money in their pocket. It was and still is important to learn to work under pressure; I still remember the pressure of having to sit exams like it was yesterday. When I was studying there was the risk of losing your job if you fell short on an exam, and the day you qualified there was a real sense of achievement.

### Some people know at the age of 10 they want to be an ICAEW Chartered Accountant – was that you?

I fell into the profession but I do have sympathy with the pressure on today's students to build a CV at an early age.

### Having worked at senior levels of industry, what has been your career highlight so far?

I've been lucky to work in fast-paced business environments. There have been many highlights, but if pushed to name one, it was being hired by NBCU. It was a company that when interviewing felt like a really good fit for me, so being hired was a special day. The best aspect of working for NBCU International is the culture of the company and its people.

### How did you end up in the entertainment industry and what advice do you have for graduates wanting to work in this area?

I didn't choose a career in the entertainment sector. After qualifying I went to a recruiter, who asked if I was open to a job with travel. I was and I got a job working for Sony across their Music and Film divisions in corporate audit, travelling the world. I saw it as backpacking with a Samsonite! At Sony I spent 70% of my time travelling for three years between Europe, Latin America and Asia and since then my career has involved business travel, but I have not had a permanent overseas placement. I would like that experience if it becomes available.

My general advice for those wanting to work in the entertainment industry would be to try and work for good leaders and don't be afraid to move around to gain experience or be put off by a job because it isn't in a particular sector. In your early career you can afford to move



around, accumulating knowledge and refining what you want to do in the medium term.

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Try and work for good leaders and don't be afraid to move around to gain experience or be put off by a job because it isn't in a particular sector.

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**How has the ACA qualification helped your career progression?**

The ACA qualification is well recognised, but for me what differentiates the ACA experience

from the other qualifications is the client focus. I still see that today and generally I can tell who is an ACA and who is not.

**What are the challenges and opportunities the entertainment sector faces in today's economic climate?**

Entertainment isn't recession proof and we are facing similar challenges to other business sectors. Southern Europe across all our divisions is in stress, and in the UK the loss of traditional retail for our DVD business is challenging.

At our heart we are a content company and good content continues to connect with the consumer. Digital business is now more than an exciting growth opportunity: it is an area that is significant today and forecast to grow rapidly. ●

# Owner

## Real Wines & Wine Cellars International

As career skills go, a head for figures and a palate for fine wines seem an unlikely duo. Paul Liversedge, who holds ICAEW Chartered Accountant and Master of Wine status, reads a balance sheet as easily as he can spot a Burgundy, a winning formula for what he describes as a dream career.

### PAUL LIVERSEGE



**2008**

Started up own business, Real Wines/Wine Cellars International in Zurich

**2005**

Transferred to Watson's Fine Wine division in Zurich, Switzerland

**2001**

Became Head of Buying at Watson's Wine, Hong Kong

**1993**

Worked as a management accountant for Thresher Wine Shops, later became a buyer

**1989**

Trained as an accountant at KPMG

### Did you always want to be an accountant?

The only thing I was certain of was that I loved travelling and wanted to do more of it. My dad was a teacher and his job had taken us all over the country, from Dumfriesshire, to Oxford, Kent, and overseas. That lifestyle certainly influenced me and, once I'd graduated, I decided to take a year out to see some of the world. I spent it in Bordeaux working in the wine industry.

### After France, you started life as a trainee accountant with KPMG.

KPMG had hired me through the traditional university milkround. During my year out I had fallen in love with the whole wine business, but once I got back to the UK and started my accountancy training I was very taken with that as well. What I did enjoy was working with business, specifically small businesses in the manufacturing and tourism sectors, and being part of a smaller team; that's where it all came together and where I spent the next three years doing my accountancy training.

### Was studying a daunting challenge?

I'm not a natural student, but I am single-minded and I took the attitude that I was going to knuckle down and do it. There was one hiccup, when I had to repeat my first year exam, but I knew I had to get on with it, and frankly, it was fear of failure that spurred me on. Compared to studying for my degree I found it really tough; I remember feeling under pressure at work, and extra pressure from the exams. On the plus side, I could apply a lot of what I was learning to my job. And the experience did teach me that if I could do that, I could do anything.

### But you never forgot those vineyards?

The ACA qualification was a great one to have and I was very proud to have achieved it, but the Wine & Spirit Education Trust (WSET) qualification (completed soon after the ACA) reflected an interest outside of my day job that I felt would show companies that I had an extra dimension to my skills.

I moved on to a management accountant position at Thresher (wine merchant) in Welwyn Garden City, Hertfordshire.

### **Even after going to Hong Kong to work as Head of Buying for Watson's Wine you came back to accountancy. How?**

Within a year I'd been promoted to general manager. As well as the buying, I was responsible for the company's overall P&L, marketing, recruitment and several other aspects of the business, and once again my accounting skills played a key part in my job, which made me appreciate the benefits of my training and qualifications.

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### **Being able to apply all my accountancy knowledge to running my own business has given me a huge advantage.**

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In 2005 I was offered job opportunities in Switzerland and China; in the end I chose Switzerland, where I was buying fine wines,

top domains from Burgundy and the chateaux of Bordeaux, and increasingly focusing on fine wines for investment. Switzerland is a beautiful place to live.

A couple of years later, with a young family, and en route to completing the Master of Wine qualification, I set up my own company, Real Wines. It was at this stage in my career that my ACA training and experience really came into its own. I was able to do all my own accounting and bookkeeping, look after my own tax affairs; things that can incur a lot of expense for a start-up. Being able to apply all my accountancy knowledge to running my own business has given me a huge advantage.

There is no question that my accountancy training and qualifications have opened a lot of doors for me; from entry into the wine buying business, to managing a large wine retail company, and finally being able to set up my own wine business. I believe they are skills that will prove invaluable, regardless of the career or industry sector you choose. ●

# Finding the Right Job







Education & Skills **42**

Commercial Awareness **44**

Work Experience & Internships **46**

Choosing the Right Employer **48**



[BACK TO CONTENTS](#)

# *what grades do I need?*

## EDUCATION & SKILLS

You might be surprised about what skills and qualifications accountancy employers are looking for. There are many different entry points to the accountancy profession, whether you're a graduate, a school leaver or a professional looking to move industry.

### Do I need a degree?

The majority of students entering accountancy training agreements each year are graduates. However, you don't need a degree to train as a chartered accountant – you can also enter the profession directly from school after A levels, or after completing the AAT qualification.

You may be surprised to learn that you don't even need A level maths to study for the ACA either, or a degree in accountancy, business or finance. You can study any A levels or degree discipline you want. It's the result that counts, not the subjects you studied!

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**Being able to demonstrate where and when you have used these skills and traits is vital when in an interview or writing applications.**

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### What grades do I need?

Entry requirements vary across organisations, many of which set their selection criteria at a high level. However, in our experience, the minimum grades employers are looking for are:

- A 2:1 in any degree subject (some organisations accept a 2:2, check our employer directory at the back of the guide for specific details from each company).
- At least two A levels and three GCSEs with A-C grades, including A or B in

maths and English GCSE. International Baccalaureate or equivalent school-leaving certificate qualifications are also welcomed.

- A UCAS tariff score of 280 or above (general studies often not included). Places are competitive, so to gain a training position with some companies, you will need to have a UCAS tariff score of 300 or above.

If you have a non-UK qualification, check whether it counts with the National Academic Recognition Information Centre at: [www.naric.org.uk](http://www.naric.org.uk). The UCAS website ([www.ucas.ac.uk](http://www.ucas.ac.uk)) and International Baccalaureate website ([www.ibo.org](http://www.ibo.org)) offer help to calculate your tariff score.

Employers include their minimum selection criteria in their profiles at the back of this guide or on their website – you should use this information to help you to target your applications. Generally, employers stick to the criteria they have stated, but if there is good reason for not meeting their requirements, you should provide an explanation in your application.

Training to be a chartered accountant is hard work and covers elements such as basic accounting and tax, through to business strategy and law. Your employer provides the ongoing support and necessary technical work throughout your training and into your career. Because the training is so rigorous, employers will not offer you a training agreement unless they believe you can succeed; research shows a clear correlation between past academic achievements and success in the ACA examinations.





### Employability skills

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

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

- Teamwork
- Communication
- Presentation skills
- Decision making skills
- Problem solving skills.

Being able to demonstrate where and when you have used these skills and traits is vital when in an interview or writing applications. Don't forget to take into account the skills you have developed in your part-time jobs and voluntary work when answering questions.

Commercial awareness is important too; you need to be able to show that you have an understanding of the industry and important factors, such as the impact of economic issues and how they affect the organisation you have applied to. Read our tips on developing commercial awareness on page 44.

Understanding the organisation, their clients and the market they are in will also demonstrate sound business awareness. A good place to find information is an employer's website, but remember to only speak about the elements you fully understand and can elaborate upon. Be careful not to repeat the website word for word as you will look under prepared. This will not impress the interviewer.

The employment process can be rigorous – in today's competitive climate, graduate employers want the best candidates – so why not maximise your chances of success by getting some work experience first? Find out more on page 46. ●

## *focus on:*

# COMMERCIAL AWARENESS

Recruiters are increasingly expecting candidates to be able to demonstrate sound commercial awareness during the application process. This article suggests a few exercises that will help develop your commercial awareness to interview-standard.

### **What is commercial awareness?**

Commercial awareness is a key attribute that graduate recruiters in all sectors are looking for, and which is tested during interviews and assessment centres. Being commercially aware includes:

- The ability to view situations from a commercial or business perspective.
- Considering factors that influence the success of a business.
- Understanding the business processes, relationships, risks and costs.

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**If you have work experience or completed an internship in any industry, you are likely to already have a certain level of commercial awareness.**

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### **Why is commercial awareness important?**

To compete in just about any sector of the graduate job market, from law to accountancy, you need to demonstrate commercial awareness when you make online applications, go to interviews and attend assessment centres. Despite being a key attribute that graduate recruiters look for, they often report that applicants fail to demonstrate this knowledge throughout the recruitment process.

### **How to become commercially aware**

Part-time jobs and even voluntary work can help you develop in this area and graduates who have gained work experience will have

many examples to draw upon, allowing them to demonstrate commercial awareness at all stages of the recruitment process.

### **How can I demonstrate commercial awareness?**

If you have work experience or completed an internship in any industry, you are likely to already have a certain level of commercial awareness. It is now up to you to demonstrate it. For example, if you worked in the university bar and identified certain days where sales were higher (such as student nights) and ensured there were extra staff working or increased your stock order as a result of this, this could demonstrate to a future employer that you have the requisite level of commercial awareness.

### **Practice makes perfect**

Employers will want to see that you have an understanding of their organisation and an awareness of the sector in which they operate. Before an interview, perform some research that goes beyond simply reading the company website.

Consider the following questions about the firm:

- What are their main products/services?
- What are the problems facing their industry or sector at this time?
- Who are their competitors?
- Who are their customers or clients?
- Are there any market trends?
- What are their recent developments?

### **Be prepared to think on your feet**

Some examples of questions that you may be asked by interviewers:

- How do you keep up-to-date with what

- is going on in business?
- What story in the business press has interested you most recently? Why did you consider it significant? Who is affected and why?
- What is the current Bank of England base rate?
- How many euros would you get in exchange for £1 today?
- What is the FTSE 100?
- Did the FTSE go up or down yesterday?
- What was our share price this morning?
- What area of business interests you and why? ●

## SIX FUN WAYS TO BECOME COMMERCIALY AWARE

Well, this may depend on your definition of fun, but becoming commercially aware isn't always about reading the *Financial Times* and watching *Newsnight*.

### 1. **Watch TV (yes, really)**

Programmes such as *Undercover Boss* (UK), *Undercover Boss USA* and *Undercover Boss Australia* are ways to learn about large businesses and the challenges to bosses, staff and customers. *Dragons' Den* will give you an insight into small company financing, business dilemmas and how to answer tricky business questions! *The Apprentice* is top viewing for anyone interested in business, if only to laugh at some of the candidates.

### 2. **Surf the net**

Set up a Google alert for the firm you are interested in joining a week before the interview, or while you are in the process of applying to an organisation. Yahoo also has a good finance section with share price information.

### 3. **Watch YouTube videos**

We don't mean the latest Miley Cyrus video, or a cat cuddling a laughing baby, but there are a variety of commercial awareness videos available here.

### 4. **Get smart with your smartphone**

Visit Google News daily, particularly the business section. Set up a bespoke Google news homepage on your laptop, iPad or smartphone so that you can prioritise the news you receive.

### 5. **Get scribbling**

Spend 10 minutes jotting down a PEST and SWOT analysis before completing an online application or before an interview. If you're applying to an accountancy firm, you could do it on a client they audit or even the practice itself.

### 6. **Listen to the radio**

Listen to BBC1's *Newsbeat*, as these 15-minute news updates often break down business and economic news in a simple to understand way.

A week before your interview, you should be well on your way to being a commercially aware graduate. Now it's time to step it up a little – pick up a copy of the *Financial Times* and visit websites such as Bloomberg, which contains the latest financial news, including stocks and share prices.

# work experience & INTERNSHIPS

According to the High Fliers report 'The Graduate Market in 2014', 37% of entry-level positions for graduates are filled by people who have already had work experience with that employer, whilst over half of recruiters warned that they were unlikely to offer a job to graduates with no work experience. Find out more about the importance of placements and internships and where to find them.

The number of work experience places in accountancy and the professional services is on the rise. Within the UK's 100 best-known and most successful employers alone, 1,844 were on offer for 2014, a 13.4% rise from the previous year. Work experience is a great way to show employers you have the interest and ability to work as a chartered accountant. The experience can give you an understanding of the industry and help you to decide whether or not this is the career for you, as well as look great on your CV.

The two main types of work experience are internships and placements. Placements, also known as 'a year in industry', are opportunities available with specific degrees to take a year out of studying to work for a company in a related industry. Internships usually last 6-12 weeks and are not linked to a degree course.

## Placements

Some accounting, business and finance degree courses will give students the option to take a placement year as part of the degree. Some firms local to universities may offer placements, especially if the school of study has good business links. Larger national employers may offer these programmes too; three-fifths of companies in the High Fliers survey offered industrial placements. Placement years can help you to:

- Gain invaluable industry experience.
- Increase subject knowledge, potentially helping with your course marks.
- Build employability skills.
- Apply the theory from your degree.
- Earn money to support yourself through your studies.
- Help secure a job post-graduation.

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

## Internships

Internships are often completed over the summer holidays. Larger firms often have formal programmes available, normally for second year students. If you are interested in an internship, the key is to research and apply early: the ideal time to find out about application deadlines is at the end of your first year. Formal internships are popular among students, as they can provide up to 12 weeks of experience.

Accountancy internships are usually paid, but smaller firms may offer shorter, unpaid internships to individual students which can be equally as useful.

## Alternative types of work experience

Unfortunately in today's competitive market there are not enough opportunities for every student interested in work experience. Therefore it's important to continually think about building your CV while at university. If you haven't been able to secure work experience in chartered accountancy, have you considered...

- Volunteering as a treasurer for a university club or society? Being treasurer of a sports club could prove useful in an interview situation and on a CV. This role demonstrates to employers that you will have experience of budgeting, basic accounts and expenditure. It will show that you can balance work, study and

outside interests as well as hold a position of trust, accountability and authority.

- Your part-time job? Employers always look for customer-facing experience, as it is crucial to an accountancy role. You could also ask to be involved in company stock takes. OK, no one likes working late, but putting this in your CV shows some of the key skills required for an audit and shows that you are committed, able to take on extra responsibility and have a good understanding of a commercial business. You'll be able to comment on which products sell well and potentially which are a bad investment, all from your Saturday job.
- The relevance of your gap year experience? If you have travelled, maybe taught English abroad, think about how this could benefit a future employer. You can work across cultures, work alone or as part of a team, meet different people and possibly speak foreign languages.

So the truth is, while internships, work experience and placements are useful

to securing a training agreement, other experience you gain through university life and in part-time jobs can also benefit future employers with transferable skills and commercial awareness.

### Getting the application right

Engaging with employers is just the first step to gaining experience. Many undergraduates fall short on the quality of their application. Poor written English (yes even from English graduates), bad spelling, not answering the questions and missing deadlines are nothing a graduate employer hasn't seen before. To ensure an application is the best that it can be, complete it in plenty of time and don't be afraid to ask a careers adviser, or trusted friend, to read through it.

The recruitment process for work experience can be just as rigorous as for a permanent graduate role, and involve online tests, interviews and assessment centres, depending on the employer. Find out more about the accountancy application process and advice on how to succeed at [www.insidecareers.co.uk/acc](http://www.insidecareers.co.uk/acc) ●

### TOP FIVE PLACES TO FIND INTERNSHIPS AND PLACEMENTS:

1. **Inside Careers**  
Find and apply for internships, placements and insight days at [www.insidecareers.co.uk](http://www.insidecareers.co.uk)  
You can also find accountancy company profiles and graduate jobs here.
2. **ICAEW Training Vacancies**  
ICAEW provide an online and hard copy guide detailing many internships, placements and work experience opportunities. The hard copy guide is available free at careers centres and fairs, or for up-to-date listings visit [www.icaew.com/careers](http://www.icaew.com/careers)
3. **University careers centres**  
Your careers service will be able to help you with CVs as well as give advice about applying for work experience. They may also know of firms looking for dedicated students. If you are studying accountancy, why not ask your lecturers and personal tutors for names of firms and useful contacts?
4. **Campus events and visits**  
Make the most of employers visiting your campus. Many chartered accountancy firms, along with ICAEW, will hold presentations, networking sessions and exhibit at university careers fairs. Often trainee ACAs attend, which is a great way to find out about opportunities and to find out what the role involves, so take advantage of face-to-face networking.
5. **Your own research**  
Research online which firms cater for internships, placements and work experience. A polite call or good covering letter could reveal a bespoke opportunity. Avoid blanket applications though – a few targeted and well-researched applications will yield more results.

# *choosing the right* **EMPLOYER**

Where you choose to train and work as an accountant will directly affect your day-to-day activities, salary and career prospects. Make sure you know the differences and relative advantages and disadvantages of different areas of industry and sizes of firm before making an informed decision about where to start your career.

Deciding what type of employer you would like to work for is one of those important choices that you have to make when you start looking for work. Different sectors all have their own advantages and disadvantages: it's down to you to decide what suits your personality and career aspirations best.

An ICAEW Chartered Accountant can choose to work in any sector and in all sizes of organisation: there is no typical employer. Although the majority of ICAEW training agreements tend to be offered in public practice, there are a growing number of training agreements in banks and businesses.

With over 3,500 registered training offices, recruiters will look for evidence that you have researched the sectors and specialist areas you are interested in. Showing that you can differentiate employers by size, by their services, their clients and what sector they operate in will reflect well on you in interviews. The ACA qualification remains the same regardless of where you are working, so it is important to find an authorised training employer who suits you.

## **WHERE CAN I TRAIN?**

### **Public practice**

Public practices provide a variety of accounting and business services to clients. These are accountancy firms that offer fee-paying services, ranging from audit and tax to management consultancy and forensic accounting.

Within public practice there are large international firms, including the Big Four global accountancy firms – PwC, EY, KPMG and Deloitte – as well as medium and small

accountancy firms, known as small and medium practices (SMPs). Large firms have offices in major towns and cities around the country and abroad, providing the possibility of travel, and often have hundreds of trainees at any one time, allowing you to specialise in specific areas early on.

Smaller firms may be concentrated in one location or specialise in a particular type of client. At a smaller firm you will have the opportunity to gain a broader experience, providing an all-round service to clients on a more personal basis and achieve responsibility early on in your training.

### **Public sector**

The public sector includes local and central government, charities and not-for-profit organisations. Examples include The National Audit Office, NHS and Department of Work and Pensions, which trains ICAEW Chartered Accountants.

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**Showing that you can differentiate employers by size, by their services, their clients and what sector they operate in will reflect well on you in interviews.**

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If you work in the public sector you will quickly develop commercial and decision-making skills as you allocate and monitor resources – helping to see that they're



efficiently and effectively employed to give value for money. Many graduates look towards the public sector to develop their career because it provides the opportunity for a work/life balance and the chance to give something back to society.

As well as training and working directly in the public sector, there are many opportunities with professional services firms to work within specialist public services practices, advising client organisations in the public sector.



### Industry and commerce

After qualification many accountants move into industry and commerce. This includes major commercial companies, such as those in the manufacturing, retail and telecoms industries. Many of these businesses also offer ACA training themselves, including Centrica and McDonald's.

Financial services can include global banks with departments that offer ICAEW training agreements. Examples are Goldman Sachs, HSBC and Macquarie. Typically accountants working within financial services work in middle office banking roles, such as working in control, monitoring trade activity.

### Authorised Training Principal (ATP) scheme

The ATP scheme is a new way to train as a chartered accountant and is ideal if you're looking to work for an organisation that is not an ICAEW authorised training employer.

Your ATP will be responsible for monitoring your progress through your ACA training, reviewing your development, guiding and advising you. If your manager or any other senior manager in your company is a qualified accountant, they may be eligible to act as an ATP. As long as they can prove they meet our eligibility criteria, it is a free and straightforward process. Once they are authorised, you can register as a student and start your ACA training straight away.

For more information about the ATP scheme, please visit [www.icaew.com/careers](http://www.icaew.com/careers)

### BEYOND TRAINING

Three years may seem like a long time when you are at university, but in the world of work that time will pass quickly. Whatever size or type of organisation you choose to train with, your career opportunities are endless; the ACA qualification opens doors to all business sectors. Once qualified you will not be limited in your opportunities to gain exposure to larger companies or experience within a specific sector.

In the meantime it's really up to you to see what you enjoy most and decide what type of environment suits you best! ●

# The Institute & Qualifications



About ICAEW 52

Becoming an ICAEW Chartered Accountant 54

Certificate in Finance, Business and Accounting: ICAEW CFAB 57



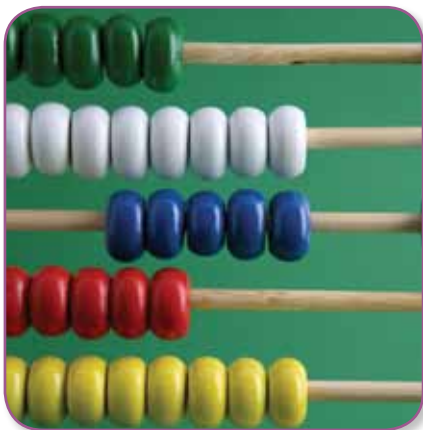
[BACK TO CONTENTS](#)

# about ICAEW

The Institute of Chartered Accountants in England and Wales (ICAEW) is a leading professional body for the accountancy and finance professions. Their members provide financial knowledge and guidance based on the highest professional, technical and ethical standards.

As a professional membership organisation, we support over 140,000 chartered accountants in more than 160 countries around the world. Our members work in a wide variety of roles across all industry sectors – from CEOs and finance directors of global companies, to owners of small accountancy firms on the high street. ICAEW members provide financial knowledge and guidance based on the highest professional, technical and ethical standards.

ICAEW Chartered Accountants use ACA or FCA after their name. They are taught to listen and question, to ensure that the decisions and recommendations they make are of the highest standard. They have in-depth knowledge and technical expertise gained from rigorous training, and the ability to apply it to all financial situations. ICAEW members are bound by a code of ethics ensuring their professionalism and responsibility to their clients.



When you start training for the ICAEW's chartered accountancy qualification, the ACA, you will become an ICAEW student member. While you're training you'll have access to a wide range of ICAEW resources to help you progress:

### Student society

You can become a member of your local ICAEW student society free of charge, which is a great way to meet and network with other ACA students. Many societies also offer exam revision, career development programmes and social events.

### ICAEW Business Centre

Student members can use the ICAEW Business Centre. Located on the ground floor of Chartered Accountants' Hall in Moorgate, London, it has a café; PCs; free Wi-Fi and houses our business library, which has the largest collection of UK accountancy, audit and tax resources in the world.

### ACA study resources

Online information, guidance and resources are available to all students at: [www.icaew.com/students](http://www.icaew.com/students) which include past exams, webinars and examiners' feedback. There is also a student online community for you to meet and share ideas with ACA trainees throughout the UK and internationally.

### ICAEW student support helpline

Specialist advisory teams are on hand to support you throughout your career and help with any problems, issues or questions. Advice is free and confidential. Whether it is a technical or ethical query, or the need for career guidance, the support lines are able to help. For financial or emotional assistance

you also have access to the Chartered Accountants' Benevolent Association (CABA).

### Relevant communication to help with careers and study

Students receive ICAEW publications including the monthly ICAEW member magazine, *economia*, and the quarterly student magazine *VITAL*. A regular e-newsletter is sent to all student members with information to keep you up to date with the latest developments and resources as you progress through the ACA training.

Finally, as an ACA student you will also benefit from exclusive student discounts and are able to apply for an NUS extra card.

### ONCE QUALIFIED

After successfully completing the ACA qualification, our members can work in any industry they choose, in any type or size of organisation. As an ICAEW Chartered Accountant, you'll be recognised as having the highest standards of ethical and professional conduct.

### ICAEW'S international activity

In addition to ICAEW's two UK offices there are also six international offices in key locations around the world covering the following regions: Greater China, Europe, Middle East, and South East Asia.

ICAEW works with other professional bodies around the world and has developed formal agreements with many. This ensures that ICAEW members are recognised for their excellence and their skills are internationally portable.

### The Global Accounting Alliance (GAA)

ICAEW is a member of the Global Accounting Alliance (GAA), an international coalition of accounting bodies that was formed in 2006. It aims to promote quality professional services, support their members globally and share information and collaborate on international accounting issues. The members of the alliance represent over 775,000 professional accountants.

The GAA provides members with a GAA Passport which provides access to other member bodies so they can access restricted

areas of the local institute website, networking opportunities, training and development, and publications at member rates when visiting their country. This can benefit your career should you wish to work internationally in countries such as Australia, South Africa, New Zealand and Canada.

### CHARTERED ACCOUNTANTS WORLDWIDE

ICAEW is a member of 'Chartered Accountants Worldwide', a group of the leading institutes of Chartered Accountants from around the world. Chartered Accountants Worldwide support, develop and promote the vital role that Chartered Accountants play throughout the global economy.

### ICAEW UNIVERSITY STUDENT SCHEME

ICAEW's University Student Scheme (USS) is a benefit scheme available to students while studying at university. It provides access to a wide range of resources that can help students develop job-essential skills, boost their employability and widen the range of jobs they can apply for.

USS also enables students to start their journey towards becoming an ICAEW Chartered Accountant before they graduate. Once registered, students can study the ICAEW Certificate in Finance, Accounting and Business (ICAEW CFAB) alongside their degree. This is a standalone certificate-level qualification, and is also the first six modules of the ACA qualification. For students studying an accounting or business related degree they may be able to apply for exemptions/credit for prior learning for up to five of the modules.

As well as the employability resources, USS enables students to access the catalogue of resources available within ICAEW's world-class library. This can help them find research and data to support their degree studies. This, combined with monthly e-newsletters providing skills development tools, technical updates, business news, job search hints and tips and targeted job alerts, means that students can gain a real competitive advantage before they enter the job market.

To find out more about ICAEW's University Student Scheme, visit [icaew.com/uss](http://icaew.com/uss) ●

# becoming an ICAEW CHARTERED ACCOUNTANT

To become an ICAEW Chartered Accountant, you need to train for and successfully complete the components of the ACA. The bonus is that you will have the opportunity to work full time while you train. This article gives an overview of the qualification and how to become a chartered accountant.

The ACA qualification is one of the most advanced learning and professional development programmes available. It has integrated components which give you in-depth understanding across accountancy, finance and business. Combined, they help build the technical knowledge, professional skills and practical experience needed to become an ICAEW Chartered Accountant.

## How it works

The components are designed to complement each other, which means that you can put theory into practice and understand and apply what you learn in your day-to-day work. The components are:

- Consideration
- Decision making
- Problem solving
- Team working
- Technical competence.

## Ethics and professional scepticism

Ethics is more than just knowing the rules around confidentiality, integrity, objectivity and independence. It's about identifying ethical dilemmas, understanding the implications and behaving appropriately. ICAEW integrates ethics throughout the ACA qualification to develop your ethical capabilities – so in a world of scrutiny and accountability you'll always know how to make the right decision and justify it.

## 3-5 years' practical work experience

Practical work experience, or on-the-job training, is done as part of a training agreement with one of ICAEW's 2,850 authorised training employers around the world. You need to complete 450 days, which normally takes between three and five years. The knowledge, skills and experience you gain as part of your training agreement is invaluable, giving you the opportunity to put what you learn into practice – all while earning a competitive salary.

Your training agreement also outlines the support you'll receive from your employer, including paid tuition, study leave and mentoring. It ensures that all ACA trainees receive the highest quality and standard of training possible.

## Accountancy, finance and business modules

Each of the ACA modules is directly relevant to the work that you will do on a day-to-day



## Professional development

ICAEW Chartered Accountants are known for their professionalism and expertise. Professional development prepares you to successfully handle a variety of different situations that you will encounter throughout your career.

The ACA qualification improves your ability and performance in seven key areas:

- Adding value
- Communication

basis. You will gain in-depth knowledge across a broad range of topics in accountancy, finance and business, allowing you to confidently progress through the qualification.

**There are 15 modules with exams over three levels.**

### Certificate Level

There are six modules introducing you to the fundamentals of accountancy, finance and business. They each have a 1.5 hour computer-based assessment which you can sit at any time.

Most graduates complete the first six modules within the first year of their training agreement. However, you can take some Certificate Level modules before you start a training agreement, either through the ICAEW Certificate in Finance, Accounting and Business (ICAEW CFAB) or credit for prior learning. If you have studied accounting, finance or business at degree level or through another professional qualification, you may be eligible for credit.

### Professional Level

The next six modules build on the fundamentals you have already learnt, and test your understanding and ability to apply technical knowledge to real-life scenarios. Each module has a 2.5-3 hour exam, which takes place four times per year.

These modules are flexible and you can take them in any order to fit with your practical work experience. The Business Planning: Taxation and Business Strategy modules help your progression to the Advanced Level.

### Advanced Level

The Corporate Reporting and Strategic Business Management modules test your understanding and strategic decision making at a senior level. They present real-life scenarios, with increased complexity and implications from the Professional Level modules.

The case study tests all your knowledge, skills and experience gained so far. It presents a complex business issue which challenges your ability to problem solve, identify the ethical implications and provide an effective solution. The case study is fully open book, so it replicates a real-life scenario where you have all the resources at your fingertips.

### A highly rewarding career

If you're looking for a highly rewarding career in accountancy, finance or business, become an ICAEW Chartered Accountant. Go to [www.icaew.com](http://www.icaew.com) to find out more or go to page 32 to read about where ICAEW Chartered Accountants are working and where the ACA qualification can take you. ●



## WHAT IS COVERED IN EACH MODULE?

## ADVANCED LEVEL

★ Credit for prior learning is available

## CORPORATE REPORTING

- applying technical and analytical techniques to resolve compliance and business issues that arise from providing auditing services and preparing and evaluating corporate reports
- applying technical knowledge and professional judgement to determine alternative solutions to corporate reporting issues, considering client and stakeholder needs
- considering commercial impact and ethical issues arising from recommendations on compliance and business issues
- professional ethics

## STRATEGIC BUSINESS MANAGEMENT

- demonstrating business and ethical awareness at strategic, operating and transactional levels
- demonstrating quantitative and qualitative skills to solve business problems and make realistic recommendations
- applying technical knowledge, including strategic analysis, risk management, corporate governance, financial management, corporate reporting and assurance
- requires use of technical knowledge and professional judgement to apply appropriate models, analyse data from multiple sources and develop appropriate solutions
- professional ethics

## CASE STUDY

- requires demonstration of knowledge, skills and practical application from multiple areas of the syllabus
- tests professional skills in the context of a specific business issue
- demands ability to analyse financial and non-financial information
- requires demonstration of professional and ethical judgement
- development of conclusions and recommendations required
- relates to how students will be expected to work
- professional ethics

## PROFESSIONAL LEVEL

## BUSINESS PLANNING; TAXATION ★

- professional ethics and law
- taxation of corporate entities and unincorporated businesses including partnerships
- personal taxation

## TAX COMPLIANCE ★

- professional ethics and law
- capital gains, income, inheritance and corporation tax
- national insurance contributions
- VAT and stamp taxes

## BUSINESS STRATEGY ★

- strategic analysis
- strategic choice
- implementation and monitoring of strategy
- professional ethics

## FINANCIAL ACCOUNTING AND REPORTING ★

- accounting and reporting concepts and ethics
- single entity financial statements
- consolidated financial statements
- professional ethics

## FINANCIAL MANAGEMENT ★

- financing options
- managing financial risk
- investment decisions and valuation
- professional ethics

## AUDIT AND ASSURANCE ★

- legal and other professional regulations, ethics and current issues
- accepting and managing engagements
- planning engagements
- concluding and reporting on engagements
- professional ethics

## CERTIFICATE LEVEL

## ACCOUNTING ★

- maintaining financial records
- adjustments to accounting records and financial statements
- preparing financial statements
- professional ethics

## ASSURANCE ★

- concept, process and need for assurance
- internal controls
- gathering evidence on an assurance engagement
- professional ethics

## BUSINESS AND FINANCE ★

- business objectives and functions
- business and organisational structures
- the role of finance and the accountancy profession
- governance, sustainability, corporate responsibility and ethics
- the external environment
- professional ethics

## LAW ★

- impact of civil and criminal law on business and professional services
- company and insolvency law
- impact of law in the professional context
- professional ethics

## MANAGEMENT INFORMATION ★

- costing and pricing
- budgeting and forecasting
- performance management
- management decision-making
- professional ethics

## PRINCIPLES OF TAXATION ★

- the objectives and types of tax
- ethics and administration
- income tax and national insurance contributions
- capital gains tax and corporation tax on chargeable gains
- corporate tax
- VAT
- professional ethics



# *certificate in finance, accounting & business:* ICAEW CFAB

A good understanding of business, finance and accounting is highly valued in any role in any organisation around the world. The ICAEW Certificate in Finance, Accounting and Business (ICAEW CFAB) will teach you the key elements you need to help you succeed.

## ICAEW CFAB – fast facts

- **Getting started:** no formal academic entry requirements needed.
- **What you'll learn:** essential skills in finance, accounting and business.
- **Study:** you can study in your own time to fit around other commitments. Study options include online, classroom tuition, self-study and more.
- **Timing:** 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 for students with components of finance, accounting or business in their degrees.
- **Certificate:** you get a certificate for each module you sit/pass – to help show employers you are gaining the job-essential skills they are looking for.
- **Credibility:** once you've passed all the exams, you'll get an internationally-recognised qualification from ICAEW to prove your achievement and knowledge.

## Why choose ICAEW CFAB?

- **Get ahead:** improve your knowledge and skills to help you get ahead in the job market. It helps show prospective employers you are ambitious and self-motivated.
- **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.

- **More career options:** a solid grounding in business, finance and accounting can help open up new career options for you.
- **Career path into chartered accountancy:** the certificate consists of the same six modules as the first stage of ICAEW's world-leading chartered accountancy qualification, the ACA. This means you can gain ICAEW CFAB as part of your journey towards chartered accountancy.
- **Gap year:** make your gap year count by gaining key knowledge and a certificate to demonstrate your achievement.

## What do our UK and international ICAEW CFAB students say?

- 'It got me jobs that I would not have got before.'
- 'When I graduate, I'll already have one certificate in my hand which will help me when I apply for jobs.'
- 'After studying ICAEW CFAB, I can actually see the bigger picture of the business world. I believe ICAEW CFAB is my next ticket for my journey into the competitive business world.'
- 'It will definitely enhance my long-term career options.'

## More information

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



# Employer Directory





<u>Baker Tilly</u>	<b>60</b>	<u>Mazars</u>	<b>82</b>
<u>Barnes Roffe</u>	<b>62</b>	<u>Mercer &amp; Hole</u>	<b>84</b>
<u>Blick Rothenberg LLP</u>	<b>64</b>	<u>Moore &amp; Smalley LLP</u>	<b>85</b>
<u>Brebners</u>	<b>66</b>	<u>Moore Stephens</u>	<b>86</b>
<u>Clement Keys LLP</u>	<b>68</b>	<u>Peters Elworthy &amp; Moore</u>	<b>87</b>
<u>Dixon Wilson</u>	<b>70</b>	<u>Price Bailey</u>	<b>88</b>
<u>EY</u>	<b>72</b>	<u>PwC</u>	<b>90</b>
<u>Goodman Jones LLP</u>	<b>74</b>	<u>Rees Pollock</u>	<b>92</b>
<u>HAT Group</u>	<b>76</b>	<u>Reeves</u>	<b>93</b>
<u>Hazlewoods</u>	<b>77</b>	<u>Saffery Champness</u>	<b>94</b>
<u>Hillier Hopkins LLP</u>	<b>78</b>	<u>Smith &amp; Williamson</u>	<b>96</b>
<u>KPMG</u>	<b>79</b>	<u>SWAT UK</u>	<b>97</b>
<u>Larking Gowen</u>	<b>80</b>	<u>UHY Hacker Young</u>	<b>98</b>
<u>Lubbock Fine</u>	<b>81</b>		



Thinking about the future? Here's a heads up. At Baker Tilly, we'll get you the career you want, in no time at all. Baker Tilly is an independent firm of chartered accountants and business advisers. Our merger with RSM Tenon in September 2013 makes us one of the three principal mid-market accountancy firms and the 7th largest in the UK. We have over 4,000 partners and staff generating a fee income in excess of £166 million. Baker Tilly is a national firm with a network of 58 offices in 45 locations.

As one of the leading mid-tier accountancy firms, with an impressive track record of achievements and clients, we offer our expertise, support and guidance to the most ambitious individuals out there. Believe us; we'll keep you head and shoulders above the rest.

Whether you join us in Audit, Accounting and Business Advisory, Corporate Finance, Risk Advisory or Taxation, you'll enjoy a powerful combination of on-the-job learning and structured training – not to mention an impressive client list to work with. The result? The financial and commercial skills you need and the business world demands. We'll also support you, practically and financially, to gain a qualification relevant to your specialism, be that AAT, ACA, ACCA, CA, CTA or IIA.

So, whether you've finished you're A levels, you're a recent graduate or you've been working for a while, we'd love to hear from you. Give your accountancy career the head start it deserves. Once qualified, the sky is the limit. Baker Tilly offers you a career full of opportunities, challenges and rewards, including the opportunity of rapid progression internally and secondments abroad.

To find out more, and to apply online, visit [www.bakertilly.co.uk/trainees](http://www.bakertilly.co.uk/trainees) ●

## COMPANY DETAILS

**No. of employees**  
3,031

**No. of partners**  
325

**No. of trainees**  
624

## JOB OPPORTUNITIES

**Type of job opportunities**  
Graduate jobs, placements

**Offices recruited into**  
Nationwide

**International opportunities**  
Yes

**Disciplines recruited from**  
We accept applications from candidates from any degree discipline

**GRADUATE JOBS**  
**No. of graduate jobs**  
130

**Min. degree required/expected**  
2:1

**Min. UCAS points**  
280

**Starting salary**  
Competitive

**Benefits**  
20 days' holiday, healthcare, pension scheme, study support, season ticket loan, life assurance, bike scheme, overtime

## HOW TO APPLY

**Application method**  
Apply online, early application is advised

**Contact information**  
[recruitment@bakertilly.co.uk](mailto:recruitment@bakertilly.co.uk)



# H e a d s u p

Thinking about the future? Of course you are. But now's the time to start doing something about it. Baker Tilly is an independent firm of accountants and business advisers, with more than 3,031 people and over 325 partners generating a fee income of £166 million.

Whether you join us in Audit, Business Services, Corporate Finance, Risk Advisory or Taxation, you'll enjoy a powerful combination of on-the-job learning and structured training – not to mention an impressive client list to work with. The result? The financial and commercial skills you need and the business world demands. We'll also support you, practically and financially, to gain a qualification relevant to your specialism, be that AAT, ACA, CA, CTA, IIA and ACCA.

So, whether you've just finished your A-levels, you're a recent graduate or you've been working for a while, we'd love to hear from you. Give your accountancy career the head start it deserves.

To find out more, and to apply online, head to [www.bakertilly.co.uk/trainees](http://www.bakertilly.co.uk/trainees)



**BAKER TILLY**



Barnes Roffe is a rapidly expanding medium-sized firm of accountants specialising in audit and tax planning for small to medium-sized owner managed businesses. Our clients range in size from companies turning over a few hundred thousand pounds to large groups turning over £300 million. One thing our clients have in common is that they require a high level of service to enable them to meet their compliance obligations in as tax efficient a manner as possible.

To enable us to meet this need we require a team that is flexible, knowledgeable, professional and able to communicate complex ideas in a way that remains accessible to non-financial professionals. We therefore expect a lot from our graduates, both in the office and in their studies – in return our graduates receive a training package that is varied and exciting and prepares them to be our future partners. Indeed, most of the current partners trained with the firm and achieved partnership in their thirties. ●

## COMPANY DETAILS

**No. of employees**

120

**No. of partners**

16

**No. of trainees**

25

## JOB OPPORTUNITIES

**Type of job opportunities**

Graduate jobs

**Offices recruited into**

East London, West London and South London

**International opportunities**

No

**Disciplines recruited from**

All degrees considered

**GRADUATE JOBS****No. of graduate jobs**

10-15

**Min. degree required/expected**

2:1

**Min. UCAS points**

280

**Starting salary**

Competitive

**Benefits**

20 days' holiday, pension scheme, study support and social events

**Graduate application deadline**

31 May 2015

## HOW TO APPLY

**Application method**

Online

**Contact information**[www.barnesroffe.com](http://www.barnesroffe.com)

# Trainee Profile

NAME	Cee Wah Chan
LOCATION	London
UNIVERSITY	Bath
DEGREE	MBiol Biology
ROLE	Trainee Accountant



I studied biology at the University of Bath. Once I graduated I looked into a variety of careers and found that the ACA qualification was highly regarded. The ACA training contract at Barnes Roffe offers excellent experience of a wide variety of businesses, whilst providing the support required to study for the ACA.

I have been at Barnes Roffe for two years and have gradually gained experience and responsibility through this time. Each week varies depending on the requirements of our clients, but here is a recent week by way of an example.

## Monday

On the office planner I am down to prepare the accounts for a design company at the client offices. On Monday morning I discuss the accounts preparation with the client manager, who provides detail on the nature of the company and areas of the accounts which may require further attention. At the client's offices I meet the directors, explain my work plan and begin work on the actual accounts file.

## Tuesday

Work on the accounts continues, and I work to daily targets to ensure that the job falls within budget. I speak to the directors to gather extra information as required and discuss areas

of the accounts with the client manager to ensure that he remains informed about the status of the file.

## Wednesday

I continue to gather the last pieces of information, discussing with the client variations identified in the draft accounts and ensure that the file is complete. The client manager comes on site to review the file I have prepared and raise any areas that he feels require extra work. I also prepare secondary accounts for a holding company.

## Thursday

I come back to the office and clear the manager review points from the design company's accounts. Further, I work to finish another set of accounts for a partnership that I had worked on in the previous week, ensuring the file is complete for manager review.

## Friday

I am planning audits and accounts that are due to start in the near future. This includes reviewing statutory documents filed with Companies House and preliminary data for the year end provided by the client where available. The planning documents allow managers and partners to record potential areas of importance or difficulty on upcoming jobs and are used to brief the audit and accounts preparation staff. ●



### Who are we?

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

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

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

### Who are you?

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

### What's in it for you?

Few other firms will be able to offer you the opportunity to work with a client base of such quality and diversity in such a personal environment.

We take on approximately 10 trainees a year so there is no chance of being lost in the crowd. There are plenty of opportunities for the right graduates to remain with the firm and reach partner level or to diversify their careers.

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

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

To learn more about us please visit our website at [www.blickrothenberg.com](http://www.blickrothenberg.com) ●

## COMPANY DETAILS

### No. of employees

172

### No. of partners

24

### No. of trainees

24

## JOB OPPORTUNITIES

### Type of job opportunities

Graduate jobs

### Offices recruited into

London

### International opportunities

No

### Disciplines recruited from

Any

### GRADUATE JOBS

### No. of graduate jobs

8-10

### Min. degree required/expected

2:1

### Min. UCAS points

300

### Starting salary

Competitive

### Benefits

20 days' holiday, pension scheme, study support, overtime, season ticket loan, life assurance, bike scheme, performance bonus and social events

### Graduate application deadline

31 March 2015

## HOW TO APPLY

### Application method

Online application form. Early application is strongly advised.

### Contact information

[gradrecruit@blickrothenberg.com](mailto:gradrecruit@blickrothenberg.com)



# Trainee Profile

NAME	Emily Richards
LOCATION	London
UNIVERSITY	Bristol
DEGREE	MSc Chemistry
ROLE	Senior



## Why did you choose to come to BR?

Blick Rothenberg LLP is a firm which stood out for me within the medium sized accountancy firms in the industry. The firm has a large client base covering a variety of company sizes and industries so I knew that I would gain a lot of valuable experience. There is a strong emphasis on training at the firm, and there is an open door policy which makes it easy for staff to speak to the partners with any queries or for advice.

## What experience have you gained here?

At Blick Rothenberg LLP I have gained experience in a wide range of industry sectors, including manufacturing, retail and IT. Throughout my training contract and since, I have received help and support from the partners and managers which has enabled me to progress and take on larger jobs. Responsibility is given at an early stage, and this is seen as a vital part of the training.

## What type of training have you had?

As well as technical training received at college, I have also received bespoke training in-house which has provided me with a good basis pre and post exams. In addition, soft

skills training courses have been valuable throughout my time at Blick Rothenberg LLP.

## What career opportunities are there at BR?

As mentioned, responsibility is offered very early on in your career at Blick Rothenberg LLP. A high level of importance is attached to career progression and trainees are given the opportunity to lead teams on larger assignments from an early stage. Many of the current partners and managers actually started their careers as trainees at the firm.

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

There is a very good work/life balance at Blick Rothenberg LLP, which is coupled with an active social committee. The firm understands that the exam process can be intense and there is a considerable amount of support and advice available, in addition to generous study leave.

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

The people, from the juniors to the partners, are all very friendly and approachable. We are all under one roof and so it is easy to become integrated into the firm. ●



### 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.

### Training

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

### About you

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

#### COMPANY DETAILS

##### No. of employees

80

##### No. of partners

19

##### No. of trainees

19

##### Type of job opportunities

Graduate jobs

##### Offices recruited into

Shaftesbury Avenue, London  
Sevenoaks, Kent

##### International opportunities

No

##### Disciplines recruited from

Any

##### GRADUATE JOBS

##### No. of graduate jobs

4

##### Min. degree required/expected

2:2

##### Min. UCAS points

300

##### Starting salary

Competitive

##### Benefits

20 days' holiday, study support,  
season ticket loan and social  
events

#### JOB OPPORTUNITIES

#### HOW TO APPLY

##### Application method

Via our website or SWAT  
UK: [www.swat.co.uk/](http://www.swat.co.uk/)  
AccountancyRecruitment

##### Contact information

130 Shaftesbury Avenue,  
London W1D 5AR  
[www.brebners.com](http://www.brebners.com)  
T: 020 7734 2244



## GO ONLINE FOR:

### CAREERS INFORMATION

- ✓ Overview of the profession
- ✓ CV, application & interview advice
- ✓ Industry updates
- ✓ Career guide PDF
- ✓ Employer Q&As

### RECRUITMENT SERVICES

- ✓ Graduate jobs
- ✓ Internships & placements
- ✓ Insight days
- ✓ Employer directory
- ✓ Job search & job alerts
- ✓ Deadlines calendar



### The firm

Clement Keys LLP is one of the largest independent firms of chartered accountants in the West Midlands, with over 100 employees. We provide an empowering and supportive working environment, resulting in an enjoyable and fulfilling career prospect.

Being a single office practice (our office is based in Edgbaston in the West Midlands), you will quickly become a valued member of the team and have the opportunity to work with all the partners and staff.

Our approach is designed to give you the training you need to do your job effectively and develop personally to deliver the highest quality of service expected by our clients.

An 'Investors in People' champion, we offer training and development opportunities that are not only fundamental to our continued success but also demonstrate the investment we make in our employees.

All our employees are valued and helped to achieve a work/life balance. The 'client experience' and variety of work makes your career at Clement Keys LLP unique. From small entrepreneurial start-up businesses to well-established corporate entities and listed companies, we work hard to deliver a superior personal service.

Clement Keys LLP has a formidable reputation in the provision of services in the spheres of general accountancy, tax planning and auditing. Our services include:

- Audit
- Corporate finance
- Management support services
- Pensions and charities
- Service charge
- Tax.

### Our values

We pride ourselves on our reputation for quality, reliability and service, and recognise that this is built on the commitment and capability of our employees. A number of high-profile awards have recognised our success as an employer, a service provider and a member of the wider community.

At Clement Keys LLP we give equal value to our employees, the individual contributions they make and the skills, experience and commitment they bring. Our employees are professionally trained and encouraged to be:

- Business aware
- Client focused
- Socially responsible
- Visionary
- Proactive in providing a positive contribution to the firm.

### Our benefits

The firm has a flexible remuneration package, including:

- A competitive salary
- Life assurance
- Pension scheme
- Private healthcare and sight tests
- Option to buy up to five days' annual leave each year
- Childcare vouchers
- Study support for relevant professional qualifications
- Payment of professional membership fees.

### Non-financial

- Social events/charitable giving
- Work/life balance
- Supportive/friendly office environment
- Learning and development opportunities
- Possibility of working one day a week at home
- Career progression.

Please note, some of our benefits are dependent on grade and position.

### Graduate recruitment

Our graduates train as general practitioners and receive a wide range of experience from the first day they join us. Students join our audit and accountancy department, spending an average of a few weeks on each assignment.

### The support you will receive as a trainee

Whilst you are studying towards your professional qualification, the firm will offer you:

- Ongoing study support
- Professional development
- Practical experience working with a variety of teams.

### Training programme

Our graduate training programme lasts for 36 months and will include a combination of professional tuition and external courses, internal technical training and continuous ongoing support. This will equip you with the skills you will need to meet the challenges of your practical experience when you qualify. Your professional training will take place at one of the market leading training providers in Birmingham City Centre.

### Why join Clement Keys LLP?

There are many reasons to join Clement Keys LLP, but ultimately, we believe that our staff are our biggest asset. With regular social events, Clement Keys LLP is an enjoyable firm to work for.

### Entry requirements

Applications from students are accepted from any subject or degree discipline. To apply for a training contract you will be expected to meet the firm's entry requirements which is a 2:2 degree in any discipline and 300 UCAS points. In addition to your proven academic ability, you will be able to demonstrate strong interpersonal skills.

### When to apply

Applications are accepted from September onwards for graduate training schemes which commence at the end of August each year. ●

#### COMPANY DETAILS

**No. of employees**  
100

**No. of partners**  
7

**No. of trainees**  
30

**Type of job opportunities**  
Graduate jobs, internships

**Offices recruited into**  
Birmingham

**International opportunities**  
Yes

**Disciplines recruited from**  
All degree disciplines

**GRADUATE JOBS**  
**No. of graduate jobs**  
4

**Min. degree required/expected**  
2:2

**Min. UCAS points**  
300

**Starting salary**  
Competitive

**Benefits**  
28 days' holiday, pension scheme, study support, life assurance and social events

**Graduate application deadline**  
Ongoing until vacancies have been filled

**UNDERGRADUATE OPPORTUNITIES**  
**No. of undergraduate opportunities**  
1

**Undergraduate application deadline**  
Ongoing until vacancy has been filled

**Application method**  
Application form by email or post. Apply from January onwards each year

**Contact information**  
Melanie Parker  
Personnel Manager  
8 Calthorpe Road  
Edgbaston  
Birmingham B15 1QT  
T: 0120 456 4456

#### JOB OPPORTUNITIES

#### HOW TO APPLY



Dixon Wilson is one of the leading accountancy firms in the UK with offices in London and Paris. We specialise in providing accountancy, audit and tax advice and strategic planning to private clients, companies, entrepreneurs and their businesses.

### Your development

We offer a three-year training contract with support from external tutors, who provide training designed to enable our students to pass the ACA examinations first time.

We also provide in-house training designed to help students with a wide range of technical and soft skills.

A training contract with Dixon Wilson offers:

- A mix of private client and corporate work.
- An interesting variety of accountancy, taxation and audit assignments.
- Involvement with assignments from start to finish and no excessively lengthy assignments.
- The maximum degree of responsibility at an early stage.
- The opportunity to meet clients at a senior level.
- The opportunity to work directly with managers and partners.
- Good career prospects – most of our qualified staff trained with the firm and over 90% of the present partners trained with Dixon Wilson.

Our ability to offer this combination arises from the size of the firm and the nature of our practice.

### Application details

If you believe that you have the appropriate qualities and commitment and would like to know more about Dixon Wilson, please visit the website at [www.dixonwilson.co.uk/careers](http://www.dixonwilson.co.uk/careers), where you will also find an online application form, or contact the HR department on 020 7680 8100. ●

## COMPANY DETAILS

**No. of employees**  
140

**No. of partners**  
15

**No. of trainees**  
45

**Type of job opportunities**  
Graduate jobs, internships

**Offices recruited into**  
London and Paris

**International opportunities**  
Yes

**Disciplines recruited from**  
All disciplines considered

### GRADUATE JOBS

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

**Min. degree required/expected**  
2:1

**Min. UCAS points**  
300

**Starting salary**  
Competitive

**Benefits**  
21 days' holiday, healthcare, study support, season ticket loan, life assurance and social events

**Graduate application deadline**  
Ongoing – please see website

**UNDERGRADUATE OPPORTUNITIES**  
**No. of undergraduate opportunities**  
3


**Undergraduate application deadline**  
End of May 2015

## JOB OPPORTUNITIES

## HOW TO APPLY

**Application method**  
Online application form. CV and covering letter for internships

**Contact information**  
[careers@dixonwilson.co.uk](mailto:careers@dixonwilson.co.uk)



Ambition is...  
bringing  
substance  
to style.

From high streets in Manchester  
to catwalks in Milan, 98% of  
global brands rely on an ICAEW  
Chartered Accountant.

Achieve more as a  
chartered accountant.

[icaew.com/careers](http://icaew.com/careers)





### Are you future ready?

EY is one of the world's leading professional services organisations; we have 190,000 people working across 150 countries and together we are reaching revenues of more than US \$25.8 billion. By 2020 we aim to reach revenues of \$50 billion.

Our people are our business – it is their knowledge, skills and ideas we provide to our clients – and their ambition that drives our growth. In order to achieve that growth and reach our goals we need to prepare the graduates of today for the workplace of tomorrow.

If you are ready to share our ambition, we'll give you access to world-class training and qualifications, work that really matters and experiences rich in opportunity. We advise the world's most respected, ambitious businesses and some of the most exciting entrepreneurs, helping them think creatively, find solutions, solve complex issues and spot opportunities for growth. In doing so, we provide confidence in the market and in communities worldwide, helping to build a better working world.

### The exceptional EY experience starts now

You can take part in the exceptional EY experience – and benefit from the impetus it will give your career – long before you finish university. Get future ready now; the benefits could last a lifetime.

Find out more and apply at [ey.com/uk/careers](http://ey.com/uk/careers) ●

#### COMPANY DETAILS

**No. of employees**  
190,000

**Type of job opportunities**  
Graduate jobs, internships, placements, insight days

**Offices recruited into**  
Nationwide

**International opportunities**  
No

**Disciplines recruited from**  
All degree types are considered

#### GRADUATE JOBS

**No. of graduate jobs**  
800

**Min. degree required/expected**  
2:1

**Min. UCAS points**  
300

**Starting salary**  
Competitive

**Benefits**  
Competitive holiday entitlement, healthcare, pension scheme, study support, interest-free loan, flexitime, season ticket loan, life assurance, bike scheme, social events

**Graduate application deadline**  
Ongoing

**UNDERGRADUATE OPPORTUNITIES**  
**No. of undergraduate opportunities**  
500

**Undergraduate application deadline**  
Ongoing

#### HOW TO APPLY

**Application method**  
Apply online, early application is strongly advised

**Contact information**  
[ey.com/UK/careers](http://ey.com/UK/careers)





Building a better  
working world

Advisory | Assurance | Corporate Finance | Tax

## ARE YOU FUTURE READY?

We're preparing the graduates of today for the business world of tomorrow.

If you have the ambition, we will provide the experiences, training and networks to help you get your career off to the best start and put you at the heart of business – globally.

Find out more at  
[ey.com/uk/careers](http://ey.com/uk/careers)

# GOODMAN JONES

CHARTERED ACCOUNTANTS

## About us

Goodman Jones LLP is a central London firm of chartered accountants. Established in 1934, we are a team of accountants, auditors, tax and business advisers. Together with our supporting IT, HR, and financial services companies, we provide the full range of compliance, support, and advisory services. Our clients include UK owner managed businesses, UK parent and subsidiaries of large international groups, charities and not-for-profit organisations, and start-up businesses and entrepreneurs.

## Training at Goodman Jones

When you start your training you will have the opportunity to work as part of a team on a wide variety of clients. This will involve work in accounting, auditing, and corporate tax. You will gain strong skills in all of these key areas, supported by further experience on one-off assignments and special projects.

No function receives more care and attention than the selection and training of our graduate intake to ensure that not only do you qualify, but also that you develop as an individual into a well-rounded and assured professional.

## Your future

Every applicant chosen to become one of our trainees is selected on the basis that they have the attributes we believe are required to progress to a very senior level at Goodman Jones. Indeed, many of our current managers and partners trained at Goodman Jones.

## What we look for

We look for students with strong academic results. However, we consider the 'whole person' in making our selection – we believe enthusiasm, the ability to mix with people and communicate, and a determination to succeed are of equal importance.

## Summary

As a Central London firm of chartered accountants, we provide a comprehensive training programme, combining a wide variety of technical work experience with personal and professional development. ●

### COMPANY DETAILS

#### No. of employees

60

#### No. of partners

13

#### No. of trainees

15-20

### JOB OPPORTUNITIES

#### Type of job opportunities

Graduate jobs

#### Offices recruited into

Central London

#### International opportunities

No

#### Disciplines recruited from

All disciplines accepted

#### GRADUATE JOBS

#### No. of graduate jobs

4-6

#### Min. degree required/expected

2:1

#### Min. UCAS points

320

#### Starting salary

Competitive

#### Benefits

20 days' holiday + bank holidays, pension scheme, flexitime, season ticket loan and social events

#### Graduate application deadline

Early February

### HOW TO APPLY

#### Application method

Send CV and covering letter to email address below from 1 November

#### Contact information

recruitment@goodmanjones.com



# looking for a CAREER IN FINANCE?



Pick up a guide in your careers service or go online to  
**[www.insidecareers.co.uk](http://www.insidecareers.co.uk)**



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

HAT is a training consortium of 60 small to medium-sized firms of accountants. HAT recruits ACA and ACCA trainees on behalf of our full member firms, which range in size from just three partners and 15 professional staff, up to 30 partners and over 150 professional staff.

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

### Vacancies and location

We have up to 60 trainee roles available each year. Just one application to HAT will mean that we can consider you for all trainee vacancies within the group. We have two intakes each year, in January and August, but we accept applications all year round. Most vacancies are in central London, but there are also opportunities in Essex and Manchester.

### Minimum academic criteria

You will need at least five GCSEs (grade A-C) including a minimum B grade in Mathematics and English, 300 UCAS points (BBB) plus an expectation of at least a 2:1 degree classification in any discipline.

### Application procedure

For more information and to apply online, please visit [www.hatgroup.co.uk](http://www.hatgroup.co.uk) ●

#### COMPANY DETAILS

##### No. of employees

Varies depending on the firm you are placed with

##### No. of partners

Varies depending on the firm you are placed with

#### JOB OPPORTUNITIES

##### Type of job opportunities

Graduate jobs

##### Offices recruited into

Mainly London, but roles are also based in Essex and Manchester

##### International opportunities

No

##### Disciplines recruited from

All degrees considered

##### GRADUATE JOBS

##### No. of graduate jobs

Up to 60 each year

##### Min. degree required/expected

2:1

##### Min. UCAS points

320

##### Starting salary

Competitive

##### Benefits

Varies depending on the firm you are placed with

##### Graduate application deadline

Ongoing

#### HOW TO APPLY

##### Application method

Online at [www.hatgroup.co.uk](http://www.hatgroup.co.uk)



### Our future is in your hands

Hazlewoods is one of the UK's leading firms of accountants and business advisers, servicing a diverse client base across a variety of sectors. We truly believe that our success is dependent on the people we employ.

To ensure we have a prosperous future we set our employees up for success. We provide them with first class training which is not limited to professional qualifications. At Hazlewoods we want to give our employees every opportunity they need to develop beyond their professional careers and offer a wide variety of pre- and post-qualified training opportunities designed to meet both technical and personal needs.

We recognise that our employees are individuals and not just cogs in big corporate wheels. We commit to getting our employees involved in a wide range of activities right from the start, both in the office and on site with clients, and offer a friendly working environment where new ideas are encouraged and autonomy is second nature.

Whether you are looking to start your career in accountancy or you are looking for the next step in your career, Hazlewoods is a great choice and we want you to choose us.

We are recruiting 10 graduate trainees and, in addition, up to eight undergraduates for year-long placements. You will receive exceptional training and a fast track career.

Application forms are to be emailed to [recruitment@hazlewoods.co.uk](mailto:recruitment@hazlewoods.co.uk) ●

#### COMPANY DETAILS

##### No. of employees

231

##### No. of partners

19

##### No. of trainees

48

##### Type of job opportunities

Graduate jobs, placements

##### Offices recruited into

Cheltenham, Gloucester and Staverton

##### GRADUATE JOBS

##### No. of graduate jobs

10

##### Min. degree required/expected

2:1

##### Min. UCAS points

300

##### Starting salary

Competitive

##### Benefits

20 days' holiday, study support, flexitime, life assurance, bike scheme and social events

##### Graduate application deadline

28 Feb 2015

##### UNDERGRADUATE OPPORTUNITIES

##### No. of undergraduate opportunities

8

##### Undergraduate application deadline

30 April 2015

#### JOB OPPORTUNITIES

#### HOW TO APPLY

##### Application method

Online application form, or application form emailed to [recruitment@hazlewoods.co.uk](mailto:recruitment@hazlewoods.co.uk)  
Early application is strongly advised.

##### Contact information

[recruitment@hazlewoods.co.uk](mailto:recruitment@hazlewoods.co.uk)  
Hazlewoods  
Staverton Court  
Staverton  
Cheltenham, GL51 0UX

**You**

Are you:

- Looking for an ICAEW ACA three-year Chartered Accountancy Training Contract based in Watford?
- Intelligent, articulate, with a lively personality and independent mind?
- Looking to enjoy the challenge of working as part of a team?
- Committed to your career with a business-like attitude?
- Prepared to accept responsibility early on?
- A graduate (with or expecting to achieve a 2:1 degree or above) with good A levels (a minimum of 300 UCAS points, or equivalent, excluding general studies)?
- Looking for an excellent grounding in accountancy with the chance to specialise in a particular field when qualified?

If you are, then we'd like to hear from you.

**Us**

Established in 1933, Hillier Hopkins LLP is now one of the region's leading independent firms of chartered accountants. As an independent and progressive practice serving London and the Home Counties, we operate in a culture of innovation where training and development of our people is seen as key to our continued success. With 18 principals and over 100 staff operating out of offices in Aylesbury, London, Milton Keynes and Watford, our specialist expertise covers all aspects of both corporate and personal finance providing a friendly and professional service to a wide spectrum of commercial and professional clients. We provide advice and support to individuals and businesses ranging from small family enterprises to large international corporations including specialist divisions in tax investigations, corporate recovery and entertainment and media. Fully networked offices, regular team briefings and social activities provide the basis for a truly cohesive membership.

With a growing and diverse client base you can expect to work on a range of demanding assignments in any one year. By working closely with members and qualified staff you will learn quickly and take considerable responsibility from an early stage. You'll work on practical assignments which are directly relevant to your professional examinations.

Hillier Hopkins LLP has held the 'Investor In People' accreditation for over 13 years. ●

## COMPANY DETAILS

**No. of employees**  
100+

**No. of trainees**  
17

## JOB OPPORTUNITIES

**Type of job opportunities**  
Graduate jobs, placements

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

**International opportunities**  
No

**Disciplines recruited from**  
Any

**GRADUATE JOBS**  
**No. of graduate jobs**  
4

**Min. degree required/expected**  
2:1

**Min. UCAS points**  
300

**Graduate application deadline**  
See website

**UNDERGRADUATE OPPORTUNITIES**  
**No. of undergraduate opportunities**  
2

**Undergraduate application deadline**  
See website

## HOW TO APPLY

**Application method**  
Application form online

**Contact information**  
[www.hillierhopkins.co.uk/about-us/working-us](http://www.hillierhopkins.co.uk/about-us/working-us)



KPMG is a global network of professional firms providing Audit, Tax and Advisory services to some of the world's biggest businesses. In the UK alone, KPMG has 22 offices and over 11,000 partners and staff. For graduates, it has a diverse range of programmes offering various professional qualifications.

KPMG believes that all business, all solutions, boil down to one thing: people. That's why whatever KPMG do, they see people first. Championing the human element is a big part of their culture, and to them, their own people are at the heart of their continued success.

But there's no one type of person that succeeds at KPMG. It's a massively diverse business, welcoming all kinds of personalities and characters. For any graduate who thrives on responsibility and intellectual challenge, all while still being themselves, it really is a great place to start a career.

KPMG also believes in delivering the best. After all, when some of the world's biggest companies hand over their audit, tax or consulting challenges to KPMG, they need to know there's no margin for error. Their clients operate in a huge range of business sectors, and to give them the best service means providing them with experts who really understand them.

The work is definitely challenging. That's why KPMG's graduate programmes offer exceptional training for professional qualifications (with an enviable pass rate few can match), tons of exposure and 'real world, real time' responsibility. It's a great place to learn and develop your skills – a fast-moving, technology-driven working environment. And you'll be joining a community you'll feel a part of for the rest of your life.

To find out about specific entry requirements, please view KPMG's website:  
[www.kpmgcareers.co.uk/graduates](http://www.kpmgcareers.co.uk/graduates) ●

## COMPANY DETAILS

**No. of employees**  
11,000

**No. of partners**  
580

**Type of job opportunities**  
Graduate jobs, internships and placements

**Offices recruited into**  
Nationwide

**International opportunities**  
No

**Disciplines recruited from**  
All

## GRADUATE JOBS

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

**Min. degree required/expected**  
2:1

**Min. UCAS points**  
300

**Starting salary**  
Competitive

**Benefits**  
25 days' holiday, healthcare, pension scheme, study support, interest-free loan, flexitime, season ticket loan, life assurance, bike scheme, gym membership, performance bonus, social events

**Graduate application deadline**  
All year round – early application is advised

## UNDERGRADUATE OPPORTUNITIES

**No. of undergraduate opportunities**  
200

**Undergraduate application deadline**  
First-come, first-served

## HOW TO APPLY

**Application method**  
Online



CHARTERED  
ACCOUNTANTS

Larking Gowen are committed to becoming the first choice independent business and taxation adviser in East Anglia. We are a firm with an ambitious growth plan which we will achieve through increased regional representation, delivery of general practice service and evolving specialisms, and through the consistent delivery of exceptional client satisfaction.

Our client base is wide ranging, from agriculture to charities, medical practices to solicitors, and in size, from sole traders to limited companies. We are registered auditors and have specialisms in corporate finance, business recovery and insolvency, forensic accounting and tax.

We strive to provide our staff with great opportunities to progress both professionally and personally through high quality, tailored study, training and development. At the same time we will provide you with challenging work in dedicated and highly motivated teams. We pride ourselves on our reputation for quality, reliability, service and value and recognise that this is built on the commitment and capability of our staff.

Visit our website to read staff profiles and learn more about this ever expanding firm. We are sure you'll be keen to join our winning team! ●

## COMPANY DETAILS

**No. of employees**  
300

**No. of partners**  
20

**No. of trainees**  
70

**Type of job opportunities**  
Graduate jobs, internships

**Offices recruited into**  
Bungay, Colchester, Cromer, Dereham, Diss, Fakenham, Holt, Ipswich and Norwich

**International opportunities**  
No

**Disciplines recruited from**  
All degrees considered but finance, accounting and business preferred

### GRADUATE JOBS

**No. of graduate jobs**  
c. 5

**Min. degree required/expected**  
2:1

**Min. UCAS points**  
280

**Starting salary**  
Competitive

**Benefits**  
21 days' holiday rising to 26 with service, pension scheme, study support, life assurance and social events

**Graduate application deadline**  
See company website

### UNDERGRADUATE OPPORTUNITIES

**No. of undergraduate opportunities**  
15

**Undergraduate application deadline**  
See company website

## JOB OPPORTUNITIES

## HOW TO APPLY

**Application method**  
Apply via application form – full details at [www.larking-gowen.co.uk](http://www.larking-gowen.co.uk)

**Contact information**  
[recruitment@larking-gowen.co.uk](mailto:recruitment@larking-gowen.co.uk)  
King Street House  
15 Upper King Street  
Norwich NR3 2RB  
T: 0845 612 0416



# LubbockFine

Chartered Accountants

Founded in 1929, Lubbock Fine is an expanding medium-sized firm of chartered accountants and business advisers based in London. The firm has actively developed its international operations through Russell Bedford International, a network which extends to 260 offices, 100 members and 88 countries globally.

Our general practice is structured to provide a personalised service to all clients and we are dedicated to meeting their individual requirements. Our clients range from large private companies, professional partnerships, smaller family businesses and sole traders. Outside the UK, we also undertake assignments for multinationals and the European Commission. In addition to routine audit and tax compliance the firm provides specialist services including IT consultancy, corporate finance, specialist audits, insolvency, litigation support and more. Recruiting high calibre staff with friendly, confident personalities and good interpersonal skills is crucial to us, as is their ability to cope with professional exams alongside daily work. We monitor the progress of our trainees closely with formal individual reviews every six months.

Comprehensive training and support is provided for professional examinations as well as development of practical and personal skills to assist in day to day work.

### Significant characteristics of our firm

Lubbock Fine is a friendly firm providing an informal working environment. Our watchword is 'integrity' and that is what guides us in our work for clients and in the running of our business. Opportunities for early responsibility and rapid progression are available to those who have the necessary attributes.

### Training offered

A five-year training contract leading through to ACA qualification.

Offices or linked companies outside UK: Russell Bedford (Dubai) Limited, Member of Russell Bedford International. ●

## COMPANY DETAILS

**No. of employees**  
100

**No. of partners**  
14

**No. of trainees**  
20

## JOB OPPORTUNITIES

**Type of job opportunities**  
Graduate jobs

**Offices recruited into**  
London

**International opportunities**  
No

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

### GRADUATE JOBS

**No. of graduate jobs**  
4

**Min. degree required/expected**  
2:1

**Min. UCAS points**  
280

**Starting salary**  
Competitive

**Benefits**  
28 days' holiday, healthcare, pension scheme, golden hello, study support, season ticket loan, bike scheme, gym membership and social events

**Graduate application deadline**  
Ongoing until intake is filled

## HOW TO APPLY

**Application method**  
Submit application form online. Early application is strongly advised

**Contact information**  
recruitment@lubbockfine.co.uk



### Your journey begins...

Mazars is an international, integrated and independent organisation, specialising in audit, advisory, accounting, tax and legal services. We operate in 72 countries and draw on the expertise of 13,800 professionals.

From the first day you arrive at Mazars, you will be welcomed with rewarding work, a great client list and supportive colleagues – all crucial ingredients you need to inspire and educate you as you study for your qualification.

### Make your journey an adventure

At Mazars we are proud to be able to offer our clients a wide range of services, and this is mirrored in the variety of training schemes we can offer: Chartered Accountancy – Audit and Tax, Financial Planning, Internal Audit, Actuarial Services, Outsourcing Services, Employee Benefit Services, Project Finance and Banking Consultancy. All our training schemes offer leading qualifications and supported exam training.

We work across a broad range of sectors and our clients include owner-managed ventures, international corporate organisations, top listed groups, the public sector and numerous private individuals. This means we offer a fantastic range of opportunities for all our staff to experience!

Mazars can give you the opportunity to work in one of our offices overseas, if you'd like to gain international business experience or, if you'd prefer to stay closer to home, work in other areas of the business. We offer a diverse range of client services, so there are plenty of routes your career can take. Whichever path you decide is right for you – we'll be on your side.

### ...Destination Success

We want driven professional individuals who excel at working with others, who have the ability to communicate at a high level and who share the same values as Mazars. If this is you, then apply now at [www.graduates.mazars.co.uk](http://www.graduates.mazars.co.uk) ●

#### COMPANY DETAILS

**No. of employees**  
1,350 (UK), 13,800 (Worldwide)

**No. of partners**  
125

**Type of job opportunities**  
Graduate jobs, internships, placements and insight days

**Offices recruited into**  
Offices across the UK

**International opportunities**  
Yes

**Disciplines recruited from**  
Any

#### GRADUATE JOBS

**No. of graduate jobs**  
80

**Min. degree required/expected**  
2:1

**Min. UCAS points**  
280

**Starting salary**  
Competitive

**Benefits**  
20 days' holiday, pension scheme, study support, season ticket loan, life assurance, bike scheme, gym membership and social events

**Graduate application deadline**  
Ongoing

#### UNDERGRADUATE OPPORTUNITIES

**No. of undergraduate opportunities**  
30

**Undergraduate application deadline**  
Ongoing

#### JOB OPPORTUNITIES

#### HOW TO APPLY

**Application method**  
Online via  
[www.graduates.mazars.co.uk](http://www.graduates.mazars.co.uk)

# YOUR JOURNEY BEGINS...



... DESTINATION  
SUCCESS

Mazars is not only ranked as the eighth largest UK partnership by audit fee income, but we are also one of Europe's largest accounting firms with a huge global presence.

Mazars offers a variety of finance and accountancy training schemes leading to first-class business qualifications. We remain faithful to our values and we recruit the best talent.

Interested in making your career an adventure?  
Find out more at [www.graduates.mazars.co.uk](http://www.graduates.mazars.co.uk)  
[@Mazars\\_UKCareer](https://www.facebook.com/MazarsUK)  
<https://www.facebook.com/MazarsUK>



[www.graduates.mazars.co.uk](http://www.graduates.mazars.co.uk)

 **MAZARS**  
AUDIT • TAX • ADVISORY



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

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

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

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

We also offer trainee opportunities in taxation and rescue, recovery and insolvency.

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

## COMPANY DETAILS

**No. of employees**  
153

**No. of partners**  
17

**No. of trainees**  
25

## JOB OPPORTUNITIES

**Type of job opportunities**  
Graduate jobs

**Offices recruited into**  
London, Milton Keynes and St Albans

**International opportunities**  
No

**Disciplines recruited from**  
All degrees considered

## GRADUATE JOBS

**No. of graduate jobs**  
4

**Min. degree required/expected**  
2:2

**Min. UCAS points**  
280

**Starting salary**  
Competitive

**Benefits**  
23 days' holiday, pension scheme, study support, flexitime, season ticket loan, life assurance, bike scheme and social events

**Graduate application deadline**  
Opens: 1 September 2014  
Closes: 31 January 2015

## HOW TO APPLY

**Application method**  
Application form via email or post

**Contact information**  
[www.mercerhole.co.uk/p/Graduate-Programme](http://www.mercerhole.co.uk/p/Graduate-Programme)

[recruit@mercerhole.co.uk](mailto:recruit@mercerhole.co.uk)



### Firm profile...

We are proud to be a top 50 UK accountancy firm, providing accounting and business advisory services to corporate and private clients, with offices across Lancashire, Cumbria, Merseyside and the East Midlands.

In addition to accountancy services, the firm offers a wide range of specialisms including audit, corporate finance, taxation, payroll solutions, financial planning and wealth management.

### More than a career...

We are an investor in people organisation and an equal opportunities employer. We strive to provide rewarding and fulfilling careers for our people whilst helping our clients achieve their personal and business goals.

We are proud of the firm's professionalism and sound reputation. We invest substantially in training and development, as the people we recruit today have the potential to become the partners of the future. Many of our current partners and senior people have risen through the ranks of the firm from trainee level and we have won awards for our commitment to people.

### The rewards...

You will work in a challenging and stimulating environment where early responsibility is actively encouraged and rewarded. You will also get the chance to work on a varied client portfolio alongside business owners, helping design solutions which will make a positive difference to their business performance.

Our people enjoy a lively social club, an innovative flexible benefits scheme and the opportunity to achieve progression in a friendly and supportive environment.

### Our values...

We believe in putting something back, and give our time and energies to supporting our communities and charitable causes.

If you are a people person and enjoy helping others succeed, you will derive great job satisfaction from a career at Moore and Smalley. If you want more from your career, visit our recruitment site and see what we have to offer. ●

## COMPANY DETAILS

**No. of employees**  
240

**No. of partners**  
18

**No. of trainees**  
20

**Type of job opportunities**  
Graduate jobs

**Offices recruited into**  
Preston, Lancaster

**International opportunities**  
No

**Disciplines recruited from**  
Any

**GRADUATE JOBS**  
**No. of graduate jobs**  
4

**Min. degree required/expected**  
2:1

**Min. UCAS points**  
280

**Starting salary**  
Competitive

**Benefits**  
Competitive benefits package

**Graduate application deadline**  
Ongoing

## HOW TO APPLY

**Application method**  
Apply online.  
Appointments are made as soon as suitable candidates are found, therefore, please apply early to avoid disappointment.

**Contact information**  
Moore and Smalley LLP  
Richard House  
9 Winckley Square  
Preston  
PR1 3HP  
Tel: 01772 821021  
[www.mooreandsmalley.co.uk/careers](http://www.mooreandsmalley.co.uk/careers)

# MOORE STEPHENS

Moore Stephens is one of the largest national and international accounting and consulting groups. Our global association comprises of 667 offices in over 100 countries and our UK network is the UK's 10th largest by fee income.

Our business strategy is to be the best in our chosen markets, providing services including:

- Audit and accounting
- Business and personal tax planning
- Business planning
- Corporate finance
- Information technology
- Litigation
- Management consultancy
- Restructuring and insolvency.

We service a broad client portfolio in the public, private and not-for-profit sectors, with clients ranging from international organisations with worldwide operations to small firms and individuals.

## GRADUATE OPPORTUNITIES

### Client work

Moore Stephens LLP has a graduate intake every September, with trainees going into our audit and tax departments (all roles are currently based in our London office).

Our firm is small enough to provide a personal service, but large enough to offer specialist expertise in all areas. This allows you to work with senior staff across a range of clients to develop a broad understanding of business.

### Training

As one of our ACA trainees you can expect to receive comprehensive training. We provide full study support for your ACA qualification and in addition to this we have developed an extensive internal training programme designed to complement your studies at college, and grow your business, personal and technical skills to the full.

The life of an ACA trainee at Moore Stephens is a busy one, full of travel, client work, study and socialising! ●

## COMPANY DETAILS

**No. of employees**  
554

**No. of partners**  
56

**No. of trainees**  
60

**Type of job opportunities**  
Graduate jobs

**Offices recruited into**  
City of London

**International opportunities**  
No

**Disciplines recruited from**  
All degrees considered

### GRADUATE JOBS

**No. of graduate jobs**  
16

**Min. degree required/expected**  
2:1

**Min. UCAS points**  
300

**Starting salary**  
Competitive

**Benefits**  
23 days' holiday increasing to 25, healthcare, pension scheme, study support, interest-free loan, season ticket loan, life assurance, bike scheme, gym membership and social events

**Graduate application deadline**  
Open until vacancies are filled

## JOB OPPORTUNITIES

## HOW TO APPLY

**Application method**  
Apply early via online application form at:  
[www.moorestephens.co.uk/graduate](http://www.moorestephens.co.uk/graduate)

**Contact information**  
Moore Stephens LLP  
150 Aldersgate Street  
London EC1A 4AB  
T: 020 7334 9191  
[qualify@moorestephens.com](mailto:qualify@moorestephens.com)



## Peters Elworthy & Moore

### About us

PEM is the largest independent firm of chartered accountants in Cambridge, providing a full range of business, personal and specialist services to a diverse range of business sectors and individuals. This wide and varied client base provides a sound basis for our training programme – ensuring an excellent framework of knowledge and experience is achieved.

We believe our mentoring and training programme is second to none. We are committed to supporting each of our trainees in order to enable them to achieve their full potential – after all, they are the future managers and partners of the firm.

We have developed close working relationships with our financial training providers and work in harmony with them to ensure our students have a positive and encouraging training experience. You will be given the opportunity to work in different departments and on a range of projects. Once qualified, we have a career structure in place to offer you the responsibility, challenge and development that will help you achieve the career progression you deserve.

### Who are we looking for?

We look for graduates who have a strong commercial and business acumen. You will need excellent communication and interpersonal skills and be willing to work to achieve 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! ●

### COMPANY DETAILS

**No. of employees**  
140

**No. of partners**  
12

**No. of trainees**  
25

### JOB OPPORTUNITIES

**Type of job opportunities**  
Graduate jobs

**Offices recruited into**  
Cambridge

**International opportunities**  
No

**Disciplines recruited from**  
Any

#### GRADUATE JOBS

**No. of graduate jobs**  
8

**Min. degree required/expected**  
2:1

**Min. UCAS points**  
280

**Starting salary**  
Competitive

**Benefits**  
20 days' holiday (plus 3 day purchase option), pension scheme, study support, flexitime, bike scheme, social events, car parking, station nearby

**Graduate application deadline**  
Ongoing

### HOW TO APPLY

**Application method**  
CV and covering letter by email

**Contact information**  
Mrs Toni Munro  
Head of Human Resources  
Peters Elworthy & Moore  
Salisbury House  
Station Road  
Cambridge  
CB1 2LA  
01223 728222  
recruitment@pem.co.uk



### About us

Price Bailey is an award winning top 30 firm of business advisers and accountants, with seven offices throughout East Anglia, London and Guernsey serving local SMEs, private clients and regional, national and international businesses. We've been established for over 75 years and offer a wide range of consultancy and planning skills to complement the traditional accounting, tax and financial services you expect from an accountancy firm.

### Our StepStone programme

Price Bailey's approach to training differs from larger firms, in that we aim to provide our trainees with an all round accountancy experience. This means that rather than being recruited into one area of our business, you will have the opportunity to experience many different areas before you choose the department best suited to you.

We have created our very own Graduate Training Scheme (StepStone) which has been designed to provide you with an intensive induction programme when you first join us, followed by three years of varied training across all our departments. As well as having varied practical training, you will also be fully supported through your chartered accountancy exams.

### Our culture

At Price Bailey we put our clients first, we work hard and we remain professional at all times. We like to think we have similar professional ethics and attitudes to larger firms, but we probably offer a better work/life balance. We recognise you have a life outside of work and we encourage you to make the most of it! We're extremely sociable as a firm, regularly organising cross practice social events.

### Exercising influence

Being part of a mid-sized firm means that you will have the opportunity to exercise influence at an early stage in your career. You are at the heart of where all the decisions are made and your route to decision making yourself is a relatively short one. If you feel Price Bailey is right for you and you would like to be considered for our StepStone programme, please visit [www.pricebailey.co.uk/careers](http://www.pricebailey.co.uk/careers) ●

#### COMPANY DETAILS

##### No. of employees

280

##### No. of partners

23

##### No. of trainees

45

#### JOB OPPORTUNITIES

##### Type of job opportunities

Graduate jobs

##### Offices recruited into

City of London, Mayfair, Bishop's Stortford, Cambridge and Norwich

##### International opportunities

No

##### Disciplines recruited from

Any

##### GRADUATE JOBS

##### No. of graduate jobs

6-8

##### Min. degree required/expected

2:1

##### Min. UCAS points

300

##### Starting salary

Competitive

##### Benefits

20 days' holiday, life assurance, pension scheme, study support, social events and season ticket loan

##### Graduate application deadline

12 December 2014

#### HOW TO APPLY

##### Application method

CV and covering letter by email

##### Contact information

Send application to:  
[stepstone@pricebailey.co.uk](mailto:stepstone@pricebailey.co.uk)







## GO ONLINE FOR:

### CAREERS INFORMATION

- ✓ Overview of the profession
- ✓ CV, application & interview advice
- ✓ Industry updates
- ✓ Career guide PDF
- ✓ Employer Q&As

### RECRUITMENT SERVICES

- ✓ Graduate jobs
- ✓ Internships & placements
- ✓ Insight days
- ✓ Employer directory
- ✓ Job search & job alerts
- ✓ Deadlines calendar



**Your career is just that; yours. You choose it. You live it. You make it happen. To get the best from it, you need the best opportunities. That's why opportunities are at the heart of a career with us. Opportunities to grow as an individual, to build lasting relationships and make an impact in a place where people, quality and value mean everything. And we're proud, based on the opportunity we offer, that students have voted us the number one Graduate Employer in The Times Top 100 Graduate Employers survey for the last eleven years.**

### What we do

Our purpose is to build trust in society and solve important problems. We do this for our clients by helping them tackle complex business challenges, improve how they work and create the value they need.

### Our offer to you

- You'll be part of the world's leading professional services network.
- Our continuing success, size and scale, coupled with our extensive quality client base enable us to give you the best career opportunities to grow and find your niche.
- Our development approach is centred on three principles; learning by doing, learning from others, and more formal approaches to learning. This puts you in the driver's seat of your development.
- We work in a changing world which offers great opportunities for people with diverse backgrounds and experiences. By creating value through diversity it makes us a stronger business.
- You'll be rewarded with a competitive salary and a personally tailored benefits package.

Take the opportunity of a lifetime and join an employer focused on helping you reach your full potential.

[pwc.com/uk/careers](https://pwc.com/uk/careers)

[facebook.com/PwCCareersUK](https://facebook.com/PwCCareersUK) ●

## COMPANY DETAILS

**No. of employees**  
c. 18,000 (UK)

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

**No. of trainees**  
2,174 ACA trainees

**Type of job opportunities**  
Graduate jobs, internships, placements

**Offices recruited into**  
UK-wide

**International opportunities**  
Yes

**Disciplines recruited from**  
We welcome all degree subjects

### GRADUATE JOBS

**No. of graduate jobs**  
c. 1,200 across all business areas

**Min. degree required/expected**  
2:1

**Min. UCAS points**  
300

**Starting salary**  
Competitive

**Benefits**  
Holiday entitlement, bike scheme, gym membership, healthcare scheme, interest-free loan, life assurance, pension scheme, season ticket loan and study support

**Graduate application deadline**  
Check our website for details

### UNDERGRADUATE OPPORTUNITIES

**No. of undergraduate opportunities**  
c. 700 across all business areas

**Undergraduate application deadline**  
Check our website for details

## JOB OPPORTUNITIES

## HOW TO APPLY

**Application method**  
Online – apply early to avoid disappointment

**Contact information**  
Student careers helpline  
T: 0808 100 1500

# The experience stays with you



*Stephanie on client site with a fashion retailer*

Assurance  
Actuarial  
Consulting  
Deals  
PwC Legal  
Tax  
Technology

All degree subjects

*Voted employer of choice by students in The Times Top 100 Graduate Employers survey for eleven years running.*

## **Opportunities with the UK's number one graduate employer**

**Offices across the UK » Join spring, summer or autumn**

Your career is just that; yours. You choose it. You live it. You make it happen. To get the best from it, you need the best opportunities. That's why opportunities are at the heart of a career with us. Opportunities to grow as an individual, to build lasting relationships and make an impact in a place where people, quality and value mean everything. For Stephanie, this means working with a leading online fashion retailer. Having spent lots of time working at their offices to give them the support they really value, she now understands how their business revolves around the seasons, not just the financial year-end. Join PwC – we're focused on helping you reach your full potential.

*Take the opportunity of a lifetime*

**[www.pwc.com/uk/careers](http://www.pwc.com/uk/careers)**

**[www.facebook.com/PwCCareersUK](https://www.facebook.com/PwCCareersUK)**



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

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

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

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

## COMPANY DETAILS

**No. of employees**

50

**No. of partners**

8

**No. of trainees**

20

## JOB OPPORTUNITIES

**Type of job opportunities**

Graduate jobs

**Offices recruited into**

London

**International opportunities**

No

**Disciplines recruited from**

All degrees considered

**GRADUATE JOBS****No. of graduate jobs**

5-6

**Min. degree required/expected**

2:2

**Min. UCAS points**

340

**Starting salary**

£26,000 per annum

**Benefits**

21 days' holiday + bank holidays, pension scheme, study support, interest-free loan, life assurance, bike scheme and social events

**Graduate application deadline**

Ongoing

## HOW TO APPLY

**Application method**

CV, covering letter and application form by email or post. Early application is strongly advised

**Contact information**

35 New Bridge Street  
London EC4V 6BW  
catherine@reespollock.co.uk



# Reeves

Re: business, tax and wealth

## Firm structure

Reeves & Co LLP are chartered accountants and business advisers offering audit, accounts, strategic tax and business development advice and is one of the major accountancy and financial services firms practising in the South East of England. Established over 100 years ago in London, we have built a growing reputation for our award winning tax and financial advice. Today, we have offices in Kent, Gatwick and London.

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

## Training contract

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

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

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

## COMPANY DETAILS

### No. of employees

268

### No. of partners

44

## JOB OPPORTUNITIES

### Type of job opportunities

Graduate jobs, industrial placements

### Offices recruited into

Canterbury, Chatham, Gatwick and London

### International opportunities

No

### Disciplines recruited from

All degrees considered

### GRADUATE JOBS

#### No. of graduate jobs

8-10

#### Min. degree required/expected

2:1

#### Min. UCAS points

300

#### Starting salary

Competitive

#### Benefits

22.5 days' holiday, study support, death in service, bike scheme, healthcare cash plan, pension and social events

#### Graduate application deadline

16 January 2015

## HOW TO APPLY

### Application method

Online at [www.reeves.co/careers](http://www.reeves.co/careers)

### Contact information

HR@reeves.co

# Saffery Champness

CHARTERED ACCOUNTANTS

## About Saffery Champness

As a top 20 UK accountancy firm, and advisers to some of the UK's wealthiest individuals, Saffery Champness is a dynamic and exciting place to launch your career.

Through hard work and innovative thinking – to say nothing of the personal touch which has long been our trademark – we have achieved strong market positions across a range of sectors, but particularly private clients.

Our style is personal and we value our strong client relationships and genuinely partnered service. Providing excellent training and development opportunities for staff is an important part of what we do, as our long-standing Investors in People accreditation demonstrates. We are also very proud to have been named as one of Britain's Top Employers for the eleventh consecutive year.

## Our graduate trainees

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

We seek people with initiative; people who are collaborative teamworkers, natural communicators and able problem-solvers. Above all, we seek people who are motivated by providing the highest level of client service.

## On the job training

We offer three-year training contracts across our offices with a view to becoming an ACA/CA qualified accountant. Qualifying is not just about passing your exams; gaining a variety of experiences in a range of business environments is of equal importance. We offer exciting development opportunities, with the

chance to build your knowledge in many of the sectors in which we operate, combined with excellent training and support. You will work in a friendly and progressive environment, within teams of varying sizes on audits and accounts preparation assignments. From day one you will be given your own area of responsibility. You may be dealing with private clients, individuals from the entertainment world, family estates or charities.

We use first-class tuition centres alongside our own internally developed technical training programmes to help you prepare for your examinations. This is supported by our dedicated training team who will monitor your progress throughout your studies. We expect our prospective trainees to have gained a thorough understanding of what the exams will involve, so please ensure that you have researched the ACA/CA qualification thoroughly and can convince us that you know what you're letting yourself in for!

We recruit approximately 15 trainee chartered accountants each year across our regional office network. In addition we offer summer intern placements if you remain unsure about what kind of firm you think would best suit you.

## Reward and benefits

We want to give you the best possible start to your accountancy career. As a Saffery Champness trainee, you will begin your three-year training contract on a competitive starting salary. Throughout your training you will take part in bi-annual performance reviews to discuss your future roles and responsibilities.

As well as your annual salary, your overall remuneration includes our flexible benefits package, one of the first in the chartered accountancy sector, and one that is still highly-regarded thanks to our continual improvements and upgrades.



The flexible benefits scheme comprises both payroll-deductible benefits and direct benefits, all designed to save you money and make your life a little easier.

Payroll-deductible benefits include:

- Flexible holiday entitlements
- A cycle-to-work facility
- Health screening
- Life insurance (up to three times your annual salary)
- Critical illness cover
- A contributory pension plan
- Childcare vouchers.

On top of this, all members of staff are automatically enrolled in our profit sharing scheme, which runs from October to September each year.

All of these rewards and benefits would mean little without the attraction of a challenging and varied workload in a dynamic office environment. And with excellent prospects for progression, staff members who demonstrate real ability know they will be able to progress quickly through the ranks and rise to more senior positions – with the potential for partnership opportunities further down the line.

### Requirements

Applicants must have a 2:1 degree (expected or obtained) in any discipline and at least 300 UCAS points, or equivalent, gained at one sitting. Plus excellent GCSE results with a minimum grade B in English and Maths.

### How to apply

For more information and to apply, visit our website: [www.saffery.com](http://www.saffery.com) ●

## COMPANY DETAILS

### No. of employees

480

### No. of partners

63 (UK)

## JOB OPPORTUNITIES

### Type of job opportunities

Graduate jobs, internships

### Offices recruited into

Bournemouth, Bristol, Edinburgh, Harrogate, High Wycombe, Inverness, London, Manchester and Peterborough

### International opportunities

No

### GRADUATE JOBS

#### No. of graduate jobs

c. 15

#### Min. degree required/expected

2:1

#### Min. UCAS points

300 (minimum GCSE Maths and English grade B)

#### Starting salary

Competitive

#### Benefits

20 days' holiday, pension scheme, study support, season ticket loan, life assurance, bike scheme and social events

## HOW TO APPLY

### Application method

CV, covering letter and application form via our website: [www.saffery.com](http://www.saffery.com)  
Early applications are strongly advised

### Contact information

[grad.rec@saffery.com](mailto:grad.rec@saffery.com)




**At Smith & Williamson we have been providing independent, first-class financial advice to clients for over 100 years. Today, we are unique in the market, offering investment management, financial advisory and accountancy services as well as private banking.**

And it's not just the breadth of our expertise that makes us stand out. Professional practices, corporates, non-profit organisations and individuals value the premium we put on our client relationships. People are the cornerstone of our business – and that includes our employees.

To provide the service our clients expect we know our trusted business advisers need an empowering and supportive work environment. With 11 UK offices and global reach through membership of Nexia International, we're big enough to be competitive. Yet our size means you'll be part of a friendly, enthusiastic team – and get to know colleagues across the firm.

We know that investing in the careers of our trainees is essential to our continued success. That's why we have a real commitment to developing the next generation of trusted business advisers across our firm.

For our trainees to flourish, personally and professionally, we have to attract, grow and retain our talent.

Our trainees enjoy exposure to a variety of client-facing work, with responsibility from an early stage, along with high-quality professional training. And from start to qualification and beyond, we provide development opportunities and full support at every stage of their career.

Your career is our future. To find out more about the firm and our current opportunities visit our trainee website: [www.smithandwilliamsontrainees.co.uk](http://www.smithandwilliamsontrainees.co.uk) ●

## COMPANY DETAILS

**No. of employees**  
1,500

**Type of job opportunities**  
Graduate jobs, internships

**Offices recruited into**  
London, Guildford, Bristol, Southampton, Salisbury and Birmingham

**International opportunities**  
No

**Disciplines recruited from**  
Any degree discipline

**GRADUATE JOBS**  
**No. of graduate jobs**  
c. 50

**Min. degree required/expected**  
2:2

**Min. UCAS points**  
300

**Starting salary**  
Competitive

**Benefits**  
23 days' holiday, healthcare, pension scheme, bike scheme, study support, performance bonus, social events, season ticket loan and overtime

**Graduate application deadline**  
Rolling recruitment – apply early!

**UNDERGRADUATE OPPORTUNITIES**  
**No. of undergraduate opportunities**  
c. 8-10

**Undergraduate application deadline**  
Rolling recruitment – apply early!

## HOW TO APPLY

**Application method**  
Online. Smith and Williamson recruits on a rolling basis, therefore it is advised that you apply early.

**Contact information**  
[www.smithandwilliamsontrainees.co.uk](http://www.smithandwilliamsontrainees.co.uk)





### Looking for a career with a difference?

Accountancy offers a challenging and rewarding career with excellent salaries and huge potential for career progression.

Not only do we recruit for a number of prestigious firms in London, we support you throughout your journey to chartership. We do this with a training programme, mentoring that complements your day to day learning and exam preparation.

### What our graduates say

'My role over the years has changed enormously: audit junior, audit senior, manager, and now partner'.  
Joe Kinton, Partner (Shipleys LLP)

Read more case studies at [www.swat.co.uk/insidecareers](http://www.swat.co.uk/insidecareers)

### Excellent package including:

- Salaries from £21,000
- 3-5 year accountancy training contract
- Study support package worth in region of £15,000
- ICAEW (ACA) Chartered Accountancy qualification
- On-the-job training with a wide range of clients
- Huge potential for career progression.

### What you can expect

The firms we recruit for service large client bases covering many industry sectors. As such, our graduate programme offers you the chance to gain experience in a wide range of areas and work with clients in such industries as:

- Authors
- Charities and not-for-profit
- Film and media (including theatre)
- The motor industry
- Tourism
- Trade unions
- And many more. ●

#### COMPANY DETAILS

##### No. of employees

30-100

##### No. of partners

7-14

##### No. of trainees

30+

#### JOB OPPORTUNITIES

##### Type of job opportunities

Graduate jobs

##### Offices recruited into

London

##### International opportunities

No

##### Disciplines recruited from

All degrees considered

##### GRADUATE JOBS

##### No. of graduate jobs

30+

##### Min. degree required/expected

2:2

##### Min. UCAS points

300

##### Starting salary

£21,000

##### Graduate application deadline

We start recruiting in October for our January and September intakes

#### HOW TO APPLY

##### Application method

Via an online application form at:  
[www.swat.co.uk/insidecareers](http://www.swat.co.uk/insidecareers)

##### Contact information

[recruitment@swat.co.uk](mailto:recruitment@swat.co.uk)



### Background and structure

The UHY Hacker Young Group is an ambitious Top 20\* national accountancy network with a strong local presence. Our 102 partners and more than 500 staff are based across 24 offices around the UK, 10 of which offer graduate training.

Our size and position in the market means that every year we need to select only a small number of talented trainees to help our business to grow. Each trainee is given responsibility from day one and has the chance to stretch their talents, and experience a wide diversity of work.

### Training with UHY

Whilst training does vary from office to office, there are opportunities in all assignments to apply and develop your knowledge and to learn more by dealing with real business situations.

Throughout your training we are interested in you as an individual – what your interests are, what motivates you and how we can help you to meet your professional objectives.

### Will you fit the bill?

We look for bright graduates with the ability and determination to succeed as qualified accountants. As a trainee with our firm you will be expected to support our strategy for growth and respond to our clients' changing needs.

We realise that you may not feel you match all of these criteria yet, but part of our job is to make sure you develop and achieve your potential. At the same time, you should also recognise that the exams are tough and we therefore look for past high levels of academic achievement.

### Academic requirements

Sound English and mathematics (GCSE or equivalent grade B in each).

Good A level grades, 280 UCAS points as a minimum (or equivalent) and a 2:1 degree (in any subject). ●

\*Source: latest *Accountancy Age* and *Accountancy Magazine* league tables.

#### COMPANY DETAILS

**No. of employees**  
500+

**No. of partners**  
102

**No. of trainees**  
40+

**Type of job opportunities**  
Graduate jobs

**Offices recruited into**  
London, Birmingham, Brighton, Letchworth, Newport, Nottingham, Manchester, Sunderland, Sheffield and Scotland (Campbell Dallas)

**International opportunities**  
No

**Disciplines recruited from**  
All degrees considered

#### GRADUATE JOBS

**No. of graduate jobs**  
c. 35 nationwide

**Min. degree required/expected**  
2:1

**Min. UCAS points**  
280

**Starting salary**  
Competitive

**Benefits**  
20 days' holiday (ability to purchase additional leave), discounted healthcare scheme, pension scheme, study support, season ticket loan, life assurance and gym membership

**Graduate application deadline**  
Varies by office location – please see website for details

**Application method**  
Apply via online application form at: [www.uhy-graduate.com](http://www.uhy-graduate.com) (For the Letchworth office, please email your CV to the contact on the graduate website)

**Contact information**  
Please refer to website for individual contacts at each office location

#### JOB OPPORTUNITIES

#### HOW TO APPLY

# Trainee Profile

NAME	Efe Odeka
LOCATION	London
UNIVERSITY	Stirling
DEGREE	Accountancy
ROLE	Trainee Auditor



## Why did you choose a career in accounting?

Post-university I felt like I wanted a professional qualification, and I always knew it would be within the finance profession. When I looked into the ACA I felt it was the best fit for me. It enabled me to have practical work experience within audit as well as studying for a qualification.

## What made you choose UHY Hacker Young?

UHY stood out to me as it is a great sized firm; large enough to be exposed to a wide range of clients but small enough to really gain exposure to different sectors and gain responsibility quickly. You don't feel like an anonymous member within the firm; during the interview process everyone seemed to really enjoy working in the company.

The exam structure also appealed to me as the exams are divided up into a more manageable structure. There is a great technical and training department who really support you through the ACA – they are always there for a chat or a moan!

During the interview process UHY really tried to convey what sort of company they were. I was able to talk to current employees at different stages of the ACA which gave me the ability to see how I would fit within the company, and what exactly was expected of a graduate trainee.

## What is the atmosphere like in the office?

UHY has a great, friendly and relaxed atmosphere. Everyone is very open and willing to help as they were in your position not too long ago. Every member of the team

appreciates how much work/effort you put into each audit. We are also a very tight-knit company with lots of social activities. We also seem to eat a vast amount of birthday cake.

## What do you like most about your role?

I enjoy the variety of the jobs; one day you could be working on a charity, a company or a solicitor. You are exposed to a lot of clients, which aids you in understanding various industries as well as different accounting treatments; this is beneficial during your exams. The ability to have responsibility quickly is also a positive, as you are expected to assume more and more responsibility during your time as a trainee.

## What level of responsibility do you receive as a trainee?

The beauty of doing the ACA qualification is that you gain responsibility very quickly. During your first year you are expected to talk to the client; second year you are expected to help manage the newer staff as well as liaise with clients; third year you are managing the two years below you and reporting directly to the client and the audit manager.

There is a requirement to take on responsibility at a very early stage and this only grows as you progress from a graduate trainee to a qualified senior. However, you are never alone, with managers and other members of UHY providing ample support. For example, the technical and training department is there to ensure that you have sufficient understanding of what is expected of you, and they can help you transfer the knowledge you have gained from exams into practice. ●






# Reference Table














Job Reference Table **102**

Accountancy Firms Reference Table **108**










Company	No. of employees	No. of partners	No. of trainees	Type of job opportunities	Offices recruited into	International opportunities		
							No. of graduate jobs	Min. degree required
 BAKER TILLY	3,031	325	624	Graduate jobs, placements	Nationwide	✓	130	2:1
	112	16	25	Graduate jobs	East, West & South London	✗	10-15	2:1
 BLICK ROTHENBERG Chartered Accountants	172	24	24	Graduate jobs	London	✗	8-10	2:1
 BREBNNERS CHARTERED ACCOUNTANTS & BUSINESS ADVISORS	80	19	19	Graduate jobs	London, Sevenoaks	✗	4	2:2
 Clement Keys <sup>LLP</sup> CHARTERED ACCOUNTANTS	100	7	30	Graduate jobs, internships	Birmingham	✓	4	2:2
 DIXON WILSON CHARTERED ACCOUNTANTS	140	15	45	Graduate jobs, internships	London and Paris	✓	16-18	2:1
 EY Building a better working world	190,000			Graduate jobs, internships, placements, insight days	Nationwide	✗	800	2:1
 GOODMAN JONES CHARTERED ACCOUNTANTS	60	13	15-20	Graduate jobs	Central London	✗	4-6	2:1
 HAT Group of Accountants	Varies	Varies		Graduate jobs	London, Essex and Manchester	✗	60	2:1

GRADUATE OPPORTUNITIES									UNDERGRADUATE OPPORTUNITIES		How to apply	Further info (page)
Starting salary	Benefits							Graduate application deadline	No. of undergraduate opportunities	Undergraduate application deadline		
	No. of days holiday	Pension scheme	Healthcare scheme	Study support	Performance bonus	Season ticket loan	Social events					
Competitive	20	●	●	●		●					Apply online	60
Competitive	20	●		●			●	31/05/15			Apply online	62
Competitive	20	●		●	●	●	●	31/03/15			Apply online	64
Competitive	20			●		●	●				Apply online	66
Competitive	28	●		●			●	Ongoing	1	Ongoing	Application form by email or post	68
Competitive	21		●	●		●	●	Ongoing	3	End of May 2015	Online application form, CV & covering letter for internships	70
Competitive		●	●	●		●	●	Ongoing	500	Ongoing	Apply online	72
Competitive	20	●				●	●	Early Feb			CV & covering letter by email	74
Competitive								Ongoing			Apply online	76

Company	No. of employees	No. of partners	No. of trainees	Type of job opportunities	Offices recruited into	International opportunities	Additional Information	
							No. of graduate jobs	Min. degree required
 HAZLEWOODS Chartered Accounting Practices	231	19	48	Graduate jobs, placements	Cheltenham, Gloucester, Staverton		10	2:1
 hillierhopkins LLP Chartered Accountants and Tax Advisers	100+		17	Graduate jobs, placements	Aylesbury, London, Milton Keynes, Watford	✗	4	2:1
 KPMG cutting through complexity	11,000	580		Graduate jobs, internships, placements	Nationwide	✗	1,000	2:1
 LARKING GOWEN CHARTERED ACCOUNTANTS	300	20	70	Graduate jobs, internships	East Anglia	✗	c. 5	2:1
 LubbockFine Chartered Accountants	100	14	20	Graduate jobs	London	✗	4	2:1
 MAZARS AUDIT + TAX + ADVISORY	1,350 (UK)	125		Graduate jobs, internships, placements, insight days	Nationwide	✓	80	2:1
 mercer & hole chartered accountants	153	17	25	Graduate jobs	London, Milton Keynes, St Albans	✗	4	2:2
 MOORE & SMALLLEY	240	18	20	Graduate jobs	Preston, Lancashire	✗	4	2:1
 MOORE STEPHENS	554	56	60	Graduate jobs	City of London	✗	16	2:1



GRADUATE OPPORTUNITIES									UNDERGRADUATE OPPORTUNITIES		How to apply	Further info (page)		
Starting salary	Benefits							Graduate application deadline	No. of undergraduate opportunities	Undergraduate application deadline				
	No. of days holiday	Pension scheme	Healthcare scheme	Study support	Performance bonus	Season ticket loan	Social events							
Competitive	20		●				●	28/02/15	8	30/04/15	Apply online	77		
								See website	2	See website	Application form online	78		
Competitive	25	●	●	●	●	●	●	Ongoing	200	First-come, first-served	Apply online	79		
Competitive	21	●		●				Check website	15	Check website	Application form online	80		
Competitive	28	●	●	●				●	●	Ongoing	Application form online	81		
Competitive	20	●		●				●	●	Ongoing	30	Ongoing	Apply online	82
Competitive	23	●		●				●	●	Opens: 01/09/14 Closes: 31/01/15	Application form via email or post	84		
Competitive								Ongoing			Apply online	85		
Competitive	23	●	●	●				●	●	Open until filled	Apply online	86		

Company	No. of employees	No. of partners	No. of trainees	Type of job opportunities	Offices recruited into	International opportunities		
							No. of graduate jobs	Min. degree required
 Peters Elworthy & Moore	140	12	25	Graduate jobs	Cambridge	✗	8	2:1
 Price Bailey CHARTERED ACCOUNTANTS	280	23	45	Graduate jobs	London, Bishop's Stortford, Cambridge, Norwich	✗	6-8	2:1
 pwc	c. 18,000 (UK)	874 (UK)	2,174 (ACA)	Graduate jobs, internships, placements	UK-wide	✓	c. 1,200	2:1
 REES POLLOCK Chartered Accountants	50	8	20	Graduate jobs	London	✗	5-6	2:2
 Reeves Fid: business, tax and wealth	268	44		Graduate jobs, industrial placements	Canterbury, Chatham, Gatwick, London	✗	8-10	2:1
 Saffery Champness CHARTERED ACCOUNTANTS	480	63 (UK)		Graduate jobs, internships	Nationwide	✗	c. 15	2:1
 Smith & Nairn	1,500			Graduate jobs, internships	Nationwide	✗	c. 50	2:2
 BVA	30-100	7-14	30+	Graduate jobs	London	✗	30+	2:2
 UHY Hacker Young Chartered Accountants	500+	102	40+	Graduate jobs	Nationwide	✗	c. 35	2:1

GRADUATE OPPORTUNITIES									UNDERGRADUATE OPPORTUNITIES		How to apply	Further info (page)
Starting salary	Benefits							Graduate application deadline	No. of undergraduate opportunities	Undergraduate application deadline		
	No. of days holiday	Pension scheme	Healthcare scheme	Study support	Performance bonus	Season ticket loan	Social events					
Competitive	20	●	●	●	●	●	●	Ongoing			CV & covering letter by email	87
Competitive	20	●	●	●	●	●	●	12/12/14			CV & covering letter by email	88
Competitive		●	●	●	●	●	●	Check website	c. 700	Check website	Apply online	90
£26,000	21	●	●	●	●	●	●	Ongoing			CV, covering letter & application form by email or post	92
Competitive	22.5	●	●	●	●	●	●	16/01/15			Apply online	93
Competitive	20	●	●	●	●	●	●				CV, covering letter & application form online	94
Competitive	23	●	●	●	●	●	●	Ongoing	c. 8-10	Ongoing	Apply online	96
£21,000											Application form online	97
Competitive	20	●	●	●	●	●	●	Varies			Application form online	98

# *all graduate*

## EMPLOYERS AND OFFICE LOCATIONS

We've listed all accountancy firms in the UK that recruit graduates with their office locations to make it even easier for you to find your graduate job. You can search employers and jobs by location on our website. This table is split into the Big Four, Large Nationals (who both operate globally with 20-40 offices in the UK), Nationals (with c. 10 offices) and Regionals.

Employer	Locations
<b>BIG FOUR</b>	
Deloitte	Nationwide
<b>EY</b> (p. 72)	Nationwide
<b>KPMG</b> (p. 79)	Nationwide
<b>PwC</b> (p. 90)	Nationwide

<b>LARGE NATIONALS</b>	
<b>Baker Tilly</b> (p. 60)	Nationwide
BDO	Nationwide
Grant Thornton	Nationwide
<b>Mazars</b> (p. 82)	Nationwide
<b>Moore Stephens</b> (p. 86)	Nationwide

<b>NATIONALS</b>	
Chantrey Vellacott	Nationwide
Crowe Clark Whitehill	Nationwide
Haines Watts	Nationwide
MHA MacIntyre Hudson	Nationwide
<b>Saffery Champness</b> (p. 94)	Nationwide
<b>Smith &amp; Williamson</b> (p. 96)	Nationwide
Streets	Nationwide
<b>UHY Hacker Young</b> (p. 98)	Nationwide

Employer	Locations
<b>REGIONALS</b>	
AAA Tax & Accounting Services Ltd	Lancashire
Adler Shine LLP	London
Albert Goodman	Somerset (x4), Dorset, Weston-super-Mare
Alexander and Co	Manchester
Alliotts	London, Guildford
Anderson Barrowcliff LLP	Stockton-on-Tees
Armstrong Watson	Carlisle & Penrith
Arnold Hill and Co	London
Arram Berlyn Gardner	London
ASE	Milton Keynes
Auker Rhodes	Bradford
Aynesley Walters Cohen Ltd	London, Surrey
BHP	Sheffield, Leeds, Chesterfield, York & Harrogate
<b>Barnes Roffe</b> (p. 62)	East, West & South London
Beever and Struthers	Manchester, London & Blackburn
Berg Kaprow Lewis	North London
Bessler Hendrie	Surrey
Bishop Fleming Chartered Accountants	Bath, Plymouth, Exeter, Bristol, Torquay, Truro, Worcester

Employer	Locations
<b>REGIONALS CONT.</b>	
<b>Blick Rothenberg LLP</b> (p. 64)	London
Bloomer Heaven Limited	Birmingham
<b>Brebners</b> (p. 66)	London, Sevenoaks
Bright Grahame Murray	London
Bristow Burrell	Surrey
Brooks Carling Accountants Ltd	Surrey
Burgess Hodgson	Kent
Buzzacott	London
Cansdales	Buckinghamshire
Cartwrights Accountants	Barnet
CBW	London
Hill Osborne	Poole
Christian & Co	North Wales
Citroen Wells	London
CLB Coopers	Bolton, Lancaster & Manchester
<b>Clement Keys LLP</b> (p. 68)	Birmingham
PKF Cooper Parry	London, East Midlands
Cowgill Holloway LLP	Bolton, Liverpool & Manchester
CRA Charles River Associates	London
Creaseys LLP	Kent
Critchleys	Oxford
Dains	Midlands
<b>Dixon Wilson</b> (p. 70)	London, Paris
Dodd & Co	Carlisle & Penrith
Donald Reid & Co	Maidenhead
DSH	Maidstone, Rickmansworth
DTE Group	Manchester, Bury, London
Duncan Sheard Glass	Liverpool

Employer	Locations
Duncan & Toplis	East Midlands
Eacotts	Buckinghamshire
Eagle Consulting	Inverness
Ecovis Wingrave Yeats	London
Elliotts Shah	London
Flemmings Chartered Accountants	London
Forrester Boyd	Lincolnshire
Francis Clark	South-West
Frank Hirth	London
Friend James	Brighton
FTI Forensic Accounting	London
Gilberts	St Albans
Goldwyns Ltd	Essex
<b>Goodman Jones LLP</b> (p. 74)	London
H W Fisher & Company	London
Hale and Company	Maidenhead
Harrison Beale & Owen	West Midlands
Haslers	Essex
Hawsons	Sheffield, Doncaster, Northampton
haysmacintyre	London
Hazlems Fenton	London
<b>Hazlewoods</b> (p. 77)	Cheltenham, Gloucester and Staverton
Hill Woolridge and Co	Middlesex
<b>Hillier Hopkins LLP</b> (p. 78)	London, Watford, Aylesbury and Milton Keynes
Hilton, Sharp & Clarke	Sussex
Holeys	Harrogate
Howlader & Co	London
Humphrey & Co	Eastbourne, Brighton
Hurst Accountants	Manchester, Stockport, London
Jackson Stephen LLP	Warrington



Employer	Locations
James & Cowper	Harwell, Henley, London, Newbury, Oxford, Reading, Southampton
Javed and Co	Birmingham
JCS	Surrey
Jeffreys Henry LLP	London
Johnston Carmichael	Scotland
Keens Shay Keens	Luton, Bedford, Biggleswade
Kendall Wadley	Worcester, Malvern, Hereford
Kingston Smith LLP	London, Surrey, Essex, St Albans
Kirk Rice	London & Berkshire
Langtons	Liverpool
<b>Larking Gowen</b> (p. 80)	East Anglia
LB Group	London, Chelmsford, Colchester, Ipswich
Leathers LLP	Newcastle
Leftley Rowe and Co	London, Harrow
Lovewell Blake	East Anglia
<b>Lubbock Fine</b> (p. 81)	London
M R Salvages LLP	Buckinghamshire
Madisons	Manchester
Martin Greene Raven LLP	London
Matson Driscoll and Damico UK LLP	London
Menzies	London, Hampshire & Surrey
<b>Mercer &amp; Hole</b> (p. 84)	London, Milton Keynes & St Albans
MGI Midgley Snelling	Surrey
<b>Moore and Smalley LLP</b> (p. 85)	Preston, Blackpool, Kendal, Kirkby Lonsdale, Lancaster, Southport
Morris Lane	Poole
Murray Harcourt	Leeds, Harrogate
Newby Castleman	Leicester & Loughborough

Employer	Locations
Nyman Libson Paul	London, Buckinghamshire
O'Hara Wood Ltd	Bath, Melksham
Old Mill Accountancy LLP	Dorchester, Exeter, Melksham, Wells, Yeovil
P & Co LLP	London & Manchester
Page Kirk	Nottingham
Pearson May	Bath, Chippenham & Trowbridge
<b>Peters Elworthy &amp; Moore</b> (p. 87)	Cambridge
PKF Little John	London
<b>Price Bailey</b> (p. 88)	Bishop's Stortford, Cambridge, London, Ely, Guernsey, Norwich
Raffingers	London, Essex
Rawlinson & Hunter	London & Surrey
RDP Newmans	London, Harrow, Southend-on-Sea
Reads & Co	Jersey
<b>Rees Pollock</b> (p. 92)	London
<b>Reeves</b> (p. 93)	Canterbury, Chatham, Eastbourne, Gatwick & London
RGL Forensics	London & Manchester
Richardsons	Oxfordshire
Roffe Swayne	Surrey
Rouse Partners	Buckinghamshire
Royce Peeling Green Limited	London, Manchester, North Wales & Stockport
Ryecroft Glenton	Newcastle
S H Landes	London
Sagars	Leeds
Saint & Co	Cumbria & South-West Scotland
Sam Rogoff & Co	London
Sanne Group	London
Scodie Deyong LLP	London

Employer	Locations
Scott-Moncrieff	Edinburgh & Glasgow
Shipleys LLP	London & Godalming
Simpson Wreford and Partners	Croydon
Sinclairs Bartrum Lerner	London
Sobell Rhodes	London
Spofforths	Sussex
Tait Walker LLP	Newcastle, Northumberland & Tees Valley
The HHC Partnership	Middlesex, Kent
Thomas Coombs & Son	Leeds
Thompson Jenner Chartered Accountants	Exeter, Exmouth
THP Limited	London, Surrey, Essex
Trevor Jones	Waltham Cross
Ward Williams	Weybridge, Uxbridge, Sunninghill, Bracknell, London

Employer	Locations
Warrener Stewart	London
Watts Gregory	Cardiff
Wellden Turnbull	Surrey
Wenn Townsend	Oxford
Wheawill & Sudworth	Huddersfield
Whitley Stimpson	Banbury, Bicester, High Wycombe
Whittle & Co	Colchester
Wilkins Kennedy	London & The South
William Hinton	Gloucestershire
Wilson Wright & Co	London
Wise & Co	Surrey
WMT	Hertfordshire
WSM Partners LLP	London
Xhi Accounting Limited	North London

\* Any firm wishing to include themselves in this list or update their entry, please do feel free to contact us on 0207 565 7900.

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