



**INSIDE CAREERS**  
SPECIALISTS IN GRADUATE CAREERS

IN PARTNERSHIP WITH



THE ONLY GRADUATE CAREER GUIDE TO

# CHARTERED ACCOUNTANCY

2015/16

29TH EDITION

TAX

CHARTERED  
ACCOUNTANCY

BANKING &  
INVESTMENTS

INSURANCE

ACTUARIES

MANAGEMENT  
CONSULTANCY

## WHAT'S INSIDE

Everything you need to  
know about the profession

Comprehensive directory  
of graduate recruiters  
from page 61

For the latest graduate jobs, internships & placements, visit  
[www.insidecareers.co.uk](http://www.insidecareers.co.uk)

# CONTENTS

05 Introduction from ICAEW

## ▶ THE PROFESSION

08 What is Chartered Accountancy?

10 Why Work in Accountancy?

12 Salaries & Benefits

13 Frequently Asked Questions

## ▶ INTERNSHIP PROFILES

18 PwC – Placement Year Student

## ▶ GRADUATE PROFILES

22 Mazars – Internal Auditor

24 Saffery Champness – Trainee Chartered Accountant

26 Mercer & Hole – Audit Trainee

28 PwC – Assurance Associate

30 KPMG – Audit Assistant

## ▶ SENIOR PROFILES

34 FBN Capital – Chief Operating Officer

36 Menzies – Accounting Partner

38 Blick Rothenberg LLP – Business Group Partner

40 National Trust – Finance Strategy Lead

## ▶ FINDING THE RIGHT JOB

44 Education & Skills

46 Work Experience & Internships

48 Applications & Interviews

50 Choosing the Right Employer

## ▶ ICAEW & QUALIFICATIONS

54 About ICAEW

56 Becoming an ICAEW Chartered Accountant

59 The ICAEW Certificate in Finance, Accounting and Business (ICAEW CFAB)

## ▶ EMPLOYER DIRECTORY

62 Barnes Roffe LLP

64 Blick Rothenberg LLP

66 Brebners

68 Clement Keys LLP

70 Dixon Wilson

71 Goodman Jones LLP

72 HAT Group

73 Hazlewoods

74 Hillier Hopkins LLP

76 HW Fisher & Company

78 KPMG

80 Kreston Reeves

81 Larking Gowen

82 Lubbock Fine

84 Mazars

86 Menzies

87 Mercer & Hole

88 Moore & Smalley LLP

89 Moore Stephens

90 PEM

92 Price Bailey

94 PwC

96 Rees Pollock

98 Saffery Champness

100 Smith & Williamson

101 SWAT UK

102 UHY Hacker Young

## ▶ REFERENCE TABLES

105 Job Reference Table

**Publisher**

Inside Careers  
 Thornton House  
 Thornton Road  
 Wimbledon, SW19 4NG  
 T: 0208 405 6412  
 www.insidecareers.co.uk

**Editorial**

*Editor*  
 Niamh O' Brien

**Associate Publisher**

ICAEW  
 Chartered Accountants' Hall  
 Moorgate Place  
 London, EC2R 6EA  
 T: 01908 248 250  
 www.icaew.com/careers

**Acknowledgments**

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

ISBN 978-1-86213-192-7

29th Edition - First published in 1987

Printed and bound in the UK by  
 Cambrian Printers, Aberystwyth

Copyright in individual articles © 2015 the authors, who have asserted their right to be identified as the author under s.7 of the Copyright, Designs and Patents Act 1988.

The compilation © 2015 Cambridge Market Intelligence Ltd.

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise without the prior permission of the copyright owner.

While every effort has been made to ensure its accuracy, no responsibility for loss occasioned to any person acting or refraining from action as a result of any material in this publication can be accepted by the publisher or authors.

# INTRODUCTION

Mark Protherough introduces the *Inside Careers Guide to Chartered Accountancy 2015/16*. 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.

ICAEW work with over 3,300 employers worldwide, offering you the opportunity to train towards becoming a chartered accountant. Combining professional development, ethics, work experience and academic study, our chartered accountancy qualification, the ACA, will develop you into a credible professional and a future business leader. Not only that, but as an ICAEW member, you will get support throughout your career, wherever you choose to take it.

Our members need a wide range of business skills to be successful. They interpret complex financial information and deliver strategic advice because they understand the world in which businesses operate. They work with others, from colleagues to clients, and help organisations 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 consultant and practice partner to finance director. They are recognised for their leadership and expertise, that's why 83 of the FTSE 100 companies have an ICAEW Chartered Accountant on their board\*.

Most graduates start their training after university. It doesn't matter what degree you have chosen; our employers are looking for graduates with varied and diverse interests. We will support you all the way too – whether it's providing study support, professional development webinars, careers advice or networking opportunities.

Once you have qualified, you will be invited to become a member of ICAEW and you'll join over 144,000 chartered accountants from around the world.

Use this guide to learn more about chartered accountancy; from the wide range of employers available, to the salary you can earn whilst you're training and once you qualify. There are tips on finding an internship and information on our qualifications.

If you think you've got what it takes to become a chartered accountant, start your journey to a career with limitless possibilities today. ●

\* Source: ICAEW member data at January 2015



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

# THE PROFESSION



What is Chartered Accountancy? **08**

Why Work in Accountancy? **10**

Salaries & Benefits **12**

Frequently Asked Questions **13**



BACK TO CONTENTS

# 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 ICAEW and its benefits on page 54.

## 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:

- Audit, assurance and advisory
- Business recovery and insolvency
- Corporate finance and risk management
- Forensic accounting
- 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.

For more information on different accountancy roles visit: [www.insidecareers.co.uk/acc](http://www.insidecareers.co.uk/acc)

### 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.

Find out more about selecting these different roles and where you can work in 'Choosing the Right Employer' on page 50. ●

# WHY WORK IN ACCOUNTANCY?

If you're looking for a career that offers limitless possibilities, opportunity for international travel, a competitive salary and job 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 various specialisations, including consulting, corporate finance and forensic accounting. They could find themselves working in all corners of the globe, from the Cayman Islands to South East Asia. The opportunity for international travel and rewarding salaries are just two of the benefits open to chartered accountants.

### Career destinations

Chartered accountants work at the highest levels of business and finance. This could include:

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

## Life as a trainee chartered accountant

One major benefit of training for ICAEW's chartered accountancy qualification, the ACA, is that you are paid an attractive graduate salary while training and given full support by your employer. The qualification and study leave is often paid for by your employer as well. 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 early on. Preparing accounts, meeting external clients, leading teams, travelling, as well as managing people – are all likely situations you will experience throughout your training.

## Life as a qualified chartered accountant

Once qualified, ICAEW members 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 industry and some are employed by government bodies. Chartered accountants are able to work in a variety of different sectors throughout their career, which helps shape their portfolio. Many work internationally, as there is a global demand for accountancy professionals.

Working as a chartered accountant is a rewarding, interesting and exciting career. Read some of our senior profiles from page 34 to find out what it's like to work across the top levels of accountancy, finance and business. ●

## Five reasons to become an ICAEW Chartered Accountant

1. **Earning potential:** Many graduates double their salary during their training agreement. Salaries for newly-qualified ICAEW Chartered Accountants compare favourably with salaries for other graduate careers. Recent independent surveys also show that ICAEW members can command higher salaries throughout their careers when compared with those holding other accountancy qualifications.
2. **Opportunity:** ICAEW works with over 3,300 employers worldwide, providing a diverse range of training opportunities. Recent research also showed that the largest recruiters of graduates in 2015 were accounting and professional services firms.\*
3. **Security:** The accountancy industry is buoyant even in an uncertain economic climate, and chartered 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 at the highest levels in all types of organisations, making a real difference to the success of the business.
5. **A global career:** ICAEW's chartered accountancy qualification, the ACA, is recognised around the world. In fact our members work in over 160 countries worldwide. ICAEW is also a founding partner of Chartered Accountants Worldwide (CAW) which enhances our members' international credibility.

\*Source *High Fliers: The Graduate Market in 2015*

## SALARIES & BENEFITS

With the job market displaying encouraging signs for this year's graduates, this article is designed to enable you to 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 2015 gets into full swing, 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; moreover, the top ten practices have also offered a number of contract positions to aid them with the workload – a true sign of a growing economy. 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, childcare vouchers, 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 (for part qualified staff)
- No overtime. ●

James Skeath is a Consultant for Michael Page.

### Salary Guide

Region	Trainee	Newly Qualified ACAs
Yorkshire & the North East	£15,000-£19,000	£28,000-£35,000
North West	£15,000-£19,000	£28,000-£32,000
Midlands & East	£16,000-£25,000	£25,000-£32,000
South Coast	£18,000-£22,000	£27,000-£31,000
South West & Wales	£16,000-£25,000	£23,000-£30,000
Greater London	£22,000-£27,000	£38,000-£45,000

Source: Michael Page 2014 Salary Survey

For graduate jobs, internships & placements visit [www.insidecareers.co.uk/acc](http://www.insidecareers.co.uk/acc)

## 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 don't need a degree to train for the ACA qualification, there are many different routes you can take. If you do decide to go to university, 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 credit 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 44.

### Do I need 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 than the subjects you studied. 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.



For graduate jobs, internships & placements visit [www.insidecareers.co.uk/acc](http://www.insidecareers.co.uk/acc)

**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 credit for prior learning/exemptions?**

Credit for prior learning, or exemptions, may be available if you have studied accounting, finance or business 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 [icaew.com/cpl](http://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 ICAEW Chartered Accountant?**

You complete a training agreement which gives you the opportunity to learn while in full-time paid employment, combining practical 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 the letters ACA after your name.

**Are ICAEW Chartered Accountants recognised internationally?**

Yes. The ACA qualification is held by over 144,000 ICAEW Chartered Accountants worldwide. ICAEW Chartered Accountants are recognised globally for excellence. ICAEW has established formal agreements with leading Chartered Accountancy bodies around the world which enhances our members' international credibility.

**Where can I find a training agreement?**

You need to complete your training agreement with an ICAEW authorised training employer or principal. Training agreements are available in the UK and internationally. You can choose from over 3,300 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. You can search for the latest opportunities at [icaewtrainingvacancies.com](http://icaewtrainingvacancies.com).

**Where should I train?**

The decision 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; large, mid-tier, small firms, businesses and public sector organisations all recruit ACA students. Employers need to be authorised to train you for 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, starting on page 60, 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). So, 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. This also applies if you aren't at university — check the deadline given by the employers you are interested in. You apply to individual employers, not to ICAEW. See the reference table at the back of this guide, starting on page 60, for more information.

**Can I 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 97% of the world's global leading brands employ ICAEW Chartered Accountants.\* With more than 3,300 authorised training employers around the world, there are fantastic opportunities for international travel. Large accountancy firms normally have overseas offices and many qualified ICAEW Chartered Accountants complete international secondments. It is not uncommon to find our accountants working

in the Middle East, South East Asia, 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 [icaewtrainingvacancies.com](http://icaewtrainingvacancies.com).

---

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.

---

**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. ●

\*Includes parent companies. Source ICAEW member data at January 2015, Interbrand Best Global Brands 2014.



# INTERNSHIP PROFILES



PwC – Placement Year Student 18



BACK TO CONTENTS

# PLACEMENT YEAR STUDENT – PwC

LOCATION	Birmingham
UNIVERSITY	Bournemouth
DEGREE	Accounting and Tax
PLACEMENT TYPE	Tax Associate



Peter Budden

Deciding to do a placement was the best decision I have ever made. It really helped to build up my confidence and professional network, and led to a graduate job offer!

### What factors led you to complete an accounting placement?

I have always wanted to go into a finance role. While studying Accounting and Tax at Bournemouth University, I chose to complete a placement year to build up my CV and to experience what it's actually like to work in a business environment.

### What was a typical day like?

Day to day, my role at PwC differed greatly depending on the projects going on in my team. A typical day was spent collating

information on specific tax legislation and then drafting letters, reports and presentations to go out to clients. I spent much of my time on the phone to people from all over the world discussing various topics and trying to assist the managers with finding the answer to a client's questions.

### Were there any stand out moments for you during the year?

Taking care of the summer interns was a real highlight for me. Not only do I enjoy helping other people enhance their skills and develop their career, it also helped me see just how far I had come in the short space of time I had been with PwC.

### Do you have any advice for someone thinking about an accounting placement?

The sooner you can get some experience and try it out the better. There are so many opportunities for placements and internships to make sure that accountancy is right for you.

The ACA qualification is not only relevant but it looks great on a CV and is, in my opinion, a mandatory tool in progressing in the accounting world. Following my ACA qualification I will have the technical knowledge and experience to consider a manager role at PwC that would be impossible to achieve without ACA or equivalent.

Many of the graduates that joined with me did not come from an accounting background but they were willing to learn and had very good interpersonal skills.

### What skills do you need to be successful in this industry?

From my experience, the most important skill that anyone needs to make a success in the finance world is to be friendly, motivated and optimistic. PwC do not just look for people who are technically brilliant, they look for outgoing, ambitious and sociable people who are willing to develop. Many of the graduates that joined with me did not come from an accounting background but they were willing to learn and had very good interpersonal skills.

### What have you taken away from this experience?

My confidence is the major strength I have developed since starting at PwC. I am more willing to get stuck into presentations and talk to people in high places than I could have ever imagined. Tasks that I would have found daunting and impossible before my placement are now so much more manageable and reasonable.

The sooner you can get some experience and try it out the better. There are so many opportunities for placements and internships to make sure that accountancy is right for you.

Getting a placement was the best decision I ever made. If people have the opportunity to go on a placement year then I would highly recommend they take it. It will be a very impressive addition to anyone's CV and it really helps you build up your confidence and work ethic before going into your final year at university. ●

# GRADUATE PROFILES



[Mazars – Internal Auditor](#) 22

[Saffery Champness – Trainee Chartered Accountant](#) 24

[Mercer & Hole – Audit Trainee](#) 26

[PwC – Assurance Associate](#) 28

[KPMG – Audit Assistant](#) 30



[BACK TO CONTENTS](#)

# INTERNAL AUDITOR – MAZARS



NAME	David Segal
LOCATION	London/Essex
UNIVERSITY	East Anglia
DEGREE	Politics and International Relations

If you are looking for a challenging but rewarding career, with the ability to improve public sector organisations and the opportunity to study a professional qualification, becoming an internal auditor is a great role.

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

I undertook periods of work experience before university in accountancy and financial services and it was something that I enjoyed. I wanted to have some involvement in the public sector as a result of my studies at university, and this role gives you the chance to change public sector institutions in a positive way, which helps both users of the service and taxpayers.

### What are your main duties?

My main role is conducting the fieldwork for internal audits. This involves:

- **Going to client sites:** This means I can be somewhere different every week. Although travelling is part of the role, Mazars make every effort to place me in areas close to where I live. I enjoy the diversity of being in different environments instead of in the same office constantly.
- **Meeting with clients:** From an early stage in my career, I have been trusted with meeting high-level staff within organisations to identify what internal controls are in place. This can involve looking over documentation, interviewing staff or just observing how things work.

- **Risk identification:** I establish what risks are faced by the auditee that may prevent them achieving their objectives. I make a judgement on whether sufficient internal controls are in place to help mitigate these risks.
- **Testing procedures:** I identify, through discussion with my manager, what testing should be undertaken to obtain evidence for findings as well as assess the effectiveness of the internal controls in place.
- **Report writing:** As part of every audit, I write a report on my findings and make recommendations on how the client can improve. This report, after being quality reviewed by management, gets issued to key personnel in the organisation such as the Chief Executive and/or Directors.

One big advantage of working with Mazars is the variety of clients that I work with. Mazars is in the top four companies in the UK in regards to internal audit for public sector organisations.

**I have to be open-minded, no organisation works the same and audits always throw up things which surprise.**

During my time at Mazars I have worked with:

- Local authorities
- Schools
- NHS hospitals and providers
- Housing associations.

There are also opportunities to work with colleges, universities, central government departments and NDPBs.

**The need for common sense in my role far outweighs the need for strong arithmetic abilities.**

As well as working with a variety of clients, I also conduct a variety of audits. One week can involve looking at how a client receives money; the next looking at how decisions are made by the client. This enables me to get a good all round understanding of how the client and public sector organisations work in general. I have also had the opportunity to conduct fraud audits, which involves looking at an organisation and seeing if there is an opportunity for someone to commit fraud, or looking into specific cases of fraud.

As part of my training, Mazars pay for me to study the ACCA qualification. The firm pays for my registration, college, revision courses, materials and exams. They also give study leave for attending college and exams.

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

Although I have not found the job overly stressful, I have had to work very hard to meet the demands of the job, which principally relate to completing a quality deliverable within the required deadlines, and managing my time to perform at the highest levels on

a day to day basis, whilst undertaking my studies for a professional qualification.

### What skills are useful in this sector?

As this is very much a deadline driven role I need to be good at working efficiently and managing my time to deliver to the set timescales. Secondly, it is very important that I am comfortable talking to all types of people. Communication is vital to understanding how the organisation works, but also vital in explaining my opinion and what I found in my work. I have to be open-minded, no organisation works the same and audits always throw up things which surprise. Finally, attention to detail is essential in ensuring that the work is done as comprehensively as possible and that all findings are accurate and backed up by evidence.

### What challenges have you come across and how did you overcome these?

The biggest challenge is managing the work with the need to do revision for exams. However the managers in Mazars are very understanding, and through communicating with managers they have identified ways of relieving the pressure. Mazars constantly remind you that your personal development and your qualifications are key and therefore they try their best to be flexible.

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

I would do a lot of research into the firms that you are applying to. All firms have different cultures and ways of working which you might enjoy or dislike. With Mazars, I enjoyed the fact that while the team is very large, you are not just seen as a number. The directors know me on first name terms, know what clients I work with, and regularly ask me how I am doing. The values that Mazars have in place match my own. In addition, if you are not so good with numbers and figures don't be put off going into internal audit as a career, as the need for common sense in my role far outweighs the need for strong arithmetic abilities. ●

# 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!

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

## 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 to 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.

I was keen to work somewhere I could forge genuine working relationships with both my colleagues and clients.

## 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 two and a half years at the firm, I now work 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!

---

**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!**

---

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 work 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 8:00 and 10:00, 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 at Mercer & Hole 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!

Alongside work, I have also been studying for my ACA qualification. The learning is rather rapid, and as of November, I now have all the exams under my belt, leaving just a few more months of work experience before I am fully qualified. I was initially a little apprehensive at the thought of working full-time as well

---

**I have a role that continues to challenge me, as well as a respected qualification in the pipeline, all wrapped up in a package of reasonable hours and friendly surroundings.**

---

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 working hours and friendly surroundings. That'll do me nicely. ●

## ASSURANCE ASSOCIATE – PwC



NAME	Eeva
LOCATION	Edinburgh
UNIVERSITY	Glasgow and Dundee
DEGREE	MSci Biology and PhD Biochemistry

Joining PwC was a big change for me; I originally studied Molecular & Cellular Biology at Glasgow University and after graduating went on to complete a PhD in Biochemistry at the University of Dundee. I enjoyed the world of science and academia but I knew that in the long term I didn't want to pursue a career in scientific research.

At first, I didn't know very much about finance and accountancy so spent a lot of time researching, and PwC really stood out and seemed to be the perfect fit for me.

I've now worked in the Edinburgh office for nearly two years and have completed nine out of the ten professional exams with the Institute of Chartered Accountants of Scotland (ICAS).

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

I'm a naturally inquisitive person and love analytical thinking and problem-solving. I also like working with people and wanted a career that allows fast progression and varied challenges. Training to be a chartered accountant with PwC seemed to combine all of these aspects.

**In the interviews it's important to answer the question you're asked, not the one you hope you were asked!**

I've been really happy with my choice. Being involved in interesting projects and working with great colleagues, I've learnt something new every day and as I learn and develop new skills, I'm given more responsibility which is very rewarding.

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

I went through the normal graduate recruitment route by applying in plenty of time. I started the application process in September, had an offer by mid-November and then started at PwC the following September. The application process was really well organised and although there were lots of different stages, it went by quickly.

### What was the application process like?

The application process is quite long and can therefore seem daunting at first. That's why I'd say that it's best to take it one stage at a time. The PwC UK careers website is really useful and I'd recommend potential candidates to carefully research what's involved.

For the online tests I found doing lots of practise questions helpful. In preparation for the interview, candidates should be familiar with the PwC Professional framework – details for this can be found on the PwC UK careers website. In the interviews it's important to answer the question you're asked (not the one you hope you were asked) in a clear and concise manner. That's why I'd recommend perhaps practising with a mock interview.

**The time commitment that these exams take shouldn't be underestimated as you have to learn a large volume of material in a very short period of time.**

PwC have interview and psychometric e-learns on their website to practise for these parts of the assessment process. My final word of advice is during the interviews and the assessment centre, try to relax and just be yourself.

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

You might assume that for an accountancy role you only have to be good at numbers, but soft skills are really important too. In my opinion, it's much more about being able to provide excellent customer service. The abilities to get along comfortably with new people, to empathise with clients and to listen are really invaluable. Analytical skills and the ability to quickly grasp new concepts are also important.

### What challenges have you come across and how did you overcome these?

The biggest challenge for me has been the professional exams with ICAS. The time commitment that these exams take shouldn't be underestimated as you have to learn a large volume of material in a very short period of time. However, as your year group takes the exams together, there's a real feeling of support and group spirit.

**For more accountancy graduate profiles visit:**  
[www.insidecareers.co.uk/acc](http://www.insidecareers.co.uk/acc)

Multi-tasking and working to tight deadlines can also be daunting at first. I find that remaining calm, prioritising my tasks, and trying to tackle issues one at a time really helps. There's plenty of support available and everyone is really helpful and friendly. The most important thing that I've learned is that there are no silly questions and that you can always ask for help. ●

## AUDIT ASSISTANT – KPMG



NAME	Alex Pickering
LOCATION	London
UNIVERSITY	Manchester
DEGREE	Philosophy

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

I graduated from the University of Manchester with a degree in Philosophy. I had heard about the ACA through friends but I didn't research it until I saw a job posting for a role in audit. From this it was clear to me that the ACA equips people with the best set of skills and knowledge they need to be successful in any career. I thought it would be a good platform to start my career and that it would open many different doors for me within business. I was really attracted to the opportunity to work while gaining a professional qualification and meeting like-minded people with similar ambitions.

I wanted to work in one of the 'Big Four' as I knew there I would get to work with the best people and clients. KPMG stood out to me because of their presence on several communication channels – from social media to career guides. I knew I would have great opportunities there, from being able to work abroad to working in other divisions in the company.

### What are your main duties?

As I am a first year, day to day I am typically out at a client site performing audit work. I work on a number of accounts within the business and work with the client to complete tasks that will form part of the signed statutory audit. Much of the work is analytical and requires gathering audit evidence from the client. Every now and then I go out to clients who hold inventories and

perform stock takes, which is generally a more relaxed day where you can get out of the office and go to a new place.

### What skills are useful in this sector?

One needs to be able to understand and grasp complex problems and ideas quickly. A lot is expected of your ability from the start and though it is always encouraged to pause and ask questions the team is relying on your ability to pick up new concepts (usually accounting principles) and apply them straight away. If you are confident in your ability however, this is a rewarding thing to be able to do.

### Is it a 9-5 job?

It doesn't feel like a job. With the mix of studying/attending college, client work and the social experience from being in such

Having to understand the different objectives of each company or industry means you get to apply the accounting knowledge differently each time, making the job a lot more creative than I expected.

The balance of learning at work, self-study and going to college with friends means that the learning is varied which helps to keep it engaging.

a big firm with similar people every day is a new and fun experience that is so much more than sitting at your desk.

I really enjoy the variety of the job; every week tends to bring a new client. Travelling around inner and outer London is fantastic as it's a new city to me. I've worked with companies in the gold and precious metals industry, the fashion industry and even watch makers, so I am already experiencing a wide range of businesses. Before I started I thought the work would mostly be an automated process, but having to

understand the different objectives of each company or industry means you get to apply the accounting knowledge differently each time, making the job a lot more creative than I expected. It also teaches you much more than the financial side of business, so by gaining the qualification you are setting yourself up for so many more opportunities than you would expect.

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

In terms of long term aspirations, I like most that this is a proven path for those who want to go on to be really successful, so the job gives you confidence in what you're doing every day.

### What challenges have you come across and how did you overcome these?

So far the learning curve has been my biggest challenge. You have to soak up every new thing you learn and you need to be able to understand and grasp complex problems and ideas quickly. It can be quite draining if you don't stay enthusiastic. The balance of learning at work, self-study and going to college with friends means that the learning is varied which helps to keep it engaging. ●

# SENIOR PROFILES



FBN Capital – Chief Operating Officer **34**

Menzies – Accounting Partner **36**

Blick Rothenberg LLP – Business Group Partner **38**

National Trust – Finance Strategy Lead **40**



[BACK TO CONTENTS](#)

# CHIEF OPERATING OFFICER – FBN CAPITAL

My accountancy training really equipped me with the vital analytical skills and strategic mindset that you need as Chief Operating Officer, to be able to go into any area of the business and ask the right kind of questions.

<b>FUNKE FEYISITAN</b>	
	
<b>2012</b>	Joins FBN Capital group as Chief Operating Officer
<b>2007 - 2012</b>	Executive Director, EMEA equity capital markets, debt capital markets, acquisitions and leveraged finance, JP Morgan
<b>1997 - 2007</b>	Various roles at JP Morgan in corporate finance and sales and trading businesses
<b>1995</b>	Assistant Vice President at Bankers Trust Bank
<b>1994 - 1995</b>	Joins SG Warburg as associate, global derivatives trading
<b>1994</b>	Joins Credit Lyonnais as a reporting accountant
<b>1989</b>	ACA training and auditor with BDO Binder Hamlyn, London

## Why did you choose a career in the accounting industry?

I knew I wasn't cut out for pure sciences, biology and chemistry, but I was drawn towards social sciences and economics and chose a degree course in economics at Brunel University.

My accountancy training has been invaluable in enabling me to pursue a career that spans the whole banking industry. It has been fundamental to securing my new role as Chief Operating Officer; a role that covers every aspect of global banking strategy - IT, people, marketing, operations - and makes you a specialist in running businesses.

During my time at university, the accountancy profession was heavily promoted as a prestigious profession that offered exciting prospects, with a lot of emphasis on study and training. So I went for it. When I completed my accountancy training in 1993, it was the age of the Big Bang, when the financial markets were being deregulated. What had been a very tight sector in terms of gaining a foothold on the career ladder, suddenly threw up lots of new opportunities. I couldn't wait to get on.

## How did you get to where you are today?

During the early years of my career I experienced a breadth of roles that exposed me to the global banking sectors of Europe, the Middle East, Africa, Asia Pacific and the US, and I covered investment banking inside out. That vast experience provided the architecture for my career.

Before I joined JP Morgan I kept looking for opportunities where I could continue to expand my skills and experience. The investment banking sector has many different cultures and multiple businesses, so at the time, changing banks was the only way I would get to experience them.

As a much larger organisation, JP Morgan offered me scope to experience many different roles and functions without having to leave the bank. The experience that I've gained has been instrumental in the broadening of my skill sets.

My accountancy training really equipped me with the vital analytical skills and strategic mind-set that you need as Chief Operating Officer, to be able to go into any area of the business, ask the right kind of questions, process huge volumes of data and to gain an accurate measure of any business situation. I can't think of another form of professional training that equips you so well and stays with you throughout your entire career.

---

**I believe that Nigeria, and Africa as a whole, has huge potential. Here we have an emerging financial sector, but also a lot of focus on the country's social issues, and the banks being part of the solution to those issues.**

---

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

I believe that Nigeria, and Africa as a whole, has huge potential. Here we have an emerging financial sector, but also a lot of focus on the country's social issues, and the banks being part of the solution to those issues. Our objective is to do business in the right way.

## What do you enjoy most about your job?

Travel is one of my biggest passions, which I've done extensively, both for work (including London, New York, Hong Kong, Tokyo and Nigeria) and for pleasure. I have a yearning to understand different cultures and the thinking of the people behind those cultures, and how it influences the shape and structure of their economies. I have always found that absolutely fascinating.

What I enjoy most is learning, and that has stood me in good stead throughout my career. I really do believe that if you are determined, tenacious and patient, things will happen. ●

## ACCOUNTING PARTNER – MENZIES

After progressing from being a student with little idea what to do to being a Partner in a leading accountancy firm, Roberto Lobue provides advice for graduates thinking about going into accountancy.

ROBERTO LOBUE	
	
<b>2015</b>	Promoted to Partner
<b>2013</b>	Transferred to Menzies Blackwater Valley office
<b>2002</b>	Qualified as an ACA and progressed through to Director
<b>1999</b>	Joined Menzies as a Trainee ACA at the firm's Woking office
<b>1999</b>	Graduated with a first in BSc Management Studies from Royal Holloway, University of London

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

I went into university not really sure about what I wanted to do as a career. I ended up studying Management Studies at Royal Holloway, University of London simply because of the flexibility that the course offered. I was able to do modules on marketing, HR, IT as well as accountancy and financial management and I figured that as well as gaining a broad range of skills, at some stage I would have this amazing epiphany and find the career I was destined for.

The reality wasn't that straight forward and I remember going into my final year still panicking and unclear about the future. I found I had a natural aptitude for and got my best marks in the accountancy and finance modules so I started researching the chartered accountancy qualification and the more I read the more I liked.

I also knew I wanted to work in the business world in some capacity and facts such as that over 50% of UK FTSE 100 companies had an ICAEW Chartered Accountant as chairman, CEO or CFO, at that time, helped seal my choice.

Once I made that choice, I then had to decide on the size of firm I wanted to join as this has an impact on the type of training and experience you will receive. I wanted somewhere large enough to provide me with variety and career opportunities but small enough so that I would receive the necessary personal attention during my training.

I was lucky enough to get job offers from several firms which met this criteria and I joined Menzies because I liked the feel of the firm and the support and development opportunities they provide to graduates. I have been there ever since!

### What is a typical day like for you?

I am a Partner at Menzies now which means that I have a portfolio of varied clients that I am responsible for and my days involve looking after them and making sure they get the best possible service. I head up Menzies French desk which means that I get a lot of enquiries from businesses and individuals living in France who are looking to set up in the UK which is both challenging and fun.

Along with clients, I have various firm and office responsibilities so as well as helping clients with their businesses, I spend time focusing on how we can obtain new clients, develop our own staff and improve our business.

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

It sounds corny but I like helping people and the thing that I enjoy most about my job is that it gives me an opportunity to do that on a regular basis.

---

**It's really enjoyable to see bright, hard-working people coming through the ranks and being able to advise them and help them achieve their career aspirations.**

---

I spend a lot of my time getting questions and queries from my clients and to be able to make strategic plans and find solutions which help them grow and develop their business is incredibly rewarding.

It's a similar situation with staff. Menzies is a great firm to work for and I was fortunate enough to receive a lot of help and guidance as I progressed so it's really enjoyable to be on the other side of that and see bright, hard-working people coming through the ranks and being able to advise them and help them achieve their career aspirations.

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

Go into it with your eyes open and find out as much as you can to make sure it's for you. The exams are tough. They require a lot of hard work and dedication but the rewards are worth it.

Secondly, ignore the clichés. Some people think that if you are good at maths, you will be good at accountancy and that all we do is spend all day staring at our calculators but the reality is nothing like that. With rapid improvements in technology, the most important thing is actually to have good inter-personal skills and be able to really understand your client's business so you can identify and explain the advice that is most suitable to them.

Finally, find a firm that is friendly and provides you with the environment that you are looking for. You spend so much of your week at work, it's important that you find somewhere where you are happy and enjoy what you do. ●

## BUSINESS GROUP PARTNER – BLICK ROTHENBERG LLP

Having completed a degree in Japanese and management, a career with a London based firm of chartered accountants was perhaps not the most natural career choice for Nils. He explains what attracted him to the industry in the first place and the many rewards of being an accountant.

### NILS SCHMIDT SOLTAU



2014

Made partner at Blick  
Rothenberg within the  
Business Group

2008

Became a manager within  
the Business Group

2007

Qualified as a Chartered  
Accountant

2004

Joined Blick Rothenberg as a  
trainee in the Business Group

2003

Graduated from  
the School of Oriental  
and African Studies

#### Why did you choose a career in accounting?

One aspect that attracted me to a career with an accountancy firm was that the chartered accountancy route is a proven entry point into a successful career in business, even if your longer-term career goals lie outside of the profession. A training agreement in audit provides unique insight into a range of businesses very early on in one's career that would otherwise be difficult to gain, including access to the most senior people in our clients' businesses.

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

I enjoy the variety the job provides in terms of the clients I work with, the types of industries they operate in and the range of technical issues I face on daily basis. I have enjoyed growing into the role of a trusted adviser to my clients which involves discussions that often go far beyond technical accounting and tax matters. Whilst this may sound like a cliché, I do really like the people I work with and the fact that we have a collegiate and supportive environment.

At no stage in my career has it ever felt as if things stood still, as there has always been a large emphasis on continuous development, be it technical training, increased responsibilities, regulatory changes or new challenges arising from changes our clients face.

Lastly, having moved to the UK from Germany for my degree, I enjoy the significant proportion of international work at Blick Rothenberg which makes the work more interesting and provides fantastic opportunities for people with foreign language skills.

#### What are the current challenges the industry faces?

It is an interesting time to be working in the profession, as the industry landscape is constantly developing. Technology certainly has had a big impact on how we work as a firm and is creating both opportunities and challenges.

One challenge facing the tax advisory side of our business is the changing attitude of the wider public towards tax planning which, whilst it has not had a significant

impact on the advice we provide at Blick Rothenberg, has certainly put a spot light on the tax and accountancy professions.

Finally, like professional services firms in general, being a people business we are constantly looking for talented people that bring with them the right mix of business acumen, technical and interpersonal skills to help our firm grow.

---

It is exciting to see the accounting landscape in the UK developing, including the growth of the technology sector which faces challenges that can be quite different from those faced by the more traditional industries.

---

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

Blick Rothenberg is a successful growing firm and I have already witnessed significant growth since joining the firm as a graduate. I am excited about being part of the leadership team and being able to shape the firm's future direction to continue on this

trajectory. It is exciting to see the business landscape in the UK developing, including the growth of the technology sector which faces challenges that can be quite different from those faced by the more traditional industries. We work closely with the technology sector in London and adapting the way we work is an exciting challenge.

A particular focus for me personally is to further develop our business with clients from German speaking countries, a market in which we have always had a strong market position but in which we see further opportunities.

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

The most important piece of advice I have is to do your research and find out about the different entry routes into the profession and the different firms in the market place. You should choose the firm you train with carefully, to ensure that at the end of the training contract you do not only have an additional qualification but have also experienced a range of industries and gained experience in a variety of areas.

An ACA training agreement can provide fantastic general business training that goes beyond technical accounting and tax matters.

Finally, I would say that it is important to have a keen interest in business to be able to relate to your clients and know what makes them tick. ●

# 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 building 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! ●

# FINDING THE RIGHT JOB



Education & Skills 44

Work Experience & Internships 46

Applications & Interviews 48

Choosing the Right Employer 50



BACK TO CONTENTS

## 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 another qualification such as the AAT, the ICAEW Certificate in Finance, Accounting and Business (ICAEW CFAB) or the Higher Apprenticeship in Assurance/Audit or Tax.

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

### 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.

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

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.

**To learn more about commercial awareness visit:**

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

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. ●



# WORK EXPERIENCE & INTERNSHIPS

According to the High Fliers report 'The Graduate Market in 2015', 31% 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, 2,005 were on offer for 2015, an 8.7% 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; over half 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:  
[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 portal detailing many internships, placements and work experience opportunities. For up-to-date listings visit [icaew.com/careers](http://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 ACA students 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.

# APPLICATIONS & INTERVIEWS

To be an accountant, you have to be exceptionally organised and work to strict deadlines whilst having technical numeracy skills and developing your communication and people skills. So employers will be looking for you to demonstrate these key skills both on your CV and at interview to prove to them why you are the best candidate for the job.

When starting your search for a graduate accountancy role it is important to identify the skills and competencies that you have and research the organisations and jobs that you are best suited to. Decide if you are looking to gain broad practice experience, or specialise in a particular area, to know where to start your search. Most important is the desire to work in this field, as having passion for your choice of work can make a huge difference in an interview.

As the restraints on training contracts are well and truly lifted there is a heightened demand for graduates going into the accountancy profession. Here's how to make the most of these opportunities.

## BEFORE THE INTERVIEW CV preparation

Before starting your search, ensure that your CV is up to date with your experience and training and any professional qualifications that you already hold or are working towards. If you do not have prior accountancy experience, highlight areas of your previous employment or studies that show your analytical ability, attention to detail and communication skills to demonstrate the characteristics employers will be looking for. Show the areas you have excelled at in terms of study, particularly if this is directly relevant to what you are applying for.

Make sure you also update any voluntary or extra-curricular activities too – being the treasurer of a committee at university is relevant when interviewing for a graduate job in finance. Remember that your CV is your sales pitch to a potential employer so ensure there are no spelling or grammar errors and that it is professionally presented.

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

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

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

## Staying calm in your interview will give your interviewer an insight into how you would deal with pressure.

### Interview preparation

Preparation is key to make a positive first impression at an interview. Research the organisation that you are interviewing with in detail and check their website to familiarise yourself with things such as their service offerings, structure and recent news. Interviewers usually ask some competency-based questions giving you the opportunity to discuss examples of where you have shown qualities outlined in the job description. You should have a number

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

Competency-based interviews are structured so that each question targets a specific key skill or competency that will be outlined on the job specification. You will be asked questions relating to your behaviour in specific circumstances, which you will need to back up with practical examples.

Learn to demonstrate your skills by using the STAR method (Situation, Task, Action, Result). This means setting the scene, explaining how you handled the situation by placing the emphasis on your personal role and skills, and detailing the outcome or result. Even if a company follows a different interview format, knowing how to answer questions in a way that really sells your experience is the key to success. With practice and preparation, the ability to structure your answers correctly will become second nature, allowing you to concentrate on letting your personality and enthusiasm shine at interview. Good preparation will also show your commitment to the job and prove evidence of your organisational skills.

### THE INTERVIEW

If you are successful in your application, you will then be invited to an interview. Creating a great first impression at interview is important to leave a positive lasting impression with your interviewer.

### On arrival

Start by arriving for your interview promptly, plan ahead if you haven't been to the location before and even do a trial run if necessary. Dress appropriately, remain polite and courteous to anyone you meet and greet your interviewer with a professional handshake and friendly smile. If you are unsure of the dress code, call ahead to confirm this, but smart business attire is always the best bet.

### Remain calm and professional

Staying calm in your interview will give your interviewer an insight into how you would

deal with pressure, and show how you would deal with deadlines in the financial calendar. Your communication skills demonstrated in your interview will also show how you would have the potential to deal with the clients and colleagues alike. Conducting your interview in an engaging way will demonstrate the personal characteristics and 'can do' attitude that are essential for the very best accountants. Be mindful of your body language; your posture, eye contact and gestures can show a lot about your confidence and mindset.

### Ask questions

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

## AFTER THE INTERVIEW Consider your exit

Remember that your interview doesn't end until you are out of the door and that the last 30 seconds of an interview are just as important as the first to leave a lasting impression with your interviewer. Ensure you leave with a professional handshake, make eye contact and thank your interviewer for their time. And finally, remember to be polite and courteous to all employees you encounter even if they have not been involved in your interview process!

After your interview, don't forget to follow up with your recruitment consultant, if you've used one, to update them with your feedback and also to receive any feedback your interviewer may have provided too. ●



**Karen Young** is a Director for Hays Accountancy & Finance in the UK. She has 18 years of recruitment experience and leads a team of over 400 accountancy and finance recruitment professionals. [www.hays.co.uk/accountancy](http://www.hays.co.uk/accountancy)

## 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 3,300 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 large global accountancy firms – PwC, EY, KPMG and Deloitte – as well as medium and small accountancy firms. 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.

---

**Different sectors have different advantages and disadvantages: it's up to you to decide what best suits your personality and career aspirations.**

---

#### 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 for Work and Pensions.

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 deployed 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 service firms to work within specialist public service 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 visit: [icaew.com/employers](http://icaew.com/employers)

#### 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! ●

# ICAEW & QUALIFICATIONS



About ICAEW **54**

Becoming an ICAEW Chartered Accountant **56**

The ICAEW Certificate in Finance,  
Accounting and Business (ICAEW CFAB) **59**



[BACK TO CONTENTS](#)

## ABOUT ICAEW

ICAEW stands for The Institute of Chartered Accountants in England and Wales and is a leading professional body for the accountancy and finance professions.

As a professional membership organisation, we support over 144,000 chartered accountants worldwide. 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. They provide financial knowledge and guidance based on the highest professional, technical and ethical standards.

Our members — 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 our chartered accountancy qualification, the ACA, you will become a student member of ICAEW. 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: [icaew.com/students](http://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 anywhere in the world.

### 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, we 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

As a world-leading professional membership organisation headquartered in London, we also have offices in Beijing, Brussels, Dubai, Hong Kong, Kuala Lumpur and Singapore.

We work with other professional bodies around the world and have 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 founder 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 800,000 professional accountants.

The GAA provides members with a GAA Passport which gives them access to other member bodies so they can benefit from restricted areas of the local institute's website,

networking opportunities, training and development, and publications at member rates when visiting that country. This can benefit your career if you decide to work internationally in countries such as Australia, South Africa, New Zealand and Canada.

### CHARTERED ACCOUNTANTS WORLDWIDE

ICAEW is also a founder member of Chartered Accountants Worldwide, a group of the leading institutes of chartered accountants from around the world. Chartered Accountants Worldwide supports, develops and promotes 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, they can study the ICAEW Certificate in Finance, Accounting and Business (ICAEW CFAB) alongside their degree. This is a standalone certificate-level qualification, and is comprised of the first six modules of the ACA qualification. Students studying an accounting or business-related degree 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 online catalogue 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. ACA training is done on the job, so you will be able to earn a salary while studying for a globally recognised qualification. This article gives an overview of the qualification and how to become a chartered accountant.

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 you need 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:



## 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
- 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 3,300 authorised training employers or authorised training principals 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 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 students 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 for prior learning.

## 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.

For the latest information about the ACA qualification and for more details on the 15 accountancy, finance and business modules make sure you visit our website [icaew.com/careers](http://icaew.com/careers)

## 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 [icaew.com/careers](http://icaew.com/careers) to find out more or go to page 34 to read about where ICAEW Chartered Accountants are working and where the ACA qualification can take you. ●

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

## 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

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 if you are studying for a degree that has components of finance, accounting or business.
- **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 [icaew.com/cfab](http://icaew.com/cfab) or email [cfab@icaew.com](mailto:cfab@icaew.com)



# EMPLOYER DIRECTORY



<u>Barnes Roffe LLP</u>	<b>62</b>	<u>Lubbock Fine</u>	<b>82</b>
<u>Blick Rothenberg LLP</u>	<b>64</b>	<u>Mazars</u>	<b>84</b>
<u>Brebners</u>	<b>66</b>	<u>Menzies</u>	<b>86</b>
<u>Clement Keys LLP</u>	<b>68</b>	<u>Mercer &amp; Hole</u>	<b>87</b>
<u>Dixon Wilson</u>	<b>70</b>	<u>Moore &amp; Smalley LLP</u>	<b>88</b>
<u>Goodman Jones LLP</u>	<b>71</b>	<u>Moore Stephens</u>	<b>89</b>
<u>HAT Group</u>	<b>72</b>	<u>PEM</u>	<b>90</b>
<u>Hazlewoods</u>	<b>73</b>	<u>Price Bailey</u>	<b>92</b>
<u>Hillier Hopkins LLP</u>	<b>74</b>	<u>PwC</u>	<b>94</b>
<u>HW Fisher &amp; Company</u>	<b>76</b>	<u>Rees Pollock</u>	<b>96</b>
<u>KPMG</u>	<b>78</b>	<u>Saffery Champness</u>	<b>98</b>
<u>Kreston Reeves</u>	<b>80</b>	<u>Smith &amp; Williamson</u>	<b>100</b>
<u>Larking Gowen</u>	<b>81</b>	<u>SWAT UK</u>	<b>101</b>
		<u>UHY Hacker Young</u>	<b>102</b>



[BACK TO CONTENTS](#)



### Who We Are

Barnes Roffe is an independent firm of Chartered Accountants and business advisors. We have been providing audit and assurance, consulting, financial advisory, risk management and tax services to owner-managers and corporates since 1899. We are one of the UK top 50 accounting firms, and our 17 partners and over 100 employees are all committed to delivering outstanding value to our clients.

### Our Opportunities

Our graduate accountant training scheme is designed with the specific purpose of giving you the best of both worlds: fast access to credible learning opportunities and the consideration to allow you to focus on what's important – your studies, whilst at the same time offering hands on client experience.

We want to free you from the excessive burdens that can accompany some graduate training schemes and offer you the means to successfully pass your exams first time. Our trainees receive support throughout the training programme and beyond. At the end of the three year programme, our trainees are experienced Accountants with exceptional accounting and tax knowledge and skills.

### What Makes Us Different

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

### What We Are Looking For

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

### Development And Career Progression

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

## COMPANY DETAILS

**No. of employees**  
115

**No. of partners**  
17

**No. of trainees**  
35

## JOB OPPORTUNITIES

**Type of job opportunities**  
Graduate opportunities

**Offices recruited into**  
London (South, East and West)

**International opportunities**  
No

**Disciplines recruited from**  
All degrees considered

**GRADUATE JOBS**  
**No. of graduate jobs**  
15

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

**Starting salary**  
Competitive rising to Qualified ACA Accountant rate when exam qualified

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

**Graduate application deadline**  
31 May 2016

## HOW TO APPLY

**Application method**  
Online or by email

**Contact information**  
[www.barnesroffe.com/careers/graduate-recruitment](http://www.barnesroffe.com/careers/graduate-recruitment)  
[graduates@barnesroffe.com](mailto:graduates@barnesroffe.com)

## TRAINEE PROFILE

NAME	Ria Shanley
LOCATION	East London
UNIVERSITY	Southampton Solent
DEGREE	BA Accountancy and Finance
ROLE	Audit Senior



### Why did you choose Barnes Roffe

Barnes Roffe are a medium sized accountancy firm and I knew that a firm of this size would be able to offer me invaluable experience and responsibility early on. Barnes Roffe act for owner managed businesses in all industries and the size of the client varies from very small to very large so I knew that my experience and training would be varied and challenging. Whilst Barnes Roffe are a medium sized firm they punch above their weight when it comes to training graduates and career progression and I wanted to be part of their team and benefit from those opportunities.

### What do you like about the Barnes Roffe Graduate Accounting Training Scheme

The great thing about working for Barnes Roffe is that they are a training firm meaning that you receive an enormous amount of support from the managers and partners. During my time as a junior, when I wasn't at college studying or doing exams, I was out on audit at a client's. From the very start of my job I was involved in audits and although it can be daunting at first, it is the best way to gain experience and knowledge in the industry. I feel this has helped me to build up my confidence and also provided me with a vast range of technical knowledge. Everybody is very welcoming and friendly, offering lots of help along the way.

The graduate scheme provides hand on experience whilst studying for the ACA qualification.

### What does your role entail

After two years and three months I had passed my final exams, securing a great qualification and career for myself and

also being promoted to audit senior. It is a great achievement and the Barnes Roffe graduate scheme certainly helped me get there. I am now leading jobs myself, building on relationships with clients and colleagues and always learning new aspects of accountancy and tax. My audit duties include planning audit jobs, performing audit tests whilst onsite at a client's, liaising with the client to gain a clearer understanding of their business and its performance and preparing corporation tax returns. My job is not just focused solely on audit, it also involves preparing accounts and responding to client's requests. The role is challenging but this keeps me interested and on my feet.

I am also a member of the social committee. We hold a number of social events throughout the year ranging from physical activities such as Go Ape to mentally challenging activities like a pub quiz and others such as the Crystal Maze. This enables staff members to get to know each other better and is great fun for everyone. These always prove to be a great success.

### What career opportunities are there?

There are many opportunities to progress and responsibility is given early on. Barnes Roffe's business model is growth from within and they are constantly looking for and encouraging you to be the Partners of the future. In the East London Office, five of the eight Partners started their careers on the Graduate Accounting Training Scheme and some progressed to Partner within ten years! ●



### 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 ten 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**  
210

**No. of partners**  
28

**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**  
10

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

**Min. UCAS points**  
300

**Starting salary**  
Competitive

**Benefits**  
22 days' holiday, pension scheme, study support, season ticket loan, life assurance, bike scheme, performance bonus and social events

**Graduate application deadline**  
31 March 2016

## HOW TO APPLY

**Application method**  
Online  
\*Early application is strongly advised

**Contact information**  
[careers@blickrothenberg.com](mailto:careers@blickrothenberg.com)

## TRAINEE PROFILE

NAME	Nicholas Anderson
LOCATION	London
UNIVERSITY	Nottingham
DEGREE	MSc Biochemistry
ROLE	Senior



### Why did you choose to come to BR?

Blick Rothenberg LLP appealed to me as a one site practice in the heart of London. I knew that I would receive personalised training and attention coupled with the ability to work with a variety of clients of all types and sizes. I was also pleased to see that there was a good sized intake of trainees each year, as this has helped to deal with exam stress and is a crucial source of support.

### What experience have you gained here?

I have gained a wide range of experiences due to our varied client base. During my training contract I was able to work on charities, FSA regulated firms, sole traders and international businesses. I was quickly given real responsibility and was able to both run jobs by myself and lead teams of juniors. I think that care is given to provide each trainee with a variety of work and enable smooth and constant professional development. This experience has been diverse to include audit; accounting; tax and advisory services.

### What type of training have you had?

Outside of the professional training I received at college, I have also received a good mix of internal and external training which complemented my learning and career development. In particular, there was excellent training in the first few weeks which helped ease me into the world of accounting. As well as training, there are frequent "breakfast clubs" and lunchtime discussions

to help us keep up to date on new technical developments and to refresh and share our knowledge of challenging audit areas.

### What career opportunities are there at BR?

Blick Rothenberg LLP has always been very flexible and open about career development. BR places focus on frequent mentoring, placing each trainee with a partner, to discuss your plans and help achieve your goals. Within the business group you will find that many of the current managers and partners started training with the firm. Elsewhere, previous trainees have been able to easily move to areas like tax, management accounting or business development.

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

I think the work like balance with Blick Rothenberg LLP is great. Whilst always striving to deliver the best to our clients, and working with them to achieve tight deadlines, there is a real consideration given to having a life outside of work. I have always found that managers and partners are appreciative of other commitments and grateful when overtime is put in.

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

To me, it is the fact that Blick Rothenberg LLP truly lives its own principles of honesty, respect, pride and openness. I feel that a real pride is taken in the work at all levels and this is coupled with the friendly and open atmosphere that helps you achieve your best. ●



### 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**  
18

**No. of trainees**  
15

### JOB OPPORTUNITIES

**Type of job opportunities**  
Graduate jobs

**Offices recruited into**  
Shaftesbury Avenue, London, Sevenoaks and 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

### HOW TO APPLY

**Application method**  
Via our website or SWAT UK:  
[www.swat.co.uk/AccountancyRecruitment](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

- ✓ Employer directory
- ✓ Graduate jobs
- ✓ Employer open days
- ✓ Job search & job alerts
- ✓ Deadlines calendar
- ✓ LinkedIn group



### 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

## JOB OPPORTUNITIES

**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

## HOW TO APPLY

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

**Contact information**  
Craig Bayley  
Training Manager  
8 Calthorpe Road  
Edgbaston  
Birmingham B15 1QT  
T: 0120 456 4456



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.
- Good work / life balance.

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**  
130

**No. of partners**  
14

**No. of trainees**  
40

#### JOB OPPORTUNITIES

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

**Offices recruited into**  
London and Paris

**International opportunities**  
Yes

**Disciplines recruited from**  
All disciplines considered

**GRADUATE JOBS**  
**No. of graduate jobs**  
14-16

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

**Min. UCAS points**  
300

**Starting salary**  
Competitive

**Benefits**  
21 days' holiday, study support, life assurance and social events

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

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

**Undergraduate application deadline**  
End of April 2016

#### HOW TO APPLY

**Application method**  
Application form online, covering letter and CV by email for internships

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



#### 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, season ticket loan and social events

**Graduate application deadline**  
31 January 2016

#### HOW TO APPLY

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

**Contact information**  
[recruitment@goodmanjones.com](mailto:recruitment@goodmanjones.com)



### 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, 320 UCAS points (ABB) plus an expectation of at least a 2:1 degree classification in any discipline.

### Application procedure

For more information and to apply online, please visit [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 school leavers. 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

250

### No. of partners

22

### No. of trainees

50

## JOB OPPORTUNITIES

### Type of job opportunities

Graduate jobs, placements and school leaver schemes

### Offices recruited into

Cheltenham and Staverton

### GRADUATE JOBS

#### No. of graduate jobs

10

#### Min. degree required/expected

2:1

#### Min. UCAS points

280

#### Starting salary

Competitive

#### Benefits

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

#### Graduate application deadline

See website

### SCHOOL LEAVER OPPORTUNITIES

#### No. of school leaver opportunities

8

#### Min. UCAS points

280

#### School leaver application deadline

See website

## 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 one of the region's leading independent firms of chartered accountants. As a progressive practice serving London and the Home Counties, we operate a culture of innovation where training and development of our people is seen as key to our continued success. With 17 Principals and over 120 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. These include specialist divisions in tax investigations, forensic accounting and niche work in 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 the Principals 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 since 1994. ●

## COMPANY DETAILS

**No. of employees**  
120+

**No. of trainees**  
17

## JOB OPPORTUNITIES

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

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

**International opportunities**  
No

**Disciplines recruited from**  
Any

**GRADUATE JOBS**  
**No. of graduate jobs**  
6

**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)

## TRAINEE PROFILE

NAME	James Alexander Brent Vinall
LOCATION	Watford
UNIVERSITY	Plymouth
DEGREE	BA (Hons) Accounting and Finance
ROLE	Chartered Accountancy Student



### How did you get your job?

I applied for the role of Chartered Accountant Student through the Hillier Hopkins LLP website and completed each stage of the recruitment process, from telephone interview to online psychometric tests, through to two physical interviews at their head office.

### Why did you choose HH?

I chose Hillier Hopkins LLP because of its geographical position in and around London, which had been a favoured destination of work whilst I was at university in Plymouth. I chose to work at a medium-sized accounting practice because I wanted to develop healthy working relationships with senior management in the firm and feel valued.

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

Hillier Hopkins LLP is a great firm to work for. From day one I have been offered support from all staff and made to feel very welcome. I have gained valuable experience and have developed relationships with the Principals and clients, which I might not have obtained whilst working for a 'big four' firm.

### What are your main duties/roles?

Main duties involve completing necessary fieldwork for audits, working as part of an audit team, planning and completion of audit files, preparation of financial statements and building client relationships.

### What skills are useful in this profession?

Important skills to have in the accountancy profession are good problem-solving skills, good attention to detail, good social skills (in order to build client relationships), time management and the ability to work on more than one job at one time (as information from clients can become available at different times).

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

My short term goal is to become a fully qualified chartered accountant and in the long term I want to work my way up in different management roles to reach the top level of becoming an audit partner.

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

Having grown up in countryside Herefordshire, I initially found it difficult adapting to city life. I was given help and support from my colleagues at Hillier Hopkins in order to become comfortable with my new surroundings.

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

Be prepared to work hard and put yourself out there when trying to make friends so that you quickly integrate yourself within the firm and become known not only to members of your own department, but other departments also. A holistic firm is better than a firm driven by individuals! ●



## HW Fisher & Company

### HW Fisher & Company

If you are a bright and ambitious graduate thinking about your future, HW Fisher can help you on the road to success. We are a top 30 UK accountancy firm with a hugely diverse client portfolio that covers all areas of commerce and industry. Our services are aimed at entrepreneurial (SMEs) and large corporates.

Our services include:

- Audit
- Corporate tax
- Private client
- Business recovery and insolvency
- Forensic accounting
- Corporate finance.

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

### Your training and development

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

### Your future

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

### Your next steps

If you want to put your talent and ambition to work, apply now at:  
[www.hwfisher.co.uk/careers/graduate-recruitment](http://www.hwfisher.co.uk/careers/graduate-recruitment) ●

### COMPANY DETAILS

**No. of employees**  
270

**No. of partners**  
29

**No. of trainees**  
50

### JOB OPPORTUNITIES

**Type of job opportunities**  
Graduate jobs

**Offices recruited into**  
London

**Disciplines recruited from**  
All disciplines accepted

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

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

**Min. UCAS points**  
280

**Starting salary**  
Competitive

**Benefits**  
20 days' holiday, study support, season ticket loan, life assurance, bike scheme, overtime, health cash plan and social events

**Graduate application deadline**  
Ongoing

### HOW TO APPLY

**Application method**  
Application form online  
\*Early application is strongly advised

**Contact information**  
[gradops@hwfisher.co.uk](mailto:gradops@hwfisher.co.uk)

## TRAINEE PROFILE

NAME	Heather Porter
LOCATION	London
UNIVERSITY	Leeds
DEGREE	Art & Design
ROLE	ACA Trainee



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

I applied for my job using the online recruitment system. The application process is very detailed and the information included is carefully reviewed by the team, who remembered details of my application long after I had got the job! Your work and life experiences are taken into account – not just your academic performance. I do not have a relevant degree which has not held me back during my time here.

### Why did you choose HW Fisher?

HW Fisher's friendly and supportive atmosphere stood out from the first interview. HW Fisher does not use verbal and mathematical reasoning to judge candidates; they take you and your personality into account and you are treated as an individual at all stages.

### What's it like to be part of the training programme at HW Fisher?

The learning environment is fast paced, demanding and requires you to think on your feet. The firm has a wide variety of clients and as a trainee, you are exposed to companies and charities of different sizes and in different sectors. This provides really valuable experience. There is great support through buddy systems, dedicated mentors

and through working directly with other trainees who have got a few years' experience already and who can offer practical advice for work and studies. You are encouraged to take responsibility for your work and studies from the start, however the culture of the firm means that someone is always there to offer assistance when you need it.

### What skills are useful in this profession?

You're not expected to have prior knowledge of accounting terminology or practice. Time management is a key skill required for anyone considering the ACA qualification, as you will be required to work and study at the same time. An inquisitive mind and willingness to learn are very important at all stages of the training contract.

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

As part of my role, I get to interact with different types of businesses in different sectors, meaning I also have to deal with different people. I enjoy the interaction and challenges presented, as this is a key part of working in any area of the financial sector. The exposure to different industries allows you to gain a broad understanding of the world of business which is helpful for your studies and future career opportunities. ●



KPMG in the UK has 22 offices and is part of a global network of member firms offering Audit, Tax and Advisory services to some of the world's biggest businesses. KPMG's vision is simple - to turn knowledge into value for the benefit of its clients, people and stakeholders.

Our people are at the heart of our continued success and being part of KPMG is being part of a community of talented and innovative people, working together to have a positive, lasting impact on our clients. No one type of person succeeds at KPMG; a diverse business requires diverse personalities, characters and perspectives. There really is a place for you here.

At KPMG, your long-term future is every bit as important to us as it is to you. That's why our aim is to give you experiences that will stay with you for a lifetime. Whether it's great training and development, mobility opportunities or corporate responsibility volunteering activities – you'll gain a wealth of experiences on which to build a rewarding career. We're proud of our culture – it's one that recognises hard work, encourages new ways of thinking and embraces diversity and inclusion. We have an innovative spirit which inspires what we do and how we do it – striving to be better lies at the heart of who we are.

We're at our best when you're at your best; that's why we've created 'Our Deal' and 'The Academy'. They're our way of recognising and rewarding our colleagues for giving their best at work. Through 'The Academy', you'll have access to communities which will support and develop you so that you build your skills and career. From introducing secondment programmes to preferential banking, and student loan payments to your birthday off, we're making sure that our people have an amazing experience.

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

## COMPANY DETAILS

**No. of employees**  
11,500

## JOB OPPORTUNITIES

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

**Offices recruited into**  
22 offices 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  
\*However, it's not just your academic performance we are interested in, we will assess your application by combining a number of different factors

**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**  
All year round - early application is advised

## HOW TO APPLY

**Application method**  
Online

Feeling inspired

Inspiring others



Naomi,  
Graduate Trainee

"Choosing a graduate programme, I wanted to join an employer that's genuinely people focused. KPMG was the obvious choice. Here I get access to every opportunity to achieve my full potential and help others achieve theirs. It's the best of both worlds.

I was encouraged to enter a competition to use everything I've learnt to help people outside of the business as well. My team won! The prize was to put our ideas into practice. So, I went to Tanzania to work with a charity to empower young people to make a difference to their communities. It was challenging, but I had the support of my team in the UK. I don't think I could find these opportunities, responsibilities or support anywhere else."

Visit [kpmgcareers.co.uk/insidecareers](http://kpmgcareers.co.uk/insidecareers) to find out more about careers for undergraduates and graduates from all degree disciplines in **Audit, Tax, Advisory, Technology, Marketing and HR.**

© 2015 KPMG LLP, a UK limited liability partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity. All rights reserved. The KPMG name, logo and "cutting through complexity" are registered trademarks or trademarks of KPMG International.



cutting through complexity



### Firm structure

Kreston Reeves are chartered accountants and business advisers offering audit, accounts, strategic tax and business development advice and is one of the major accountancy and financial services firms practising in the South East of England. Established over 100 years ago in 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 Kreston Reeves is NOT the firm for you.**

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

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

### COMPANY DETAILS

**No. of employees**  
316

**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**  
15

**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**  
8 January 2016

### HOW TO APPLY

**Application method**  
Online at  
[www.krestonreeves.com/careers](http://www.krestonreeves.com/careers)

**Contact information**  
[hr@krestonreeves.com](mailto:hr@krestonreeves.com)



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 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 which is built on the strong 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**  
22

**No. of trainees**  
95

### JOB OPPORTUNITIES

**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. 5-10

**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

### HOW TO APPLY

**Application method**  
Application form online 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 four-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**  
13

**No. of trainees**  
20

## JOB OPPORTUNITIES

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

**Offices recruited into**  
London

**International opportunities**  
No

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

### GRADUATE JOBS

**No. of graduate jobs**  
5

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

**Min. UCAS points**  
280

**Starting salary**  
Competitive

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

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

### UNDERGRADUATE OPPORTUNITIES

**No. of undergraduate opportunities**  
Summer placements

**Undergraduate application deadline**  
29 February 2016

## HOW TO APPLY

**Application method**  
Application form online  
\*Early application is strongly advised

**Contact information**  
[www.lubbockfine.co.uk/webform/contact-us](http://www.lubbockfine.co.uk/webform/contact-us)

## TRAINEE PROFILE

NAME	Elsa Gurung
LOCATION	Durham
UNIVERSITY	Durham
DEGREE	Accounting & Finance
ROLE	Graduate Trainee



I applied for my training position at Lubbock Fine through their online application system, it opens up at the beginning of your final academic year of university. From day one, Lubbock Fine has given me the sort of valuable hands-on experience that wouldn't necessarily be provided by larger firms. The supportive culture here means that trainees are given every opportunity to learn. All the partners and managers are very friendly, approachable and always on hand to guide us in the right direction. Each of us gets individual mentoring with frequent one-to-one meetings.

Since I started working here in September 2012 I have had numerous opportunities to work on a wide variety of audits, accounts and tax jobs. There is no doubt that this has helped me tremendously in my ACA studies. If I had to give other grads any advice? When choosing to apply you will find yourself applying to lots of different firms. If you are lucky enough to have a lot of offers and opportunities, pick the place that feels right for you. From my very first day in the office I knew that I had made the right choice to join this firm. ●



## GO FROM TRAINEE, TO QUALIFIED BUSINESS PROFESSIONAL, TO THE TOP OF YOUR GAME!

Mazars is an international accountancy firm, from the first day you arrive, you will be welcomed with rewarding work, a great client list and supportive colleagues - all the crucial ingredients you need to inspire and educate you as you study for your professional qualification.

Obtaining your professional qualification is just the beginning! There are plenty of routes your career can take you.

For example:

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

Be part of something global, integrated and world class. ●

### COMPANY DETAILS

**No. of employees**  
1,600

**No. of partners**  
130

### JOB OPPORTUNITIES

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

**Offices recruited into**  
Across the UK

**International opportunities**  
Yes

**Disciplines recruited from**  
Any

**GRADUATE JOBS**  
**No. of graduate jobs**  
100

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

**Min. UCAS points**  
280

**Starting salary**  
Competitive

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

**Graduate application deadline**  
See website for details

**UNDERGRADUATE OPPORTUNITIES**  
**No. of undergraduate opportunities**  
30

**Undergraduate application deadline**  
See website for details

### HOW TO APPLY

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

**Contact information**  
[graduates@mazars.co.uk](mailto:graduates@mazars.co.uk)

## Mazars Graduates



## GO FROM TRAINEE, TO QUALIFIED BUSINESS PROFESSIONAL, TO THE TOP OF YOUR GAME

Mazars is an international accountancy firm, from the first day you arrive, you will be welcomed with rewarding work, a great client list and supportive colleagues – all the crucial ingredients you need to inspire and educate you as you study for your professional qualification.

Obtaining your professional qualification is just the beginning! There are plenty of routes your career can take you.

For example:

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



Be part of something global, integrated and world class...



### About us

Menzies LLP is one of the UK top 20 independent accountancy firms in London and South East region, employing 400 people across 8 offices in London, Surrey, Hampshire & Cardiff. Our scale helps us to provide exciting opportunities to those who are making a career in accountancy and who share our desire to serve clients with excellence. It also enables us to deliver outstanding training programmes.

### ACA Graduate Trainee Programme

Are you an aspiring business advisor who likes to connect and build relationships with people? If so then Menzies LLP has ideal opportunities in our offices for final year students & graduates who would like to start their professional career at a dynamic and relationship driven firm that is dedicated to helping grow their clients business through innovative solutions and services. Menzies LLP has an award winning training and development programme which will challenge and stretch you to become a strong professional and potential future partner of the firm.

We offer personable, friendly and supportive training environment. All of our ACA trainees work in small client assignment teams of three or four people. As you progress you will be given more responsibility, so that by your second year, for example, you will already be supervising other trainees.

We pay all the costs towards your professional exams including tuition courses, study manuals, textbooks and examination fees for the first sitting.

During the 3-year training period you'll receive paid study leave to attend all the tuition courses, in addition to your annual holiday.

Your career with Menzies doesn't just stop once you complete your ACA qualification. We invest heavily in the training and development of our staff, helping them to achieve their aims and objectives and further their careers. This core philosophy is why we won the Best Business for Training and Development Award at the South London Business Awards 2010. ●

### COMPANY DETAILS

**No. of employees**  
400

**No. of partners**  
45

**No. of trainees**  
70

### JOB OPPORTUNITIES

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

**Offices recruited into**  
London, Woking, Egham, Leatherhead, Farnborough & Whiteley (Southampton)

**International opportunities**  
No

**Disciplines recruited from**  
Accounting & finance, business management & economics

#### GRADUATE JOBS

**No. of graduate jobs**  
20

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

**Min. UCAS points**  
300

**Starting salary**  
£21,000 - £24,000

**Benefits**  
23.5 days' holiday, healthcare, pension scheme, flexitime, life assurance and social events

**Graduate application deadline**  
31 January 2016

**UNDERGRADUATE OPPORTUNITIES**  
**No. of undergraduate opportunities**  
2-5

**Undergraduate application deadline**  
31 March 2016

### HOW TO APPLY

**Application method**  
Covering letter and CV online or by email

**Contact information**  
[www.menzies.co.uk/en/accountancy-careers](http://www.menzies.co.uk/en/accountancy-careers)



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, corporate finance, 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**  
155

**No. of partners**  
17

**No. of trainees**  
26

### 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**  
5

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

**Min. UCAS points**  
280

**Starting salary**  
Competitive

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

**Graduate application deadline**  
Opens: 1 September 2015  
Closes: 31 January 2016

### HOW TO APPLY

**Application method**  
Application form by email or post

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



### 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**  
19

**No. of trainees**  
20

## JOB OPPORTUNITIES

**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  
T: 01772 821021  
[www.mooreandsmalley.co.uk/careers](http://www.mooreandsmalley.co.uk/careers)

# MOORE STEPHENS

The Moore Stephens International network is now one of the leading international accounting and consulting networks outside the Big 4, comprising 626 offices of member and correspondent firms in 103 countries worldwide.

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**  
740

**No. of partners**  
73

**No. of trainees**  
46

## JOB OPPORTUNITIES

**Type of job opportunities**  
Graduate jobs

**Offices recruited into**  
London, Reading and Birmingham

**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

## 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  
E: [careers@moorestephens.com](mailto:careers@moorestephens.com)



### 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**  
10

**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, car parking, station nearby and social events

**Graduate application deadline**  
Ongoing

### HOW TO APPLY

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

**Contact information**  
Mrs Toni Munro  
Head of Human Resources  
PEM  
Salisbury House  
Station Road  
Cambridge  
CB1 2LA  
T: 01223 728222  
E: recruitment@pem.co.uk



**INSIDE CAREERS**  
ACCOUNTANCY



### GO ONLINE FOR:

- | CAREERS INFORMATION                  | RECRUITMENT SERVICES      |
|--------------------------------------|---------------------------|
| ✓ Overview of the profession         | ✓ Employer directory      |
| ✓ CV, application & interview advice | ✓ Graduate jobs           |
| ✓ Industry updates                   | ✓ Employer open days      |
| ✓ Career guide PDF                   | ✓ Job search & job alerts |
| ✓ Employer Q&As                      | ✓ Deadlines calendar      |
|                                      | ✓ LinkedIn group          |



### 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**  
281

**No. of partners**  
26

**No. of trainees**  
56

## 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**  
8-10

**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**  
15 December 2015

## HOW TO APPLY

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

**Contact information**  
[stepstone@pricebailey.co.uk](mailto:stepstone@pricebailey.co.uk)

## SENIOR PROFILE

NAME	Sarah Payne
LOCATION	Bishop Stortford
EDUCATION	School leaver
ROLE	Tax Senior



I had always been interested in accountancy and decided that Price Bailey offered the training and support that I would need. I was keen to work in a team environment that would have a variety of work to challenge myself with daily and the Stepstone programme allowed me to do this.

I joined the very first Stepstone programme starting in our Private Client Team, dealing with the preparation of individuals' tax returns. I saw a wide variety of returns from individuals, partnerships and trusts. I enjoyed the fact that I got to work closely with the clients and to know that the work I was carrying out had an impact to the client.

The Stepstone programme allowed me to work within all the core departments being audit, business and personal tax. This gave me a great understanding of the work carried out in the firm, and allowed me to find the prefer department for me to settle and build my career around.

Price Bailey is a friendly and fun firm to work for and provides an excellent environment to work and learn. If you are willing to put the hard work required into your studies and apply these skills to your work, the career potential is there for the taking.

I encourage anyone interested in a career in accountancy to apply at Price Bailey. ●



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 twelve 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.
- To be part of an inclusive culture. Nobody works on their own. We're supportive and collaborative.
- Working in a changing world, which offers great opportunities for people with diverse backgrounds and experiences. Creating value through diversity makes us a stronger business.
- To be rewarded with a competitive salary and a personally tailored benefits package.

So join PwC. We'll help you reach your full potential. Take the opportunity of a lifetime.

[pwc.com/uk/careers](http://pwc.com/uk/careers)  
[facebook.com/PwCCareersUK](https://www.facebook.com/PwCCareersUK)  
[twitter.com/PwC\\_UK\\_Careers](https://twitter.com/PwC_UK_Careers)



### COMPANY DETAILS

**No. of employees**  
c. 19,000 (UK)

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

**No. of trainees**  
2,427 ACA trainees

### JOB OPPORTUNITIES

**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. 1,500 across all business areas

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

**Starting salary**  
Competitive

**Benefits**  
Holiday entitlement, bike scheme, access to many discounted products and services such as 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. 800 across all business areas

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

### 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

We welcome all degree subjects at PwC. In fact last year, almost half our graduate recruits had degrees in arts & humanities, science, law or social sciences. Surprised? Don't be. We see your degree as just the start. The foundation to providing help to take your career in all sorts of directions – from accounting to consulting and tax to technology. You need to be passionate about business and we'll provide an environment where you can learn, grow and excel in your career.

Join PwC – we're focused on helping you reach your full potential.

*Take the opportunity of a lifetime*

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

**Work in:**  
Actuarial  
Assurance  
Consulting  
Deals  
PwC Legal  
Tax  
Technology



[/pwccareersuk](https://www.facebook.com/pwccareersuk)  
[@pwc\\_uk\\_careers](https://twitter.com/pwc_uk_careers)



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**  
7

**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**  
Covering letter, CV 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



## GO ONLINE FOR:

### CAREERS INFORMATION

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

### RECRUITMENT SERVICES

- ✓ Employer directory
- ✓ Graduate jobs
- ✓ Employer open days
- ✓ Job search & job alerts
- ✓ Deadlines calendar
- ✓ LinkedIn group

## 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 partner-led 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 twelfth 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. ●

### COMPANY DETAILS

**No. of employees**  
445

**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. 20

**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)

## TRAINEE PROFILE

NAME	Mark Stanford
LOCATION	London
UNIVERSITY	Cambridge
DEGREE	Japanese
ROLE	Trainee Chartered Accountant



### Joining the firm

When I joined Safferys I had no experience whatsoever, it was just from speaking to friends and family that I figured the ACA would be the right training for me. From researching the job I realised that although it is a profession with a lot of numbers, a lot of the skill lies in judgement and in dealing with clients.

### A career in accountancy

I decided to move into a career in accountancy for the stability. The good thing about the ACA is that you have a structure; you know that if you pass all your exams after three years, you will learn a massive amount, qualify and earn a higher salary.

At Safferys you get exposure to a lot of clients and a variety of different technical issues. It's not simply a case of bean-counting and number-crunching, you need to be prepared to work on your soft skills, as well as mastering complicated spreadsheets.

### Challenges

The exams have definitely been my biggest challenge. I sat three professional exams earlier this year and the amount of material you have to cover is overwhelming. For the month leading up to exams you tend to just put your social life on hold – although it feels pretty good when you get through it all.

### Life at Saffery Champness

I think the best thing about Saffery Champness is the people; there is support from partners and managers, right down to the other trainees. Once you get over your initial inhibitions about asking silly questions, you realise that most people are willing to help you, so it's a very healthy learning environment. We're large enough that probably nobody knows everybody, but not so small that it gets claustrophobic.

The kind of clients you work with is flexible. Early on I expressed an interest in charities and theatre clients, and although it's too early to narrow my focus completely, I have found that more and more I am working on clients that really matter to me.

There is very little pressure on us to do audit work when we are at college, which is quite different to some other firms. That means you have time to concentrate on your studies and your stress levels are no higher than absolutely necessary. The firm monitors your development, but supports rather than pressurises.

There is no doubt that Saffery Champness is a great place to work and the experience you can gain here is invaluable. ●



**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

## JOB OPPORTUNITIES

**Type of job opportunities**  
Graduate jobs and 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. 60

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

**Min. UCAS points**  
280

**Starting salary**  
Competitive

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

**Graduate application deadline**  
Rolling recruitment - early application advised

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

**Undergraduate application deadline**  
Rolling recruitment - early application advised

## HOW TO APPLY

**Application method**  
Online - we recruit on a rolling basis therefore it is advised you apply early

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



## Become a Chartered Accountant with a Degree in any Discipline

At SWAT UK, we recruit for a range of prestigious firms of Chartered Accountants based in London and the South East. You don't need a degree in accountancy or any accountancy experience as we provide you with all the training and support you need.

Successful candidates will receive a 3-5 year training contract, whilst you study towards the ICAEW (ACA) Chartered Accountant qualification. Salaries start from £22k (with year-on-year salary increases based on exam and work performances). Add to this a study support package worth £15k and it all adds up to a very rewarding opportunity. The firms we recruit for range from 4-19 partners in size, meaning there is huge scope for you to progress within the firm. What's more, there are huge advantages of working with a medium-sized firm. You'll gain exposure from working with a wide variety of clients, enjoy real responsibility from an early stage and have opportunities to work closely with the firm's partners. Indeed, many graduates who have come through our programme have gone on to become partners themselves. So if you have (or are expecting) a 2:2 degree or above in ANY subject, apply today and let us help you develop a successful career in accountancy.

### 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 this (and more) case studies in full at [www.swat.co.uk/insidecareers](http://www.swat.co.uk/insidecareers)

### Minimum entry requirements

2:2 degree or above in ANY subject; 300+ UCAS points at A2/A Level (or equivalents) from your top three grades; GCSE English & Maths (grade B or above)

FIND OUT MORE AND APPLY  
[www.swat.co.uk/insidecareers](http://www.swat.co.uk/insidecareers) ●

## COMPANY DETAILS

**No. of employees**  
50

**No. of partners**  
7-14

**No. of trainees**  
40

## JOB OPPORTUNITIES

**Type of job opportunities**  
Graduate jobs

**Offices recruited into**  
London

**International opportunities**  
No

**Disciplines recruited from**  
All degree disciplines

**GRADUATE JOBS**  
**No. of graduate jobs**  
40

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

**Min. UCAS points**  
300

**Starting salary**  
£22,000

**Benefits**  
Study support

**Graduate application deadline**  
Ongoing - we accept applications year-round

## HOW TO APPLY

**Application method**  
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 15\* national accountancy network with a strong local presence. Our 102 partners and more than 500 staff are based across 26 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+

## JOB OPPORTUNITIES

**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

## HOW TO APPLY

**Application method**  
Apply via online application form at: [www.uhy-earlycareers.com](http://www.uhy-earlycareers.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

## TRAINEE PROFILE

NAME	Bilal Khurram
LOCATION	London
UNIVERSITY	Essex
DEGREE	MSc Corporate Governance
ROLE	Audit Trainee



### Why did you choose a career in accounting?

The clear structured career path, even though it can be slightly different depending on your specialism and industry, was what attracted me to the industry. Many people hold the misconception that you need to be 'good with numbers' to succeed within accountancy, however, I believe the main skills required to excel are communication and empathy as this is a very interpersonal industry, plus you have a calculator for the numbers!

### What made you choose UHY Hacker Young?

Throughout the recruitment process, there were various attributes I was looking for in a firm. I wanted to be sure that I would gain experience working with businesses of different sizes and industries whilst working for a firm who were not going to recruit a very large number of trainees as I did not want to become 'just a number'. However, UHY Hacker Young only recruit a select number of graduates to ensure you are given the time, responsibilities and training you need.

Another great selling point for me was the interview stage where an informal chat occurred with the current crop of trainees. Not only were they very personable but also honest and genuine people who I sought to work with.

### What is the atmosphere like in the office?

The atmosphere in the office is always easy-going and all staff are extremely approachable; I genuinely feel that I can talk to anyone in the office. On assignments, visiting client premises, a slightly more professional demeanour is required, however, bringing an open and enthusiastic mind-set is always recommended to help put the client at ease and encourage interaction. As assignments can be for an extended period of time, you will have the chance to build relationships in and out of the office, which I have found to be a really valued benefit.

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

Definitely the amount of time I spend interacting with others. Although, as trainee accountants, we have to make sense of the numbers, we also have to make the numbers speak for themselves and the only way to do this is to gain a greater understanding through increased interaction with our clients.

Throughout my career history, this is the only role where I wish there was more time. Not because the workload is too great, but because you can get so engrossed in solving a problem. Once achieved, it is great to take pride in the problems you have managed to solve.

Finally, I like that with most assignments I work on, I am encouraged to use my initiative to improve a client's situation and also encouraged to provide my opinion on any issues. This is because the managers appreciate your input and always value what you have to say.

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

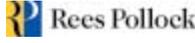
As a trainee, the level of responsibility I was given vastly increased as I gained experience. This allowed me to achieve a greater understanding of the role and provided me with the confidence to tackle issues from an early stage. Throughout my time as a trainee, I have been able to work on a variety of assignments, some completely different from anything I have previously encountered, but my manager has been confident enough to let me take on these responsibilities and use my own initiative. I have come to realise that you can only stand out and impress people, including yourself, when you are challenged. As I have become more senior in my role, I encourage junior members of the team to take on greater responsibilities as this will stand them in good stead for future assignments. ●

REFERENCE TABLE



Company	No. of employees	No. of partners	No. of trainees	Type of job opportunities	Offices recruited into	International opportunities	GRADUATE OPPORTUNITIES										UNDERGRADUATE OPPORTUNITIES		How to apply	Further info (page)	
							No. of graduate jobs	Min. degree required	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
 BARNES ROFFE LLP Chartered Accountants	115	17	35	Graduate jobs	London	X	15	2:1	Competitive	20	●	-	●	-	-	●	31/05/16	-	-	Online or by email	62
 BLICK ROTHERBERG Chartered Accountants	210	28	24	Graduate jobs	London	X	10	2:1	Competitive	22	●	-	●	●	●	●	31/03/16	-	-	Online	64
 BRENNERS CHARTERED ACCOUNTANTS & BUSINESS ADVISERS	80	18	15	Graduate jobs	Nationwide	X	4	2:2	Competitive	20	-	-	●	-	●	●	See website	-	-	Via website	66
 CLEMENT KEYS LLP CHARTERED ACCOUNTANTS	100	7	30	Graduate jobs and internships	Birmingham	✓	4	2:2	Competitive	28	●	-	●	-	-	●	Ongoing	1	Ongoing	By email or post	68
 DIXON WILSON CHARTERED ACCOUNTANTS	130	14	40	Graduate jobs and internships	London and Paris	✓	14-16	2:1	Competitive	21	-	-	●	-	-	●	Ongoing	3	30/04/16	Online or by email	70
 GOODMAN JONES CHARTERED ACCOUNTANTS	60	30	15-20	Graduate jobs	London	X	4-6	2:1	Competitive	20+	●	-	-	-	●	●	31/01/16	-	-	Covering letter and CV by email	71
 HAT Group of Accountants	Varies	Varies	-	Graduate jobs	London, Essex and Manchester	X	Up to 60	2:1	Competitive	Varies	-	-	-	-	-	-	Ongoing	-	-	Online	72
 HAZLEWOODS OWNING LIFELONG PROSPERITY	250	22	50	Graduate jobs, placements and school leaver schemes	Cheltenham and Staverton	X	10	2:1	Competitive	20	-	-	●	-	-	●	See website	8	See website	Online or by email	73
 HILLIERHOPKINS LLP Chartered Accountants and Tax Advisers	120+	-	17	Graduate jobs and placements	London, Watford and Milton Keynes	X	6	2:1	-	-	-	-	-	-	-	-	See website	2	See website	Online	74

Company	No. of employees	No. of partners	No. of trainees	Type of job opportunities	Offices recruited into	International opportunities	GRADUATE OPPORTUNITIES										UNDERGRADUATE OPPORTUNITIES		How to apply	Further info (page)	
							No. of graduate jobs	Min. degree required	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
 HW Fisher & Company	270	59	50	Graduate jobs	London	X	16-18	2:1	Competitive	20	-	●	●	-	●	●	Ongoing	-	-	Online	76
 KPMG cutting through complexity	11,500	-	-	Graduate jobs, placements and internships	22 offices nationwide	X	1,000	2:1	Competitive	25	●	●	●	●	●	●	Ongoing	200	Ongoing	Online	78
 KRESTON REEVES	316	44	-	Graduate jobs and industrial placements	Nationwide	X	15	2:1	Competitive	22.5	●	●	●	-	-	●	08/01/16	-	-	Online	80
 LARKING GOWEN CHARTERED ACCOUNTANTS	300	22	95	Graduate jobs and internships	Nationwide	X	c.5 - 10	2:1	Competitive	21 - 26	●	●	-	-	●	See website	15	See website	Online	81	
 LubbockFine Chartered Accountants	100	13	20	Graduate jobs and placements	London	X	5	2:1	Competitive	28	●	●	●	●	●	●	Ongoing	Varies	29/02/16	Online	82
 MAZARS AUDIT + TAX + ADVISORY	1,600	130	-	Graduate jobs, placements and internships	Uk-wide	✓	100	2:1	Competitive	20	●	●	●	-	●	●	See website	30	See website	Online	84
 menzies chartered accountants	400	45	70	Graduate jobs and placements	Nationwide	X	20	2:1	£21,000 - £24,000	23.5	●	●	-	-	-	●	31/01/16	2-5	31/03/16	Online or by email	86
 mercerohole chartered accountants	155	17	26	Graduate jobs	London, Milton Keynes and St Albans	X	5	2:2	Competitive	23	●	-	●	-	●	-	31/01/16	-	-	By email or post	87
 Moore&Smalley Chartered Accountants	240	19	20	Graduate jobs	Preston and Lancaster	X	4	2:1	Competitive	Varies	-	-	-	-	-	-	Ongoing	-	-	Online	88

Company	No. of employees	No. of partners	No. of trainees	Type of job opportunities	Offices recruited into	International opportunities	GRADUATE OPPORTUNITIES										UNDERGRADUATE OPPORTUNITIES		How to apply	Further info (page)	
							No. of graduate jobs	Min. degree required	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
 MOORE STEPHENS	740	79	46	Graduate jobs	London, Birmingham and Reading	✗	16	2:1	Competitive	23	●	●	●	-	●	●	Ongoing	-	-	Online	89
 pem.	140	12	25	Graduate jobs	Cambridge	✗	10	2:1	Competitive	20+	●	-	●	-	-	●	Ongoing	-	-	Covering letter and CV by email	90
 Price Bailey CHARTERED ACCOUNTANTS	281	26	56	Graduate jobs	Nationwide	✗	8-10	2:1	Competitive	20	●	-	●	-	●	●	15/12/15	-	-	Covering letter and CV by email	92
 pwc	c.19,000 (UK)	885 (UK)	2,427 ACA trainees	Graduate jobs, internships and placements	UK-wide	✓	c.1,500	2:1	Competitive	Varies	●	●	●	-	●	-	See website	c.800	See website	Online	94
 Rees Pollock	50	7	20	Graduate jobs	London	✗	5-6	2:2	£26,000	21+	●	-	●	-	-	●	Ongoing	-	-	Covering letter and CV by email or post	96
 Saffery Champness CHARTERED ACCOUNTANTS	445	63 (UK)	-	Graduate jobs and internships	UK-wide	✗	c.20	2:1	Competitive	20	●	-	●	-	●	●	See website	-	-	Online	98
 Smith & Williamson	1,500	-	-	Graduate jobs and internships	Nationwide	✗	c.60	2:2	Competitive	23	●	●	●	●	●	●	Ongoing	8-10	Ongoing	Online	100
 SWAT UK	50	7-14	40	Graduate jobs	London	✗	40	2:2	£22,000	-	-	-	●	-	-	-	Ongoing	-	-	Online	101
 UHY Hacker Young Chartered Accountants	500+	102	40+	Graduate jobs	UK-wide	✗	c.35	2:1	Competitive	20+	●	●	●	-	●	-	Varies	-	-	Online	102