
The aim of this guide is to deepen your understanding of the accountancy profession and help you on the way to starting your own career! With the expert advice of ICAEW and professionals working in the industry, we hope to expand your knowledge in every respect: from the variety of an accountant’s work to the best qualifications to help you specialise and reach your full potential in your chosen area.

Inside this handy guide you will find everything from salary information, first-hand profiles from interns, recent graduates and senior employees within the accountancy industry, to an overview of the accountancy profession and advice on how to find the right job for you. You can find further information on all of these areas and more online at [www.insidecareers.co.uk/acc](http://www.insidecareers.co.uk/acc)

Once you’ve had a chance to take in all of this information and narrow down what area of accountancy is best for you, turn to the ‘Job Finder’ on page 110 or visit our complete Employer Directory online to see which companies are hiring and what they’ve got to offer you. Best of luck!

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

Clare Power  
Head of Student Recruitment  
ICAEW
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INTRODUCTION FROM ICAEW

Mark Protherough introduces the Inside Careers Guide to Chartered Accountancy 2016/17. 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? Consider becoming an ICAEW Chartered Accountant.

ICAEW works with a global network of over 3,300 authorised employers worldwide, offering you the opportunity to train towards becoming a chartered accountant. Combining professional development, ethics, work experience and academic study, our globally-recognised chartered accountancy qualification, the ACA, will develop you into a credible business professional. Not only that, but as an ICAEW member, we will continue to support you throughout your career – wherever you choose to take it.

ICAEW Chartered Accountants are recognised around the world as leaders in accountancy, finance and business. They are the ones making commercial decisions that affect the strategy, direction and profitability of organisations around the world.

You will find our members working in all sectors – from large multinational organisations and global accountancy firms, to local charities and business start-ups. Their roles vary from being business consultants and practice partner, to Finance Director and CEO. 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*.

You may be surprised to hear that our members come from a wide variety of degree disciplines. Employers look for high calibre graduates from varied backgrounds, because they want people who can think differently. Once you commit to ACA training, we will be here to support you at every stage of your journey – whether it’s providing study support, professional development webinars, careers advice or networking opportunities. Once you have qualified, you will be invited to join our global network of over 145,000 ICAEW Chartered Accountants.

We hope you enjoy using this guide to learn more about chartered accountancy. We will give you a real insight into the career, from the wide range of employers available, to the salary you can earn whilst you’re training and once you qualify. There are also lots of tips on finding an internship and more about our qualifications.

If you think you’ve got what it takes to become an ICAEW Chartered Accountant, take the first step and start your journey today.

* Source: ICAEW member data at January 2016

Mark Protherough is Executive Director – Learning and Professional Development for ICAEW.
WHAT IS CHARTERED ACCOUNTANCY?

Accountants work in all sectors using their knowledge, skills and expertise to give professional advice to organisations on a variety of business and finance issues. Here we take a closer look at what it means to be a chartered accountant.

**What do chartered accountants do?**
ICAЕW Chartered Accountants are recognised around the world as being highly qualified professionals. They are known for their ability to deliver the highest professional standards, wherever they work, however large or small the challenge. The skills that ICAЕW Chartered Accountants have are valuable to businesses of all kinds. They often work in strategic positions that affect the direction and success of the organisations they work with.

As a chartered accountant, you can work across a diverse range of specialist financial areas including reporting, taxation, auditing, forensic accounting, corporate finance, business recovery and insolvency.

Depending on the 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.

Chartered accountancy involves more interaction with people than you may think. While technical knowledge is vital, it’s also about being able to understand key business challenges: solving problems, finding answers, analysing information and interpreting facts and figures to make business recommendations. You’ll need to be able to communicate your expertise to colleagues, managers and clients in an easy to understand way.

**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. This could be, for example, data given to management to aid in decision making. As a management accountant, you might get involved in performing budget analysis, financial planning and forecasting. In management accountancy, the emphasis 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.

**Areas of work in public practice**

**Audit and Assurance**
Shareholders can see business performance is improving but can they trust the information they are given? ICAЕW Chartered Accountants lead audit teams to review and analyse information, systems and processes so people can do business with confidence.

**Business Advisory**
How do organisations ensure that they are a success? ICAЕW Chartered Accountants consult with organisations of all sizes and types around the world to support them to find answers for specific business challenges and develop competitive strategies to ensure business success.

**Business Recovery and Insolvency**
Many businesses encounter problems. ICAЕW Chartered Accountants play a pivotal role in guiding the business to turn its fortunes around. However, if it’s too late to recover, insolvency experts will guide the business through the insolvency process – such as selling off the business’s assets and paying staff and creditors.

**Corporate Finance and Risk Management**
From giving advice on risk to conducting a full valuation of the target company, ICAЕW Chartered Accountants are involved in all kinds of company mergers and acquisitions giving advice to clients every step of the way.

**Forensic Accounting**
Experts in their field, forensic accountants use accounting techniques, sophisticated software and vital analytical skills to seek out evidence of criminal activity. This area involves legal disputes, in-depth research and analysis and even being an expert witness in court.

**TAX**
How can large multi-national businesses make sure they are on top of their taxes? ICAЕW Chartered Accountants navigate the complex world of tax legislation to make sure clients aren’t paying too much – or too little!

Find out more about becoming an ICAЕW Chartered Accountant for a career with limitless possibilities. Visit icaew.com/careers today.

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**What does it mean to be ‘chartered’?**
Whether you’re an accountant, engineer or surveyor, being ‘chartered’ means you’re at the top of your profession. You will be a highly qualified professional and a member of a professional body with a royal charter, such as ICAЕW and will be able to have the letters ACA after your name.

To become a successful ICAЕW Chartered Accountant, you will need to complete our globally-recognised chartered accountancy qualification, the ACA. Specifically designed to make sure you develop all the skills and expertise you’ll need throughout your career, the ACA combines work with study, giving you the opportunity to earn a salary while studying for a globally-recognised qualification.
WHY WORK IN ACCOUNTANCY?

There aren’t many careers as diverse as accountancy. It offers unrivalled opportunities, potential for international travel, a competitive salary and job security. Read on to find out some of the many benefits of becoming an ICAEW Chartered Accountant.

Why choose a career in chartered accountancy?
ICAEW Chartered Accountants can find themselves working in a variety of sectors or organisations. If you’re looking for a career where you can train in business, practice, banking or the public sector, then accountancy could be the profession for you. Once qualified, ICAEW Chartered Accountants can be found working in senior roles all around the world.

As an ICAEW Chartered Accountant every day is different – you could work across various specialisms, including consulting, corporate finance and forensic accounting. Plus, holding a globally-recognised qualification means the opportunity for international travel and rewarding salaries are open to you.

Excellent study support and training
A major benefit of ICAEW’s chartered accountancy qualification, the ACA, is that you receive an attractive salary and full support from your employer while training. A training agreement consists of practical work experience as well as studying and exams. Both are required to achieve the ACA. The qualification is often paid for by your employer and you’ll be given time off to attend tuition and study for your exams.

Work will be challenging and you will be given a lot of responsibility early on. You will gain experience of preparing accounts, meeting external clients, leading teams, travelling and even managing people during your training. The decision of where to train is all down to personal preference: it can depend on size and type of the organisation, location, and which service line interests you if you choose to train in professional services.

Life as a qualified chartered accountant
Once qualified, you will be invited to become an ICAEW member and use the letters ACA after your name. 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 or charitable organisations. As ICAEW Chartered Accountants are valuable to all organisations, it means you will have the opportunity to shape your career in line with your interests and aspirations – wherever you want your career to take you.

Working as a chartered accountant is a rewarding, interesting and exciting career. Read some of our senior profiles from page 38 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

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<thead>
<tr>
<th>Reason</th>
<th>Description</th>
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<tbody>
<tr>
<td>1</td>
<td><strong>Earning potential:</strong> Globally, a chartered accountant’s average salary plus bonus 0-2 years post qualification is £49.9k.</td>
</tr>
<tr>
<td>2</td>
<td><strong>Opportunity:</strong> They work with organisations of all shapes and sizes and across a wide variety of sectors and industries.</td>
</tr>
<tr>
<td>3</td>
<td><strong>Security:</strong> 97% of the world’s 100 global leading brands and 100% of the best global green brands employ ICAEW Chartered Accountants.</td>
</tr>
<tr>
<td>4</td>
<td><strong>Flexibility:</strong> You don’t need a business or financial degree to become an ICAEW Chartered Accountant – all degrees are welcome.</td>
</tr>
<tr>
<td>5</td>
<td><strong>A global career:</strong> The ACA is recognised around the world. In fact our members work in over 155 countries worldwide and ICAEW is a founding partner of Chartered Accountants Worldwide (CAW).</td>
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</tbody>
</table>

Career destinations
Chartered accountants work at the highest levels of business and finance. You could:

- Manage your own businesses.
- Become a director of a well known or globally renowned company.
- Hold a management position within a financial services organisation.
- Become partner of an accountancy practice.
- Become a finance manager of a leading charity.
- Become a financial controller of an international or premiership football club.
- Become the chief executive of a FTSE 100 company.
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 an analysis of accountancy recruitment activity and an outline of the standard trainee benefits package.

Graduate accountant vacancies were up a whopping 12.3% last year and accountancy is expected to remain one of the largest sectors of graduate recruitment in 2016. Although this figure comes along with a noticeable rise in the number of graduates turning down or reneging on job offers that they had previously accepted, meaning that over 1,000 graduate positions were left unfilled last year, reducing the graduate intake at almost a third of the UK’s leading employers.

Vacancies for newly qualified accountants are in the most abundance, with practices looking to cement head count in a healthier economy. The average starting salary for graduates in accounting remains high and has risen to £30,300 this year.

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.

Source: High Fliers Graduate Market Report 2016

### Salary Guide

<table>
<thead>
<tr>
<th>Area</th>
<th>NQ*—3 Years’ PQE**</th>
<th>4-7 years’ PQE</th>
<th>Manager</th>
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</thead>
<tbody>
<tr>
<td>Technical Accounting</td>
<td>£55,500—£76,000</td>
<td>£71,750—£97,750</td>
<td>£84,500—£103,500</td>
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<tr>
<td>Financial Accounting</td>
<td>£45,500—£63,500</td>
<td>£63,500—£78,750</td>
<td>£73,500—£91,500</td>
</tr>
<tr>
<td>Regulatory Accounting</td>
<td>£55,250—£78,500</td>
<td>£65,500—£93,500</td>
<td>£85,250—£125,250</td>
</tr>
<tr>
<td>Management Accounting/</td>
<td>£47,750—£72,250</td>
<td>£63,250—£84,250</td>
<td>£79,250—£110,500</td>
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<tr>
<td>Financial Planning &amp;</td>
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<tr>
<td>Analysis</td>
<td></td>
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<tr>
<td>Internal Audit</td>
<td>£52,750—£69,250</td>
<td>£65,500—£83,500</td>
<td>£79,250—£104,750</td>
</tr>
<tr>
<td>Fund Accounting</td>
<td>£49,750—£60,750</td>
<td>£65,250—£83,750</td>
<td>£87,500—£102,500</td>
</tr>
</tbody>
</table>

* NQ: Newly Qualified   **PQE: Post Qualified Experience

### Areas of Work

Perhaps you want a career where you can influence the strategy, direction and profitability of an organisation? Or maybe, a career that gives you the opportunity to make a real difference, through ensuring that your employer has the funds to deliver its charitable work. Sound interesting? With a range of industries and sectors to work in, a career in chartered accountancy really does offer limitless and exciting opportunities.

**Professional services and public practice**

A public practice firm’s accountants deal with the accounting and financial needs of a client whilst remaining independent from their client’s staff. Varying in size, type and location, accountancy practices offer their clients a range of services including:

- Audit
- Business advisory
- Consultancy
- Forensic
- Insolvency
- Tax advice.

**WHY WORK IN PUBLIC PRACTICE?**

Public practice can present trainees with a wide variety of experiences, working in multiple industries, providing challenge and flexibility.

This area of accountancy also offers opportunities to specialise, for example, in audit or consultancy. Finally, public practice is often seen as a sector that can offer job security, whereas other sectors can be hit hard by a recession.

**ROUTES INTO PUBLIC PRACTICE**

Within public practice there are large international firms, including the ‘Big Four’ global accountancy firms – PwC, EY, KPMG and Deloitte – as well as medium and small accountancy firms, known as small and medium practices (SMPs). So there is a lot of variety for graduates interested in entering into this area of accountancy. Specific entry roles in public practice include Audit Trainee, Assurance Trainee and Financial Analyst.

**Business and financial services**

A growing number of graduates are beginning their accountancy careers in banks and businesses. Whether it is a large global organisation or a small business, working in this sector means that you will experience the full process of financial management and reporting. You will also develop an understanding of IT, marketing, sales and operations.

It can be a highly competitive environment with rapidly-changing risks and constant demands for innovation. As your career progresses, you’ll become involved in making strategic decisions to drive the business forward, creating plans and leading change for business success.

Public practice can present trainees with a wide variety of experiences, working in multiple industries, providing challenge and flexibility.
Accountants are needed in all areas of industry to manage budgets, monitor the economic health of the company and make important financial decisions.

in the charity and not-for-profit sector. Organisations in this sector need to carefully manage scarce resources and ICAEW Chartered Accountants working in them get involved in a range of activities. This can include working for a charity in a management accounting role, managing budgets, financial systems and liaising with budget holders and trustees to manage the needs of the organisation. Or it could be working for a charity specialist auditing firm, delivering high quality audit work, systems reviews and consultancies into the needs of charity clients.

WHY WORK IN CHARITY AND NOT-FOR-PROFIT?
There are many reasons working in the charity and not-for-profit organisation is known to have a healthy work/life balance compared to some other areas and it is also generally offers very gratifying work – knowing that you are helping an organisation that exists to make a positive difference in the world.

SPECIALIST QUALIFICATIONS
ICAEW offer a Diploma in Charity Accounting (DCha) – obtaining this demonstrates that you have the skills and knowledge to make a real difference to businesses in the charity and not-for-profit sector. The DCHA can be obtained one of two ways, either through experience (for senior professionals with over three years charity accounting experience) or study (a classroom-based postgraduate diploma course). The ICAEW have a charity and voluntary sector group where you can find more information about the current challenges facing the industry.

WHERE ICAEW CHARTERED ACCOUNTANTS WORK

Working in the public sector, you’ll be helping local communities and changing people’s lives, while leading a successful and satisfying career.

If you work in the public sector, you will quickly develop commercial and decision-making skills as you allocate and monitor resources – helping to see that they’re efficiently and effectively employed to give value for money. Many graduates also choose to develop their career in the public sector as it affords the opportunity to give something back to society.

Working in the public sector can also provide a better work/life balance than in public practice or industry. Additional benefits, such as good pension schemes and longer holidays can be a deciding factor for choosing to work in the public rather than private sector.

ROUTES INTO THE PUBLIC SECTOR
Working towards your ACA qualification during a three-year training agreement is fantastic preparation if you’re interested in the public sector. Join ICAEW’s public sector group for more information as well as key resources and guidance on the public sector.
FINDING THE RIGHT JOB

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EDUCATION & SKILLS

There are a variety of ways to train to become an ICAEW Chartered Accountant because successful businesses and organisations need people with varied backgrounds, interests and knowledge. Whether you’re a graduate, a school leaver or a professional looking to move industry there is a route for you.

Do I need an A level in maths?
No. You need to be comfortable with numbers. Employers look for students with maths at GCSE level at grade B or above, but do not require it at A level.

What grades do I need?
ICAEW’s entry requirements relate to your school, college or other relevant qualifications and full details can be found at icaeaw.com/careers. While employers are looking for applicants with a good academic history, employability skills are just as important. Check your chosen employer’s website for their specific requirements before you apply.

You can start the ACA as an independent student, but we recommend you secure a training agreement with an authorised employer as soon as you can. ICAEW authorised employers must meet strict standards to train ACA students, meaning you’ll benefit from a first-rate employer who is committed to giving you support and guidance throughout your training. Securing a training agreement early on also means that you’ll be paid a competitive salary while training too!

Employability skills
There are over 3,300 authorised training employers looking for the next generation of chartered accountants. While technical knowledge is vital, there is more to becoming a successful ICAEW Chartered Accountant than you might think.

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. Part of this means being good with people (particularly clients), at ease with numbers and interested in the way an organisation’s financial matters impact on performance.

Great chartered accountants are able to communicate complex financial information and advice to colleagues, managers and clients in an easy to understand way.

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

PEOPLE SKILLS
Great chartered accountants are able to communicate complex financial information and advice to colleagues, managers and clients in an easy to understand way.

Improve your people skills by putting yourself into situations that require lots of interaction with people from a wide range of backgrounds, abilities and cultures. Volunteering and part time jobs give you access to lots of people from different generations, levels and experiences, all of which helps to develop your communication skills.

TEAM WORKING
Knowing when to operate as a team member or a team leader is vital, as is the ability to support and motivate others to achieve common goals. Team working skills can be gained and demonstrated through any societies or teams you are part of. Think about what made your team successful and highlight your contribution to that. Keep track of any actions you took that resulted in the overall success of the team for future job applications and interviews.

DECISION MAKING AND PROBLEM SOLVING
Being able to research, collate, analyse and interpret data from a range of sources helps chartered accountants to make sound, ethical business decisions.

Problem solving is all about using logic, as well as imagination, to make sense of your situation and come up with an intelligent solution. Examples of problem solving can be taken from and applied to all aspects of your life. Consider mistakes that you have rectified in the past and what you would do differently in the future. When it comes to communicating your problem solving ability the most important thing is to present the problem and the actions you took.

PROFESSIONALISM
Chartered accountants are highly respected for behaving professionally and conducting business ethically at all times.

Presenting a professional image doesn’t mean sacrificing your own personality. It means you should always be aware of how your behaviour may be viewed by others and ensuring you always take the best course of action for both yourself and your employer. Professionalism also includes how you treat your colleagues – superiors, peers and all those around you in your place of work. It is very important to respect all individuals in the workplace at every stage in your career.

COMMERCIAL AWARENESS
By being commercially aware, chartered accountants are able to think creatively about problems to identify solutions and give their organisation the competitive edge.

Having an understanding of an employer’s business will show them that you have a grasp of their market place. Demonstrating knowledge of an employer’s competitors helps you recognise the challenges they come up against. It will make you better equipped to make decisions for them. Go the extra mile and sign up for industry news in your chosen sector, following employers on Twitter and setting up key word searches. It will put you a step ahead of the crowd when it comes to an interview.

IT SKILLS
Chartered accountants have well rounded technical skills, keep up to date with technology and are able to use it to solve problems and develop strategic advice.

Even at entry level, employers will expect applicants to be computer literate. This is one area where first impressions count. The majority of employers now take online applications so the first example they will see of your IT skills will be your application or CV. Make sure there are no spelling mistakes, don’t just rely on spell check, get someone to proof read it for you too. This will show an employer you have a keen attention to detail.

For more information on becoming an ICAEW Chartered Accountant and enjoying a career with limitless opportunities visit icaeaw.com/careers.
For graduate jobs, internships & placements visit www.insidecareers.co.uk/acc

INTERNSHIPS & WORK EXPERIENCE

According to the High Fliers report The Graduate Market in 2016, 32% of entry-level positions for graduates are filled by people who have already had work experience with that employer through placements, internships and vacation work. Over half of employers warned that they were unlikely to offer a job to graduates with no work experience.

Work experience, placements and internships have become an integral part of graduate recruitment for many leading employers. The recruitment process you go through to secure a work experience position is similar to those applying for graduate positions. This means you could already be part way to securing a graduate position by the time you start your placement or internship.

The number of work experience places in accountancy and the professional services industry is on the rise. Within the UK’s 100 best-known and most successful employers alone, 2,337 were on offer for 2016, an 11.3% 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 looking great on your CV, possibly helping you secure a graduate position.

The two main types of work experience are placements and internships. Placements, also known as ‘a year in industry’ or ‘a sandwich year’, are opportunities available with specific degrees to take a year out of studying to work for a company. The experience can be equally as useful. Some larger firms also offer internships to individual students which can be very useful. Internships are often completed over the summer holidays. Larger firms often have formal programmes available, normally for penultimate year students. However over two thirds of companies in the High Fliers survey offered industrial placements. Placement years can help you to:

- Gain invaluable industry experience
- Gain experience of the graduate recruitment process
- 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 and you can search for the latest opportunities online on the Inside Careers website and at icaewtrainingvacancies.com.

Internships

Internships are often completed over the summer holidays. Larger firms often have formal programmes available, normally for penultimate year students. However over two thirds of companies in the High Fliers survey offered internships to first years. 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 during your first year of university. 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. Some larger firms also offer taster/insight days and weeks.

Placement

Some accounting, finance and business 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 the companies in the High Fliers survey offered industrial placements. Placement years can help you to:

- Gain invaluable industry experience
- Gain experience of the graduate recruitment process
- 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.

It is important to continually think about building your CV while at university.

FINDING THE RIGHT JOB

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. 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 icaewtrainingvacancies.com

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.

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...

1. 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.

2. 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. Okay, 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.

3. 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 transferrable skills and commercial awareness.

Go to the ‘Job Finder’ on p. 110 to see what opportunities are available
APPLICATIONS & INTERVIEWS

The most successful accountants possess the ability to communicate with peers, customers, external business partners and investors alike, coupled with an acute eye for detail and key technical accounting knowledge. Employers will want you to demonstrate your professional qualities and your technical competencies on your CV and in the interview to prove 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 and enthusiasm to work in the accounting and finance field, as showing passion for your choice of work can make a huge difference in an interview.

The Hays UK Salary & Recruiting Trends 2016 report found that 57% of finance employers plan to hire in 2016, and that 54% of finance employees plan to move jobs, so here’s how you can stand out to those employers planning to hire.

BEFORE THE INTERVIEW

CV preparation

Before starting your search, ensure that your CV is up to date with your level of education, 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 – these are 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 the role you are applying for.

Make sure to 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. Your CV is your sales pitch to a potential employer so ensure there are no spelling or grammatical errors and it is professionally presented.

Your CV and application need to be tailored to each individual role. This means ensuring you demonstrate all the required competencies as outlined in the job description. These could include:
- Attention to detail
- Excellent communication skills
- Overcoming objections
- Delivering excellent service
- Time management.

You may not need to change your CV completely each time you apply to a role, 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.

Interview preparation

If you are successful in your application, you will then be invited to an interview. Creating a great first impression at interview is important as it is an opportunity to demonstrate your attention to detail, analytical ability and of course your interest in the job.

Preparation is key to make a good first impression. Research the organisation that you are interviewing with in detail – check their website to familiarise yourself with 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, for example, 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 capability from 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 (Situation, Task, Action, Result) method and an example of a project you have previously worked on.

STAR method

S: Explain the situation
T: What tasks were required of you
A: The action you took
R: The result, impact and value your actions achieved.

Even if a company follows a different interview format, knowing how to answer questions in a way that 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 provide evidence of your organisational skills.

THE INTERVIEW

On arrival

Start by arriving for your interview promptly. Plan ahead if you haven’t been to the location before and do a trial run if necessary. Dress appropriately and remain polite and courteous to anyone you meet. 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 deal with pressure, and show how you would deal with deadlines in the financial calendar.

Your communication in your interview will show your potential to deal with clients and colleagues alike. Conducting your interview in an engaging way demonstrates the personal characteristics and ‘can do’ attitude that are essential for the 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 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 as important as the first. Leave with a professional handshake, make eye contact and thank your interviewer for their time. Remember to be polite and courteous to all employees you encounter even if they have not been involved in your interview process!

Following 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. If you have directly applied for the opportunity, send a follow up email the evening or morning after your interview thanking the company for their time and consideration again. Also take this opportunity to reaffirm your interest in and suitability for the role.

I hope that you use this advice to take the next step in your finance career and I wish you the best of luck in your next job application or interview.

Karen Young is a Director for Hays Accountancy & Finance in the UK. Hays Accountancy & Finance operates from nearly 100 offices, with over 400 consultants working with hundreds of employers to match the right finance professionals with the right organisation.

www.hays.co.uk/accountancy

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CHOOSING THE RIGHT EMPLOYER

Deciding what type of employer you would like to work for is a difficult decision and one of those important choices that you have to make when you start looking for your first graduate role. The accountancy profession boasts a wide variety of employers, read on to help narrow down which type is best for you.

Just in the same way you wouldn’t rush into a relationship with another person, the same applies to finding the perfect employer. Different sectors all have their own advantages and disadvantages: it’s down to you to decide what suits your personality and career aspirations best.

Ask yourself – what does success in my career look like? Does it mean working for a larger salary? Try and consider other factors when defining what success looks like for you. Most employers in the industry pay competitive salaries, so what is it that you really want to achieve?

Becoming successful in your career requires working in the right role, with the right employer, for a right salary. Sometimes these employers can be small companies, or new start-ups.

So, here are a few things we think you should consider when choosing your employer. You should find out the answers to the questions which are important to you in your interview. Alternatively, talk to some people in the industry or carry out research online.

- What are the organisation’s values – do they fit with your own?
- What is the organisation’s culture and work environment like?
- Do you fully understand the opportunity you are being offered? Does it fit with what you are looking for?
- Is there a structured training programme?
  What support will you get through training?
- What will you be doing day to day?
- What could the career journey look like at that organisation? Are there structured progression routes?

Where can you train?
ICA EW Chartered Accountants train and work in a variety of sectors and in all sizes of organisation. There is no such thing as a typical employer: there are a diverse range of experience and opportunities on offer. While they all offer something different, all ICAEW authorised employers have to meet our strict training standards. This means that no matter what organisation, sector or location you choose to work in, you can be confident you will be getting the highest standard of training possible.

The accountancy profession is in a period of growth, the number of opportunities is on the increase and with over 3,300 authorised employers offering ACA training, there are more employers to choose from than ever before.

It is important to consider the industry sector you want to work in as each will offer different experiences and suit different skills and attributes:
- Professional services and public practice
- Business and financial services
- Charity
- Not-for-profit.

In addition, you should also think carefully about the size of the organisation; small and large organisations can offer very different opportunities. You may be looking to become a specialist in a particular service line or perhaps a broader experience is what you are looking for.

Finally, there is the important matter of location. London is one of the most vibrant cities in the world, offering the culture, jobs, restaurants, events – the list goes on, but does this sound familiar?

That is because right across the UK there are towns and cities all offering a rich mix of cultural and social experiences in addition to a range of great graduate career opportunities. Opportunities are not just limited to the UK, we have authorised employers offering opportunities in a range of international locations including across Europe, the Middle East, Africa, South East Asia and China, to name just a few.

There are a range of reasons considering where to train is important, cost of living and the growing economic opportunities of investments are just two. There are lots of great jobs to help you build a successful career – you just need to choose where you want your career to take you.

Find an employer
Don’t delay your search. Our employers advertise a range of internship, placement and graduate opportunities which you can search by location and type, so you’re bound to find an opportunity that’s right for you. Employers’ websites contain useful information and hints about their recruitment processes and roles available as well.

Beyond training
Three years training may seem like a long time, but the integrated approach of the ACA means you get the best of both worlds; real life experience of the workplace and a globally-recognised qualification. Whatever size or type of organisation you choose to train with, your career opportunities are endless. Once qualified, you will have the flexibility to shape your future career around your interests and aspirations. You’ll be able to move between organisations, sectors and even countries, throughout your career.

In the meantime, it’s up to you to explore the opportunities and choose which suits you best! If you want to search for the latest opportunities, visit icaewtrainingvacancies.com or www.insidecareers.co.uk/acc.

For graduate jobs, internships & placements visit www.insidecareers.co.uk/acc

Accountancy Employer Glossary

The ‘Big Four’: This term refers to the four biggest international audit firms. These are currently, in order of size, Deloitte, PwC, EY and KPMG.

SMEs: This stands for ‘small and medium-sized enterprises’ and refers to companies with up to 250 employees – there are plenty listed in the ‘Job Finder’ on page 110, go and take a look!
# Internship Profiles

- Summer Intern – Larking Gowen
- Assurance Summer Intern – PwC

# Graduate Profiles

- Trainee Chartered Accountant – Bright Grahame Murray
- Audit Assistant – Buzzacott
- Internal Auditor – Mazars

# Senior Profiles

- Accounting Partner – Menzies
- Senior Tax Associate – PwC
- Audit Senior – Smith & Williamson
Undertaking an internship was my first stepping stone into the accountancy world. Four years on I am not only a university graduate but also a qualified chartered accountant, working closely with a variety of interesting businesses every day.

**What was your typical working week like?**

Week to week my role was varied. I worked in several different departments gaining experience in working with both private clients and corporate companies. One day I would assist with personal tax planning and the next I would prepare statutory accounts for statutory filing. I worked with a variety of people, from fellow interns to partners, across the firm enabling me to build my professional network and resulting in a graduate job offer.

**Why did you choose to do an internship?**

I had been looking into a career in accountancy but was unsure whether it was right for me. Being a typical student I would require a job over the summer and the paid internship enabled me to gain experience working in a professional accountancy environment whilst doing this.

The internship provided me with practical experience which I was able to take to my final year of university.

How did you decide which companies to apply to?

I was attracted to Larking Gowen because it is a local firm which works in the community, and because each individual is a valued member of the team. With the specialisms Larking Gowen has to offer, there is always an expert in each field for client service and to enable staff development.

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

The graduate market place is very competitive. An internship or placement looks great on your CV setting you apart from fellow graduates. My advice would be to do it as soon as you can. There are many opportunities available to help you find which aspect of accountancy is right for you.

What were your main duties?

During my internship my main responsibility was to assist senior members of staff, collating information provided by our business and private clients in order to generate their self-assessment tax returns determining their relevant tax liabilities for a diverse client base. Four years on my duties have changed. I now manage a small portfolio of clients and assist with the training of both interns and graduates. I also have had the opportunity to take a secondment into industry as Group Financial Controller. The opportunities Larking Gowen has given me are second to none and have helped me in mapping the career I have today.

Do you have any more advice for students interested in a career in accountancy?

Following my ACA qualification, I have the technical knowledge and experience to progress within my career, whether in industry or practice. The qualification looks great on my CV and, in my opinion, is a fundamental tool for progressing within both accountancy and business. The mix of intense study and achieving a work/life balance was challenging, however most of my colleagues have been in a similar position and were there to offer their support and wisdom.

The graduate market place is very competitive. An internship or placement looks great on your CV setting you apart from fellow graduates.
**ASSURANCE SUMMER INTERN – PwC**

**NAME**  
Rojin Philip

**LOCATION**  
Bristol

**UNIVERSITY**  
University of Bristol

**DEGREE**  
MSc Economics, Accounting & Finance

**PLACEMENT TYPE**  
Summer Internship

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**Why did you choose to do a Summer Internship in Assurance with PwC?**

I primarily chose to do an internship to gain an insight into the type of work that PwC do, as well as being able to get a feel for the ‘working environment’ during my university days. This was a big learning experience for me, as this was the first internship I’d ever done. Naturally I had heard of PwC and the services it provides, a long while before I did the internship.

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**How did it tie in with your overall career plans?**

I used the internship as a way of assessing the opportunities available to me coming out of university. Initially, with only one year left of study, I was unsure of what career path I wanted to take. The PwC internship allowed me to compare the experience I had with subsequent internships that I completed over the following year. It was by far the most engaging work experience I did during that time period.

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**What was the application process like – any advice for other students?**

My application process consisted of completing the online application form, the online mathematical and reasoning tests, a phone call interview, the assessment centre and the final interview. It was certainly a nervous time for me during each stage, waiting to find out if I had been successful. I think getting your application in as early as possible can only benefit you in the process. The main theme throughout the application process is effective time management. Both online tests, as well as all activities during the assessment centre, are very time-pressured, and so my main advice would be to make sure you allocate enough time for all tasks. I believe this was how I somehow made it through to the final interview stage!

**What attracted you to apply for the internship?**

I used the internship as a way of gaining an insight into what type of work I would be doing in my role in Assurance. I think throughout the entire period, the biggest positive was the variety of work I got to do on the internship. This ensured that my time on the various jobs were never boring, and I got to do a range of work over different types of clients as well (financial services as well as manufacturing companies).

Another big positive was client and team interaction. Being part of a team on-site is a lot of fun, and challenging at the same time, as you’re given a fair amount of responsibility to complete your own work. That being said, the teams I worked with were very supportive and understanding, as they were fully aware I had no audit knowledge whatsoever and took the time to explain how to go about with my work. Also, the away job I was on was a great experience, and the dinners we had on that particular job were excellent!

**What were the most important things you learned from the internship?**

I think the main things I learned from the internship was how important client interaction can be, as well as establishing a good working relationship with them. Similarly, building good team chemistry goes a long way in maximising efficiency of the work you perform, and also in order to ensure that the time spent on the job is actually engaging. The technical aspect of the work can be picked up quite easily, and you naturally improve this with time.

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**What skills did you acquire or improve during your internship?**

I would say doing an internship is a really helpful way of understanding the services a company has to offer, and whether these are a right fit for you. Not only that, it also gave me an insight into the type of work environment PwC offers, and whether my working style is compatible with their culture as well. I would certainly encourage people to apply for an internship, as it can potentially change your view about your future career, as it did with me.

**Do you have any advice for someone seeking an internship?**

I would say doing an internship is a really helpful way of understanding the services a company has to offer, and whether these are a right fit for you.

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**Effective time management was not my strongest skill prior to the internship, but it certainly improved leaps and bounds by the end of it.**

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**I would say doing an internship is a really helpful way of understanding the services a company has to offer, and whether these are a right fit for you.**
Why did you choose a career in accountancy?
I have always been passionate about business and finance but while I was studying at the University of Birmingham I was still unsure about what direction I wanted my career to go in. I decided to research accountancy further and I was attracted to the countless positive testimonies that supported the ACA and the success that follows. One thing that they all tended to focus around was that accounting is not just number crunching and more acting as a business advisor. Possessing a university degree is no longer a benchmark for academic excellence and the ACA qualification offers longevity in terms of skills and employability.

The diverse client base really helps to build genuine commercial awareness and with weekly duties comprising of accounting, audit and tax, I have gained a great breadth of experience which may have taken longer to get at a large firm.

What is your current role?
I now work at BGM, a small to medium-sized firm and I have been able to gain an insight into a number of different sectors, from property firms to high profile entertainers. The diverse client base really helps to build genuine commercial awareness and with weekly duties comprising of accounting, audit and tax, I have gained a great breadth of experience which may have taken longer to get at a large firm. Smaller firms tend to give greater responsibility from an earlier stage. As a result I have worked on all aspects of an audit as well as having the opportunity to work more closely with clients.

Regularly processing detailed sets of figures has helped improve my analytical skills and attention to detail. This really comes in useful with the management of my own finances and with my career in general as being numerically comfortable is invaluable to many roles within a business.

What has been the biggest challenge in your career so far?
My biggest challenge so far has been studying for the ACA and the initial learning curve as it requires a lot of effort to get to a stage where you feel comfortable with the material. However it isn’t difficult to find the necessary motivation as you can really see the value to the information that you are studying.

Smaller firms tend to give greater responsibility from an earlier stage. As a result I have worked on all aspects of an audit as well as having the opportunity to work more closely with clients.

What is it that you enjoy most about your current role?
The element of the job that appeals to me most is that there is no prospect of monotony or sense of routine; every day brings its own unique challenges. The fact that I am not limited to working for one department means I am constantly learning and developing. As each client requires some form of tailored approach it means there is significant job satisfaction from performing a real value adding job.

Do you have any advice for anyone else wanting to enter into a career in the accountancy profession?
I am yet to encounter anyone who has regretted choosing to study towards the ACA. Regardless of whether or not you want stay in accountancy long term, the versatile nature of the skills and knowledge that you develop, really make you an asset to all industries.
How did you get the job?
I joined Buzzacott in 2015 as an Audit Trainee within the Corporate and Business Services team. I was invited to take online assessments and attended a first stage interview with a manager and member of HR. It was all very straightforward and following my second interview with a partner, I was immediately offered the role.

Why did you choose this company?
The size of the firm was definitely one aspect that really stood out to me. Buzzacott is not so large that you are just a number; however, it is large enough to provide opportunities and an interesting mix of clients. The firm is very friendly place to work and provides ample opportunities to socialise!

Why did you choose a job in accountancy?
I have always enjoyed working with numbers and felt that working within audit while studying towards the ACA afforded me with a range of options on qualifying. The Corporate and Business Services team work with a wide range of clients so I am able to gain insight into a variety of businesses and sectors.

What are your main duties/roles?
I spend almost half my time based at client sites conducting audit work. I enjoy client interaction as it provides me with plenty of opportunities to discover how different businesses work first-hand.

What are the most stressful parts of the role?
As with every business, we have busy periods of the year. These can be a challenge while studying towards the ACA but we do get support with managing our study plans to try and avoid too much of a clash with work deadlines and exams.

This is great as I know that as I progress through my training agreement, my responsibilities will increase and balancing my professional qualification with work will become more challenging.

I know that as I progress through my training contract, my responsibilities will increase and balancing my professional qualification with work will become more challenging.

What skills are useful in this profession?
While you certainly do not need to have studied a numerical degree, you can’t hate numbers if choosing a career in accountancy! My role involves frequent interaction with clients so you need to have good interpersonal skills to build these relationships.
INTERNAL AUDITOR – MAZARS

NAME
David Segal

LOCATION
London/Essex

UNIVERSITY
University of 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, this is a great role.

Why did you choose a job in accountancy?
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 traveling 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 the same office constantly.
- Meeting with clients – From an early stage in my career, I have been trusted with meeting with 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 firms in the UK in regards to internal audit for public sector organisations. 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 Non-Departmental Public Bodies (NDPBs).

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

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 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 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.

What do you have 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.

Go to p. 15 to read more about working in the public sector.
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.

**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 straightforward 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 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. 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. 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.

**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.**
SENIOR TAX ASSOCIATE – PwC

Once I graduated from Nanyang Technological University with a first class honours in Accountancy, I wanted to pursue a professional qualification that would provide me with a deeper insight of accountancy, finance and business. The ACA qualification was the obvious choice as it is renowned for being one of the most advanced professional qualifications of its kind.

I have found that being a trainee ICAEW Chartered Accountant has raised my profile within the firm. I am now seen as the ‘go to’ guy in the tax department when my colleagues have accounting related issues. It has also given my superiors the confidence to nominate and send me for a global tax program in the United States. This is an exclusive program that provides training in US taxation where the selected candidates are assigned to various cities in the United States for a two year period to put their training into practice.

So far the experience has been amazing but challenging. The taxation system is highly developed and complex in the USA so the studies are very in-depth. The learning curve is steep but I have received excellent support and coaching from the firm. The knowledge gained from my ACA studies has also prepared me for dealing with complex international tax issues.

My role as a Tax Manager means I provide tax advice to clients and conduct regular research into tax and accounting issues. The variety of my work allows me to continue learning and developing. It also gives me satisfaction to be able to provide advice and add value to my clients’ businesses.

The combination of work experience with PwC and studying for the ACA has improved my ability to analyse issues in greater depth, think critically and creatively in developing solutions. The most enjoyable part of my job is that I get to meet and deal with clients in a variety of industries and geographies.

My greatest achievement so far was getting first place in ICAEW’s global Financial Accounting and Taxation exams and was awarded the Spicer and Pegler prize as well as the Little Prize. I am extremely proud to be the first locally trained Singaporean candidate to be awarded first place for two consecutive subjects on the ACA’s worldwide leader board.

For anyone considering a career in chartered accountancy; the path to becoming an ICAEW Chartered Accountant is challenging and requires a lot of determination. If you have decided that you want to be a chartered accountant just keep going and never give up.

For graduate jobs, internships & placements visit www.insidecareers.co.uk/acc
AUDIT SENIOR – SMITH & WILLIAMSON

Catherine finished school with four A levels and went on to study Civil Engineering at the University of Nottingham. After some work experience she couldn’t see herself continuing down that career path and so began investigating professions that would suit her skills, becoming an ICAEW Chartered Accountant seemed like a good fit.

Once I set my sights on becoming an ICAEW Chartered Accountant I secured a training agreement with Smith & Williamson, an accountancy and investment management group.

From almost day one I was dealing with clients and over my three year training agreement I gradually developed my experience by taking new areas of the clients’ accounts to audit.

What is your typical day as an Audit Senior like?

Now that I am a fully qualified senior accountant, day to day, I plan the audits, lead the fieldwork stage of the audit and ensure that the reports needed at the end are complete. I am the primary link between my firm and our client, so I am responsible for leading the audit team which can consist of up to eight people.

However, I’m not just out on audits. Over the past four years I have: travelled the UK reviewing the stage of completion of construction projects; counted cars in hail storms; been taught how to brew the perfect cup of tea; counted more ‘Girls Aloud’ eyelashes than you can imagine; spent time researching people and companies and I have even met the first man to ever sail round the world non-stop, Sir Robin Knox-Johnston!

Have there been any standout moments in your career?

The highlight of my career has been getting the chance to go on secondment to Dublin. I lived there for three months and it gave me exposure to new industry sectors, Irish accounting standards and of course, the experience of living in a new country. On a social side, I was there for the Six Nations and St Patrick’s Day which were unforgettable experiences.

I’ve had challenging moments in my career too. During my busy season I was the senior in charge of the firm’s largest audit. The client had a new finance team and the time schedule was very tight. I was the main link between the firm and the client which meant I had numerous conference calls, emails and late nights. I had to ensure that both my team and the client were happy.

What do you enjoy most about working in the accountancy sector?

People are what make my job so enjoyable. Our clients are really good fun and the audit teams and managers have a good sense of humour, which results in a good atmosphere, both out at the clients’ premises and in the office.

I have been well equipped for dealing with the challenges I face, as the ACA qualification has given me knowledge of aspects of management accounting, the UK legal system, tax, both personal and corporate, as well as pure accounting knowledge. Through the ICAEW, I have access to a vast range of resources, from excel training to business speaking workshops, to name just a few.

For anyone who is considering a career in chartered accountancy I have this to say; don’t believe the stereotype. I initially discounted accountancy because I thought that it would be full of old men sat in a room in silence all day. However, I have since found out that this is not even close to the truth. So go to careers fairs, talk to as many people as you can and see for yourself how varied the profession is.

People are what make my job so enjoyable. Our clients are really good fun and the audit teams and managers have a good sense of humour, which results in a good atmosphere, both out at the clients’ premises and in the office.

For graduate jobs, internships & placements visit www.insidecareers.co.uk/acc

Go to p. 13 to read about other areas of work in accountancy
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ICAEW stands for The Institute of Chartered Accountants in England and Wales and we are a world leader of the accountancy and finance profession.

We are a professional membership body that supports a global network of authorised training employers in attracting talented students to train for our chartered accountancy qualification, the ACA.

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.

An insight into your career journey
We are here to support you at every stage of your journey to becoming an ICAEW Chartered Accountant. From giving you advice, insight and support while you are at university, to helping you with exam resources once you start your ACA training. It doesn’t stop once you qualify either. Once you become an ICAEW Chartered Accountant, our expertise will help you excel throughout your career.

Visit icaew.com/careers for more information about ICAEW and our globally-recognised chartered accountancy qualification, the ACA.

Here are some more facts about ICAEW:

- We support over 145,000 ICAEW Chartered Accountants in more than 155 different countries.
- We work with more than 3,300 employers around the world training students for the ACA.
- Over 22,000 students are studying the ACA globally.
- Eighty-three of FTSE 100 companies have at least one ICAEW Chartered Accountant on their board.
- ICAEW Chartered Accountants working in Business earn an annual average salary of £90.2k.
- We were established in 1880 when Queen Victoria granted our Royal Charter.
- We have 11 offices around the world supporting ICAEW Chartered Accountants and ACA Students.
- The early ICAEW Presidents formed today’s global accountancy firms.
HOW TO BECOME 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.

Successful ICAEW Chartered Accountants need the right mix of knowledge, skills and on-the-job experience. To follow in the footsteps of our members and become an ICAEW Chartered Accountant, you will need to complete our globally-recognised ACA qualification. The ACA has four integrated components that have been carefully designed to build on each other. This means that you will develop the skills and expertise you need as you progress through the qualification.

Professional development

Professional development is an essential part of ACA training. It prepares you to successfully handle a variety of situations that you will come across throughout your career. The skills framework is made up of seven ladders, each containing seven or eight steps that represent a particular skill.

Ethics and professional scepticism

Ethics is more than just knowing the rules around confidentiality, integrity and objectivity. It is about being able to identify an ethical dilemma, understand the impact and behave appropriately. Ethics is an essential part of the accountancy profession. We integrate ethics throughout the ACA qualification to develop your ethical capabilities – so you’ll always know how to make the right decision, even when no one’s looking!

3-5 years’ practical work experience

Practical work experience is a key component of ACA training. You will need to gain and show evidence of at least 450 days of work experience, which must be completed as part of a training agreement with one of our 3,300+ authorised employers around the world. The agreement is separate to your employment contract and details the commitment both you and your employer have to you achieving the ACA qualification.

While you can start the ACA qualification on your own, securing an ACA training agreement with an authorised employer will mean you receive the highest standard of training and support from the start. Your employer will guide you through your ACA training and you’ll benefit from six-monthly reviews. These regular reviews will give you the chance to discuss your progress through all components of ACA training with your employer. Once completed, you will record your practical experience in your online training file.

Practical work experience is a key component of ACA training. You will need to gain and show evidence of at least 450 days of work experience.

Accountancy, finance and business modules

The ACA modules cover a wide range of subjects, to enable you to develop a broad understanding across accountancy, finance and business. They progress over three levels and are designed to complement the practical experience, professional development and ethical learning you gain throughout your ACA training. This means that you’ll be able to apply theory in the workplace right from the start.

If you are in an ACA training agreement your employer will guide you on the pace and order that you complete the ACA modules, and discuss professional tuition with you. Typically you will either complete the Certificate Level (often within the first year) before the Professional Level, or a combination of the two if you are specialising in a particular area, such as tax or insurance. You will then move onto the Advanced Level.

To support you in applying your knowledge in exams, there are alternative modules for Business Planning, Financial Accounting & Reporting and Corporate Reporting. When you start an ACA training agreement, your employer will guide you on the modules that are right for you. If you start the ACA independently, you should consider your future ambitions when selecting which modules to sit.

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

Daniel, Senior Associate, PwC

I engaged with ICAEW in a variety of ways throughout university, including skills sessions, networking events and regular use of their brochures and online resources. These helped me to understand what employers want and gave me the confidence to show them that I had it. I successfully secured a place on a graduate scheme and am now training to become an ICAEW Chartered Accountant with PwC.

For graduate jobs, internships & placements visit www.insidecareers.co.uk/acc
Certificate Level
• Six modules
• An introduction to accountancy, finance and business
• Each has a 1.5 hour computer-based exam
• Exams can be sat at any time
• Can be taken in any order
• Available as a stand-alone qualification – ICAEW Certificate in Finance, Accounting and Business (ICAEW CFAB).

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

Advanced Level
• Three modules
• Strategic decision making at a senior level
• Real-life scenarios with increased complexity
• Each has a 3-4 hour written exam
• Exams can be sat in July and November
• Alternative modules available for Corporate Reporting.

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

For graduate jobs, internships & placements visit www.insidecareers.co.uk/acc
ICAЕW UNIVERSITY STUDENT SCHEME

If you’re studying at university and interested in a highly rewarding career in accountancy, finance or business, then you can start your journey with ICAЕW now through our University Student Scheme (USS).

What is the USS?
USS is an online toolkit to help you develop the job-essential skills that employers are looking for in graduates. Whether you want to strengthen your CV, gain additional support for your degree, or simply stand out from your peers; the University Student Scheme can help you.

Job-essential skills resources
Develop skills for the workplace with our range of webinars, presentations, videos and help sheets. You can choose from a variety of great topics, including:
• Commercial awareness
• Business English
• CV tips
• Presentation skills
• Interview techniques.

Microsoft Excel online training
Microsoft Excel is the perfect tool to help you organise all aspects of your personal, student and business life. With our online training programme, Students’ Excel, you can complete progress tests, watch video tutorials and track your personal improvement. What better way to enhance your CV!

ICAЕW CFAB – an extra qualification
When you join the University Student Scheme we will automatically waive the fee to register for our Certificate in Finance, Accounting and Business (ICAЕW CFAB). Whether you want to complete this Certificate is completely up to you, but a number of students choose to study it alongside their degree or during university holidays. See the facing page for more information about the benefits of ICAЕW CFAB – saving you £145.

So, if you wanted to study for the Certificate alongside your degree, all you have to do is pay for the exams as you take them.

Plus…
• Special USS e-newsletters
• Exposure to employers and your CV added to our Available Student Register
• ICAЕW expertise from one of our eight faculties
• Extra research through our world-class e-library
• 20% discount when purchasing your NUS Extra Card (UK only)
• Network and advice from over 22,000 students in the established ICAЕW student community.

How much does it cost?
For a £20 one-off fee, you will gain full access to all of the features and resources the University Student Scheme has to offer for the entire duration of your studies. What’s more, you can continue to use the Scheme for up to six months after your graduation date.

ICAЕW 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: ICAЕW 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 ICAЕW to prove your achievement and knowledge.

Why choose ICAЕW 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 ICAЕW 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 ICAЕW’s world-leading chartered accountancy qualification, the ACA. This means you can gain ICAЕW 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 ICAЕW 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 ICAЕW CFAB, I can actually see the bigger picture of the business world. I believe ICAЕW 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 or email cfab@icaew.com

For graduate jobs, internships & placements visit www.insidecareers.co.uk/acc
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<td>UHY Hacker Young</td>
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Chartered Accountants in Somerset and Dorset.

The Albert Goodman philosophy is simple – We aim to contribute most to our clients’ success. All Albert Goodman’s 270-plus people have a shared aim – to contribute significantly such that our clients achieve their long-term objectives and ambitions. Our people are bright, commercial and professional and go out of their way to provide the highest levels of client care. We have 150 years worth of heritage as accountants in Somerset and Dorset and we are proud to have worked with many clients across multiple generations. That is why small and mid-sized business clients, families and individuals continue to share their goals and work with us.

Training
We offer rewarding and challenging training programmes for ambitious graduates and college or school leavers, enabling trainees to achieve industry qualifications through the ICAEW, ACCA, AAT, CAT and ATT. This is enhanced by our commitment to professional and internal training, giving you the best possible career and personal development opportunities. We are proud of our track record in developing the talents and careers of our employees. You can join Albert Goodman as a trainee and expect to be a partner one day – our managing partner did this, as did a number of our partners and managers. We understand that your professional qualification is only part of the story. We support all of our trainees with a blended approach to training and development, including classroom study, 1:1 coaching and support and, as you progress, technical and skills training to enable you to progress to management and leadership positions.

We recognise that our trainees are the future of our firm and push ourselves to make sure you fulfill your potential. Please visit our website to read our Trainee Testimonials to find out what life at Albert Goodman is like.

Alliotts is an independent accountancy and business advisory practice based in London and Guildford. We are able to offer talented individuals a wide range of experience and an exposure to a varied and eclectic client base.

Whatever your role or function, our size means that you will not be pigeon holed and no two days will be the same. In our people we engender creative thinking, a flexible attitude and enquiring minds.

Specialities
Owner managed businesses and SMEs, UK subsidiaries of overseas companies, Charities, NFP and Education, China, Media, Hotels, Legal, Property Investment, Retail, Technology, High Net Worth individuals.

We have high standards and are looking for candidates with excellent academic qualifications as well as drive, ambition and a thirst for success.

In return, you’ll enjoy a competitive salary and an excellent study and benefits package, with salary increases based on exam and work performances. Add to this the opportunities and varied lifestyle that working in the South East has to offer and it all adds up to a very rewarding opportunity.

Your route to the ICAEW (ACA) qualification
You will enter employment under a three year training contract, during which you will receive a wide range of practical experience while studying for your professional examinations; all of which leads to the ICAEW (ACA) Chartered Accountant qualification.

Practical training to equip you for your work with us is provided by our training partner (SWAT UK) and more technical training focusing on the exams is provided by professional tutors from Kaplan. Both are leading training organisations in the profession, and this is supplemented by in-house workshops and training sessions. You will be given paid study leave, and we also cover the costs of all courses and examinations for first attempts.

If you fit the requirements and are looking for a challenging and rewarding career, please apply today.
### COMPANY DETAILS

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### JOB OPPORTUNITIES

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<td>PLACEMENTS</td>
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<td>INSIGHTS</td>
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<th>No. of graduate jobs</th>
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### HOW TO APPLY

**Application method**  
Online or by email

**Contact information**  
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 hands 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 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 on site 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 clients’ 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 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 twelve 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

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**COMPANY DETAILS**

<table>
<thead>
<tr>
<th>No. of employees</th>
<th>152</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of partners</td>
<td>23</td>
</tr>
<tr>
<td>No. of trainees</td>
<td>26</td>
</tr>
<tr>
<td>Offices recruited into</td>
<td>London</td>
</tr>
<tr>
<td>International opportunities</td>
<td>No</td>
</tr>
</tbody>
</table>

**JOB OPPORTUNITIES**

- **Disciplines recruited from**
  - All disciplines accepted
  - **GRADUATE JOBS**
  - **INTERNSHIPS**
  - **PLACEMENTS**
  - **INSIGHTS**
  - **SCHOOL LEAVER SCHEMES**
- **No. of graduate jobs**
  - 12
- **Benefits**
  - 22 days’ holiday, pension scheme, study support, season ticket loan, life assurance, cycle scheme, performance bonus and social events
  - **Graduate application deadline**
    - Ongoing
- **UNDERGRADUATE OPPORTUNITIES**
  - **No. of undergraduate opportunities**
    - 5
  - **Undergraduate application deadline**
    - Ongoing

**HOW TO APPLY**

- **Application method**
  - Online
  - *Early application is strongly advised*
- **Contact information**
  - careers@blickrothenberg.com

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**TRAINEE PROFILE**

<table>
<thead>
<tr>
<th>NAME</th>
<th>Nicholas Anderson</th>
</tr>
</thead>
<tbody>
<tr>
<td>LOCATION</td>
<td>London</td>
</tr>
<tr>
<td>UNIVERSITY</td>
<td>Nottingham</td>
</tr>
<tr>
<td>DEGREE</td>
<td>MSc Biochemistry</td>
</tr>
<tr>
<td>ROLE</td>
<td>Senior</td>
</tr>
</tbody>
</table>

**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 small teams and work closely with partners to achieve tight deadlines, there is a real appreciation given to having a life outside of work.

**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/life 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.
Established in 1876, Blinkhorns serves some 3,500 individuals and owner managed businesses. Our client base is predominantly drawn from the media and entertainment sectors, in particular film, television and theatre. We also provide services to clients involved in other areas such as the motorsport, property investment, retail, technology, charity and service sectors.

An interest or awareness in Media and Entertainment is useful, and we would expect you to have some experience in accounting or finance.

**Your route to the ICAEW (ACA) qualification**

You will enter employment under a three year training contract, during which you will receive a wide range of practical experience while studying for your professional examinations; all of which leads to the ACA qualification.

Practical training to equip you for your work with us is provided by our training partner (SWAT UK) and more technical training focusing on the exams is provided by professional tutors from Kaplan. Both are leading training organisations in the profession, and this is supplemented by in-house workshops and training sessions. You will be given paid study leave, and we also cover the costs of all courses and examinations for first attempts.

**What you can expect**

As a graduate you will interact with a wide range of staff, meaning you will gain valuable insight into a broad range of areas that will allow you to develop a useful understanding of how the world of accountancy and business operates.

Once qualified many of our graduates choose to stay with us to develop further skills. Some have gone on to become Managers and Partners, whilst others have chosen to study in specialist areas.

If you have all this and are looking for a challenging and rewarding career, please apply today!
About us
Brebners is a long established firm in the West End of London.

Clients are drawn from many sectors including restaurants, 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 hard-working with the support of colleagues and partners as you build up your knowledge and experience.

About you
The skills needed to complete the vigorous training regime are well known, accountancy is neither all numbers nor all 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 an ease with numbers nor all contact! Those with good social skills.

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Further, for smaller clients, you will work on the whole file individually with the support of a manager or senior, so you can see the wider picture of their business and develop a solid business acumen.

From the outset, you will get used to communicating with partners and managers on a daily basis, this is not always the case in larger firms.

You will gain good experience in both audit and accountancy, as well as some tax and company secretarial experience as opposed to being in a specialised field from the beginning, this will help you steer your own career based on your preferences and strengths.

Brebners
From the moment I walked into the reception area at Brebners on interview day, I knew I wanted to work here. It just felt right and I have been very happy here.

Brebners is a friendly, approachable firm and the people here work hard and achieve a great deal but also have lives and interests outside of work. This was key for me. Brebners is always keen to employ people from all walks of life and your university degree subject is not important.

The office is open plan which helps to create an accessible and friendly environment to work in. It enhances communication between departments and experience levels and means you can easily approach staff for help and advice.

Outside of work, there are many Brebners social events such as the Christmas party, the annual karaoke and the highly anticipated, much loved quiz night. Further, when students pass exams, we organise drinks to celebrate their hard work and success!

Office life
As a junior you will start your Brebners career in the audit department where you will be booked onto various assignments working for a wide range of clients. You will be exposed to a mixture of both audit work out at the clients’ offices and statutory accounts preparation, in-house. In your first 18 months you may also be seconded to the tax and media departments to assist them during their busiest periods, which provides a great opportunity for increasing your breadth of experience.

Brebners operates a ‘hot-desking’ system in the audit department meaning that, in theory, juniors will regularly move desks so that they can be positioned next to the senior or manager who will be supervising their assignment. This ensures that juniors receive the help and advice they need in order to perform to the best possible standards.

JOB OPPORTUNITIES
Disciplines recruited from
- GRADUATE JOBS
- INTERNSHIPS
- PLACEMENTS
- INSIGHTS
- SCHOOL LEAVER SCHEMES

No. of graduate jobs
4

Benefits
23 days’ holiday, study support, season ticket loan and social events

Graduate application deadline
14 October 2016

HOW TO APPLY
Application method
All applications are administered through our recruitment partner – SWAT UK. Please visit www.swat.co.uk/Recruitment to apply online

COMPANY DETAILS
No. of employees
80

No. of partners
18

No. of trainees
15

Offices recruited into
London and Sevenoaks

International opportunities
No

TRAINEE PROFILE
NAME
Helen Storr

LOCATION
London

UNIVERSITY
Oxford

DEGREE
MChem Chemistry

ROLE
Graduate Trainee

Introduction
Working for a medium-sized firm like Brebners was always the right decision for me because you have the opportunity to start forming a working relationship with the clients from the beginning of your training contract. As a very sociable person, it was important for me to work for a firm that allows trainees to be client-facing early on.

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Application method
All applications are administered through our recruitment partner – SWAT UK. Please visit www.swat.co.uk/Recruitment to apply online

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23 days’ holiday, study support, season ticket loan and social events

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14 October 2016

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At Buzzacott we define ourselves by the needs of our clients. These needs range from those of nuns to those of hedge fund managers. The relationships we build are both personal and enduring. They are founded on continuity of personnel, ease of access and a depth of specialist knowledge that in certain key areas, leads the industry.

That knowledge, gained through front-line experience as well as individual training, is applied by ‘specialist teams’ who combine niche expertise in international and regulation-intensive sectors – expatriates, charities, LLPs – with excellence in mainstream tax and financial management services. The quality of their advice explains Buzzacott’s growing reputation.

We have over 330 staff working with 30 partners in specialist teams. Being under one roof is a real advantage because we can communicate with each other easily, work co-operatively and provide a full service to our clients.

We are partners to those we serve, sharing our experience and creating a bespoke response to an individual brief. That brief may concern a not-for-profit organisation or a firm of solicitors; personal experience and creating a bespoke response to an individual brief. That brief may concern a not-for-profit organisation or a firm of solicitors; personal

Citroen Wells is a 16 partner firm of Chartered Accountants, based in the West End of London. We are looking to recruit a number of graduates for our 2017 intake, who aspire to become Chartered Accountants. We have high standards and are looking for candidates with excellent academic qualifications as well as drive, ambition and a hunger for success.

In return, you’ll enjoy a competitive salary and an excellent package (with salary increases based on exam success and work performances). There is also huge potential to progress within the firm and the opportunities are there for those who are proactive and keen to progress. It is our belief that each trainee has a chance of becoming a partner in this firm, and we will give you every opportunity to achieve your potential. In fact, two of our current senior partners trained with us and three of our junior partners also trained here, while several other ex-trainees hold senior positions within the firm.

Your route to the ICAEW ACA qualification
Training contracts are typically three years and include a competitive package, which leads to the ICAEW (ACA) Chartered Accountant qualification. Supported by our training partner (SWAT UK), we will administer your accountancy training and ICAEW exams with one of the leading accountancy tutors in London. Paid study leave is granted and your course and examination fees are paid for first attempts. You’ll also benefit from regular one-to-one coaching.

At Citroen Wells you’re more than just an employee
The partners and staff at Citroen Wells work closely together as a team. We demand a mutual respect and understanding for each other which has allowed us to function and expand as a team within a solid framework. Success at Citroen Wells is generated by a combination of individual effort and effective team work. We ensure our trainees learn and understand how commercial decisions are made. You’ll also attend a range of practical training courses to help equip you with valuable business skills such as IT, bookkeeping, leadership and more. With us, you’ll also benefit from direct involvement with our partners, who will take an active interest in your development and support you through your training. If you are looking for a challenging and rewarding career, please apply today.
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, where you will also find an online application form, or contact the HR department on 020 7680 8100.

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Your route to the ICAEW (ACA) qualification
You will enter employment under a three year training contract, during which you will receive a wide range of practical experience while studying for your professional examinations; all of which leads to the ICAEW (ACA) Chartered Accountant qualification.

Practical training to equip you for your work with us is provided by our training partner (SWAT UK) and more technical training focusing on the exams is provided by professional tutors from Kaplan. Both are leading training organisations in the profession, and this is supplemented by in-house workshops and training sessions. You will be given paid study leave, and we also cover the costs of all courses and examinations for first attempts.

Why you should work for us
We develop the technical and practical skills of our people with regular external courses and internally run seminars, and we monitor and encourage their progress with feedback and the use of a formal appraisal system. Our philosophy is to encourage our people to take on full responsibility for their client work under the guidance of the partners and managers, and to develop and to progress their career with us.

We also have an active social committee, which arranges numerous firm wide events throughout the year.

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Gerald Edelman is an established and respected firm operating from three offices in Central London, North London and Braintree in Essex.

Our clients operate in numerous sectors, including property, financial services, marketing, IT, legal services (solicitors), not-for-profit and charity, wholesale, retail, manufacturing and many others.

We're looking to recruit a number of graduates for our 2017 intakes, who aspire to become chartered accountants. We have high standards and are looking for candidates with excellent academic qualifications as well as drive, ambition and a thirst for success.

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Company details

No. of employees 60
No. of partners 13
No. of trainees 20
Offices recruited into London

Job opportunities

Disciplines recruited from All disciplines accepted
✓ GRADUATE JOBS
✓ INTERNSHIPS
✓ PLACEMENTS
✓ INSIGHTS
✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs 4-6
Benefits
20 days’ holiday plus bank holidays, study support, season ticket loan, performance bonus and social events
Graduate application deadline 31 January 2017

How to apply

Application method
CV and cover letter by email
Contact information recruitment@goodmanjones.com

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. Our clients include UK owner managed businesses, UK subsidiaries of large international groups, charities and not-for-profit organisations, and start-up business 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.

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 AAT 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. In addition to a highly competitive annual salary, fully-paid study leave is given and approximately 24 weeks are spent with tutors during your training contract. As well as passing the exams, you will also attend high quality practical courses which are written and run by HAT; that’s why, on average, 88% of our students pass first time!

Vacancies and location

We have up to 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 and we can promise you a personal and highly efficient candidate experience at all stages of the application process. Most vacancies are in central London, but there are also opportunities in Henley on Thames, Bolton 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 our website.

How to apply

Application method
Online
Contact information www.hatgroup.co.uk/recruitment

HAT Group of Accountants

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How to apply

Application method
Online
Contact information www.hatgroup.co.uk/recruitment

For graduate jobs, internships & placements visit www.insidecareers.co.uk/acc
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 ten graduate trainees and, in addition, up to eight school leavers. You will receive exceptional training and a fast track career.

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**COMPANY DETAILS**

No. of employees 250  
No. of partners 22  
No. of trainees 50  
Offices recruited into Cheltenham and Staverton  
International opportunities No

**JOB OPPORTUNITIES**

Disciplines recruited from  
- GRADUATE JOBS  
- INTERNSHIPS  
- PLACEMENTS  
- INSIGHTS  
- SCHOOL LEAVER SCHEMES

No. of graduate jobs 10

Benefits  
- 20 days’ holiday, pension scheme, study support, flextime, bike scheme, social events and life assurance

Graduate application deadline See website

UNDERGRADUATE OPPORTUNITIES

No. of undergraduate opportunities 8

Undergraduate application deadline See website

**HOW TO APPLY**

Application method  
Online application form

Contact information recruitment@hazlewoods.co.uk

---

**TRAINEE PROFILE**

NAME Alistair Main  
LOCATION Staverton, Gloucestershire  
UNIVERSITY Nottingham  
DEGREE Biology  
ROLE Corporate Services ACA Trainee

Whilst studying for my degree in Biology I was unsure of which career path to take, which led to me applying for a placement with Hazlewoods. This stimulated an interest in accountancy and led to me joining the graduate trainee scheme.

I am a member of the Corporate Services department carrying out mainly statutory audit work for small and medium-sized clients. My work requires me to regularly go to clients’ premises where we work as a small team. This can involve a small amount of travel; it is always interesting to work in different places meeting new people.

The work is fascinating and varied, with great emphasis placed on understanding and questioning the information we are provided with. Direct contact with customers from an early stage has given me a great chance to develop my interpersonal skills, certainly when having the auditors in can be seen as quite intimidating!

There is a natural progression in work complexity and responsibility as you gain more knowledge and experience; a thirst for learning is a great asset. I have found there to be a great support network to facilitate my personal career growth and hope to be leading audit fieldwork within two years.

Personal attributes which I have found important in my role with the Corporate Services team are an inquisitive nature and an eye for detail which allow you to ask the right questions of the client. Strong time management skills are also a great asset as work often requires prioritisation.

As a company I have found Hazlewoods to offer a great range of experience. As a trainee I have been on secondments to other departments within the company, allowing me to work on personal tax returns and focus on accounts preparation, the value of which cannot be understated with regards to understanding the material you will study for the ACA qualification.

Aside from the work there is great comradery, with a very active social committee. There are events most months, ranging from go-karting to wine tasting although a personal highlight was the black tie Christmas party.
Hillier Hopkins has held the Investor In People accreditation since 1994. More than merely a badge of honour, many of our current Principals’ careers developed from the starting point of ACA student to currently leading the Firm. In fact, our Managing Principal started as a student with us.

Hillier Hopkins recognise that giving scope of opportunity and responsibility at an early stage can enhance knowledge, skills and attitude to a person’s future.

With a growing and diverse client base, as an ACA student, you can expect to work on a range of demanding assignments in any one year. Working closely with a variety of professional members and qualified staff you will learn technical skills and see the results of your input from an early stage. You’ll work on practical assignments which are directly relevant to your professional examinations and be given feedback along the way.

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

- Intelligent, articulate and independent mind with warm, lively interpersonal skills.
- A graduate (with or expecting to achieve a 2:1 degree) or above with good A levels (a minimum of 300 UCAS points, or equivalent, excluding general studies).
- Looking to enjoy the challenge of working as part of a team to deliver results.
- Committed to your career with a business-like attitude.
- Willingness to accept responsibility early on.
- Aim to study hard and pass exams first time.
- A good networker of people.
- Warm, lively interpersonal skills.
- Intelligent, articulate and independent mind with a positive attitude to work.
- 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).

You will be recruited into Hillier Hopkins on the basis of your UCAS points, or equivalently, and then supported through your ACA exams and be given feedback along the way. You can expect to work on practical assignments which are directly relevant to your professional examinations and be given feedback along the way.

**COMPANY DETAILS**

- **No. of employees**: 120+
- **No. of partners**: 17
- **No. of trainees**: 25
- **Offices recruited into**: Watford
- **International opportunities**: No

**JOB OPPORTUNITIES**

- **Disciplines recruited from**: All disciplines accepted
  - **GRADUATE JOBS**
  - **INTERNSHIPS**
  - **PLACEMENTS**
  - **INSIGHTS**
  - **SCHOOL LEAVER SCHEMES**
- **No. of graduate jobs**: 6
- **Benefits**: 28 days’ holiday (inclusive of Bank Holidays), healthcare, pension scheme, study support and social events
- **Graduate application deadline**: Ongoing

**UNDERGRADUATE OPPORTUNITIES**

- **No. of undergraduate opportunities**: 3
- **Undergraduate application deadline**: See website

**HOW TO APPLY**

- **Application method**: Application form by email
- **Contact information**: hillierhopkins.co.uk/about-us/working-us

**TRAINEE PROFILE**

**NAME**: Emily Griffin

**LOCATION**: Watford

**UNIVERSITY**: Reading

**DEGREE**: Accounting and Management

**ROLE**: Chartered Accountancy Student

**How did you get your role?**

I applied for the role of Chartered Accountant Student through the Hillier Hopkins website and completed the form. I was then invited for a telephone interview, followed by a face to face interview with senior management. I then completed some online psychometric tests and finally I had a face to face interview with the student Principal.

**Why did you choose Hillier Hopkins?**

I applied to Hillier Hopkins because of its location in relation to my home town and connections to London. I chose to apply to Hillier Hopkins as it is a mid tier firm and allows for earlier responsibility and closer professional relationships with other members of staff. Currently as a second year student, I am already taking out first year students on small audits and helping with training and developing their knowledge – therefore I have been able to take on responsibility early into my contract and gain vital experience from this.

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

It has been difficult to adapt to the work, life and study environment whilst studying for my ACA. Balancing all three has been a challenge coming from university where the main priority was studying. Hillier Hopkins have supported me through the exams by encouraging interaction with students in other year groups to discuss study tactics etc. We also all have mentors in senior management who are available to discuss any issues with at all times.

**Do you have any advice for anyone wanting to join Hillier Hopkins?**

It is not easy studying for your ACA and therefore you need to be able to focus and work hard. Be organised and determined to push through the exams whilst maintaining a full time job. You will also need to be prepared to take responsibility for your own work early on and be willing to take on more senior positions at an early stage than would be possible at a ‘Big Four’ firm.

**What personal developments have you noticed since starting your contract?**

The obvious development is confidence. I’m able to work comfortably in a professional environment; help other students and communicate with a wide variety of differing clients. Personal organisation has also been a main development for me. Juggling exams, work and the responsibility of being the first point of contact for clients required a change in my approach.

**How would you describe the culture at Hillier Hopkins?**

The culture at Hillier Hopkins is professional yet personal. For me, a mid tier firm taking on an intake of six students a year is a lot more personal than at other firms. Principals know you by your first name and you are encouraged to participate in activities, both work and social. At Hillier Hopkins we are one of two firms that are active members in the Beds, Bucks and Herts student society for other ACA students. We are therefore heavily involved in organising events for students across the region. The work/life balance is emphasised at Hillier Hopkins and this is one of the reasons I chose to work here.
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.

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 do you like most about your role?

As part of my role, I get to interact with clients and as a trainee, you are exposed to the different types of businesses in different sectors, meaning I also have to deal with the different industries. 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?

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.
KNOX CROPPER
chartered accountants

Knox Cropper is a firm of Chartered Accountants, based in central London, with additional offices in Haslemere, Surrey and Hemel Hempstead.

We are one of the leading firms of Chartered Accountants servicing the not-for-profit sector. Our unique client base ensures that our employees have exposure to a wide range of organisations including commercial companies, national charities, universities and trade unions.

What we’re looking for
We’re looking to recruit a number of graduates for our 2017 intakes, who aspire to become chartered accountants.

At Knox Cropper, we recruit graduates who display initiative, motivation and who can demonstrate the ability to contribute effectively to team work. We recognise that our business is a people-business and our staff are our most important resource. We are committed to providing the highest quality of training for students and qualified staff.

In return, you’ll enjoy a competitive salary and an excellent package (with salary increases based on exam and work performances). Capable and committed individuals can expect rapid promotion to senior positions.

Your route to the ICAEW ACA qualification
You will enter employment under a three year training contract, during which you will receive a wide range of practical experience while studying for your professional examinations; all of which leads to the ICAEW (ACA) Chartered Accountant qualification.

Practical training to equip you for your work with us is provided by our training partner (SWAT UK) and more technical training focusing on the exams is provided by professional tutors from Kaplan. Both are leading training organisations in the profession, and this is supplemented by in-house workshops and training sessions. You will be given paid study leave, and we also cover the costs of all courses and examinations for first attempts.

If you have all this and are looking for a challenging and rewarding career, please apply today.

Go online for specialist advice and the latest opportunities
www.insidecareers.co.uk

GRADUATE JOBS | INTERNSHIPS & PLACEMENTS | ADVICE
@InsideCareers /company/inside-careers /insidecareers

For graduate jobs, internships & placements visit www.insidecareers.co.uk/acc

CAREERS IN FINANCE
2016/17
Kreston Reeves

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 Canterbury, we have built a growing reputation for our award winning tax and financial advice. Today, we have offices in Kent, Sussex 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 to become 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: 500+
- No. of partners: 50
- No. of trainees: 20
- Offices recruited into: London, Kent and Sussex
- International opportunities: No

JOB OPPORTUNITIES

- Disciplines recruited from: All degrees considered
  - GRADUATE JOBS
  - INTERNSHIPS
  - PLACEMENTS
  - INSIGHTS
  - SCHOOL LEAVER SCHEMES

- No. of graduate jobs: 15

Benefits
22.5 days’ holiday, healthcare, pension scheme, study support, flexitime, bike scheme, performance bonus, social events and death in service

Graduate application deadline: 31 January 2017

*Will close earlier if positions are filled

UNDERGRADUATE OPPORTUNITIES

- No. of undergraduate opportunities: Varies
- Undergraduate application deadline: See website

HOW TO APPLY

- Application method: Online
- Contact information: danielle.mynard@krestonreeves.com

TRAINEE PROFILE

NAME: Petar Lukic
LOCATION: Canterbury
UNIVERSITY: University of Kent
DEGREE: Business and Economics
ROLE: Corporate Services

How did you get your job at Kreston Reeves?
I decided to apply for Kreston Reeves after speaking to some of the team at a careers fair which was being held at my university. The application process involved:

- Filling out an online application form
- Completing some psychometric tests that are very time pressured
- Attending an assessment centre which consisted of an interview and a written and group exercise
- The last stage involved a presentation to two partners and an interview.

What’s it like working at Kreston Reeves?
Everyone who I’ve worked with so far at Kreston Reeves has been very supportive which has helped me to learn a lot within a short space of time. Getting to know people outside of the office through the various socials that are arranged has also helped with this. Finally, it’s a really exciting time to be working at Kreston Reeves, especially with the recent merger with Spofforths that has opened up a range of new opportunities.

Why did you choose Kreston Reeves?
The key factor that motivated me to apply for Kreston Reeves was the training that’s provided, which was highlighted by the various awards the firm has won. In addition to this, Kreston Reeves stood out amongst the other firms I applied to due to the personal approach they had throughout the application process.

What are your main duties/roles in your current position?
Working within the corporate services means I perform the basic audit tests, such as obtaining confirmation of a client’s bank balance, carrying out stock takes and performing walk through tests. In addition to this, I’ve been lucky to support senior management in preparing a couple of tender documents and helping to implement a new system for filing annual returns. So in a short space of time I’ve been involved in a wide range of tasks that have really helped to develop my skill set.

How do you see yourself progressing from your current position in the next 2-3 years?
In the next couple of years my aim is to complete my training, which involves passing eight more exams and demonstrating that I’ve applied certain professional skills. After this I hope to start leading some of my own audits and potentially finding a certain sector to specialise in.

What challenges have you come across and what support have you received?
When I first started at Kreston Reeves there was a steep learning curve. This was because I came from a non-accounting background so was unfamiliar with a lot of the technical concepts. However, the firm has supplied great support through assigning me a ‘buddy’ and providing in-house training, which has helped to supplement what I’ve learned at college.

For graduate jobs, internships & placements visit www.insidecareers.co.uk/acc
Larking Gowen are committed to becoming the first 95 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!
I applied for a training contract with Lubbock Fine after spending a year in industry after graduating from university. I was initially attracted to Lubbock Fine because of its size and central London location. The application process was thorough, however I was made to feel relaxed and welcome at each stage and I immediately got a sense of the personal, friendly feel of the firm.

Since joining in September 2013, Lubbock Fine has given me the sort of valuable, hands-on experience that wouldn’t necessarily be provided by larger firms. The diverse client base means that work is always varied – one week you could be working alone on a small media business and the next, a global asset manager as part of a large team.

When I’m not studying for ACA exams, the majority of my time is spent on assurance assignments, however over the course of my training contract I have had the opportunity to experience other areas of the firm such as accounts preparation, outsourcing and tax. This wide-ranging exposure to different functions has helped tremendously in my ACA studies.

If I had to give other graduates advice I’d say choose the place that feels right for you. From my very first day at Lubbock Fine, I knew I had made the right choice to join this firm.
About Mazars
Mazars is an international, integrated and independent organisation, specialising in audit, accountancy, tax, legal and advisory services. We are not only ranked as the eighth largest UK partnership by audit fee income, but we are also one of Europe’s largest accounting firms with a huge global presence, operating in over 70 countries with over 250 offices worldwide.

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.
We are looking for people who bring something special to the firm and who also have some distinctive qualities. We want driven people who think creatively about their work. We are looking for people who embrace challenges and can resolve complex problems. We are also looking for people who can work well with others and like to work amongst a diverse team of people from different backgrounds.

The more we grow as individuals; the more Mazars grows.
Mazars is all about people – we believe that each individual makes a difference to the Mazars culture. As an international firm with strong European roots, we are a melting pot of different cultures and disciplines. Diversity is one of our main strengths.

Our firm has thrived because of the quality of our individuals – the work we do makes a long-term difference to our clients’ successes and goals, our rich culture has evolved from the firms that have come together to form Mazars.

We all work within a culture of high support and high challenge at Mazars. We are not afraid to take on new and greater responsibilities. But we do this through encouragement – not pressure and competition.

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### Company Details

<table>
<thead>
<tr>
<th>Details</th>
<th>Information</th>
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<tr>
<td>No. of employees</td>
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<td>No. of trainees</td>
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<tr>
<td>International opportunities</td>
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### Job Opportunities

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<tr>
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<td>Benefits</td>
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<td>Graduate application deadline</td>
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### How to Apply

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<td>Contact information</td>
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</table>

These years are the ones that will shape you, that will push you forward, that will leave a mark on you. They allow you to travel, to venture and to contribute to a growing business. We will support you through your professional qualification and develop your global employability skills. You will not find a better environment to achieve your full potential!

graduates@mazars.co.uk / schoolleavers@mazars.co.uk

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

Our focus at Menzies is providing a #BrighterThinking approach, going the extra mile to keep clients on-track to achieve their personal and business objectives. As a top 20 accountancy firm we have a passion for advising entrepreneurs and SMEs through our sector-led teams.

We apply the same principles to individuals within the firm. Our people are ambitious, self-motivated and encouraged to develop their skill set and realise their potential.

We operate out of a network of offices across Surrey, Hampshire, Cardiff and London, providing our clients with easy access and local knowledge. Many of our clients are expanding overseas and benefit from the outward perspective we can provide via our active membership of HLB International.

#BrighterThinking is how we sum up the difference we make, as a firm, to our clients and in the way we hire and develop talent in Menzies. It’s finance and accounting expertise, combined with strategic commercial thinking and a promise to add real value across all areas of our clients businesses.

Menzies LLP was voted one of the best Graduate Employers to work for in 2016/17 (Job Crowd) with our award winning training and development programme. We offer personable, friendly and supportive training environment. All of our ACA & ATT Graduates 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 Graduate Programme 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 or ATT 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

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<td>International opportunities</td>
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JOB OPPORTUNITIES

Disciplines recruited from
Accounting & finance, business management & economics

- GRADUATE JOBS
- INTERNSHIPS
- PLACEMENTS
- INSIGHTS
- SCHOOL LEAVER SCHEMES

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HOW TO APPLY

Application method
Covering letter, CV and application form online

Contact information
www.menzies.co.uk/careers

Are you a #BrighterThinker?

Our Menzies Training Academy is recruiting bright business minded talent to join us in September 2017 in our Accountancy and Tax Graduate Programmes.

Apply online at menzies.co.uk/careers

Follow us @MenziesCareers
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, CTA) or (ATT, CTA)
- Study leave
- Competitive salary
- Company pension scheme
- Life assurance
- Childcare vouchers
- Career progression.

We offer trainee opportunities in audit/ accountancy, 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: 16
- No. of trainees: 26
- Offices recruited into: London, Milton Keynes and St Albans
- International opportunities: No

**JOB OPPORTUNITIES**

- Disciplines recruited from:
  - GRADUATE JOBS
  - INTERNSHIPS
  - PLACEMENTS
  - INSIGHTS
  - SCHOOL LEAVER SCHEMES

- No. of graduate jobs: 5
- Benefits:
  - 23 days' holiday, pension scheme, study support, flexitime, season ticket loan, bike scheme, social events, employee assistance programme and life assurance

- Graduate application deadline: Ongoing
- Undergraduate opportunities:
  - No. of undergraduate opportunities: Varies
- Undergraduate application deadline: Ongoing

**HOW TO APPLY**

- Application method: Application form by post or email
- Contact information: www.mercherole.co.uk/p/Graduate-Programme

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**About Metric**

Metric is a young and dynamic chartered accountancy firm that was established to help London’s growing technology sector. The founders have managed to do this by providing an excellent, tailored service.

As a result, Metric’s clients seek a wide range of services, not simply ‘compliance’ services. It is because Metric’s typical client requires a much greater range of services than a ‘typical’ business, that the firm is able to offer talented individuals such a wide range of experience. Metric expect such experience will broaden graduates’ knowledge, enhance their career prospects and improve their earning potential.

**Qualities we are looking for**

- Self-motivation and have a willingness to take responsibility
- Self-confidence and the ability to use your own initiative
- Adaptability and a sociable personality
- A keen interest in technology
- Excitement to work with entrepreneurs and startups
- Leadership and management potential
- Preferably the ability to speak a second European language
- A preference for a breadth of experience (e.g. bookkeeping, accounts, tax, company secretarial work and audit, rather than just specialising in one stream initially).

**Your route to the ICAEW (ACA) qualification**

You will enter employment under a three year training contract, during which you will receive a wide range of practical experience while studying for your professional examinations; all of which leads to the ICAEW (ACA) Chartered Accountant qualification.

Practical training to equip you for your work with us is provided by our training partner (SWAT UK) and more technical training focusing on the exams is provided by professional tutors from Kaplan. Both are leading training organisations in the profession, and this is supplemented by in-house workshops and training sessions. You will be given paid study leave, and we also cover the costs of all courses and examinations for first attempts.

**COMPANY DETAILS**

- No. of employees: 7
- No. of partners: 2
- Offices recruited into: London
- International opportunities: No

**JOB OPPORTUNITIES**

- Disciplines recruited from:
  - GRADUATE JOBS
  - INTERNSHIPS
  - PLACEMENTS
  - INSIGHTS
  - SCHOOL LEAVER SCHEMES

- No. of graduate jobs: Varies
- Benefits: Competitive benefits package
- Graduate application deadline: Ongoing

**HOW TO APPLY**

- Application method: Applications are administered through our recruitment partner – SWAT UK. Please visit www.swat.co.uk/Recruitment to apply online

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Moore Stephens is the UK’s 9th largest independent accounting and consulting association, comprising over 1,900 partners and staff in 37 locations. Our objective is simple: to be viewed by clients as the first point-of-contact for all their financial, advisory and compliance needs.

Our success stems from our industry focus, which enables us to provide an innovative and personal service to our clients in our niche markets. We service a broad client portfolio ranging from international organisations with worldwide operations, to small firms and individuals. Specialist sectors include energy and mining, financial services, insurance, not-for-profit, pensions, professional practices, real estate, shipping, transport and public sector.

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

Opportunities
Moore Stephens offer graduate and school leaver programmes in our London, Birmingham and Reading offices starting every September and January. You could join our audit or tax departments having the one year internships into our audit and marketing departments starting each summer.

Why choose us?
We recognise that our growth and future success will be driven by the quality of our people. We are committed to developing your career by offering:

• Structured training both for recognised professional qualifications and management skills
• The opportunity to work on a diverse portfolio of clients, gaining a range of experience
• Regular feedback on your progress with clear steps on how to develop in your role
• National and international client exposure; and
• Many different opportunities to support our corporate social responsibility scheme – including raising money for our charity of the year.

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

For graduate jobs, internships & placements visit www.insidecareers.co.uk/acc
Established in 1912, Myers Clark is one of the largest independent firms of Chartered Accountants in Watford. Located 15 minutes by train from London Euston, we are able to offer City standards without the City stress.

Known for applying integrity, clarity and innovation to everything we do, Myers Clark offers a broad range of tax, audit and accountancy services for hundreds of businesses and individuals, as well as national and local organisations in the not-for-profit sector.

**Your route to the ICAEW (ACA) qualification**
You will enter employment under a three year training contract, during which you will receive a wide range of practical experience while studying for your professional examinations; all of which leads to the ICAEW (ACA) Chartered Accountant qualification.

Practical training to equip you for your work with us is provided by our training partner (SWAT UK) and more technical training focusing on the exams is provided by professional tutors from Kaplan. Both are leading training organisations in the profession, and this is supplemented by in-house workshops and training sessions. You will be given paid study leave, and we also cover the costs of all courses and examinations for first attempts.

**Join the team**
Trainees start interacting with clients straight away. The core of our work is year-end accounts, audit and the related corporation tax computations. Trainees tackle more complex assignments as they gain knowledge and experience. Trainees are supervised and reviewed by senior staff who are responsible for training and developing junior staff.

We are looking for mature, numerate and intelligent students who are willing to work hard, study hard and play hard. Above all, you will need to have the flexibility to adapt to a variety of challenging situations and the communication skills to express ideas and deal with clients at all levels.

**COMPANY DETAILS**

- **No. of employees** 66
- **No. of partners** 6
- **No. of trainees** 3
- **Offices recruited into** Watford
- **International opportunities** No

**JOB OPPORTUNITIES**

- **Disciplines recruited from** All disciplines accepted
  - ✓ GRADUATE JOBS
  - ✓ INTERNSHIPS
  - ✓ PLACEMENTS
  - ✓ INSIGHTS
  - ✓ SCHOOL LEAVER SCHEMES
- **No. of graduate jobs** 2-3
- **Benefits** Competitive benefits package
- **Graduate application deadline** Ongoing

**APPLICATIONS**

- **Application method** All applications are administered through our recruitment partner – SWAT UK. Please visit www.swat.co.uk/Recruitment to apply online

Nyman Libson Paul are the leading advisors to the UK Entertainment & Media industry. Over the years we have looked after some of the biggest and brightest stars and projects in the Film, TV, Music and Theatre sectors. Our knowledge and expertise has developed into the Animation, Video Games and Digital sectors as we continue to evolve with our client base.

**Your route to the ICAEW ACA qualification**
You will enter into a three year training contract with us. A full training programme is provided through our training partner (SWAT UK) who will also administer your accountancy training and ICAEW exams with one of the leading accountancy tutors in London. Paid study leave is granted and your course and examination fees are paid for first attempts. You’ll also benefit from regular one-to-one coaching.

You’ll also attend a range of practical training courses to help equip you with valuable business skills, such as IT skills, bookkeeping, leadership and more.

**What you can expect**
You will not be tethered to your desk labouring over never-ending jobs. Instead, our students deal directly with a range of clients from major film and television production and distribution companies, West End theatres, cinema and media personalities through to manufacturing companies, hotels, restaurants and professional firms.

We encourage our staff to provide fast, imaginative and practical solutions to our clients’ business problems while liaising with our tax department, you will be involved in both corporate and personal tax issues.

We have high standards and are looking for candidates with excellent academic qualifications as well as drive, ambition and a thirst for success.

You’ll enjoy a competitive salary and an excellent package. We will also encourage you to maximise your potential, as our emphasis is on internal promotion to both manager and partner level.

**COMPANY DETAILS**

- **No. of employees** 111
- **No. of partners** 18
- **No. of trainees** 18
- **Offices recruited into** London and South East
- **International opportunities** No

**JOB OPPORTUNITIES**

- **Disciplines recruited from** All disciplines accepted
  - ✓ GRADUATE JOBS
  - ✓ INTERNSHIPS
  - ✓ PLACEMENTS
  - ✓ INSIGHTS
  - ✓ SCHOOL LEAVER SCHEMES
- **No. of graduate jobs** 3 at each intake
- **Benefits** Competitive benefits package
- **Graduate application deadline** Ongoing

**APPLICATIONS**

- **Application method** All applications are administered through our recruitment partner – SWAT UK. Please visit www.swat.co.uk/Recruitment to apply online
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!

Job opportunities
Disciplines recruited from All disciplines accepted
✓ GRADUATE JOBS
✓ INTERNSHIPS
✓ PLACEMENTS
✓ INSIGHTS
✓ SCHOOL LEAVER SCHEMES

No. of graduates accepted
15

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

Graduate application deadline Ongoing

How to apply
Application method
Covering letter and CV by email

Contact information
Miss Toni Munro
Head of Human Resources
PEM
Salisbury House
Station Road
Cambridge, CB1 2LA
T: 0122 372 8222
E: recruitment@pem.co.uk

Company details
No. of employees 150
No. of partners 11
No. of trainees 35
Offices recruited into Cambridge
International opportunities No

PKF Littlejohn LLP is an independent firm of chartered accountants and business advisers based in London’s Canary Wharf.

We are one of the largest single office practices in the UK and provide a full range of audit, accountancy, tax and advisory services to a broad range of clients.

Our specialists help clients overcome the challenges they face through a comprehensive commercial and technical understanding of their businesses and a high level of partner involvement.

Our strength? We are medium-sized by choice. We combine the efficiency and technical expertise you’d expect of a major firm, with the intellectual and personal skills required to build close, successful client relationships.

The firm is a member of PKF International, a network of legally independent member firms located in around 125 countries throughout the world.

Sectors of expertise
International businesses – in addition to advising many UK SMEs with international expansion plans, we work with inward investors ranging from branches of overseas businesses to subsidiary companies of multinational organisations, advising at all stages of the business life-cycle.

Capital markets – businesses looking to list on the London capital markets can call on our expertise in bringing companies to London’s AIM market from all over the world.

Insurance/financial services – we have one of the largest insurance teams outside of the ‘Big Four’ and are leaders in providing services to insurers and brokers in the London Market.

Charities and not-for-profit – we work with charities of all sizes, both ‘registered’ and ‘exempt’, including those working in education, social enterprise, and overseas humanitarian and development aid.

Company details
No. of employees 200
No. of partners 38
No. of trainees 63
Offices recruited into London
International opportunities No

Job opportunities
Disciplines recruited from All disciplines accepted
✓ GRADUATE JOBS
✓ INTERNSHIPS
✓ PLACEMENTS
✓ INSIGHTS
✓ SCHOOL LEAVER SCHEMES

No. of graduate jobs 15

Benefits
20 days’ holiday, healthcare, pension scheme, study support, season ticket loan and social events

Graduate application deadline Ongoing

Undergraduate opportunities
No. of undergraduate opportunities 10

Undergraduate application deadline Ongoing

How to apply
Application method
Covering letter and CV by email

Contact information
recruitment@pkf-littlejohn.com
About us

Price Bailey is an award winning top 30 firm of business advisers and accountants, with seven offices throughout East Anglia, London, Guernsey and St Lucia 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 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 our website.

COMPANY DETAILS

No. of employees 350
No. of partners 27
No. of trainees 56
Offices recruited into Bishop’s Stortford, Cambridge, City of London, Mayfair and Norwich
International opportunities No

JOB OPPORTUNITIES

Disciplines recruited from All disciplines accepted
✓ GRADUATE JOBS
✓ INTERNSHIPS
✓ PLACEMENTS
✓ INSIGHTS
✓ SCHOOL LEAVER SCHEMES
No. of graduate jobs 8-10
Benefits 20 days’ holiday, pension scheme, study support, season ticket loan, social events and life assurance
Graduate application deadline 15 December 2016

HOW TO APPLY

Application method Covering letter and CV by email or post
Contact information stepstone@pricebailey.co.uk

TRAINEE PROFILE

NAME Victoria Proctor
LOCATION London
UNIVERSITY Leeds
DEGREE French and Philosophy
ROLE Audit Senior

How did you get your job at Price Bailey?
I applied through the Stepstone graduate scheme through the Price Bailey website.

I then had to take part in an assessment day and had an interview before I was offered the job.

Why I chose Price Bailey
One of the main reasons that I chose Price Bailey was because they offer a really good graduate scheme which allows amazing variety.

The Stepstone scheme has meant that I have spent time in a number of the different teams throughout the practice which has allowed me to develop different skills and understand better which area I would like to pursue further going forward.

What is it like working at Price Bailey?
Price Bailey offers a really good work/life balance and there is so much support in each of the individual teams and within the firm as a whole. This creates a really friendly and safe environment and makes it a really enjoyable place to work.

What skills have you found useful in the accountancy sector/profession?
I have found that the skills I have learned have varied significantly. Whilst I have learned a lot of obvious academic and technical skills, I have been surprised at how much my soft skills have also improved. These have improved from working within a team and having to communicate with clients on a daily basis.

My daily/weekly schedule
It can vary significantly, not least of which depending on which team you are part of. I am currently within our Corporate team and therefore my usual week consists of being on site at a client’s premises assisting within an audit team which involves:

• Assisting with audit testing
• Analysing financial data
• Discussions with the team and the client.

What challenges have you come across?
The largest challenge for me so far has been the balance between work and study as the ACA qualification is very demanding and time consuming.

Price Bailey offers a really good training programme where I have received significant time to study and revise. In addition, the managers and partners are very understanding in the stressful exam periods and they will often make every effort to reduce the work expected from me at these points.

Do you have any advice for someone who would like to work at Price Bailey?
My advice for someone who would like to work at Price Bailey would be that you should be hard-working, sociable, friendly and not afraid to ask questions!
Rayner Essex has been established for over 40 years and is a dynamic, medium-sized firm with offices in St Albans and Central London.

Our clients range from all fields of business, industry, the professions and arts, including large corporates operating nationally and internationally, privately owned businesses of every size, partnerships, sole traders, self-employed individuals and charities.

We have high standards and are looking for candidates with excellent academic qualifications as well as drive, ambition and a thirst for success. The recruitment of high quality staff is crucial to the continued success of our firm. To achieve this we recruit people who share our values and are driven to make a positive impact.

In return, you will enjoy a competitive salary and an excellent study and benefits package, with salary increases based on exam and work performances.

**Your route to the ICAEW (ACA) qualification**

You will enter employment under a three year training contract, during which you will receive a wide range of practical experience while studying for your professional examinations; all of which leads to the ICAEW (ACA) Chartered Accountant qualification.

Practical training to equip you for your work with us is provided by our training partner SWAT UK and more technical training focusing on the exams is provided by professional tutors from Kaplan. Both are leading training organisations in the profession, and this is supplemented by in-house workshops and training sessions. You will be given paid study leave, and we also cover the costs of all courses and examinations for first attempts.

If you are looking for a challenging and rewarding career, please apply today.
Rees Pollock was formed in 1990 by a team of experienced partners and managers from Ernst & Young. Twenty-six 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 trainees 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.

**What is Rees Pollock’s application process?**

Having emailed my covering letter, CV and application form, I was invited to the office to sit a maths test. Immediately after passing this, I had my first interview with a manager, which was very relaxed; Rees Pollock won’t bombard you with the usual competency-based questions, they are interested in getting to know you as an individual. After this interview, I met with a current trainee, who was happy to answer further questions relating to the job and studying for the ACA qualification. The last stage in the application process was a second interview, this time with a partner but just as relaxed, and another chance to meet a trainee.

**What’s the first year at Rees Pollock like?**

My first two weeks were at BPP college, studying for two of the six certificate-level exams. Within the first seven months of starting, I sat all the certificate-level and three of the six professional-level exams. While this was very intense, it was useful to quickly assimilate knowledge that could be applied in the office.

As soon as I started in the office, I was involved in audits and visiting clients. Although this was slightly unnerving, it is the best way to gain experience and build confidence. The job is challenging, however everybody at Rees Pollock – from fellow trainees up to the partners – is very approachable and friendly, offering lots of help along the way.

I’m usually on a different audit every week, so I’ve experienced a variety of industries, including finance, retail and restaurants. Plus, being part of a smaller firm allows you to be involved in all areas of an audit.

**Finally...**

Rees Pollock’s greatest asset is its people. There is a strong sense of community spirit, which is shown through the variety of events that are organised throughout the year: rounders at Hyde Park in the summer, plenty of student nights, and regular trips to the pub with all our staff! A conference is also held every September. My first one involved climbing Mount Snowdon, a great way to bond with my colleagues!
Saffery Champness

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 thirteenth 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 team-workers, 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.

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 judgment 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 pressures.

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

For graduate jobs, internships & placements visit www.insidecareers.co.uk/acc

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TRAINEE PROFILE

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

Company Details

- No. of employees: 479
- No. of partners: 68 (UK)
- Offices recruited into: Bournemouth, Bristol, Edinburgh, Harrogate, High Wycombe, Inverness, London, Manchester and Peterborough
- International opportunities: No

Job Opportunities

- Disciplines recruited from: All degrees considered
- Benefits: 20 days’ holiday, pension scheme, study support, season ticket loan, life assurance, bike scheme and social events
- Graduate application deadline: Ongoing
- No. of undergraduate opportunities: See website
- Undergraduate application deadline: See website

How to Apply

- Application method: Online
- Contact information: www.saffery.com
- E: grad.rec@saffery.com

For graduate jobs, internships & placements visit www.insidecareers.co.uk/acc
Shipleys is a firm of Chartered Accountants and professional business advisors, based in London’s glamorous West End.

Your route to the ICAEW (ACA) qualification
You will enter employment under a three year training contract, during which you will receive a wide range of practical experience while studying for your professional examinations; all of which leads to the ICAEW (ACA) Chartered Accountant qualification.

Practical training to equip you for your work with us is provided by our training partner (SWAT UK) and more technical training focusing on the exams is provided by professional tutors from Kaplan. Both are leading training organisations in the profession, and this is supplemented by in-house workshops and training sessions. You will be given paid study leave, and we also cover the costs of all courses and examinations for first attempts.

We offer...
- A competitive salary, benefits and training package.
- A friendly and informal working environment, with regular contact with senior staff and partners.
- A keen personal interest in how you are getting on, which includes mentoring.
- Brilliant work experience in a wide variety of real client situations.
- Opportunities to develop your career into different technical specialisations or industry sectors, some perceived as more glamorous than others!

What we expect from you...
- Self-motivation and have a willingness to take responsibility.
- Self-confidence and the ability to use your own initiative.
- An adaptable and sociable personality with the knack of communicating well with people at all levels to earn credibility with colleagues and clients.
- The ability to get along and work with others as part of a team.
- High ethical standards and honesty.
- Leadership and management potential.
- A professional manner and appearance.
- Good IT skills.

People work hard when they are here, but we also do expect them to go home!

Smith & Williamson

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 13 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.

How to apply
Application method
All applications are administered through our recruitment partner – SWAT UK. Please visit www.swat.co.uk/Recruitment to apply online.

Disciplines recruited from
All degrees considered
- GRADUATE JOBS
- INTERNSHIPS
- PLACEMENTS
- INSIGHTS
- SCHOOL LEAVER SCHEMES

No. of graduate jobs
Varies

Benefits
Competitive benefits package
Graduate application deadline
Ongoing

How to apply
Application method
Online
Contact information
www.smithandwilliamsontrainees.co.uk

Job opportunities
No. of undergraduate opportunities
8-10

How to apply
Application method
Rolling recruitment
*Early application advised

Job opportunities
No. of graduate jobs
3.60

Job opportunities
No. of undergraduate opportunities
8-10

Job opportunities
No. of partners
23.8

INTERNATIONAL OPPORTUNITIES
No

OFFICES
London and Godalming

Regional offices
Salisbury and Birmingham

Training provider
our recruitment partner – SWAT UK.

International opportunities
International opportunities
No

For graduate jobs, internships & placements visit www.insidecareers.co.uk/acc
About us
Do you aspire to join a modern and dynamic firm? Then why not join us! As an ambitious and progressive award winning Top 15 Group of UK chartered accountants, we have a strong national and international network.

Each trainee is given responsibility from day one and has the chance to stretch their talents, and experience a wide diversity of work. Our trainees deal with a variety of clients, from the very small companies, through to what we call the ‘dynamic mid-market’ businesses, including AIM and fully listed public entities.

The recruitment experience may slightly vary from office to office, however, we all share one vision and the same intrinsic values.

What makes us a great employer?
From the offset, you will receive exposure to a varied portfolio of clients, as well as access to the best training available. Our trainees always tell us that the culture and family spirit is one of the best firm attributes we provide and Lachlan, a graduate within our London office, strongly agrees: “Everyone enjoys being surrounded by so many familiar faces back at our home office, and the mood is always jovial.”

As an approved training office for the ICAEW, we are considered a leading trainer within the accountancy profession but don’t just take our word for it; read the unedited experiences of our current staff on our early careers site at: www.uhy-earlycareers.com.

What we’re looking for
We are looking for the partners of the future – someone that has excellent communication skills and the ability to actively engage with clients. Someone that is ambitious, passionate and wants to progress within practice.

Development and career progression
We are dedicated to your professional development and so have established a mentoring programme to support our trainees. We have a genuine passion for our students to succeed, not only through exams but in their future career with us. We are passionate about our students to succeed, not only through exams but support our trainees. We have a genuine passion for what we call the ‘dynamic mid-market’ businesses, including AIM and fully listed public entities.

What do you like most about your role?
I really like meeting new clients; so far, I’ve worked with a wide range of clients in industries such as oil and gas, law, investment, holiday cruises and academies. We spend most of our time outside of the office, traveling all over London. There are also opportunities to travel around the UK and also abroad.

What made you choose UHY Hacker Young?
I chose UHY Hacker Young based on its reputation and strong position in Accountancy Age leader board and also based on a personal recommendation. Despite only working here for less than a year I would also definitely recommend to friends.

What is the atmosphere like in the office?
On the whole, it’s very good and having worked at a ‘Big Four’ company prior to joining UHY Hacker Young, the great office atmosphere was the most striking difference. The work/life balance is also comparatively very good. You are expected to do some overtime, especially during our busy period – January to March – but it’s definitely not the norm for the rest of the year.

What advice would you give to a potential trainee?
You’ll also need to keep on top of the ACA exams and revision. Start studying early in the year – there’s a lot to learn in a very short space of time.

What training and support have you received at UHY Hacker Young?
When I first joined we had two weeks of internal training taught by members of our technical and training department, UHY managers and even some UHY partners. They took us through the basics of accounting and what our roles would be. We were each given a mentor, a counseling manager and a counseling partner, who help us to review our progress and resolve any issues. We also attend college to study for the ACA, in which we have 15 exams spread over three years.

Application method
Online application form

Contact information
www.uhy-earlycareers.com
recruitment@uhy-uk.com

For graduate jobs, internships & placements visit www.insidecareers.co.uk/acc

For graduate jobs, internships & placements visit www.insidecareers.co.uk/acc
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**Benefits**
- Pension Scheme
- Healthcare Scheme
- Study support
- Performance bonus
- Season ticket loan
- Social events

**Application deadline**
- 31/01/17
- Varies
- 31/01/17
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**Application deadline**
- Online
- Online
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- Online
- Online
- Online
- Online

**How to apply**
- Email
- Online
- Online
- Online
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- Online
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- Online
- Online

**Further info**
- See website
- See website
- See website
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