

# Your career with us



Grant Thornton Limited is a leading Channel Islands accountancy and consultancy practice with offices in Guernsey and Jersey and a combined staffing strength of over 60 professional people. We are the Channel Island member of Grant Thornton International, one of the world's leading international organisations of independently owned and managed accounting and consulting firms. Services are delivered independently by the member firms and as a member firm within Grant Thornton International we have access to member and correspondent firms in over 100 countries, offering our client's specialist local knowledge supported by international expertise and methodologies.

## About Us

Grant Thornton is a great place to start a business career. As part of a global accountancy network, we can offer you fantastic opportunities to get involved in challenging projects, learn from experienced colleagues, and gain valuable qualifications that are recognised around the world.

We work with a wide portfolio of clients, advising everyone from privately-held businesses to financial service entities to high-net-worth individuals providing services in three key areas: audit, tax and advisory. Each of these service areas has a different focus, but the aims are broadly the same. In essence, we use our expertise to help clients measure and improve their financial performance, and also understand and control their risks.

With us, you can enjoy the friendly and personal culture you'd normally find in a smaller firm, but you'll have the wide-ranging opportunities you'd expect to find in a large global organisation.

## About our programme

Our trainee programme is specially designed for people who want to get on in life, but aren't attracted by the idea of university. Typically lasting four years in total, the programme will give you the chance to earn a competitive salary and gain real work experience, while also studying for a professional qualification.

At the end of it, you'll be a qualified accountant. From there, it's entirely up to you where you take your career – and how far you go. Once you've completed the programme, you could even take up secondments at one of our Grant Thornton firms abroad.

So, the all-important question: what do you need to apply? This is an environment that calls for good communication and numerical skills, so you'll need at least grade B GCSEs in English Language and Maths. We'll also expect a minimum of 240 UCAS points (or equivalent), plus a real interest in a business career that involves solving challenging problems for clients and advising them on their business.

Please note that you don't need to be a recent school leaver to join the programme – anyone who meets our minimum requirements is encouraged to apply.

## Training

For almost all our school leavers / graduates, joining Grant Thornton means entering into a training contract. This usually lasts three years – the time you'll typically need to complete the exams that lead to professional qualifications. This is by no means a straightforward process. Studying for the exams themselves is challenging enough, but at the same time we'll also expect you to take on responsibilities within our teams.

It's certainly a challenging experience. But it's also a rewarding one. Once you've completed the training contract, you'll have a valuable qualification that's a great foundation for a huge range of business careers – and of course, we'll be very keen to keep your skills and experience within the firm.

Choosing between the different qualifications can seem daunting at first. We'd certainly recommend doing some web research so you know what you're getting into and how the qualification is structured. In fact, for many people the qualification route is determined by the business area they choose to join. Graduates working in Audit, for example, will generally study for ACA or ACCA, while those joining Tax will work towards ATT.

No matter which route you follow, you are sure to have the best possible support at Grant Thornton. As well as on-the-job training and personal coaching from our assistant managers and managers, you'll attend professional qualification courses run by a leading external provider which the firm pays for and gives you the time off to attend.

On commencement with the firm your first day will see you taking part in our induction programme in our office. On this day, we'll give you a laptop and introduce you to the various members of your office. We'll also cover basic office

protocols – how things work and what will be expected of you.

Your two weeks will be spent receiving year one associate audit training where you will learn about our audit methodology, audit systems and learn how to carry out our audit procedures.

As your career development is very important to us we offer on going in house training and external training through our formal training programme which is formulated each year to keep our staff up to date on the latest technical and non-technical matters in the areas they work in.

## Areas you can work

Audit and Tax are the two main areas of our firm that you can join as a School Leaver / Graduate

### Audit

Our Audit teams play a crucial role for our clients, formally examining their accounts and making sure they comply with relevant laws and regulations. Audit assignments will take you out of the office and on to clients' sites. They will typically take one or two weeks, although they can last longer. You'll be working with a range of organisations, so you'll gain a wide variety of experience quickly. You'll also be given plenty of early responsibility. In fact, you could well be managing your own projects in your second or third year with us. People who choose Audit often prefer working in different teams, meeting new people daily and being on the move.

### Tax

Our Tax teams provide forward-thinking advice to local privately held businesses, financial service businesses or high net worth individuals, helping them to reach the most efficient tax position. We give expert, up-to-date guidance on everything

involving local to UK corporate taxes. It is a hugely varied role, one day you could be dealing directly with a client, the next talking to a lawyer or liaising with the Tax Office. People who choose Tax tend to prefer working in one team, dealing with a varied range of clients. They thrive on gaining detailed specialist knowledge and devising creative solutions.

## The package

We believe a rewards package should not only attract the best people but motivate them to do their best work. To ensure this happens, we've put together a comprehensive package for our graduates.

## Core benefits

From the start, you'll receive a competitive salary which rises as you progress towards qualification. You'll also receive an initial holiday allowance of 22 days' plus bank holidays, when you have passed all your exams your holiday allowance will rise to a maximum of 27 days.

## Flexible benefits

We operate a flexible benefit scheme which allows you to choose from a selection of benefits that best suit your lifestyle. The benefits include healthcare, pension, gym membership, extra holidays, travel allowance and dental cover.

## Non-financial rewards

- secondments and career progression
- various training courses to help your learning and development
- flexible working
- maternity and paternity leave
- parental and dependant care leave
- preferential loan rates from Cherry Godfrey