

Your career in accountancy

Working at UHY
Hacker Young

Not just another accountancy firm

Helping you prosper

We are driven by our purpose of 'helping you prosper' and this applies across all that we do, not only for our clients but also for our people and our local communities

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So you want a career in accounting?

But what type of accountant do you want to be? Do you want to work in a particular industry? Do you want to work with exciting start-up companies? Large blue-chip corporations? Specialise in a particular sector?

One of the great things about working in accounting is the variety of work and the different types of people and businesses you get to work with, but initially all that choice can be a bit daunting.

UHY Hacker Young is a great place to start, as we're big enough to work in the majority of industries, offering the full spectrum of accounting services, with teams around the country that will help you throughout your training, and steer you towards a truly rewarding career.

Our people provide business critical advice in a commercial and pragmatic way, harnessing the power of our collaborative partners and our passionate teams. We welcome applications from all ages and backgrounds and simply look for people who share our passion and enthusiasm to ensure that our clients flourish.

Of course, training to be an accountant can be tough and we look for past high levels of academic success, mixed with a positive attitude and a high degree of commercialism in our graduates. However, it can also be incredibly rewarding, and you will be given early responsibility from day one.

You can expect exposure to clients incorporating a wide diversity of work and various challenges that will help you develop the skills you need to succeed as an accountant. From helping a tech-start up put the right financial systems in place to facilitate growth, to managing international audits, to helping with a complex financial due diligence assignment for a £bn client, you can be confident you will get exposure to a range of varied and exciting assignments.

We are proactively looking for ambitious graduates to join our offices across the UK. If you are looking to train and work with a firm that will focus on you as an individual and help you prosper, we would love to hear from you.



Be part of a team that is focused on helping you prosper

Our purpose is 'helping you prosper'. It drives all that we do at UHY and really gives meaning to our work. We are passionate about helping our teams (that could be you!), our clients, and our community determine what prosperity means for them, and to help them achieve it.

While our 900+ people may work across different offices and come from different cultures and backgrounds, we all share the same purpose of helping you prosper. This purpose unites our UHY family and acts as the foundation career journeys at UHY are built on.

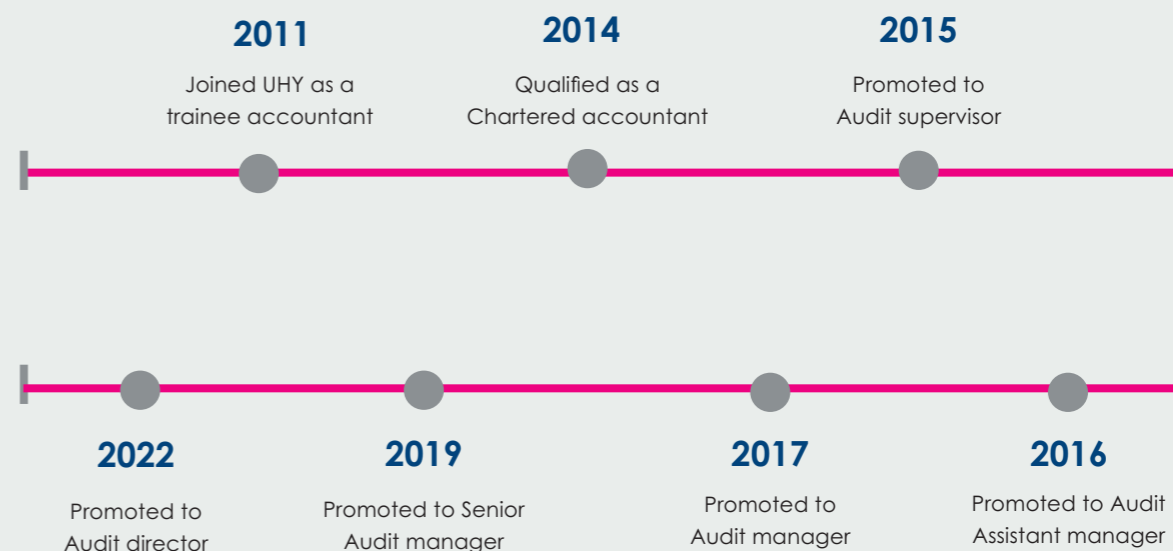
What could your career journey look like?

When you join UHY, we will want to know why you're looking to join, what you're hoping to gain from your time with us, and how we can help you achieve that. We will encourage you to be passionate about your career, providing you with the training, tools, career options and support so that you can focus on achieving what prosperity means for you.

We want to see everyone who comes to UHY flourish. But don't just take our word for it; follow the career path of one of our directors, Harriet Hodgson-Grove, on her journey from trainee. Harriet joined UHY in 2011 as a graduate trainee accountant and is now a key member of the leadership team in our London office.



Harriet Hodgson-Grove
Audit director



Gain a professional qualification whilst earning a salary

We help you to achieve your first career goal by qualifying as an accountant; either chartered accountant (ACA) or a chartered certified accountant (ACCA). But training to be an accountant is more than an academic process and we are looking for people who want to contribute, spark fresh ideas and be part of the UHY family.

As we only select a small number of trainees in any one year, there is a better chance for you to stretch your talents and to experience a greater diversity of work.

The ACA qualification

An ACA is an Associate Chartered Accountant; the qualification is gained through the Institute of Chartered Accountants in England and Wales (ICAEW). It is a widely-respected qualification which will offer you a rewarding, diverse career that is full of opportunity.

To qualify as an ACA, you must complete a training contract which will last three years, pass the Institute's examinations and carry out work experience. This broad-based qualification provides you with excellent grounding in accounting, financial reporting, auditing and business management.

The ACA qualification at UHY Hacker Young is audit focused. You will learn a lot about International Accounting Standards and you will often be out at clients' offices, checking that their accounts comply with these standards. In many of our offices, the training is part of an apprenticeship, resulting in you achieving not one, but two qualifications at the end of your studies. The apprenticeship requires no extra examinations and focuses on your on-the-job experiences at UHY Hacker Young.

It is a challenging qualification which demands a lot of hard work, commitment and determination. However, once qualified, your ACA will be recognised as a sign of quality, commercial acumen and professionalism and will offer you a huge opportunity for success.

Potential career pathway - ACA Apprenticeship

Year 1

First 4 certificate exams and 3 professional papers

Year 3

Your ACA final level exams and End Point Assessment



Please note that all applicable exemptions are accepted and this can affect the above study path.

In some of our offices the pathway is different to the above, in that whole levels must be completed before you can move onto the next level.

The ACCA qualification

ACCA stands for the Association of Chartered Certified Accountants. ACCA is a widely respected qualification which offers hard working students with determination and ambition the chance of a rewarding career in accountancy, finance and management.

In order to qualify as an ACCA member, you will complete 13 exams as well as a professional ethics module and also undertake relevant practical experience for three years.

ACCA at UHY Hacker Young focuses on Generally Accepted Accounting Principles in the UK (UK GAAP) and the course tends to be a mixture of accounting and audit based modules. It is a broad-based qualification and, aside from the mainstay of its accounts and audit, it will also provide you with excellent grounding in professional and company law, business management, communication and professional ethics.

Potential career pathway - ACCA Apprenticeship

Year 1

Complete Applied Knowledge level and first papers of the Applied Skills

Year 3

Complete your professional level options and compulsory papers



Year 2

Complete remaining applied skills papers and online ethics module

QUALIFIED AS A CHARTERED ACCOUNTANT

Please note that the firms accepts all applicable exemptions and this can affect the above study path.

Which option is right for you?

Both ACA and ACCA are of international repute and provide multiple career opportunities. Generally, ACA is more suitable if you want to pursue a career in auditing and accounting. In contrast, ACCA is more comprehensive, giving options for a career in management accounting, financial management and financial services. Whichever you choose, both are excellent career options and will unlock an exciting future at UHY.

Supporting you through your training

Whether you are studying towards the ACA or ACCA qualification, we will encourage you to develop quickly and take on responsibility for assignments.

Your professional experience will come from learning on the job. There are opportunities in all work assignments to apply and develop your knowledge and to learn more by dealing with real business situations. You can also increase the variety of your work experience through secondments to specialist departments such as tax or corporate finance, or even other offices if relevant. Secondments demand new skills and expose you to a new range of business problems and client needs.

Progress review

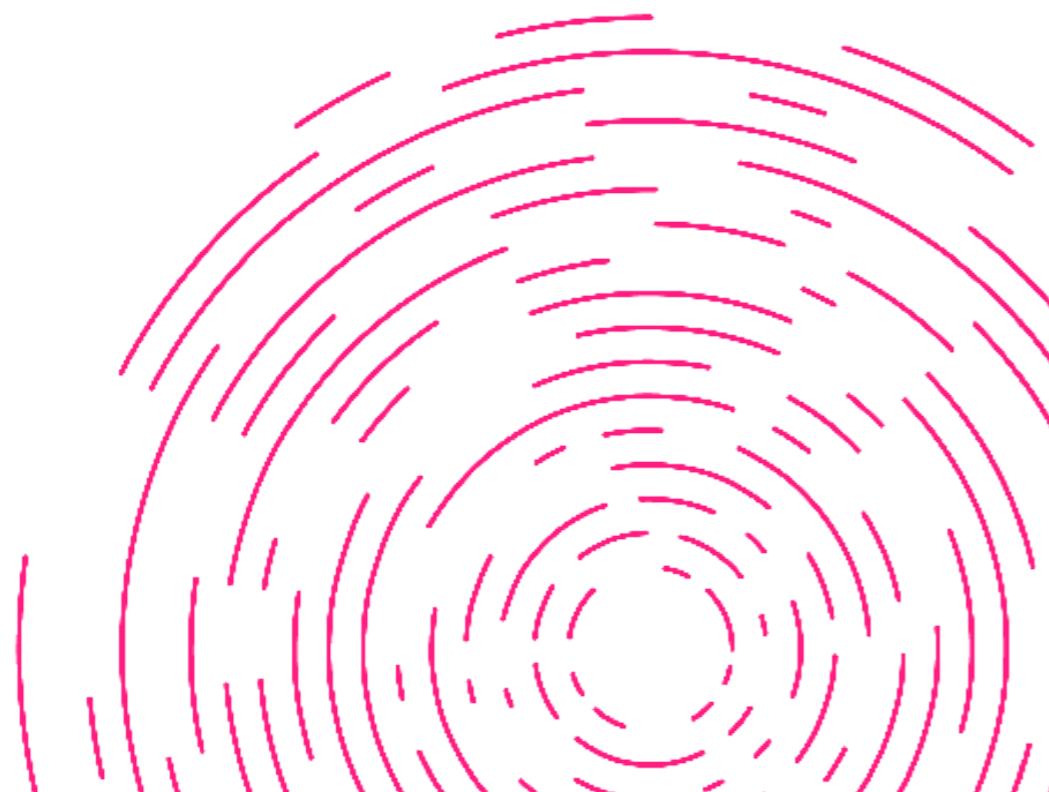
Your progress will be reviewed on a regular basis through:

- Written evaluation reports at the end of each assignment to assess your performance
- Meetings with your counselling manager to review progress every six months
- Formal reviews with your partner or line manager

We are proud of our record of exam successes – first time around. We will work with you and support you to fulfil your potential.

Making the most of your talents

As a qualified chartered accountant, you will hold an excellent business qualification and an immense number of opportunities are available to you within public practice, commerce and industry. We will encourage you to make the most of your talents. We will talk to you about your ambitions and we aim to provide the work experience you require for your success.



Our people are our difference



Bailey

Bailey joined our Manchester team in August 2021 as an Audit Assistant Level 1 and has since been promoted to Level 2.

Why UHY?

I studied Maths at Durham University and decided during my second year that I wanted to pursue a career in accounting. I thought UHY's website was impressive and the purpose of 'Helping you prosper' really resonated with me, so I applied.

Life at UHY

Since joining, I haven't stopped learning! Whether it is on client jobs developing my auditing skills and knowledge, or in the classroom studying to become an ACA qualified accountant. UHY have been fantastic in helping me learn about the industry and to put my training into practice by allowing me to work on a variety of challenging and exciting audits of some interesting companies. They have supported my studies brilliantly – answering anything I'm finding challenging in the classroom with expert knowledge. I meet my ICAEW progress mentor regularly to discuss my progress and set goals for the next period, whilst keeping a focus on ethics. In the twelve months I've worked here, I have worked with new people on almost every job. This has allowed me to build a trusted internal network of people who have all really helped to make me feel welcome, from other assistants through to the partners. Everyone is friendly, approachable and display impressive knowledge of the job, which has really helped me to develop quickly in a short space of time.



Shaifur

Shaifur joined our London office following graduation from university. He is now an ACCA qualified accountant and works in our Business Advisory team in London.

Describe a typical day in audit

A typical day usually involves liaising with the audit team in the morning to understand what stage we're at in terms of the fieldwork. Following on from this, we work through client records together and carry out our testing.

When working remotely, throughout the day we typically collate a list of questions and requests for our clients. A team member then collates all questions from the group and sends this off for client review.

When working at client's premises, we usually liaise directly with their client's finance team and extract the information required. Audits call for good communication, as we are always querying numbers or asking for specific documentation from clients.

As a senior on audits, I usually work with a team of a few juniors to whom I delegate tasks. This also involves checking in with their progress and assisting them with any issues that arise. A big part of my role now includes training junior members of the team and assisting them as they take on new, challenging sections of the audit.

What are you particularly proud of since starting your career with UHY Hacker Young?

I started at UHY Hacker young in 2019 following graduating from university. Since joining UHY I have been able to develop several key skills which are not only useful in auditing but also being present in a business environment. These skills have enabled me to progress and achieve the specific requirements in becoming an ACCA qualified accountant.

I am proud of the improvement in my confidence, particularly regarding communication. Audits involve a lot of information and knowledge extraction, and so working in audit has enabled me to develop my communication further. Whether I am communicating with a large company's finance team, or working with a small owner managed business, I feel confident in my ability to convey our requirements appropriately to each audience.

What are you looking forward to?

As a now qualified accountant, I am looking forward to taking on new roles within the firm. Even post-qualification there are many more opportunities to develop my knowledge. I have been fortunate to work on a great variety of audits throughout my tenure at the firm.

As I begin to take on new roles and start new audits, I continue my learning experience which extends beyond the scope of doing exams and now requires more of doing my own research as well as consulting directly with technical teams to gain expert knowledge. Working on these new audits has allowed me to consult with different teams at UHY and expand my network. I am excited for that to continue as my role at the firm changes.



Andrew

Andrew joined our Manchester team in August 2021 as an Audit Assistant Level 1 and has since been promoted to Level 2.

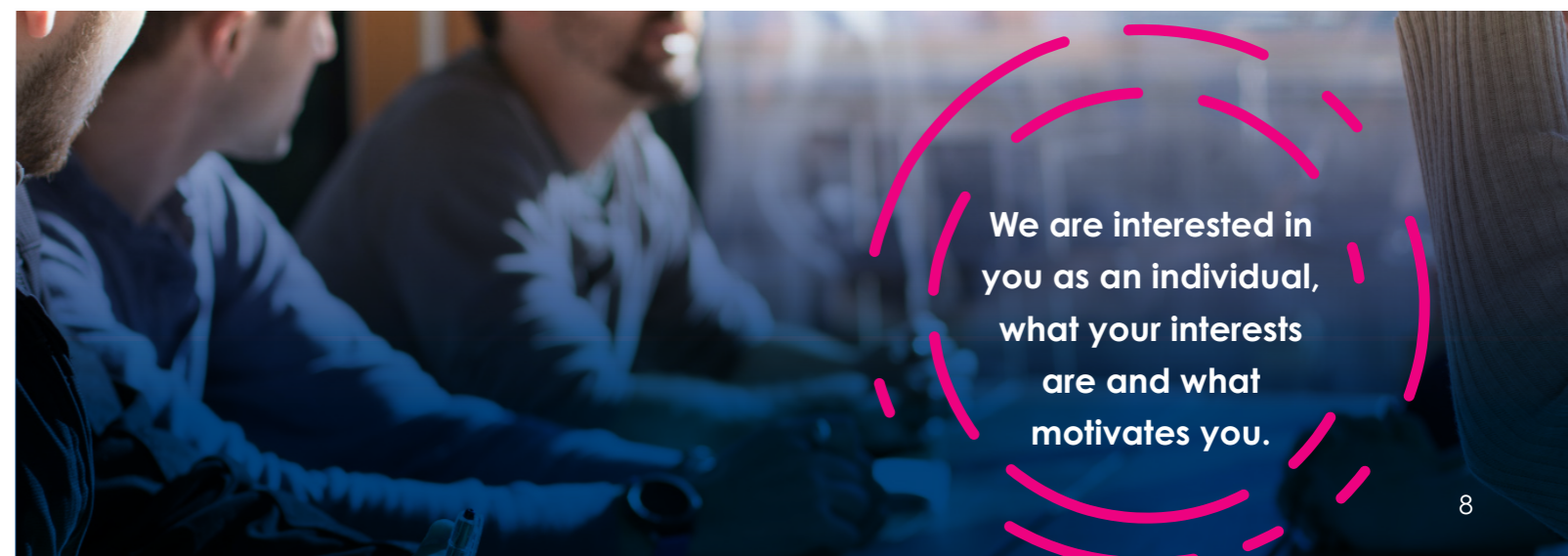
Why did you get into accountancy?

In 2021 I graduated from Nottingham University, with a 2:1 in Economics. During my studies I applied for the graduate scheme at UHY Hacker Young Manchester and when I was offered the job, I accepted straight away! UHY were the only firm who made me feel as though I was joining a team and not just a business. I had no experience in audit and accounts, but I was recommended to look into ACA as a career foundation, which UHY Manchester offered.

Life at UHY

Within the first month at UHY, I was at a client's working with a small team, so I instantly gained exposure to accounting and auditing procedures. Every audit I have been on, the more senior members of the team have always been willing to help if I was ever unsure. The clients differ in size and sectors on every audit, which always keeps it interesting; from working on a small retail business to larger automotive dealerships. This also helps me gain a vast amount of knowledge and experience.

During my first year of being at UHY, I have passed eight exams already, meaning I have passed ACA certificate level and have started my professional level. As a part of my apprenticeship, UHY have provided my study courses and revision courses at a local, high-quality training provider. There is also a vast amount of training outside of my apprenticeship which is available firm wide, on topics such as business skills, insights training and more.



About UHY

The UHY Hacker Young Group is a Top 20* UK network of chartered accountants with 23 offices spanning England, Wales and Northern Ireland. Our 96 partners and 740 professional staff are ambitious people, united in our mission to be exceptional accountants and business advisers delivering seamlessly integrated client service.

We provide a wide range of audit accounting, tax and business advisory services, as well as having established specialisms in the capital markets, litigation support, corporate finance, turnaround and recovery, VAT planning, interim and project management and financial services.

And as a founding member of the UHY International network, with 343 offices in 99 countries, we are also able to support our clients' global interests by providing local and national expertise internationally.

Top 20 UK
accounting
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96 partners
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Founder of UHY
International;
343 offices in 99
countries

23
UK offices

What is unique about UHY?

We have a unique blend; scale and a cohesive national network, complemented by independent and independently minded firms, large and small. This means we can tailor our services to meet the requirements of all our clients, from the day-to-day to more complex projects, from local needs to effectively servicing national and international clients.

Most of our trainees study to obtain either the ACCA, ACA or AAT qualification. But we'll train you to be a business adviser, not just an auditor. So your work will form the central part of your overall training and development. Our teams are trained to be 'commercially aware' and to respond to the problems and issues affecting the businesses of our clients.

Inevitably, the nature of the work and individual assignments vary from office to office. But the range of client assignments and breadth of experience available within the UHY Hacker Young Group will stretch you and help you to gain a solid understanding of the business world.

Most importantly, however, at UHY we are interested in you as an individual, what your interests are and what motivates you. You will be guided through a tailored training plan supporting both your professional and personal development, with a focus on helping you prosper and excel in your career as an accountant. So, if you want to work within an open, friendly and supportive team with a strong emphasis on the future and ongoing progression and evolution, UHY is the place to be.



“UHY offers great development with hands on management and support structures in place to help me achieve my career goals.”

Shah Rahman,
Private Client Services

Want to join our team?

UHY is not just a firm of accountants, a place of work, an employer. UHY is a team who are trained to help each other prosper. We work hard, we believe in providing our clients with a first-class service, but we understand that for our people to help us achieve this, they need to work in an atmosphere that encourages and rewards success.


By joining UHY, you will be joining a firm that is:

- Purpose led, driven by a commitment to helping you prosper
- Part of a dynamic network of 23 UK and more than 340 international offices
- Offering training contracts across the UK, with access to opportunities in audit, tax and advisory
- Looking for trainees who will contribute to and shape our future

We are interested in you as an individual and will:

- Provide a clear career pathway
- Reward your success
- Offer competitive benefits
- Provide a friendly and sociable work environment and strive to help you achieve a work-life balance
- Support you in every way we can, with high-quality training focusing on both technical areas and soft skills
- Ensure day to day variety, providing opportunities to work with organisations of different sizes, in different sectors, and in different countries

Find out more about UHY and the training opportunities available across the UK on the early careers section of our website at <https://www.uhy-uk.com/careers/early-careers>.



UHY is not just a firm of accountants or a place of work. UHY is a team who are **trained to help each other prosper.**



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