



**UHY** Hacker Young  
Chartered Accountants

training contracts



*No doubt this will be one of many brochures you read, all offering great challenges for bright graduates. And you're asking "So what's different about UHY Hacker Young?"*

*Well, we try to tell it as it is — real life, real work, real people. The good bits and the tough bits.*

## contents

- 3 ▶ Who are we?
- 5 ▶ The work we do — getting you involved
- 5 ▶ A year in the life of an audit trainee in London
  - ▶ **Trainee profiles:**
  - 6 Eustace
  - 7 Nicky
  - 8 Sam
  - ▶ **Progressing to management:**
  - 9 Dawn
- 10 ▶ Developing your career — your choices
- 13 ▶ Your training — investing in the future
- 15 ▶ FAQs
- 16 ▶ Will you fit the bill?
- 16 ▶ How to apply
- 17 ▶ Contact us
- 17 ▶ Work Permits
- 17 ▶ Qualification checks
- 18 ▶ UHY Hacker Young Group graduate training offices



*"From day one I was given hands on experience, with the responsibility for the preparation of a client's accounts."*

Nicky Potter  
Trainee Chartered Accountant, Sunderland

## Who are we?

UHY Hacker Young is one of the top 20 firms of chartered accountants in the UK. The firm was established over 80 years ago in the City of London, and has since expanded.

So we now have:

- ▶ 19 offices around the UK
- ▶ Over 80 partners and around 540 staff
- ▶ Fee income of approximately £36 million for 2005/6
- ▶ An expanding international network which includes over 180 offices in almost 60 countries.

Our client base is extremely varied and includes public and private companies, family-run businesses, partnerships and sole traders, representing the full spectrum of commercial life.

We provide a broad range of services to our clients, including:

- ▶ Audit, accounting, payroll and bookkeeping
- ▶ Corporate and personal tax
- ▶ General business advice and corporate finance
- ▶ Advice on family matters, including inheritance tax, trusts and other tax planning
- ▶ Specialist services such as VAT, litigation support, corporate recovery, international tax planning, Sarbanes Oxley compliance
- ▶ Company secretarial services.

Our size enables our clients to enjoy the best of both worlds. We are big enough to provide the technical expertise of larger practices, yet personal enough to allow partners and staff to retain close contact with clients.

As a trainee accountant, you benefit from our size with:

- ▶ A diversity of work opportunities when training and after qualifying
- ▶ Early responsibility
- ▶ A personal approach to your development
- ▶ A friendly environment, where you are known as an individual, not as one of a number of recruits.



*“Nine months after passing my final exams and becoming a qualified chartered accountant I was promoted to Audit Supervisor.”*

Dawn Cresswell  
Audit assistant manager, London

## The work we do — getting you involved

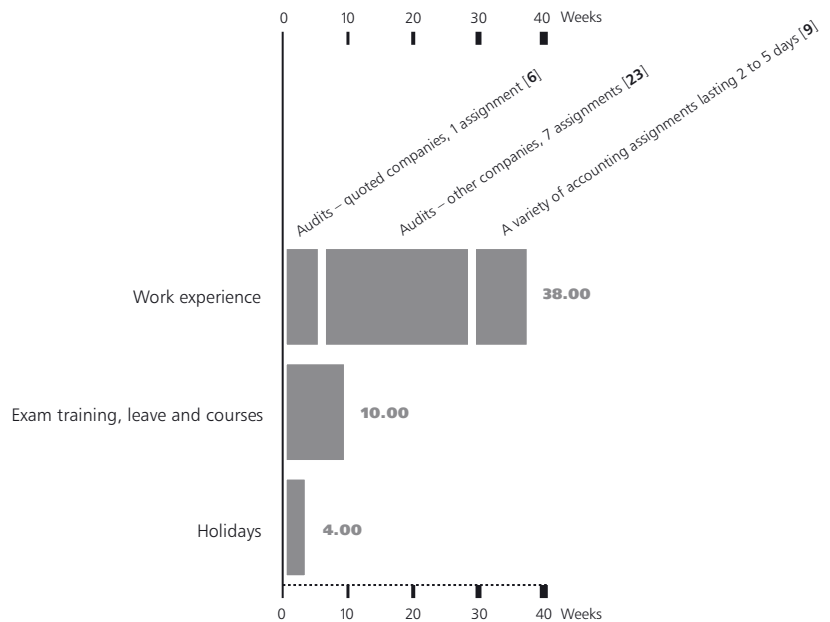
With UHY Hacker Young you will be training to be a business adviser, not just an auditor. So your work will form the central part of your overall training and development. Our staff are trained to be 'commercially aware' and to respond to the problems and issues affecting the businesses of our clients. At first you will be based in one of our audit or business advisory groups and work as part of a team carrying out client assignments.

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.

You could become involved with one of our young, entrepreneurial companies aiming for growth and flotations of companies on the Alternative Investment Market or the Stock Exchange, or other special assignments.

And the sooner you develop your skills, the quicker the routine tasks will give way to more interesting and challenging work.

### A year in the life of an audit trainee in London



## Trainee profiles

Name: **Eustace** (first year)

Office: *London*

University: *Kings College London — BA Honours History*

### What made you choose UHY Hacker Young?

One of the main attractions was that the breadth of its client base allows trainees to gain the broadest possible range of practical work experience. As a result, there are opportunities for me to apply my knowledge to a variety of problems and scenarios on a job. Another factor was the people. During my interviews, I found that the senior staff and trainees were kind and honest. Since starting my training contract, I've had my opinions confirmed.

### Do you work late into the evenings or are you home in time for 'Hollyoaks'?

On the whole, I get home before 'Hollyoaks'. However, I currently have a junior role at UHY Hacker Young. More senior trainees tend to have an active role in the finalisation of audit engagements. So, they are likely to work longer hours than junior staff. There are some jobs with tight deadlines and trainees can be required to do some overtime.

### What kind of support is available to you as a trainee?

Within the firm, each first year trainee is assigned a second year trainee mentor who generally provides advice about life in the first year. Each trainee is also assigned a counselling manager and partner who oversee their development. One of their key roles is to ensure that each trainee is able to cope with their

professional stage studies. In addition to this, they try to ensure that we receive the relevant work experience during our training contracts.

### What makes a good auditor?

I believe that the main traits required to be a good auditor are:

- ▶ *Time management* — imperative for timely completion of audits and therefore a high quality audit file.
- ▶ *Communication* — this helps in winning the client's confidence.

A good auditor will also communicate with their colleagues and managers, especially if a problem arises. In my opinion, a good auditor should have strong technical ability of accounting knowledge as well as commercial awareness.

*"One of the main attractions of UHY Hacker Young was that the breadth of its client base allows trainees to gain the broadest possible range of practical work experience."*

Eustace Xavier  
Trainee London



Eustace Xavier  
Trainee London

## Trainee profiles

Name: **Nicky** (first year)

Office: *Sunderland*

University: *Leeds University — Mathematics with Finance*

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

Through my university degree I became interested in finance and the world of business. I felt by entering the accountancy profession, and studying towards my chartered accountancy qualification, this would be the perfect way into this world, and would help to broaden my understanding of how businesses are financially structured.

### Where did you hear about us?

I found UHY Hacker Young in the 'Inside Careers' magazine. I was attracted to the firm because of the support and experience they appeared to provide to graduates. The fact that there was an office in the North east was also a big attraction.

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

From day one I was given hands on experience, with the responsibility for the preparation of accounts for a sole trader. The learning curve is steep as trainees are given responsibility for preparing clients' accounts and learning on the job. I am currently responsible for the preparation of sole trader and partnership accounts, and I am soon planning to move on to limited companies.



Nicky Potter  
Trainee Sunderland

### Can you describe a typical day in the Sunderland office?

Work starts at 9 o'clock — I usually go straight to my work in progress. This is generally the preparation of sole trader or partnership accounts from information provided from the clients. This can include some head scratching and problem solving, trying to work out what the client has written and piecing together information that appears to have no order.

The atmosphere within the office is fantastic with an excellent support network. With colleagues at varying stages of their training there is always somebody who can, and is willing to, lend a hand.

Work tends to directly correlate with training received at college, and goes hand in hand with a quick understanding and progression.

Days occasionally include visits to clients to prepare accounts on site, and to support more senior staff in more complex jobs.

The day finishes at 5.15 and, during study times means I am home to revise towards the forthcoming exams. It can be tiring and hard work at times, but I know it is all necessary in order to be successful within the chartered accountancy profession.

## Trainee profiles

Name: **Sam** (first year)

Office: *Manchester*

University: *Loughborough University* —

*BSc Business Economics and Finance*

Well, it has got to be said, my first few months at UHY Hacker Young have flown by. I think the main reason for this is that the ‘settling in’ period I was expecting never really materialised!

Within the first couple of weeks I went out on an audit job, trying my best to assist the senior in forming an opinion on the truth and fairness of the client’s financial statements.

My next audit assignment allowed me to spend a week in sunny Bangor! I felt a bit more comfortable this time and tried to concentrate on the reasoning behind carrying out certain procedures.

As well as auditing, I have been involved in quite a few accounts preparation jobs, which involve producing a profit and loss account and balance sheet from a range of client records. These have varied from sole traders (eg. window cleaner) to limited companies (eg. clothes wholesaler).

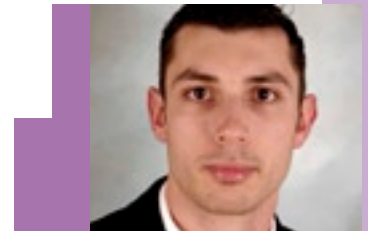
I think the size of UHY Hacker Young has played a huge part in my being exposed to a wide range of clients. They are big enough, and have the relevant resources to cater for large limited companies, but they also have the local knowledge and expertise to understand the wants and needs of smaller clients. This is one of the first things

that impressed me when making my decision on who to apply to and they have not failed to deliver.

I know it can be overused in relation to graduate jobs but the term ‘steep learning curve’ can definitely be applied to my first few months at UHY Hacker Young. As well as the audits and account preps, I have also been doing my fair share of studying — I have to take my first two exam papers in a couple of weeks time, so I’m starting to get a little nervous now! — all of which has contributed to me learning so much in such a short space of time.

Training to be an accountant is certainly no walk in the park, but if you have the right attitude and desire, there is plenty of support from both managers and more experienced colleagues to make it just that little bit easier.

*(At the time of going to print Sam had received notification to say that he has passed his first two exams.)*



Sam Kellali  
Trainee Manchester

## Progressing to management

Name: **Dawn**

Dawn joined UHY Hacker Young as an audit trainee in 2000 and qualified as a chartered accountant in 2003. She has given us an account of her experience as an audit supervisor and in her position now as audit assistant manager.

### Life as an audit supervisor

Nine months after passing my final exams and becoming a qualified chartered accountant, I was promoted to audit supervisor. I continued to work on several of the audits I worked on before, some since my first year with the firm. I was also assigned jobs which were completely new to me, and, in some cases, new to the firm too.

I spent quite a lot more time in the office than I used to, as my responsibilities shifted from performing the audit to managing the audit process. This involved all aspects of planning the audit, briefing the team on what was required of them, and reviewing their work.

I gained much more involvement with the aspects of the audit that occur after the audit staff have returned from the client site, such as ensuring that the review procedures, tax compliance, and drafting

of final accounts occur on a timely basis.

For a number of audits I was working under a manager which was a really valuable experience. I feel I was lucky to spend each day learning from very talented people whom I respect.

I also had an opportunity to work on some Sarbanes Oxley projects, which involved working alongside our colleagues from UHY Hacker Young firms in the US, and with clients globally. This was very interesting work and a new area for me and the firm. I enjoy having exposure to new issues, new approaches and audit techniques, and new people.

The audit supervisor role was a really fresh experience and I found plenty of new challenges within the firm to keep me interested, and busy!

### Life as an assistant manager

Another nine months after being made audit supervisor I was promoted to audit assistant manager. It was wonderful to be recognised by the firm for the hard work that I had put in.

This has meant another big change of pace and working environment. I now have a full portfolio of clients for whom I plan, manage and complete the audit process from start to finish and I report



Dawn Cresswell  
Audit assistant manager, London

directly to partners on all but the three largest clients within my portfolio.

I have also been able to grow the role of Sarbanes Oxley adviser, and I get regular queries from colleagues and clients on the subject as a result of my extensive experience. It is also an area that has led to four overseas trips in the last year alone; within Europe, to the US, and to Istanbul to present on the issue at the UHY Hacker Young European Meeting.

The most enjoyable aspect of this role is the change in my relationships with those I work with. I am now much more involved in the running of the audit department and feel like a valued member of the management team.

On the other hand there are now greater responsibilities and a heavier workload. People are relying on me for results and expect me to deliver, which certainly keeps me on my toes! It is definitely never boring...

## Developing your career — your choices

Training to be an accountant is more than an academic process. The professional experience comes 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.

We can increase the variety of your work experience by secondments to specialist departments such as tax or corporate recovery. Working in a different department can demand new skills and expose you to a new range of business problems and client needs.

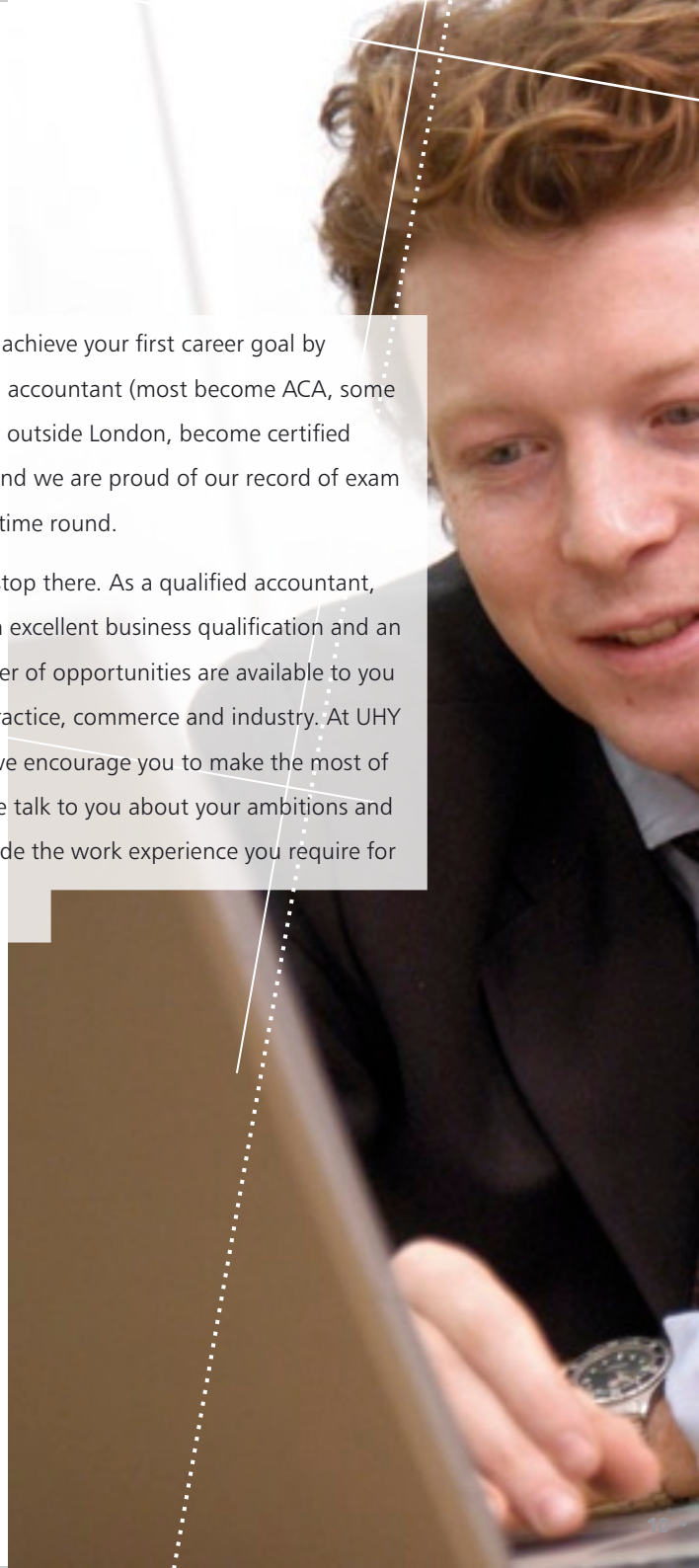
As we only select a small number of trainees in any one year, there is a better chance for successful graduates to stretch their talents and to experience a greater diversity of work. We encourage you to develop quickly and take on responsibility for assignments.

And your progress is 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; and
- ▶ formal reviews with your partner every six months.

We help you to achieve your first career goal by qualifying as an accountant (most become ACA, some trainees, mainly outside London, become certified accountants). And we are proud of our record of exam success — first time round.

But we do not stop there. As a qualified accountant, you will hold an excellent business qualification and an immense number of opportunities are available to you within public practice, commerce and industry. At UHY Hacker Young we encourage you to make the most of your talents. We talk to you about your ambitions and we aim to provide the work experience you require for your success.







## Your training — investing in the future

We will invest in your training not simply to help you to pass examinations, but to help your development as a true business professional.

The key elements of your initial training will be:

- ▶ examination based tuition provided by a leading specialist tutor;
- ▶ regular monitoring of exam preparation;
- ▶ a structured programme of practical skills training; and
- ▶ the benefits of expertise within our own Training Department.

There is no denying that the professional examinations are tough, and to succeed requires commitment and determination. We give you a large amount of practical support and encouragement but, at the end of the day, the will to succeed must come from you.

After you have qualified, our training department will continue to work with you, helping you to obtain the management skills and technical knowledge required of a true business adviser.



## FAQs

**Q** *What happens once I have applied to UHY Hacker Young?*

**A** Every application is read and considered individually. We keep every applicant informed of what is happening. If we appear to be a good match for one another, you will be invited for an interview at the office of your choice. In the largest office, London, the next stage is to invite you back again to meet more of your potential colleagues, to learn more about the firm and to be interviewed by a partner.

**Q** *A good match? It's just a job, isn't it?*

**A** No; neither of us can afford to get it wrong. You have only one life, and we don't recruit huge numbers of trainees, so we both have to be very sure that you want to become an accountant and that ours is the right environment for you.

**Q** *What sort of person succeeds at UHY Hacker Young?*

**A** Someone with high standards, bags of energy and the ability to get on with anyone. You will need to stand on your own two feet, and you will be expected to take on responsibility early. You will also need to muck in when deadlines threaten, for example doing whatever is necessary to get some accounts finished, printed, bound and delivered.

**Q** *Is it all work and no play?*

**A** No, but in the busiest periods it will feel that way. You have to appreciate that serving our clients is the firm's top priority, and that you provide an important part of the service. Working and studying with friends certainly makes a tough life more enjoyable. And yes, we do unwind over a drink, and organise sports and social events. We have fun, but getting the balance right involves hard choices.

## Will you fit the bill?

We look for people with the ability and determination to succeed as Chartered Accountants. And people who will also contribute to our growth and respond to our clients' changing needs.

We realise that you may not feel you match all these criteria yet, but part of our job is to make sure you develop and achieve your potential.

But you should also recognise that the exams are tough, and we therefore look for past high levels of academic achievement. Minimum academic requirements are: sound English and Mathematics (GCSE grade B in each); the attainment of good 'A' level grades 280 points strongly preferred, or 240 as a minimum; and the expectation of a good degree (a 2.1 is strongly preferred).

## How to apply

Work experience, remuneration and start dates may vary depending upon the choice of office and the training to be undertaken. All London ICAEW trainees start work in December. London ACCA trainees start in September.

If you want to step out of the crowd and into the UHY Hacker Young Group you should first confirm the availability and suitability of vacancies in your preferred location. The website is a good starting point, and offices can also be contacted directly.

Our application form is available for download in two different formats — as a .pdf or as a Word file. The .pdf form can be printed off, completed and returned to your chosen UHY Hacker Young office.

The Word format file can be used to email your application to us. Download it, complete on screen, save your document then attach the file to an email.





### Contact us

Visit our website at [www.uhy-uk.com](http://www.uhy-uk.com) for an application form and more information on graduate recruitment at UHY Hacker Young.

### Work Permits

We regret to advise candidates who would need a work permit to undertake employment in the UK that we are unable to consider you for a place with us, as our current understanding of the legislation is that we will be unable to obtain a work permit for you.

### Qualification checks

Please complete your application form accurately as qualifications are always checked. Whilst we can sometimes apply a little flexibility when reviewing applications that do not quite meet our normal academic selection criteria, we will not employ anyone with an application form (or a CV) that shows better results than were actually achieved.

We will verify your results by reference to your original examination certificates. Whilst most offices carry out this procedure when new trainees arrive to start work, some check certificates when you arrive for interview. What is common, however, is that whenever a discrepancy is noted, the recruitment process is then terminated.

## UHY Hacker Young Group graduate training offices:

London  
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St Alphage House  
2 Fore Street  
London EC2Y 5DH  
Phone 020 7216 4600  
Email [training@uhy-uk.com](mailto:training@uhy-uk.com)  
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Birmingham B1 3ND  
Phone 0121 233 4799  
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Contact Malcolm Winston

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Brighton & Hove  
East Sussex BN3 2DL  
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Contact Martin Johnson

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Contact Nellie Buchanan

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Email [susan.henderson@camdal.com](mailto:susan.henderson@camdal.com)  
Contact Susan Henderson

Other office locations:  
Aberdeen, Chester, Jarrow, Stirling,  
Wrexham, York

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