

Your growth

**Working at UHY
Hacker Young London**

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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It is all about you

Our people are integral to everything we do. We pride ourselves on being people focused and we understand the importance of attracting – and keeping – the highest calibre teams. We are proactively looking for applicants, with passion and ambition, to join our growing team in London.

Are you looking to join a team that:

- is values driven and focused on **helping you prosper**?
- believes in and delivers a culture of work-life balance, with a focus on wellbeing?
- provides a clear career framework and routes to progress?
- understands the importance of rewarding and retaining high calibre teams?
- offers opportunities to work with colleagues from 23 UK offices and over 340 overseas locations?
- delivered 13% growth in the last 12 months?
- is part of a Top 20 national network with ambitious growth goals?

If you want to work within an open, friendly and supportive team with a focus on the future and ongoing progression and evolution, UHY is the place to be. Whether you are just starting your career or looking to progress, we would love to hear from you.



Driven by our values

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

To ensure we achieve our purpose, we have four core values that we live to:

Make progress

We are passionate about making progress to deliver above and beyond. We pledge to encourage those around us and provide direction to help them develop their skills and their future as we continue to embrace change and move forward.

Be present

Driven by our commitment to be honest and have integrity, we seek to always engage fully and commit to providing a consistently high quality service to our clients and teams.

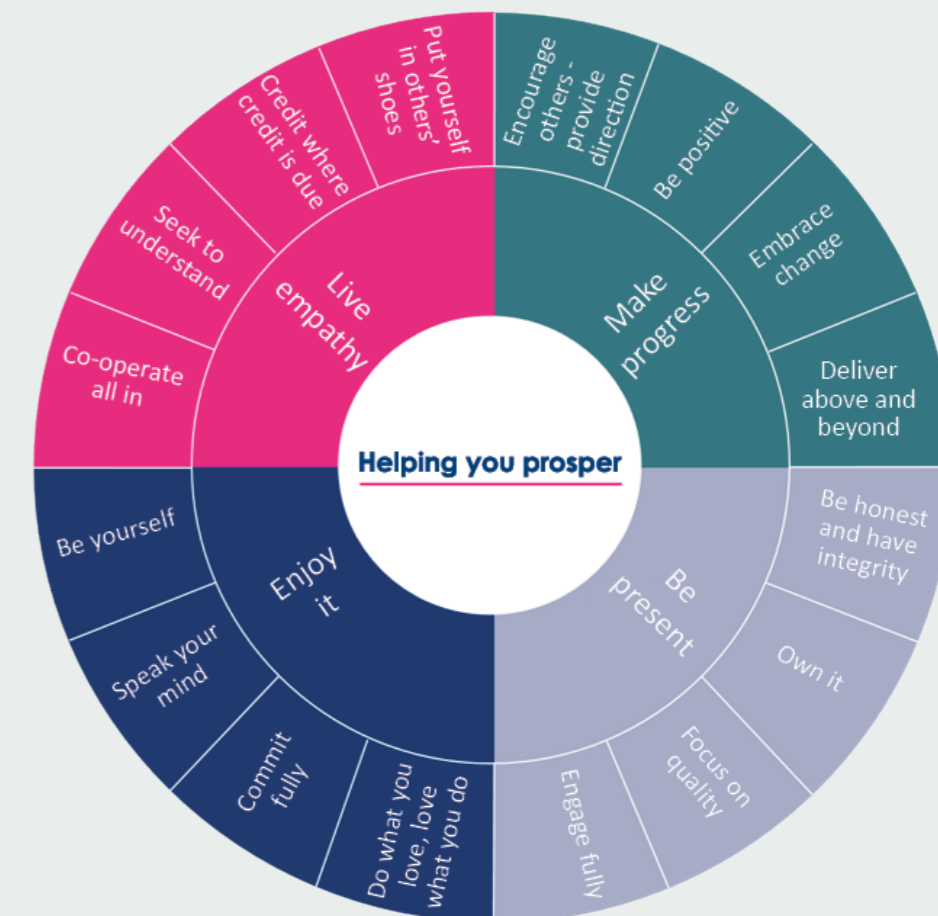
Live empathy

We seek to put ourselves in each other's shoes to ensure we work together with real understanding and empathy. This helps us to build close working relationships with our teams and to thank and reward each other for contributions towards building a cohesive culture.

Enjoy it

Ultimately we love being part of UHY and understand that to help each other and our clients prosper, we need to commit fully and enjoy our work. We are not afraid to speak our mind and to challenge thinking to ensure we add value each day.

Our values came from our people. Individuals at all levels had a voice in articulating what it should feel like to work with UHY, now and into the future.



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 95 partners and 640 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 founder member of the UHY International network, we are also able to support our clients' global interests by providing local and national expertise internationally.

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.

What clients will you work with?

Our people have a deep understanding of a number of diverse sectors ranging from education to property, from energy to charities. It is this depth and breadth that gives us tangible and proven insight into the commercial landscapes in which our clients operate.

You will deal with a diverse portfolio of clients, giving you a real wealth of experience from day one. From helping a tech-start up client 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 able to support our clients' global interests by providing local and national expertise internationally.



Helping you prosper

At UHY we pride ourselves on being people focused, and we understand the importance of attracting and keeping the highest calibre teams.

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 pledge to invest in our people, their skills and their future, as we continue to develop our business and the way we serve our clients.

Our purpose of 'helping you prosper' forms the basis of our talent pledge and we are committed to developing talent at all levels. Our clients tell us that what makes us truly stand out is the enthusiasm and the passion of our people.

When you join UHY, we 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 want to see everyone who comes to UHY flourish.

To some that will mean having a clear career pathway and routes to progress, for others it will be having a real variety in the type of client they work with. Others will want to develop a particular niche area of strength and specialism, and for others it will be about work life balance and being in a work place which is focused on wellbeing. For most, prosperity is a combination of many things, and at UHY we try to ensure we can cover all bases.

"UHY set me up for success with a great training programme and support by management and peers. I now feel very confident having qualified and look forward to my future at UHY."

Lucy Knightly, Business Advisory Services

We are interested in you as an individual, what your interests are and what motivates you.



Charlotte Tappin,
HR director

"Our biggest asset is our people and at UHY we strive to attract and retain the best talent. Our recruitment process aims at securing the best talent but also to ensure that people we bring through the door feel that they belong with us. The changes we have all faced as part of the pandemic have highlighted how important it is to be balanced and to take care of our mental health – something which is core to our environment at UHY."



Career journeys

What do we look for?

While we come from different backgrounds and cultures, our four values and underlying behaviours give us all a sense of belonging and purpose. They create our code of contact, defining who we are and what is expected of everyone across the firm.

We welcome applications from all ages and backgrounds and simply look for people who share our passion and enthusiasm to ensure our clients and our teams prosper.

So if our values resonate with you, then you are what we are looking for.

Make progress	Live empathy	Be present	Enjoy it
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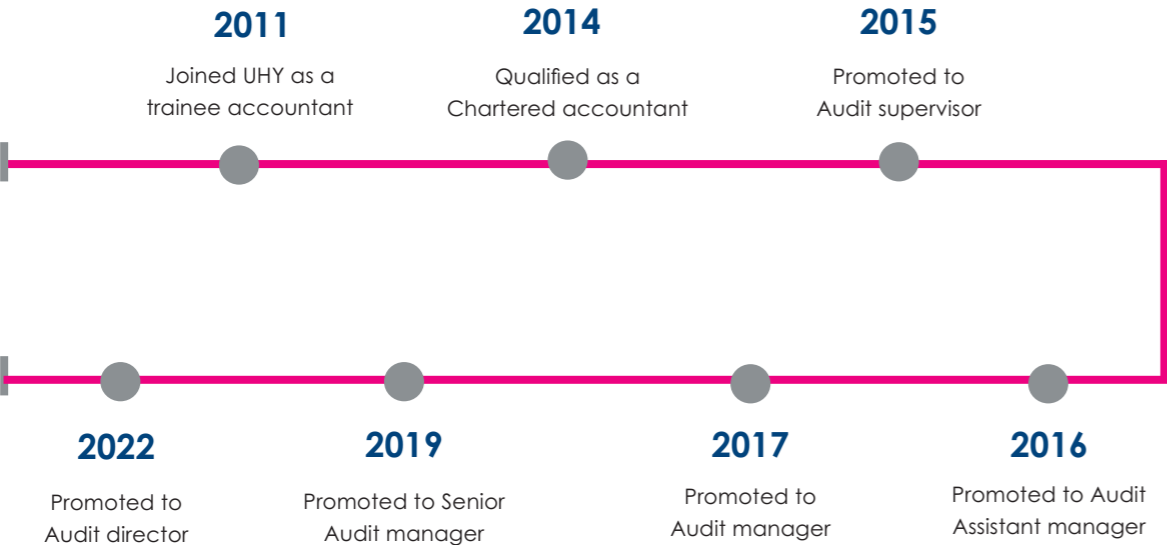
Investing in your success

Our teams are the heart of our future and we are passionate about developing our people and supporting their career progression.

Follow the career path of one of our directors, Harriet Hodgson-Grove, on her journey from trainee. Harriet joined UHY in 2011 as a trainee accountant and is now a successful director.



Harriet Hodgson-Grove
Audit director



Build a career with strong purpose.

Our people are our difference



Jessica Moorghen
Audit partner

I joined UHY Hacker Young as an audit manager in 2013, having previously worked with a mid-sized firm in the City. I settled into life at UHY very quickly and accelerated through the ranks, making partner in 2020.

I am lucky to have always had exposure to a varied client portfolio at UHY, from working with owner-managed businesses through to listed companies in sectors including property, logistics, natural resources and hospitality. I now share responsibility for the firm's largest client, as well having a number of international clients, meaning I am often dealing with overseas group audits and cross border reporting, interacting with teams from our UHY International offices as well as teams throughout the UK.

In addition to my client work, I am the firm's Head of Training, responsible for overseeing the training delivered to the firm's trainees and qualified individuals, and I also chair our Diversity and Inclusion working group; so you could say no one day is the same!

One of the things I love about our ethos at UHY is that we are big believers in supporting the growth and progression of team members who show passion to excel. I have witnessed that in my own career and am very much enjoying supporting others on their career journeys now, as I support the firm with recruitment and audit quality initiatives.



Shaifur Rahman
Qualified accountant

I started with UHY Hacker young in 2019 following graduation from university. Since joining UHY, I have developed several key skills that have enabled me to progress and achieve the specific requirements for becoming an ACCA qualified accountant.

I am proud of the improvement in my confidence, particularly with regards to communicating. Audits involve a lot of extracting of information and knowledge, so working in audit has enabled me to develop strong communication skills. Whether I am communicating with a finance team at a large company or working with a small owner managed business, I feel confident in my ability to communicate our requirements in a way which is suitable to each audience.

As a now qualified accountant, I am looking forward to taking on new roles within 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 exams and now requires more of 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 the firm and expand my network. I am excited for that to continue as my career at UHY progresses.



Georgina Daly
National marketing & BD director

I joined UHY straight after university in 2004 as National Marketing & BD Assistant. One of the things that became obvious from the outset was that you are not just a number and are very much recognised for your input and efforts. The support and guidance I was given to kickstart my career was second to none and this saw me reach Assistant Manager by the end of 2007.

I temporarily moved to a large international law firm in 2008. Whilst I enjoyed the challenge that comes with a new role, I really missed the people and supportive working environment of UHY and, by 2011, was lucky enough to re-join my UHY team. Other than maternity leave, there has been no getting rid of me since! I am now National Marketing & BD Director, working alongside National Marketing & BD Partner, Zoe Paradine, who hired me in 2004 and has mentored me all these years.

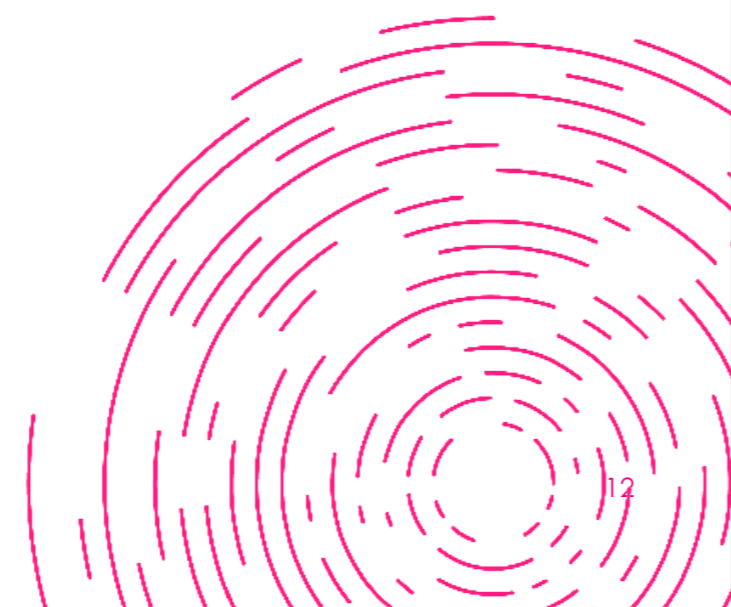
One of my recent career highlights was attending the UHY Forum, an international training programme in Spain with 40 participants from 17 different countries. Not only did I return with some invaluable new skills, but I also had the opportunity to meet colleagues from around the world, highlighting just how strong our international network is. It felt like a real investment into my future at UHY. In fact, one of the things I have always loved about UHY is the way the partners value your input and invest into your future at all stages of your career. It is genuinely a really nice place to work. The values are strong, the people are lovely and the work/life balance tends to be good. I couldn't recommend UHY highly enough.



Charlie West
Audit trainee

I discovered UHY Hacker Young when searching for roles offering the AAT qualification alongside a job and was drawn in immediately. Being a Top 20 UK accountancy firm, I knew this would give me the opportunity to work with some exciting and recognisable companies. Furthermore, the first time I went to the office everyone was so welcoming, this was a big factor in my decision, as I felt comfortable here from the outset. Overall, it has been more than I expected, the social side of the firm is great, offering many exciting department wide socials, as well as an exceptional 6-a-side football team (@UHYFootball on Instagram) with weekly matches and a great group of players.

I joined UHY at 18 and was nervous about not being able to pick things up or struggling with the knowledge needed to be a "good" auditor/accountant. However, over time this knowledge comes naturally, with more and more experience and practical work. Importantly, to become a good auditor, you need to have skills aside from the practical knowledge. Communication and teamwork are essential within audit and accounting, whether that be internally with your own team or with clients. Enhancing these skills improves the efficiency of audits and builds relationships with colleagues, making your day-to-day work life more enjoyable overall.



What is it like to work at UHY?

A workplace where everyone belongs

We want you to feel like you belong at UHY. We state our wholehearted support for the principles and practices of equal opportunity and recognise that it is the duty of all employees to accept their personal responsibility for fostering a fully integrated community at work by adhering to the principles of equal opportunity and maintaining a harmonious working environment.

Having a diverse workforce leads to increased performance as well as a better working environment. As a firm, we value diversity across all areas including neuro diversity, race, gender and age.

We see diversity as an integral part of our approach and we aim to embed it in all our processes, valuing, embracing and promoting diversity. This is critical to building an inclusive culture for all, which is key for attracting and retaining the best people, ultimately, growing our business going forward.

Your continual journey of learning and development

Our central learning and development function focuses on helping our people achieve our purpose of helping both our people and clients prosper.

You will be supported by the team at all stages of your career.

We run annual training programmes with a combination of compulsory and optional sessions. Training is not limited to accounting qualifications and we run a varied schedule throughout the year, from tailored technical training to key power skills to sessions on wellbeing.

We also run a Career Development Programme, open to all employees who are already in or training towards a leadership position.

Fulfilling your potential

Having the skills, experience and competencies to deliver and progress in your role is crucial. Our UHY competency framework sets out the core competencies and behaviours that should be demonstrated to be effective at each and every level within UHY. The framework plays a significant role in outlining the capabilities needed by our people to flourish, learn and develop together as leaders at every level, providing a roadmap for future career development and progression.

Regular feedback

We encourage ongoing feedback throughout the year, from 360 degree feedback and formal annual appraisals, designed with our competency framework in mind, to regular performance catch-ups and team meetings, as well as counselling meetings for all students studying qualifications with us.

Your success is our success

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.

Our reward programs include awards for first time passes for those studying professional exams. However, if you do not pass first time, you won't be kicked out! We will work with you and support you to fulfill your potential.

We operate a values recognition programme to acknowledge employees who are living the behaviours that reflect our values. The awards run quarterly with the winner receiving both a cash reward and a donation to a charity of their choice.

We also offer a discretionary bonus scheme for eligible members, employee referral schemes, long service awards, annual leave increases with length of service, time off in lieu for those completing regular overtime below senior level and an annual promotion programme. All promotions are recognised and celebrated internally.

People from across the firm, at all levels, are also involved with various strategy, focus and working groups and engagement surveys, to give everyone a voice and to empower all, providing an opportunity to be involved with developing the firm's culture. Essentially, we are interested in you as an individual and what motivates you.

“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

Health and wellbeing

We support our team's wellbeing through a formalised programme. Each year we support the Mental Health Foundation's Mental Health Awareness Week, running a series of lunch time events to promote wellbeing.

Every team member has a named wellbeing contact they can approach if feel they need some sort of emotional support – be it a cry for help, a chat, or signposting to resources available to them, including our external Employee Assistance Programme (EAP).

Our people are also actively encouraged to get out and about, from joining UHY based sports teams to taking part in active challenges to raise money for our national charity. We also avoid scheduling meetings between 12 and 2pm to allow a proper lunchtime break for all.

Work hard, play hard

One of our core values is to **Enjoy it**. From our collaborative team ethos and approach to day-to-day working to national charity fundraising events, sports clubs, monthly social events and winter and summer parties, we like each other as people and enjoy spending time together.

Depending on your role, there are also opportunities to attend national and international events, from an annual national conference for our 23 UHY offices around the UK to a busy international event schedule.

We strive to ensure there is a real work life balance at UHY as we know our UHY family is our difference.



“The social side of the firm is great, offering many exciting department wide socials, as well as an exceptional 6-a-side football team with weekly matches and a great group of players.”

Charlie West, Audit



Long Service Awards



Flexible working hours and TOIL/Overtime, depending on level and role



Enhanced maternity and paternity package



Subsidised corporate gym membership



Opportunities to get involved with our national charity



Values recognition programme, including cash award and money to charity



Discretionary Christmas shutdown (not counted as part of holiday entitlement)



Season ticket loan



28 days' holiday including bank holidays (33 for assistant managers and above)



Pension arrangements - Aviva



Annual leave increases with length of service



Private healthcare at a discounted rate - AXA



Life assurance (4 x salary)

It's all about you

Our benefits



Private dental cover at discounted rates



The option to purchase up to 5 days' extra leave via salary sacrifice



Christmas and Summer parties and office social events



Flexible workwear dress code



Annual flu immunisation



Wellbeing support through our Employee Assistance Programme



Employee referral schemes, including finder's fee and client introduction fees

Contributing to society

From working closely with our clients to forging ties with members of our local community, as well as supporting our own people in their fundraising and voluntary activities, we recognise the importance of contributing to a society with whom we are inextricably linked.



Each year, we pledge our support to a national charity on an annual basis. Following a vote across our UK teams, ShelterBox were chosen as our national charity for 2022/23. Shelterbox provide shelter, essential items and technical assistance to help some of the world's most vulnerable people recover and rebuild their homes after disaster.

We also pledge our support to British Paralympic Athlete, Shelly Woods, as her headline sponsors through her 2022/23 competitive years. Shelly is a T4 wheelchair racing athlete who has competed at the highest level in her sport.





As a now qualified accountant I am looking forward to taking on new roles within the firm. Even following qualification there are more opportunities to increase my knowledge. At UHY Hacker Young I have been fortunate to work on a large variety of audits which has continued throughout my tenure at the firm.

Shaifur Rahman, Qualified accountant

A final word from our managing partner

"It is a real honour to be managing partner at UHY Hacker Young. The firm has developed an outstandingly positive culture that is really friendly, meritocratic and professional. Having joined in 2014 it is something I still find refreshing.

A lot is happening across UHY and it is an exciting time to be part of the UHY family. We are growing as a firm, a national network and internationally - and that growth is all down to our people.

Our people are at the heart of our business strategy and success. If you are looking to work with a firm that will help you prosper, we would love to hear from you."



Subarna Banerjee
Managing Partner

The next step

Get in touch

To find out more about careers at UHY Hacker Young, please get in touch with our recruitment team.

Read more about us on our website at uhy-uk.com.

[Click here to see our current vacancies.](#)

Key contact



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