

**UHY Hacker Young  
(East)**

Not just another  
accountancy firm

**Helping you prosper**



**YOU**  
can make a real difference  
at UHY Hacker Young (East)

Our people are integral to  
everything we do.

Whether you are just starting your  
career or looking to progress, we  
would like to hear from you.



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**Top 20**  
UK accounting firm

**70+**  
Team members  
across UHY East:  
Letchworth,  
Cambridge and  
Huntingdon



Fee income  
**£62**  
million

**330**  
offices in more than  
**100**  
countries



# About UHY East

## Are you an ambitious individual, looking to work in a dynamic and challenging environment?

If you are then UHY East could be the place for you. We are a leading firm of accountants and business advisors who take our core purpose of 'Helping You Prosper' seriously. Part of the UHY Hacker Young Group, a Top 20 national accountancy firm, ranked 18th internationally.

We are proactively looking for applicants, with *passion* and *ambition*, to join our growing team.

It is hard work, but fun, as you will be working with other talented individuals who want to make a difference.

## Are you looking to join a team that...

- values people who are passionate, enthusiastic and reliable?
- can offer opportunities that go beyond statutory compliance and tax?
- believes in and delivers a culture of work-life balance, offering flexible working hours?
- offers opportunities to work with 23 UK offices and overseas?
- understands the importance of rewarding and retaining the best people?
- supports you to achieve your goals and develop as a leader within UHY?

## Proud to be values driven

"Acting with **Integrity**, **Enthusiasm**, as part of a **Team** is the UHY way"

With the world of business continually evolving and as the traditional and digital worlds meet, we combine our proud history with an uncompromising focus on the future, in order to achieve the thing that we do best:

## Helping you prosper



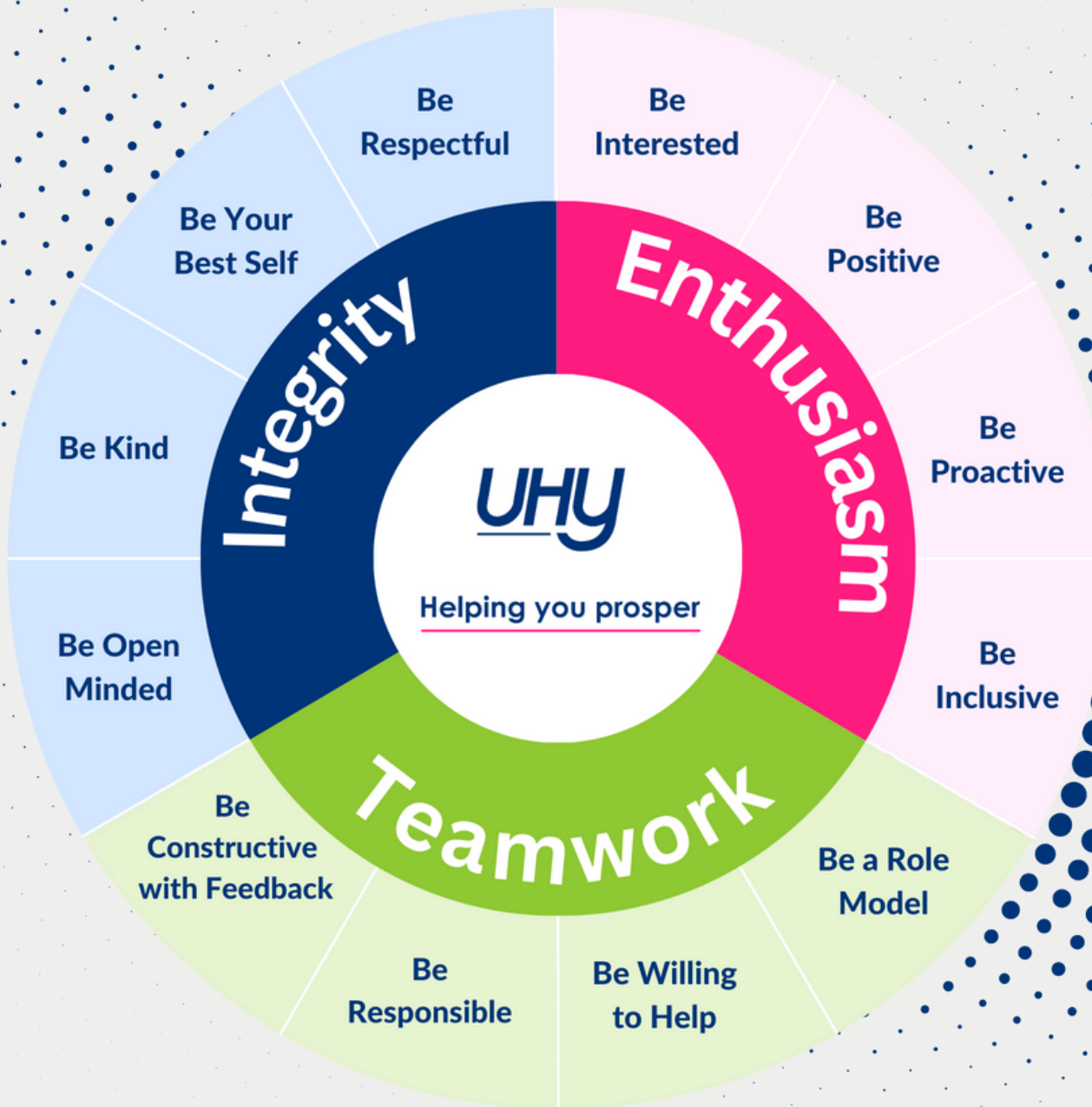
**"At UHY our promise is simply to 'help you prosper'. What this means in practice is different for everyone, but we want you to prosper personally and professionally in a supportive, dynamic and creative environment, and ultimately to love your job."**

Marie Pegram  
Managing Partner  
UHY Hacker Young (East)



Helping you prosper

# Our Values



“Here at UHY, our values and behaviours are at the core of everything we do. Our Values support our purpose of Helping you Prosper. We believe our values differentiate us from others, motivate and inspire us. Above all they make us proud to be a part of the UHY Family. Sitting behind these values are clear and specific positive behaviours which creates accountability, builds trust and supports our values of Integrity, Enthusiasm and Teamwork.”



Karen Anderson-Hendricks  
Joined as Accounts Junior in 1990, currently  
Finance Manager and heads up our values team



Acting with **INTEGRITY**  
and **ENTHUSIASM**  
as part of a **TEAM**  
is the UHY way



# Career opportunities

## What we look for

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

Our people are integral to everything we do. Our purpose of 'helping you prosper' forms the basis of our talent promise and we are committed to developing talent at all levels. We promise 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 exceptional team members have years of experience in specialist industries and markets, dedicating themselves to using this knowledge to help clients achieve their ambitions.

We also have a deep understanding of a number of diverse sectors ranging from recruitment; to technology, from rural & agriculture to construction. It is this depth and breadth that gives us tangible and proven insight into the commercial landscapes in which our clients operate. It also allows us to apply our expertise to our clients, irrespective of their market and sector.

Whether you are just starting your career or looking to progress, if you like what you read, we would like to hear from you.

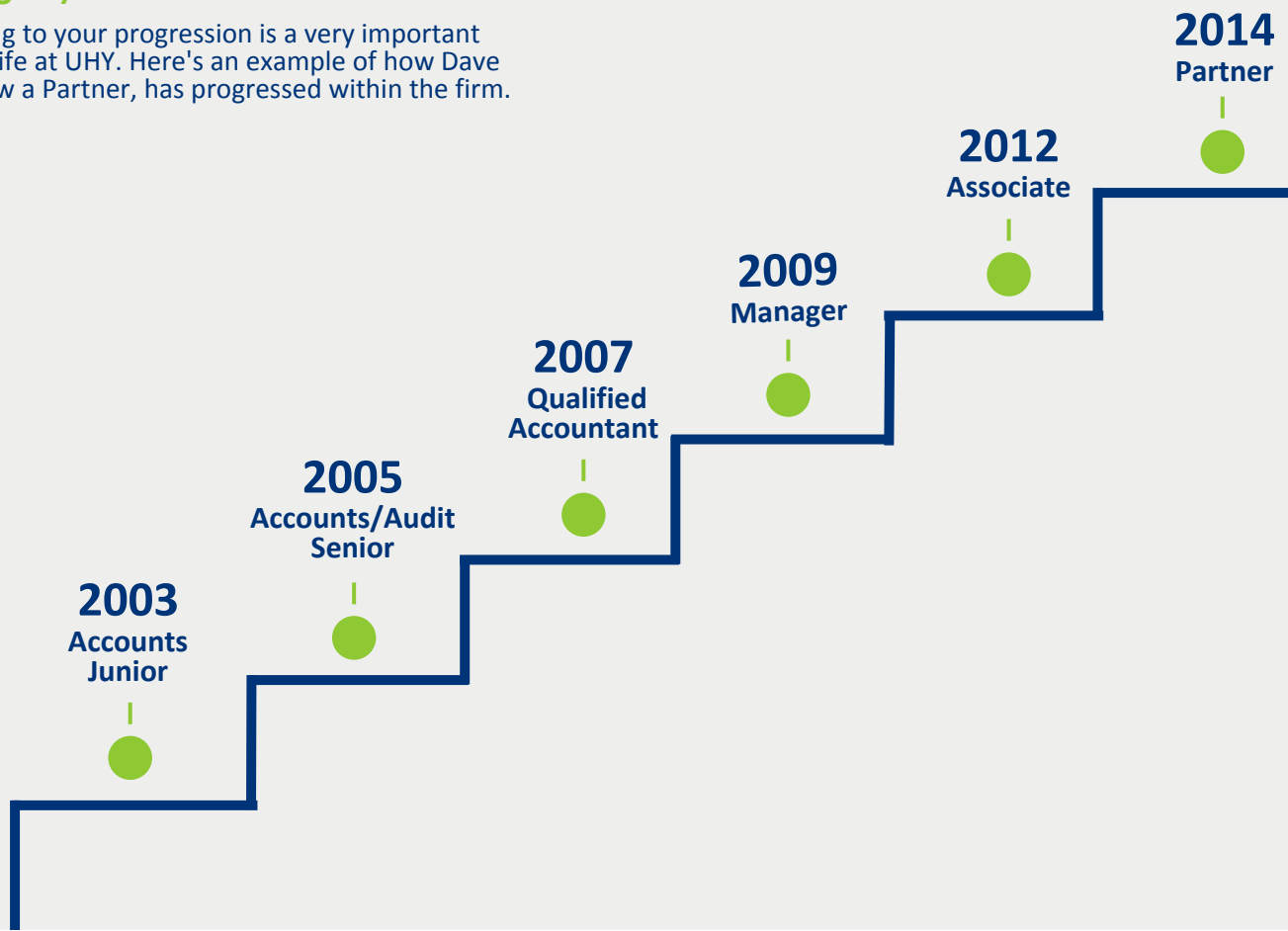


**“The firm is very progressive and forward thinking, often investing in new products and services to expand its offering and staying ahead of the curve. I have found this approach has boosted my career progression providing opportunities for me to diversify into new sectors and services and to grow with the firm.”**

Dave Hailey - Joined as Accounts Junior in 2003, currently Partner

## Investing in your success

Committing to your progression is a very important aspect of life at UHY. Here's an example of how Dave Hailey, now a Partner, has progressed within the firm.





# A career in accounting

## 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 Recruitment, Technology or Construction sectors?

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 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.

We welcome applications from all ages and backgrounds who share our passion and enthusiasm of helping our clients, team and community prosper.

## We can help you prosper!

We are driven by our purpose of 'Helping you Prosper', this means helping our team, our clients and our community to achieve their 'prosperity'.

## What does prosperity mean for you?

For you this could mean:

- providing opportunities for you to develop new skills
- ensuring you have a good work-life balance - able to flex your working hours to allow you to meet your personal needs
- involving you in challenging but fulfilling projects
- providing fun, social events for you to attend and connect with others in the UHY team
- recognising when you have truly gone above and beyond in reflecting our core values of integrity, enthusiasm and teamwork.

## Getting you involved

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.

At UHY we'll train you to be a business adviser, not just an accountant. 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 UHY will stretch you and help you to gain a solid understanding of the business world.

**"I work with some great people who have believed in me, which has given me the confidence to push myself and take on each new challenge. Throughout my progression I've felt a growing level of autonomy which I like and I've been offered the opportunity to build a career path that plays to my strengths and what I enjoy."**



**Kerry McCreadie**

Joined as Accounts Junior in 2012, currently Associate / Head of Owner Managed Business Department

# It's all about you

## Rewarding your 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.

We are interested in you as an individual, what your interests are, and what motivates you. We aim to support all of our people throughout their careers and to help them meet their professional objectives. We review our benefits on a regular basis, to suit the needs of our team!



**Flexible working hours & hybrid working**



**Christmas shutdown (included as part of holiday allowance)**



**A minimum of 28 days' holiday (including bank holidays)**



**Access to private medical insurance and AXA Health Employee Assistance Programme**



**Commission for introducing new clients and new colleagues**



**Parking (Manager and above)**



**Pension arrangements**



**National conferences and away days**



**Professional development and training**



**Monthly brilliance award in recognition of outstanding achievements & Loyalty Awards**



**Career Prosperity Programme**



**Leadership Programme**



**Opportunities to get involved with our national and local charities**



**Social activities - Helping You Prosper wellbeing calendar, Summer Social,**



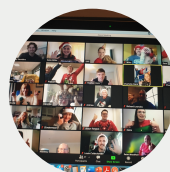
**Mobile phone contribution costs (Associates and above)**



**Winter party and 'The Prosperers' Awards**



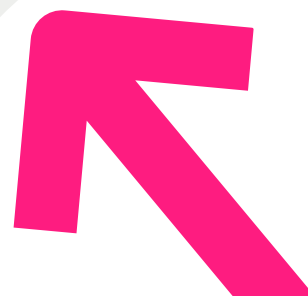
**Professional subscriptions paid**



**Regular communication through our monthly newsletter and Tea-m time updates**



**Annual flu immunisation and health check**





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



# Our business areas

We have a diverse skill-base that enables us to offer a broad range of services to an equally broad range of clients; including privately owned businesses, private individuals, small and medium sized groups and multinational companies.

We provide advice in a commercial and pragmatic way, offering the complete range of services that our clients need:

- Audit, accounting, payroll and bookkeeping
- Corporate and personal tax
- General business advice
- Corporate finance services such as strategic business advice, selling your business, raising finance, mergers and acquisitions
- Advice on family matters, including inheritance tax, trusts, probate and other tax planning
- Specialist services such as VAT, litigation support, international tax planning and company secretarial services.

## What kind of clients will you work with?

Our team deals with a diverse portfolio of clients, giving you a real wealth of experience from day one. From supporting start-ups, helping to grow businesses, dealing with complex financial due diligence assignments or assisting in succession and exit planning. All our clients are different and we ensure we get to know them and what prosperity means to them in order to be able to provide the tailored support they need.

## What sectors do you operate in?

Our clients work in a range of sectors including professional practices, technology, barristers, education, construction, rural and agriculture and recruitment.

## Helping our clients prosper:

You will be a key part in helping our clients prosper. The work can be challenging at times, so you will need a strong work ethic and a real drive to deliver our services and provide business advice to the best standard.

Your clients will rely on your support and you will need to build good working relationships with your clients in order to identify any issues or opportunities that may arise.

You will have a dedicated team beside you offering help and guidance along the way.


**“At UHY I have the autonomy to see things through, have a voice to share my ideas and work collaboratively with like-minded people. I have had fantastic support and encouragement throughout my journey at UHY. What I love the most is how UHY are not afraid to embrace the new and encourage innovation, as well as their investment in personal development.”**



**Marie Pegram**  
Joined as Accounts Junior in 2008,  
currently Managing Partner



Our sector expertise includes recruitment, technology, agriculture, and construction.



Helping you prosper





**“UHY has supported me from the very beginning, providing me with training, 1:1 mentorship and opportunities to grow as an individual and develop into a leader. It has been refreshing to find a company who have a clear focus on wellbeing and live up to their purpose of helping you to prosper.”**



**Katie Miller**

Joined as Marketing Executive in Nov 2018, became Marketing Manager in Jan 2021 and is involved UHY's Leadership Programme.

# Our people are our difference



**Zoe Underwood**  
Payroll Manager

## How does UHY support your career progression?

UHY have been very supportive and encouraging, helping me see my worth and what my strengths are, as well as helping me set my boundaries and to not focus on the negative.

They have provided tools and support that have changed how I work and even how I see myself. The progression I have made professionally and personally since working at UHY is amazing.

## What do you value most about UHY?

The people!!! They encourage and inspire me every day. I work with people I enjoy being around, talking to and especially working with. My day is filled with learning and laughter. I have never enjoyed a job as much as I do working at UHY.



**Louie Goldscheider**  
Audit Manager

## What is the work/ life balance like at UHY?

There is a really good work-life balance for the trainees here at UHY. Not only do we operate with flexible and hybrid working, but 'time-off-in-lieu' for any overtime worked is also provided.

## What do you value most about UHY?

The UHY team is great and there are so many opportunities to bond with the team be it; team socials, office football matches, networking events etc. You also get a high degree of flexibility and independence in how you structure your working day and fantastic opportunities for career development.

## How does UHY support your career progression?

First of all, you get time-off and excellent tuition for your studies. Throughout and following your studies there are also numerous opportunities to develop and progress your career. A great example of this is our career prosperity programme whereby you select a mentor to help you progress to the next level within the firm.

- 48% of our team have been with us for 5 years or more
- 78% of partners promoted internally
- 87% of managers promoted internally
- Average length of service is 9 years





**Krishna Lad**  
Bookkeeper



**James Foster**  
Head of Strategy  
Owner Managed  
Businesses & Tech

### How does UHY support your career progression?

When I joined UHY I was Level 3 AAT qualified, they motivated me to complete my AAT qualification, and I'm now Level 4 AAT qualified. UHY is very supportive when discussing further education, which is why I'm currently studying for my CIMA qualification.

### What is your day-to-day at UHY like?

UHY is quite flexible as I can either work from home or work in the office (I tend to go into the office when my team go in), if you have any problems going into the office they don't pressure you to come in. I am able to work on a range of different clients such as construction, cleaning, machine renting and marketing, this helps me understand how different clients operate.

### What is the work/life balance like at UHY?

At UHY, I have a great work/life balance. I have flexibility in terms of hybrid working, but also have had flexibility in terms of the hours I work too (much to the delight of my dog that regularly gets walked during the day!).

### How does UHY support your career progression?

I've only been at UHY for a year, but I've felt supported in my future career progression through regular 1:1's, informal catch-ups and being involved in the Leadership Programme. At UHY, there are plenty of examples of people that have progressed which fills you with confidence as a relatively new employee.







Helping you prosper



# Recent notable highlights



## News

UHY received key Sky News coverage around Brexit



## Awards

UHY East's inaugural awards presentation 'The Prosperers' took place with many individuals and teams being recognised, including a lifetime achievement award.



## Charity

UHY East raised over £5,000 for Tom's Trust and UHY Hacker Young group hit £15,000 target for Children with Cancer UK. We also raised money and donations for Ukraine.



## Social

UHY East's summer social took place at Hitchin Priory. UHY East's football team played a friendly match against UHY London



## UHY Network

Members of UHY East attended the annual UHY National Conference, with a talk from elite British Paralympic athlete, Shelly Woods



## New Client Wins

We doubled our new client wins in 2022 compared to 2021



## Team

Some of our UHY East team took on the Yorkshire Three Peaks Challenge together, climbing 3 mountains in 12 hrs.



## Partnerships

UHY East team members attended networking events including a cocktail making class with one of our partners Woodfines' solicitors



"UHY is a very friendly place, and since I joined I've never felt alone/left out. All the teams, especially the one I'm currently in, have been supportive since day one, and they've always helped me even with my silly questions. Another thing I value is the flexible working hours, if I have appointments or something else that's important I can attend those and just make up for that time another day."



Krishna Lad  
Bookkeeper



**Driven, inquisitive and looking for the opportunity to fast-track your career?**

Get in touch to see where you might fit within our team!

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