

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?

Are you focused on building a career in accountancy but do not want a university education? At UHY, we offer the opportunity to gain a professional qualification and earn a salary at the same time as gaining relevant work experience for your CV.

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 your career. 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 fulfilling career.

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 trainees. 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 assisting 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 school leavers 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.

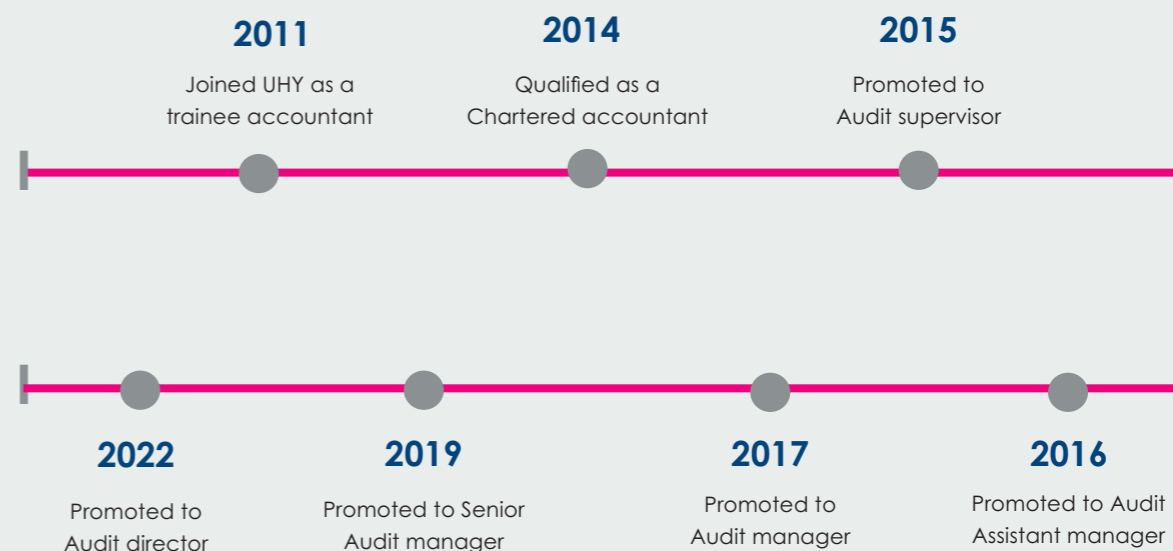
What could your career journey look like?

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 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're looking for people who want to contribute, spark fresh ideas and be part of the UHY family. Our non-graduate training programmes are designed to offer ambitious A level (or equivalent) students the opportunity to qualify and build a career in accountancy. You will benefit from both on-the-job training and classroom based study, as well as learning from the established accountants all around you. And 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 experience a greater diversity of work

What qualification will I get?

We offer training towards the AAT accounting qualification, which allows you to complete your ACA or ACCA professional qualification without the need for a university degree.

AAT stands for Association of Accounting Technicians and is a leading accounting body for accounting professionals. The AAT qualification is the start of an accountancy career for anyone without any previous experience. It's made up of three levels and offers the opportunity to gain a professional qualification and earn a salary, at the same time as gaining relevant work experience for your CV.

The AAT non-graduate programme at UHY Hacker Young can last between 18 to 30 months, depending which level you join the scheme at. At the end of the scheme, you will be Level 4 AAT qualified. Upon successful completion, you will then have the opportunity to complete the ACA or ACCA professional qualification and work towards your chartered status*. This ultimately means you can be professionally chartered within five years of study.

In some of our offices, our AAT programme runs as part of an apprenticeship allowing you to work towards two qualifications at once (with no extra exams!). Where the AAT qualification will focus on your technical knowledge, your apprenticeship will focus on your on-the-job training.

*Depending on office location and training programmes available.

What will the training be like?

We'll support you in every way we can with high-quality training focusing on both technical areas and soft skills, including effective communication, presentation and negotiation skills. Upon joining UHY, you will be given a mentoring manager and mentoring partner who you will meet every six months to discuss your progress and development. As well as this, you will be studying within a year group of fellow students allowing you to develop peer support and lifelong friendships.

During your training you will develop via two main mechanisms:

- the professional examinations; and
- practical work experience.

Examinations ensure that you gain a clear understanding of the range of knowledge and technical skills that are needed to become an accountant, but they can't assess how well your skills are being applied in practice.

During the practical work experience, in addition to putting the technical knowledge and skills you gain into practice, you will develop a range of required additional skills, for example communication and interpersonal skills, team working and management skills.

AAT/ACA Apprenticeship - your potential career pathway

Year 1

First 6 months completing the Level 3 Advanced Bookkeeping Certificate.

Once complete you will join the full level 4 AAT Apprenticeship

Year 3

Enrolling onto the ACA and completing the certificate level and first professional level papers

Year 5

Complete your ACA final level exams and End Point Assessment



Year 2

Continuing and completing your Level 4 AAT Apprenticeship

Year 4

Complete your remaining professional papers and prepare for finals

QUALIFY AS A CHARTERED ACCOUNTANT

Please note, in some of our offices AAT trainees start at level 2.

Our people are our difference



Hannah

Hannah joined UHY Manchester in August 2019 as an admin apprentice and has since switched roles to join the audit and accounts team as an apprentice.

Why did you choose a career in accounting?

When I joined UHY Manchester I was fresh out of school and was unsure on what career path I wanted to take. Since joining the firm, I have learnt and developed many different skills such as communication, teamwork and problem solving.

When changing from your previous admin role to your role in audit and accounts, what support did you receive from UHY?

When I moved roles, I received lots of support and training, and continue to do so. Everyone is extremely helpful and they will take time to talk you through the work, even when they are busy. After the job is complete, senior members of the team provide you with feedback to help you improve your skills. I really enjoy being in the audit team as you get to know your colleagues really well, from being on away jobs with a small group, or in the office with the team.



Zac

Zachary joined the UHY London team in August 2019 as an Audit Trainee Level 1 and has since been promoted to Level 4.

What do you like most about your role?

The most enjoyable thing about my role is the opportunity to work in constantly changing teams, whilst continuing to develop my knowledge and practical skills. I enjoy the professional challenges of going to client sites and liaising with the finance departments of clients across a wide range of industries. I also really enjoy working with my colleagues at UHY, they are great people whom you form a bond with whilst spending time on audits together. This closeness is aided by out of work socialising with colleagues, as we often have to work away, in different areas with our audit teams.

What is the office atmosphere like?

The atmosphere in the office is very sociable. In audit we tend to work in a group so there is a need for collaboration, by asking questions and leading junior members. Furthermore, the office atmosphere is greatly welcoming, making you feel very comfortable whenever you need to go and speak to different colleagues across all departments. Together with the office being friendly and sociable, a level of professionalism is always maintained, which is a very important factor in any office environment.

What is the most challenging thing about your job?

The most challenging thing about my job is balancing multiple audit clients with fast approaching deadlines, whilst having the responsibility of teaching junior members new audit sections and answering any questions that they may have. On top of this, I am completing my level 7 ACA apprenticeship, which demands a lot of time outside of working hours, whether that be studying or general admin like updating my ICAEW training file.



Charlie

Charlie is an AAT trainee in our London office. He joined UHY after leaving sixth form.

Why did you choose a career in accounting?

Throughout secondary school, I was always drawn to more numbers-based subjects like Maths and Business. However, I also had a strong personality and good communication skills, which I knew I could use to my advantage in my career. During Sixth Form, I began studying Finance and Economics as well as Business and started exploring opportunities within business and finance. This led me to the AAT qualification and I haven't looked back!

What made you choose UHY Hacker Young, and has it been what you expected?

Upon searching for roles offering the AAT qualification alongside the job, I discovered UHY Hacker Young 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 with weekly matches and a great group of players.

What makes a good auditor/accountant?

I think to be considered a 'good' auditor/accountant, many factors need to be considered, not just your fundamental audit skill-base. Since joining UHY at 18, I was nervous of 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.



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

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
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Founder of UHY
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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.

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.

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>.



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