

Helping our people prosper

A UHY team case study



Dave Hailey
Partner

Unleashing prosperity: Dave's story

At UHY our talent commitment is to 'help you prosper'. What this means in practice is different for everyone. We strive to ensure our team members prosper personally and professionally in a supportive, dynamic and creative environment. But our goal is simple; for our teams to love their job and thrive.

UHY East partner, Dave Hailey, is a shining example of the prosperity that UHY cultivates. Comprising of our Letchworth, Cambridge and Huntingdon offices, the average length of service at UHY East over nine years and a whopping 75% of partners have been promoted internally. Dave is one of them and this is his career story.

Learning unleashed

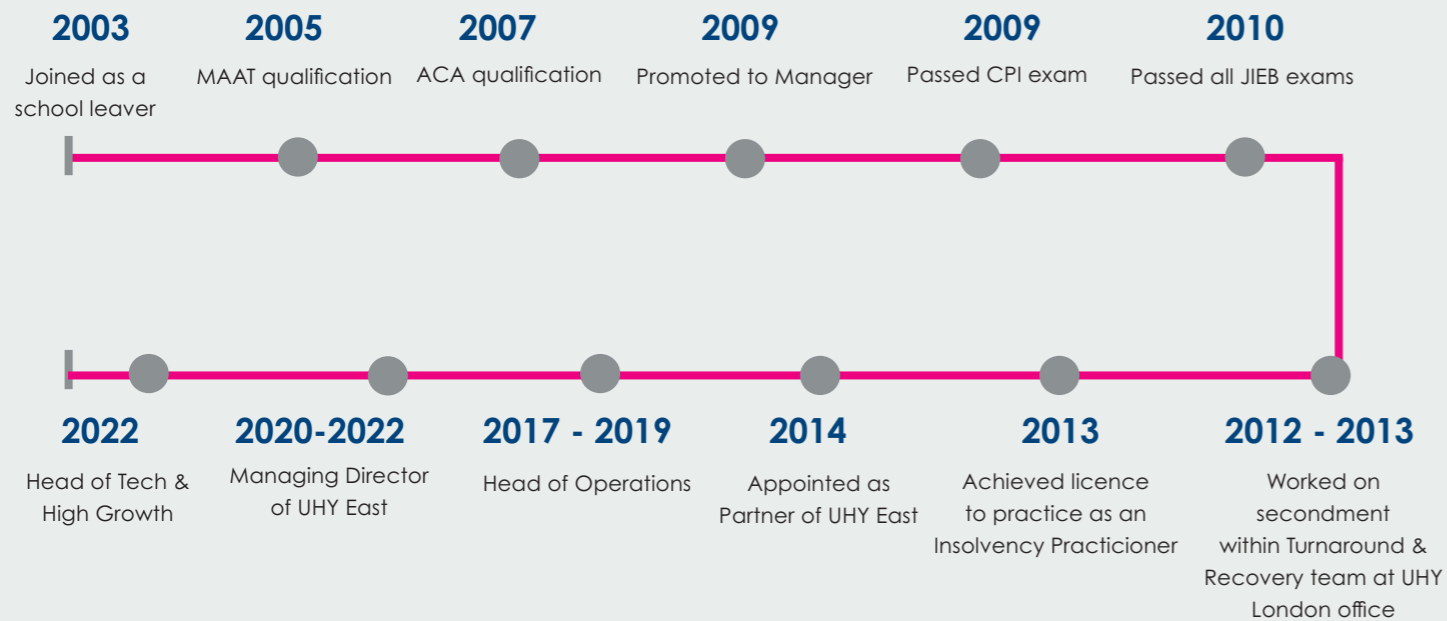
Dave's UHY story began when he opted for a different route post A levels. Rather than pursuing a university degree, he chose to dive straight into his passion for accounting. He concluded that learning on the job was likely to be his most efficient route to becoming a chartered accountant, so Dave applied to various local accountancy practices, including UHY, and embarked on a path that would lead to an impressive career.

Climbing the career ladder

Joining UHY as an accounts junior in September 2003, Dave immediately embarked on his AAT studies. He raced through the training and completed the AAT course in 2005, progressing straight on to his ACA training. Impressively, Dave concluded his final ACA exams in 2007, attaining chartered accountant status at the tender age of 22. Dave explains, "I was able to be fast-tracked as I had two years' work experience by that point. I wouldn't have been able to do that if I'd left university at the age of 21 as I'd have still required three years' work experience pre-qualification."

Leaving UHY for a brief stint in industry post-qualification, Dave soon realised he was better suited to a life in practice and he missed the variety it brings. He returned to UHY as a manager in 2009, igniting his upward trajectory which saw him become partner at the start of 2014.

Dave's journey from accounts junior to partner



A new challenge: building an insolvency offering from scratch

Dave's return to UHY marked the inception of a new challenge as he was given a remit to build an insolvency offering for the business from scratch. To achieve this, he was supported through further studies to achieve his Certificate of Proficiency in Insolvency (CPI) and subsequently his Joint Insolvency Examination Board (JIEB) qualifications, enabling him to qualify as a Licenced Insolvency Practitioner.

Like with the ACA qualification, having practical work experience is a pre-requisite to the insolvency qualification. Dave achieved this through a two-year secondment to our London office, which has a large and established turnaround and recovery department. Not only did the secondment help Dave attain his practising certificate as an Insolvency Practitioner, but it also gave him the opportunity to forge deeper connections with teams in London and make some fantastic memories at the same time!

Progressing at every stage

Dave's story illustrates UHY's commitment to growth and prosperity. He says, "UHY has genuinely provided me with the opportunity to progress at every stage of my career." Since becoming partner, Dave has joined the management board of UHY East and took on the mantle of finance partner, helping to shape the business to the future.

In January 2020, Dave also took on the role of Managing Partner and his tenure saw him take the firm through the challenging Covid period, ensuring teams were able to transition to home working and continue to support clients. Something Dave says he could never have achieved were it not for the team around him. "Like every business, we had challenges to overcome as our work environment and personal lives were all turned upside down" Dave says, "yet the level of empathy, commitment and spirit amongst our team was ever present. I'm so incredibly proud of our UHY family."

The distinctive UHY difference

Reflecting on his career journey to date, Dave says, "UHY was the first career-focused job that I took. There is a real focus on the development of people and the firm is very progressive and forward thinking, often investing in new products and services to expand its offering and stay ahead of the curve. I have found this approach has boosted my career progression by providing opportunities for me to diversify into new sectors and services and to grow with the firm."

Dave's story at UHY East is a testament to our commitment to fostering growth and enabling individuals to reach their full potential. Helping you prosper is not just a strapline; it is our commitment to our teams to ensure you continue to develop, grow and prosper while you are with us.



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Partner**

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The next step

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. All of our firms offer a suite of benefits that are geared to help you financially, to ensure you are offered flexibility and a good work life balance, to support your wellbeing, and to ensure you continue to develop, grow and prosper while you are with us.

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.

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.

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

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