



Your career in accountancy

Working at UHY Hacker Young



Helping you prosper

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A person with short brown hair, seen from behind, is running through a lush green field. They are wearing a long, flowing brown coat and their arms are outstretched to the sides, holding the edges of the coat. The background is a soft-focus landscape with green fields and a pale sky. A bright green curved line graphic is on the left side of the image.

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.

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 a particular sector?

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, 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.

Our people provide business critical advice in a commercial and pragmatic way, harnessing the power of our collaborative partners and our passionate teams. We welcome applications from all ages and backgrounds and simply look for people who share our passion and enthusiasm to ensure that our clients flourish.

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 graduates. 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 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 proactively looking for ambitious graduates 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.

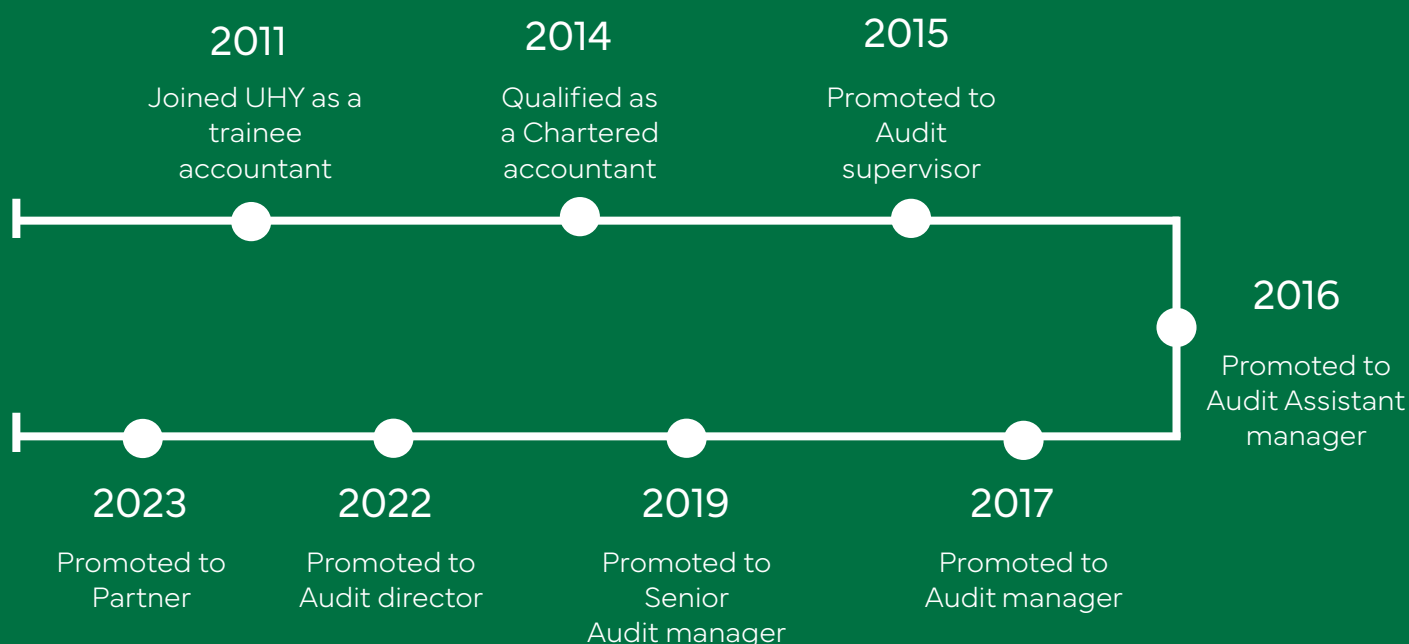
What could your career journey look like?

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 partners, 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
Partner



Gain a professional qualification whilst earning a salary

We help you to achieve your first career goal by qualifying as an accountant; either chartered accountant (ACA) or a chartered certified accountant (ACCA). But training to be an accountant is more than an academic process and we are looking for people who want to contribute, spark fresh ideas and be part of the UHY family.

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 to experience a greater diversity of work.

The ACA qualification

An ACA is an Associate Chartered Accountant; the qualification is gained through the Institute of Chartered Accountants in England and Wales (ICAEW). It is a widely-respected qualification which will offer you a rewarding, diverse career that is full of opportunity.

To qualify as an ACA, you must complete a training contract which will last three years, pass the Institute's examinations and carry out

work experience. This broad-based qualification provides you with excellent grounding in accounting, financial reporting, auditing and business management.

The ACA qualification at UHY Hacker Young is audit focused. You will learn a lot about International Accounting Standards and you will often be out at clients' offices, checking that their accounts comply with these standards. In many of our offices, the training is part of an apprenticeship, resulting in you achieving not one, but two qualifications at the end of your studies. The apprenticeship requires no extra examinations and focuses on your on-the-job experiences at UHY Hacker Young.

It is a challenging qualification which demands a lot of hard work, commitment and determination. However, once qualified, your ACA will be recognised as a sign of quality, commercial acumen and professionalism and will offer you a huge opportunity for success.

Potential career pathway - ACA Apprenticeship

Year 1

First 4 certificate exams and 3 professional

Year 3

Your ACA final level exams and End Point Assessment



Please note that all applicable exemptions are accepted and this can affect the above study path.

In some of our offices the pathway is different to the above, in that whole levels must be completed before you can move onto the next level.

The ACCA qualification

ACCA stands for the Association of Chartered Certified Accountants. ACCA is a widely respected qualification which offers hard working students with determination and ambition the chance of a rewarding career in accountancy, finance and management.

In order to qualify as an ACCA member, you will complete 13 exams as well as a professional ethics module and also undertake relevant practical experience for three years.

ACCA at UHY Hacker Young focuses on Generally Accepted Accounting Principles in the UK (UK GAAP) and the course tends to be a mixture of accounting and audit based modules. It is a broad-based qualification and, aside from the mainstay of its accounts and audit, it will also provide you with excellent grounding in professional and company law, business management, communication and professional ethics.

Potential career pathway - ACCA Apprenticeship

Year 1

Complete Applied Knowledge level and first papers of the Applied Skills

Year 3

Complete your professional level options and compulsory papers



Year 2

Complete remaining applied skills papers and online ethics module

**QUALIFIED AS A
CHARTERED CERTIFIED
ACCOUNTANT**

Please note that firms accept all applicable exemptions and this can affect the above study path.

Which option is right for you?

Both ACA and ACCA are of international repute and provide multiple career opportunities. Generally, ACA is more suitable if you want to pursue a career in auditing and accounting. In contrast, ACCA is more comprehensive, giving options for a career in management accounting, financial management and financial services. Whichever you choose, both are excellent career options and will unlock an exciting future at UHY.

Supporting you through your training

Whether you are studying towards the ACA or ACCA qualification, we will encourage you to develop quickly and take on responsibility for assignments.

Your professional experience will come 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. You can also increase the variety of your work experience through secondments to specialist departments such as tax or corporate finance, or even other offices if relevant. Secondments demand new skills and expose you to a new range of business problems and client needs.

Progress review

Your progress will be reviewed on a regular basis through:

1. Written evaluation reports at the end of each assignment to assess your performance
2. Meetings with your counselling manager to review progress every six months
3. Formal reviews with your partner or line manager

We are proud of our record of exam successes – first time around. We will work with you and support you to fulfil your potential.

Making the most of your talents

As a qualified chartered accountant, you will hold an excellent business qualification and an immense number of opportunities are available to you within public practice, commerce and industry. We will encourage you to make the most of your talents. We will talk to you about your ambitions and we aim to provide the work experience you require for your success.



Our people are our difference



Shaifur joined our London office following graduation from university. He is now an ACCA qualified accountant and works in our Business Advisory team in London.

Describe a typical day in audit

A typical day usually involves liaising with the audit team in the morning to understand what stage we're at in terms of the fieldwork. Following on from this, we work through client records together and carry out our testing.

When working remotely, throughout the day we typically collate a list of questions and requests for our clients. A team member then collates all questions from the group and sends this off for client review.

When working at client's premises, we usually liaise directly with their client's finance team and extract the information required. Audits call for good communication, as we are always querying numbers or asking for specific documentation from clients.

As a senior on audits, I usually work with a team of a few juniors to whom I delegate tasks. This also involves checking in with their progress and assisting them with any issues that arise. A big part of my role now includes training junior members of the team and assisting them as they take on new, challenging sections of the audit

What are you particularly proud of since starting your career with UHY Hacker Young?

I started at UHY Hacker young in 2019 following graduating from university. Since joining UHY I have been able to develop several key skills which are not only useful in auditing but also

being present in a business environment. These skills have enabled me to progress and achieve the specific requirements in becoming an ACCA qualified accountant.

I am proud of the improvement in my confidence, particularly regarding communication. Audits involve a lot of information and knowledge extraction, and so working in audit has enabled me to develop my communication further. Whether I am communicating with a large company's finance team, or working with a small owner managed business, I feel confident in my ability to convey our requirements appropriately to each audience.

What are you looking forward to?

As a now qualified accountant, I am looking forward to taking on new roles within the firm. Even post-qualification there are many more opportunities to develop my knowledge. I have been fortunate to work on a great variety of audits throughout my tenure at 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 doing exams and now requires more of doing 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 UHY and expand my network. I am excited for that to continue as my role at the firm changes.



Mackenzie joined UHY Nottingham in September 2022 as an Audit Assistant Level 1 and has since been promoted to Semi-Senior (Level 2).

Why UHY?

I graduated from Loughborough University in 2022 with a degree in Mathematics. During my final year I applied to many different graduate schemes but once I attended my interview at UHY Hacker Young Nottingham, I knew this was the graduate scheme I wanted! The team were so inviting and the atmosphere in the office was relaxed, and I knew I would feel supported if I chose to work here. I officially joined in September 2022 and was promoted in December 2023 to semi-senior (level 2).

Life at UHY

I've been at UHY under the graduate scheme for 1 year and 5 months now and I haven't stopped learning since! I work with a wide range of clients and target my own progress by being able to request work in sectors I would like to specialise in, such as charities. I'm also gradually becoming a whiz at excel – something I didn't think was possible!

What are you particularly proud of since starting your career with UHY Hacker Young?

I'm mainly proud of how I've been able to develop my soft skills, specifically client communications. It always felt a tad daunting talking to clients at the beginning but it's definitely gotten easier and I'm more confident when talking to them either in-person or over the phone/email.

What is the team like in Nottingham?

The Nottingham team is lovely and always looks to promote the wellbeing of its staff – its flexitime policy has been fantastic at allowing staff to have a good work-life balance. I can turn to anyone if I have question about work or my studies and we regularly have meetings where we discuss how to improve the office and the team. Our social events like rounders, the annual quiz and the summer/Christmas parties are not one to miss!

The UHY Hacker Young Group

The UHY Hacker Young Group is a leading network of chartered accountants with 20 offices spanning England, Wales and

Northern Ireland. Our 96 partners and 720 professionals are ambitious people, united by our purpose of helping you prosper.

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 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.

We are driven by our purpose of helping you prosper

What does helping you prosper mean?

Our purpose of helping you prosper gives real meaning to our work and to what we do. It acts as a guiding light, something which we can turn to at all times and refocus ourselves.

Prosperity comes in many guises. Typical associations are often related to financial prosperity, but prosperity means so much more, and the definition of prosperity is generally unique to each person.

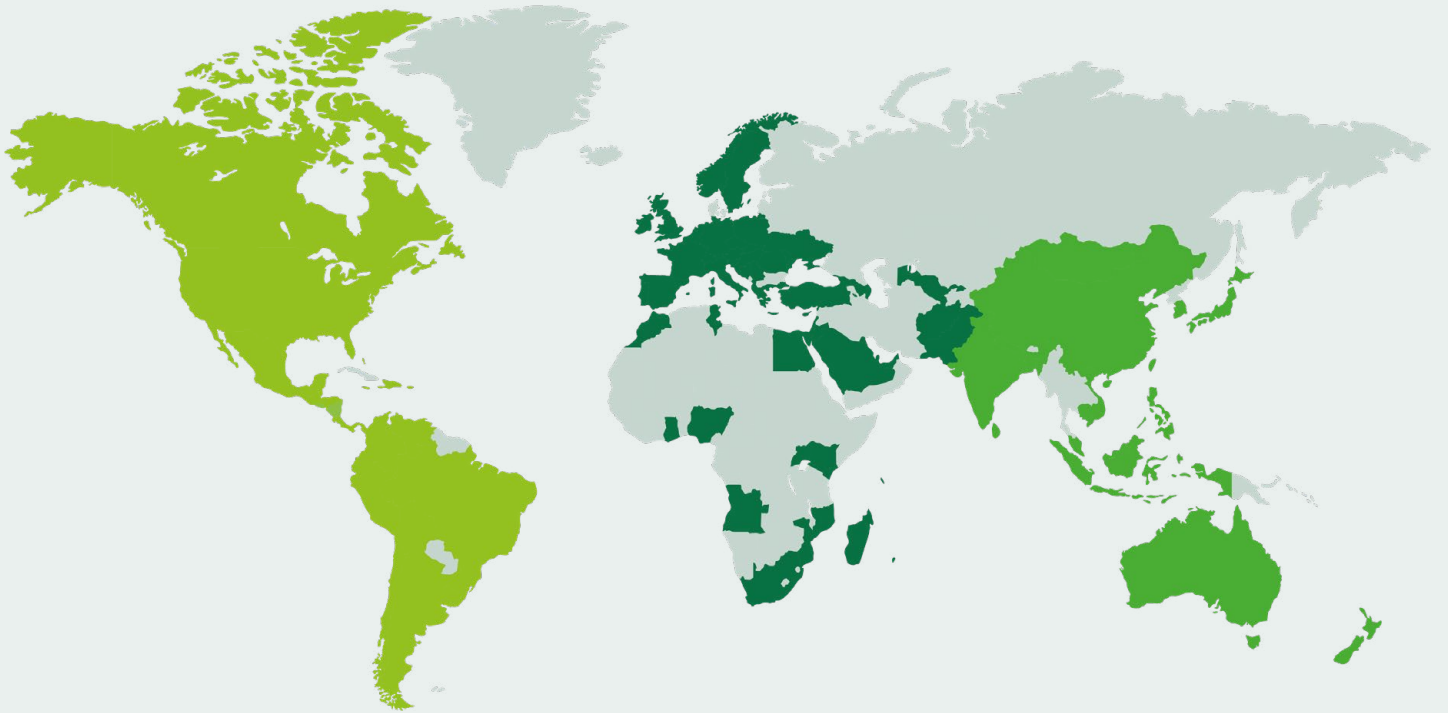
We see ourselves as more than just accountants. Whether you are a client, a team member or part of the community local to our firms, our goal is to understand your definition of prosperity and to work out how we can help you in your pursuit of that.

**Leading UK
accounting firm**

20
**offices across
the UK**

720
professionals

96
partners



19th

largest global network
by fee income

Annual turnover

USD
814
million

More than

330
offices in almost
100

countries

Truly global representation

We are proud to be a founding member of UHY International, which was formed over 35 years ago in partnership with a firm in New York with whom we had worked regularly to support our clients.

The network now covers more than 330 business centres in almost 100 countries worldwide. Our independent member firms are all highly regarded, professional and reputable in their own local markets and know each other well through meeting and working together regularly.

Our services and teams are tailored to suit the culture of each of our clients including publicly listed corporations, large and medium-sized companies, privately owned businesses, not-for-profit and public organisations.

Professionalism, quality, integrity and innovation

Our values are echoed in the standard of the firms that have achieved membership in UHY. Our member firms understand that business people need a wide range of services and knowledge of local conditions to help them create, operate and dispose of ventures across the globe. The UHY worldwide network was formed in response to the needs of our clients; our global relationships have come to define the next level of service that our clients have earned and expect.

Forum of Firms

All UHY International member firms adhere to our set framework of membership standards, so you can be assured of a consistently high quality of service across your locations. UHY is also a member of the Forum of Firms, an association of international networks of accounting firms. The Forum's goal is to promote consistent and high quality standards of cross-border financial reporting and auditing practices worldwide, providing extra assurance as to our quality standards.

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.



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.

By joining UHY, you will be joining a firm that is:

- Purpose led, driven by a commitment to helping you prosper
- Part of a dynamic network of UK and international offices
- Offering training contracts across the UK, with access to opportunities in audit, tax and advisory
- Looking for trainees who will contribute to and shape our future

We are interested in you as an individual and will:

- Provide a clear career pathway
- Reward your success
- Offer competitive benefits
- Provide a friendly and sociable work environment and strive to help you achieve a work-life balance
- Support you in every way we can, with high-quality training focusing on both technical areas and soft skills
- Ensure day to day variety, providing opportunities to work with organisations of different sizes, in different sectors, and in different countries

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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