

Role: Graduates and School Leavers

A career with Baker Tilly Channel Islands in Audit and Advisory

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A. Introduction

When an individual joins Baker Tilly Channel Islands, they are presented with a fantastic opportunity to develop as a professional and as a person, not just an auditor, tax advisor or an accountant. Our business is operated for the benefit of our clients, our shareholders, our International Network and our teams, and we are proud to say that our decisions are based on those key stakeholder relationships.

This document will give you a high level understanding of what we look for in our new recruits, and what the roles we have available entail. Should you be interested we would welcome the opportunity to discuss this further with you and demonstrate the unique opportunities a career with Baker Tilly Channel Islands offers.

Our ethos

We are a Chartered accountancy practice with offices in Jersey and Guernsey and are the Channel Islands member of Baker Tilly International, an international network with 125 member firms in 147 countries. In 2016, Baker Tilly International won the "Network of the Year" Award by IAB. Our core services are:

- Audit
- Tax
- Accountancy
- Advisory

Our client base is expanding and comprises of a number of prestigious local and international companies including listed entities, banks, trust/administration and a number of commercial entities operating in diverse sectors including real estate, financial services, oil, gas and mining. We embrace this growth, but we are not all about sheer size.

The biggest challenge we face is recruiting the right people for our business, as we are a unique and diverse team. Each one of our team members must have the skills to build genuine rapport with our existing and new clients. When we find the right people with the passion and desire for our work, we look after them! We embrace learning and development and provide every opportunity possible to enhance each team members' knowledge and experience whether by professional or personal development.

Our staff is made up of individuals who are not part of a 'process' or a 'cog in a larger machine', as we know each client requires a team effort and this only happens when teams are happy and productive. We ensure all staff are appreciated, and that coming to work is fun as well as rewarding. It is not meant as a cliché when we say that our people are our most valuable asset.

Our business is operated for the benefit of our clients, our shareholders, our International Network and our staff, and we are proud to say that our decisions are based on those key stakeholder relationships.

When an individual joins Baker Tilly Channel Islands, they are presented with a golden opportunity to develop as a professional and a person, not just an auditor /tax advisor/ accountant.

Further information about us is available on our website: www.bakertilly.je and we encourage you to look at who we are and what we stand for as a company and in our local community.

B. The opportunity

We are looking for school leavers to join us as associates who will assist the audit, accounts and tax teams (who are primarily fully qualified accountants) in undertaking their work and servicing our clients.

If you have a good academic record with an interest in a career in a accountancy, and a desire to attain a world respected qualification, we want to hear from you.

We work hard but also like the work place to be fun. We are looking for you to: be a team player, have the ability to multi task, be flexible, be able to work under pressure, be proactive, sociable and have analytical skills with a proactive approach to problem solving.

We expect you to have some IT software proficiency (such as MS Word and Excel).

Details of the role

Contract: (Permanent/ Temporary)

Permanent

Hours: (Full/Part Time)

Full Time

Residency:

Not required but a consideration

Start date:

ASAP

Salary:

Very competitive

Benefits

Medical insurance, death in service, health cover, annual leave and discretionary performance bonus

Responsibilities include:

- Work with the audit/tax/accounts team on assigned tasks during planning, execution and completion for clients (both local and international) in different industries;
- Assist in obtaining and collating relevant working papers and documenting work done as appropriate;
- Ensuring tasks are completed to a high standard within agreed timetable;
- Identifying performance improvement opportunities;
- Be committed to delivering exceptional client service; and
- Work with the team on business development and other office initiatives as applicable.

C. Career progression within our firm

Some of our people have experienced environments where the biggest competition is not from other firms, it's one's peers striving for the next promotion. This environment can create disharmony - we do not support nor promote this 'process-driven' behaviour. Promotion is purely on merit, not on the need for more staff at certain levels or business cases, or on a set predetermined timeline.

D. About Baker Tilly Channel Islands

We are a chartered accountancy practice registered with the Institute of Chartered Accountants in England and Wales (ICAEW) and recognized auditors in Jersey and Guernsey. We are the Channel Island independent member of Baker Tilly International.

Our office environment is built around a dynamic team, working together for the good of the business and everyone within it.

1. The Management Team

The leadership team is made up exclusively of ex-Big 4 alumni ("Big 4" is a term to refer to the largest global accounting firms). This team has come together outside that environment to utilize their entrepreneurial spirit in the professional services space. This leadership team has assembled what we believe to be an elite group.

2. Local firm, independent Network

Our business is part of Baker Tilly International, the 8th Largest Network of Accountancy firms in the world. Wherever there is a developed economy, we have a presence. However, the leadership team own the business locally; this means we are in charge of everything outside branding and global quality control. This includes service lines, promotions, business expansions and recruitment to advertising, the use of media, business travel and training policies. It is imperative that we grow and develop together, and all of our staff are involved in making these decisions.

E. Baker Tilly International

Baker Tilly International is one of the world's leading networks of independently owned and managed accountancy and business advisory firms united by a commitment to provide exceptional client service.

Every day, 33,600 people in 147 territories worldwide help privately held businesses and public interest entities meet challenges, proactively respond to opportunities and stay competitive. International capability and global consistency of service are central to the way we work.

What We Stand For

- We lead by example.
- We deliver a quality service with an emphasis on integrity.
- We are open and honest in our communications.
- We act ethically.

- We foster teamwork and collaboration.
- We maintain a supportive environment in which our individuals can flourish.

A Team Approach

- It is the strong relationships between member firms that are the key factors that enable us to overcome time and cross border complexities to deliver a quality service.
- Our service approach is based around a global lead partner who serves as the single point of contact for a client, irrespective of the size of engagement, coordinating all work being carried out by the independent member firms and ensuring it is completed to the highest standards, within budget and deadline.
- Regional and territory lead partners provide local services and the expertise and understanding necessary to navigate the unique dynamics of each of the market-places where we do business.

F. How to apply

To apply, please email hr@bakertilly.je with a copy of your CV, and a covering email demonstrating why you would be a good fit for Baker Tilly Channel Islands. If you have any questions or require any further information, please email hr@bakertillyci.co.je or call +44(0)1534 755141.

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