

SHAPE MORE THAN JUST YOUR CAREER

Trainee business adviser opportunities for graduates, school leavers, interns and placements

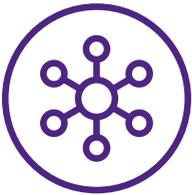




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SHAPE MORE THAN JUST YOUR CAREER



Looking for a fulfilling career? One that can have a wider impact on society?

At Grant Thornton, that's precisely what we offer. A career where you can have your ideas implemented. Your opinions heard. Your contributions valued. Not just by your colleagues, but by coveted clients. And the opportunity to inspire changes that can be felt wider than our business, helping us achieve our bold and ambitious vision of shaping a vibrant economy for the UK and beyond. It's a compelling mix. So bring your passion, ambitions and inspiration, and together let's make it happen.

We believe we're best positioned to make a meaningful impact on the economy. After all, we provide organisations with the business and financial advice they need to make big decisions and unlock sustainable growth. As one of our trainee business advisers, you'll help us provide our clients with the insight and ideas they need for the future of their business. And by doing so, you'll contribute towards shaping a vibrant economy.

Here, we do things differently. We give our people the freedom to drive change and shape their own destinies. Free to be themselves, our people are inspired to make a difference. Our collaborative culture means we share ideas as well as the responsibility for making them happen. While our fresh thinking and agile working helps businesses, communities and our people to flourish. Read on to discover why we're such a great place for graduates, students and school leavers to launch their careers.

At Grant Thornton we think differently about everything we do. Join us and do the same. Careers in advisory, audit and tax.

WHO WE ARE

At Grant Thornton, you'll help to make a difference.

Whether you're a graduate, student or school leaver, you'll get the support, be inspired and provided with all kinds of learning opportunities to help you grow in confidence and develop the skills you need to become a future leader. But you'll also do so much more than that. You'll enjoy a role with an organisation that has a real purpose. You'll help us to shape a vibrant economy for the UK and beyond.

We work with banks, regulators and government to rebuild trust. We work with dynamic organisations to help them grow. And we work with the public sector to build a business environment that supports growth, including national and local public services.

Being part of a dynamic global firm driven by independent thinkers, we provide high quality business and financial advice to a wide range of clients in countries all over the world.

Shaping a vibrant economy

- We have a bold purpose – by unlocking the potential for growth in our people, clients and our communities we believe we can help shape a vibrant economy where no-one gets left behind. We'll achieve this through building trust and integrity in markets, unlocking sustainable growth in dynamic organisations and creating environments where businesses and people flourish
- Over the past 18 months we've brought together over 1,000 business and community leaders from across the UK to share their aspirations. We've collected their thoughts and ideas and created a set of recommendations we're sharing with government
- As a result of our conversations, we've created task forces to tackle some of the big issues facing society today, like the housing crisis and the future of work

Becoming a shared enterprise

Everybody here plays their part. It's a real team effort. It's why our unique culture is built around collaboration and over the past few years we've been making big changes – moving towards becoming a shared enterprise. We share ideas. We share responsibility. We share the rewards. Put simply, we're better together.



At a glance

- We provide business and financial advice to dynamic organisations, across the private, public and not-for-profit sectors
- We've 31,000+ colleagues in 100 countries
- Offices in over 20 locations across the UK
- We're shaping a vibrant economy, creating environments where businesses and people thrive
- We're moving towards becoming a shared enterprise
- We're voted as a top employer in the Times Top 100 Graduate Employers, Rate My Placement 100 Undergraduate Employers, Rate My Apprenticeship Top 70 Employers and Glassdoor 50 Best Places to Work rankings

WHAT WE DO

“The day-to-day work we do in audit, builds trust and integrity in the whole business community. I love working with our clients and doing my bit to help shape a vibrant economy.”

Pete



Audit and Public Sector Audit

Our clients are operating in uncertain times. It's our job to work with them to help them to grow sustainably and fulfil their responsibilities.

Right from the start, you'll develop relationships built on credibility and trust with clients across a wide range of sectors. As you will get to spend time with clients at their sites, you'll get to the heart of how they work and what challenges they face. You'll learn how to provide the business and financial advice they need to grow and make the right decisions about the future.

We're the number one supplier of public sector audit services to local governments and the NHS and you could specialise in public sector audit dealing with government departments, public services and local authorities. Not only can you make a difference to your clients, you will make a difference to vital health and public services that improve lives up and down the country

and help to create environments where businesses and people flourish.

Whether you are in commercial or public sector audit, your role will be challenging, rewarding and interesting. You'll get hands-on experience of different aspects of audit, working on all kinds of projects that range from a few days to up to eight weeks. One day you could find yourself examining financial records and carrying out audit tests. The next you could be attending stocktakes or completing audit files.

In summary

Shape more than just your career in audit by helping to build trust and integrity and by supporting our clients' open and transparent growth. In public sector audit, help local authorities and the NHS make an improvement on services, creating environments in which businesses and people flourish.

“What I enjoy most is the variety of work and different clients I work with. There are so many opportunities here and projects to get involved with.”

Charlotte



Tax

Our clients rely on us to make sure they do the right thing and are operating within the law. Providing advice on their business goals and bringing them commercial insight, we help them build sustainable growth and operate with integrity.

If you want to be at the forefront of business issues then you could be a perfect match for tax. The work you'll do with your clients is of huge importance. After all, bad tax advice can lead to damaged reputations and expensive consequences. You'll help your clients manage their tax obligations efficiently and responsibly. From early on, you could have your own client portfolio.

We've a variety of corporate and specialist tax teams here. Whichever one you join, you'll gain hands-on experience, working with a variety of dynamic clients, from organisations in media and entertainment to finance to charities. We'll help you to learn how to interpret complex

legislation, deliver different solutions and provide our clients with clear advice and recommendations they can count on.

Our tax advisers provide expertise in such areas as corporate tax, employer solutions, innovation, financial services tax, private client, real estate, tax investigations, transfer pricing, restructuring, trusts and VAT. It's an area that offers lots of variety and opportunities to specialise.

In summary

Shape more than just your career in tax by providing clients with the most effective tax solutions – using your knowledge of complex tax legislation to help build trust and integrity as well as providing commercial insight to help drive sustainable growth.

“I’m proud to have built strong relationships with a diverse range of clients and to have made a big impact by helping businesses worth between £5 million to £100 million to grow.”

Amit



Advisory

Working with businesses of all shapes and sizes, in advisory you’ll help a range of different clients whose businesses contribute to the growth of the economy in the UK, and beyond.

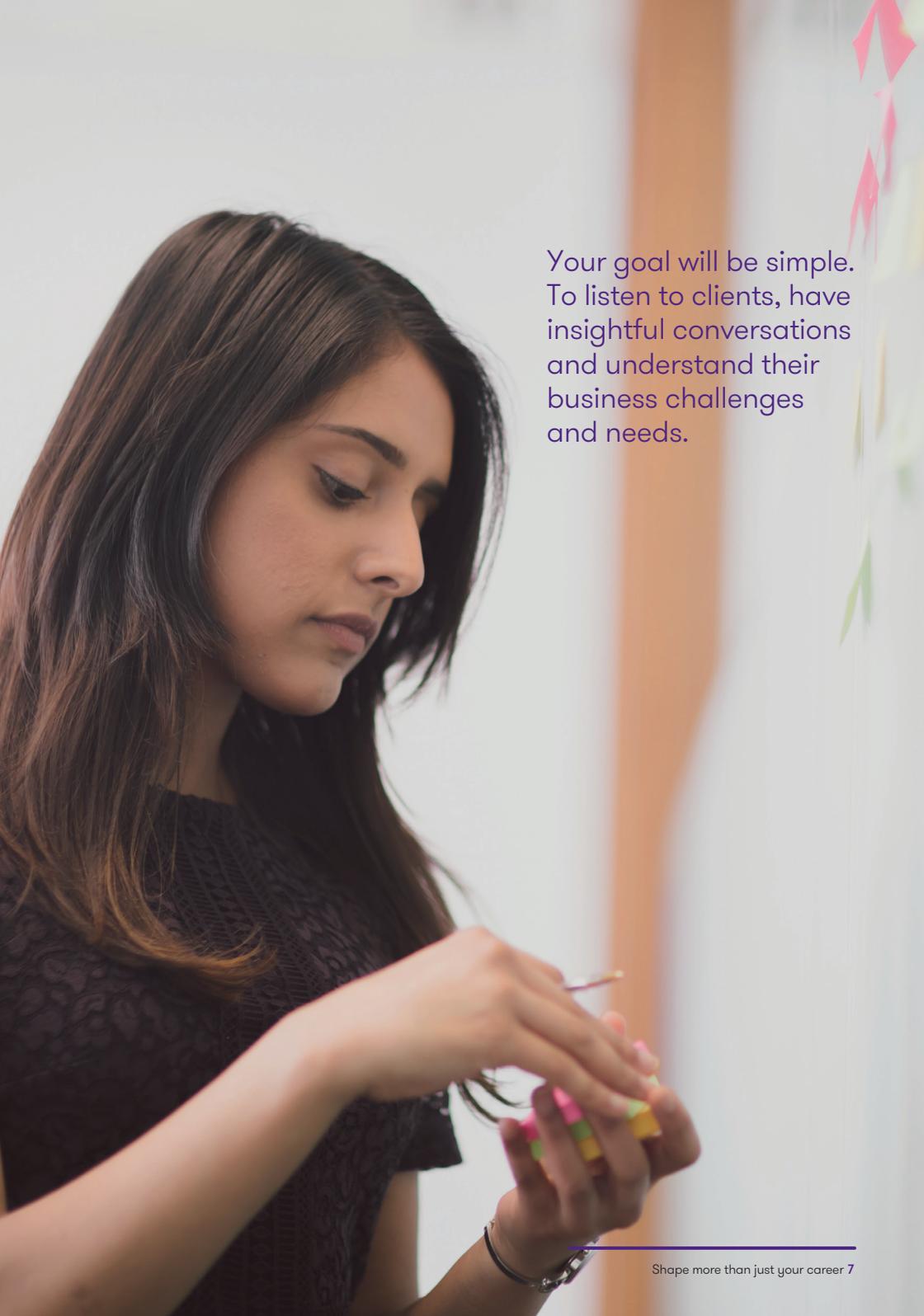
Getting involved with interesting and dynamic parts of the business cycle, you’ll help organisations either start up, expand or begin a new chapter. You’ll understand and get under the skin of our clients’ business strategy, and provide innovative solutions that unlock growth – our business advisers have lots of responsibility.

Your goal will be simple. To listen to clients, have insightful conversations and understand their business challenges and needs. And then provide the advice and solutions they need to achieve their future goals. It takes tenacity, a keen eye for detail and a real passion for helping all kinds of businesses. Is this you? And are you ready for the challenge?

We’ve a wide range of advisory teams, providing advice in such areas as corporate finance, transactions, financial services regulatory and complex, international and forensic insolvency. Some of our business advisers even choose to specialise in actuarial, business risk services or technology risk services. This is a fast-growing area that offers plenty of variety, opportunities and interesting work.

In summary

Shape more than just your career in advisory by collaborating with a variety of dynamic organisations, providing the advice and solutions they need to navigate complex challenges, risks and opportunities and unlock sustainable growth.



Your goal will be simple. To listen to clients, have insightful conversations and understand their business challenges and needs.

WHO WE'RE LOOKING FOR

We're looking for talented people who want to be a part of something bigger. Free to be yourself, confident and approachable. You must be a great relationship builder who can inspire everyone around you with your insights and ideas.

You'll help our clients to tackle their burning issues and future challenges. Listening hard and asking the right questions is at the heart of providing great business advice. We'll enable and empower you to do just that, so you can show initiative and bring new ideas and perspectives to the table to help our clients and the wider economy to grow.

You should share our CLEARR values – Collaboration, Leadership, Excellence, Agility, Respect and Responsibility. Always striving to grow yourself, you should be driven to succeed with the ability to see tasks through to the end and remain agile, even when things don't go to plan. Your ability to see the bigger picture and also drill down into the small detail will make you stand out from the crowd – a real natural when it comes to solving problems, you'll be able to analyse the numbers and back them up with strategic advice. Being a part of a team is at the heart of how we work here – you'll be able to balance working as part of a team and take ownership of the part you play.



A photograph of three business professionals in a meeting. A woman on the left is gesturing with her hands while speaking. Two men, one in a grey suit and one in a dark blue suit, are listening attentively and smiling. The background is a light-colored wall with a green textured panel at the bottom left.

You'll be passionate about supporting, advising and helping all kinds of businesses achieve their potential, someone who wants to make a difference and shape more than just your career.

Key strengths we look for

- Growth orientated – those who seek out opportunities to learn and gain feedback
- Driven to succeed – self-motivated people who push themselves to achieve what they want out of life
- Collaborative – people who enjoy working with others and achieving results through teamwork
- Instinctively curious – those who pay attention to the wider factors and look at the bigger picture to inform decisions
- Relationship maker – people who proactively build long lasting relationships and understand why this is important
- Resilient – being able to thrive under pressure and in the face of change
- Naturally analytical – people who think logically and take a methodological approach to understanding the root cause of problems
- Strives for excellence – people who are passionate about the quality of their work, taking ownership and responsibility

WHERE WE ARE



WHAT'S IN IT FOR YOU?

Training & development

As well as learning on-the-job, you'll enjoy rigorous training, starting with your orientation that will immerse you in our business, vision and purpose.

Join our graduate or school leaver programme and you'll also study towards a qualification at college. We'll cover the costs and give you paid study leave too. You can also develop and stretch your skills in different ways from mentoring schemes and secondments to working on exciting firm-wide projects and taking part in workshops at Bradenham Manor, our dedicated training facility.

Salary & benefits

Everyone here enjoys a competitive salary based on local market rates and the cost of living. That includes interns and placement students. If you join our graduate or school leaver programme, you'll have a flexible benefits package to choose from too. We also have an employee recognition scheme where we celebrate the great things our colleagues do. People award shout-outs,

vouchers and special treats for those who go the extra mile.

Our move towards a shared enterprise culture also means everyone will get a share of our superior profits on top of their salaries. We share ideas and make things happen. So, everyone should share in the success that brings.

Career progression

At the end of your graduate or school leaver programme, you'll become professionally qualified and all kinds of opportunities will open up. As one size doesn't fit all when it comes to career progression, we'll give you advice and guidance to help you get to where you want to go.

You can progress in your team or experience life in a different area on secondment or with a permanent move. Or, you may look to broaden your horizons and work on a project in a different country with one of our global member firms. Where you take your career and how fast you progress is down to you. If you can demonstrate that you're ready to take on more responsibility, your progression can be fast.

Whatever programme you join, you'll progress as fast as you're able to.



GRADUATES

Website: trainees.grantthornton.co.uk

Blog: trainees.grantthornton.co.uk/blog

We've designed our three-year graduate programme to take you on a journey from graduate to professionally qualified business adviser.

In that time, you'll pack in lots of learning and new experiences. You'll help us provide market leading business advice to support our clients' growth. You'll study and revise for your exams. You'll also have the chance to work on a variety of exciting projects and help provide a great client service.

It's not easy to do all of these things at the same time. But it's as rewarding as it is challenging. Working with clients in many different sectors, you'll get a better understanding of the complete business lifecycle. You'll also enjoy being part of a firm that has a strong sense of purpose and is helping to shape a vibrant economy where businesses, people and communities can thrive.

Audit

Getting involved with many different aspects of audit, you'll develop your skills working on projects with a variety of clients. You'll also study towards one of these professional qualifications, depending on the office you join and whether you want to specialise:

- **Offices in England and Wales** – ACA (Associate Chartered Accountant) or ACCA (Association of Chartered Certified Accountants)
- **Offices in Scotland** – CA (Chartered Accountant)
- If you choose to specialise in public sector audit, you'll do the integrated qualification developed by ICAS (Institute of Chartered Accountants Scotland) and CIPFA (Chartered Institute of Public Finance & Accountancy). This means you'll become qualified in commercial and public sector audit.



Tax

As one of our tax advisers, you'll start by learning the basics on the ground. This can involve carrying out technical research, completing tax returns and computations, and negotiating with HM Revenue & Customs. You'll then get ready to move on to the challenging world of consultancy where we provide organisations and individuals with clear tax advice and solutions.

You can join us in such areas as corporate tax, employer solutions, innovation, financial services tax, private client, real estate, tax investigations, transfer pricing and VAT. You'll also study towards one of these professional qualifications:

- **Offices in England and Wales** –
ACA (Associate Chartered Accountant) or ATT (Association of Tax Technicians). Many of our trainees go on to complete CTA (Chartered Tax Adviser)
- **Offices in Scotland** – CA (Chartered Accountant).

Advisory

Join our advisory rotational programme and you'll get a real insight into different advisory areas, as you rotate between teams and spend a year each in insolvency, deals and business consulting. If you prefer, you may be able to specialise right from the start in actuarial, business risk services or technology risk services. While if you join us in Scotland, you'll work on projects across a variety of areas.

As part of our advisory team, you'll get the chance to enjoy early responsibility and work on a variety of challenging projects with a broad range of clients. You'll also study towards one of these professional qualifications:

- **Advisory rotational programme** – CFAB (Certificate in Finance, Accounting & Business) for the first year and then you'll go on to do the ACA for the remaining two years or an alternative qualification if you wish to specialise in a particular area of advisory after the programme

- **Specialist advisory team** – ACA (Associate Chartered Accountant) and FIA (Fellow of the Institute of Actuaries) in actuarial
- **Offices in Scotland** – CA (Chartered Accountant).

Your career progression

Our graduate programme is just the beginning. Once you've got your qualification, all kinds of career routes will open up to you from audit, tax and advisory to people management and business development. What happens next and how fast you progress is up to you. You'll be able to drive your own development.



At a glance

- Three-year graduate programme
- Final year undergraduate students and anyone with a degree can apply
- We encourage applications from all degree disciplines
- Become a professionally qualified business adviser
- Competitive salary
- Challenging client work from the outset
- Gain a recognised qualification
- Spend time learning at college
- Exam costs covered and paid study leave
- Training at our dedicated training facility, Bradenham Manor
- Flexible benefit options include pensions, private medical cover, subsidised gym membership, car leasing offers and season ticket travel discount
- Applications typically open at the **beginning of September**. We fill roles as we receive applications and expect to fill the majority of roles by the **end of April**. So, apply as early as possible to avoid missing out. For exact dates, please visit our website - trainees.grantthornton.co.uk





Graduate story

“I’m proud to be part of a firm that’s helping to shape a vibrant economy by adding value to businesses and wider society.”



CHARLOTTE

GROWING MY SKILLS HELPING BUSINESSES AND ECONOMIES TO FLOURISH.

Charlotte – Tax trainee and former intern, Oxford

“I’ve packed a lot into my two years here, learning and developing so much. I became part-qualified during my second year, and have experienced lots of variety in the work I do and in the clients I work with.

There’s lots of responsibility at an early stage which can be a bit daunting at first. I didn’t think that in just a few months, I’d have my own client portfolio. But my team are really supportive. They’ve helped me to take on new challenges and balance my work, studies and social life, which can be quite tough at times.

Today I’m a Corporate Tax Associate, splitting my time between our Oxford and Reading offices. I manage my own workload, and in a single day I may work with four or five of my clients helping to give advice about tax compliance, tax risks and more. I also spend blocks of time at a financial college developing my professional skills and working towards my ACA qualification.

Beyond your day job there are many opportunities and projects you can get involved with. I was part of the Live Lab at our Reading office where local business and community leaders came together to think about how we could all make Reading a better place and create a vibrant economy where people and businesses could flourish. It was amazing to see a diverse range of people connect and develop new ideas.

It’s the people who make working here so great. 100%. I still know people from my internship and I’ve support from my colleagues and other graduates I’ve kept in touch with since our induction.

The friendly and flexible culture means you’re treated as an individual. I enjoy working with big clients in a team that has a purpose beyond financial advice. I’m really looking forward to getting my ACA qualification and progressing my career here.”



“It’s like a family here. I can always count on my colleagues when I need help or advice.”

Peter – Audit trainee, Norwich

“I’ve experienced an incredible amount of training and support since joining the graduate programme.

The team has invested a lot of time and money in my development. They know you’re not going to be perfect from day one. So, whatever subject you’ve studied at university, everybody is trained up to the same level. You learn about accounting techniques, grow your commercial awareness and develop your presentation skills.

It’s hard work, but I’ve loved taking on new responsibilities. You’re given the opportunity to shine and learn from new experiences. That’s priceless. It makes you feel valued, empowered and wanted. After just 18 months I was given the chance to supervise others. I faced a real challenge. But I was able to do it because of the fantastic support network here.

There are lots of opportunities all around you. I help to run our ‘*Spilling the Beans*’ blog and social media for future trainees. I’m part of the ‘*Aspiring leaders*’ programme in the Central region. As I’m passionate about the environment, I also asked to help out with a non-financial audit focusing on carbon emissions.

In my role, I go out and see our clients all the time. Working as a team, we get a great understanding of their business and help them mitigate risks, resolve complicated accounting issues, and discuss how their organisations can work more effectively and efficiently. There is a lot of emphasis placed on the independence and overall ethical behaviour at all stages of the audit. This gives the company and their stakeholders the peace of mind when making important decisions based on the accounts we sign.

We make sure the whole business community is built on a strong foundation of trust, honesty and integrity. All of our small actions add up to make a big difference and help shape a vibrant economy.

People here are inclusive, open minded, respect each other and are super ambitious. If you think the same way and are enthusiastic, willing to learn and a good communicator – this is a great place to launch your career.”

A young man with short, styled brown hair and a light beard is smiling broadly, looking slightly to his right. He is wearing a dark grey suit jacket over a light pink button-down shirt. He is holding a pair of glasses in his hands. The background is a blurred, colorful urban scene with buildings in shades of orange, red, and yellow, suggesting a vibrant city environment.

PETE

**THERE ARE SO MANY
OPPORTUNITIES HERE IF
YOU WANT TO GRAB THEM.**



SCHOOL LEAVERS

Website: trainees.grantthornton.co.uk

Blog: trainees.grantthornton.co.uk/blog

Want to become a trusted business adviser? Looking to gain a professional qualification right away? University not for you?

Then enjoy five years of studying, learning and gaining real-work experience, working with organisations of all shapes and sizes across a variety of sectors. Anyone without a degree can join this programme. If you join us straight after your A-levels, you could qualify a year earlier than your peers who go to uni.

At Grant Thornton, no two days are the same. You'll enjoy first-class training. You'll experience different aspects of the business lifecycle. And you'll work at our client sites, helping to provide the insight, advice and expertise they need to grow. Studying and working at the same time will be challenging. But your hard work will pay off with a rewarding career at an ambitious, purpose-led firm that is shaping a vibrant economy where businesses, people and communities can thrive.

Audit

Join our team and you'll experience different aspects of audit such as tests, stock takes, completing files and examining company accounts. You'll start with a two-year higher apprenticeship where you'll study towards the AAT (Association of Accounting Technicians) qualification and a diploma in business. Some of our new trainees start straight on to the ACCA qualification – check the job advert as you apply. Then you'll study towards one of these qualifications:

- **Offices in England and Wales** –
ACA (Associate Chartered Accountant) or ACCA (Association of Chartered Certified Accountants)
- **Offices in Scotland** – CA (Chartered Accountant)
- If you choose to specialise in public sector audit, you'll do the integrated qualification developed by ICAS (Institute of Chartered Accountants Scotland) and CIPFA (Chartered Institute of Public Finance & Accountancy). This means you'll become qualified in commercial and public sector audit.



Tax

Don't worry, we don't expect you to become a tax expert overnight. You'll start with the basics and get a good grounding in tax. This can involve carrying out tax research, working on tax returns and computations, and negotiating with HM Revenue & Customs. Then when you're ready, you'll experience the challenging and exciting world of consultancy.

We've opportunities in corporate tax, private client or employer solutions. Our London office also offers a rotational tax programme. Your first two years will see you complete a higher apprenticeship and gain an ATT (Association of Taxation Technicians) qualification and a diploma in business. Then you'll study towards one of these qualifications:

- **Offices in England and Wales** – ACA (Associate Chartered Accountant) or CTA (Chartered Tax Adviser)
- **Offices in Scotland** – ACA (Associate Chartered Accountant) or ATT (Association of Tax Technicians). Many of our trainees go on to complete CTA (Chartered Tax Adviser)

Advisory

This is where you can learn all about the different parts of the business cycle with a variety of exciting clients. If you're someone who studies hard, wants to learn all the time and enjoys responsibility, you'll be able to work on a variety of challenging projects and help our clients to start-up, grow or begin a new chapter.

You can join us in corporate finance, transaction advisory services, forensic insolvency or financial services regulatory. If you join one of our teams in Scotland, you'll work on projects across a variety of areas.

Your journey will start with a two-year apprenticeship where you'll study towards the AAT (Association of Accounting Technicians) qualification and a diploma in business. Then you'll study towards one of these qualifications:

- **Offices in England and Wales** – ACA (Associate Chartered Accountant)
- **Offices in Scotland** – CA (Chartered Accountant).

Your career progression

Once you've finished this programme and gained your qualification, there are many routes you can take here from audit, tax and advisory to people management and business development. We believe in nurturing potential and helping you achieve your future ambitions.

At Grant Thornton, you'll experience new challenges all the time and enjoy first-class training.



At a glance

- Five-year school leaver programme
- Anyone without a degree can join this programme
- Become a professionally qualified business adviser
- Challenging client work from the outset
- Gain a recognised qualification
- Competitive salary
- Spend time learning at college
- Exam costs covered and paid study leave
- Training at our dedicated training facility, Bradenham Manor
- Flexible benefit options include pensions, private medical cover, subsidised gym membership, car leasing offers and season ticket travel discount
- Applications typically open at the **beginning of September**. We fill roles as we receive applications and expect to fill the majority of roles by the **end of April**. So, apply as early as possible to avoid missing out. For exact dates, please visit our website - trainees.grantthornton.co.uk





School leaver story

DAMI

**GETTING STUCK INTO
WORK AND EXCITING
NEW CHALLENGES.**

“My proudest moment came when I passed my ATT qualification first time. It was a big challenge for me and there’s so much to remember. But I did it!”

Dami – Tax trainee, London

“I never planned to go to university. I wanted to go straight to work. It was scary at first, as there’s so much to learn. But everyone is so friendly and supportive. You’re kept very busy from the start and you learn loads. Sometimes it’s a bit daunting. But looking back it was all doable and good to get out of my comfort zone.

I started out in VAT, a team who advise and help our clients meet their VAT (value added tax) obligations. I then spent time with different tax teams to broaden my knowledge. I’ve now come full circle and I’m back with the VAT team, which I love. I really enjoy coming to work and working with the people in my team. They give me real responsibility which allows me to learn quickly and on the job.

The school leaver programme is great if you want to work and study at the same time. We get regular training and learn the syllabus at our own dedicated training centre. We have regular mock exams and revision sessions to get us

ready for our real exams. It’s sometimes stressful because it’s so important to get through the exams but the team and environment are very supportive.

I’m excited to play my part in shaping a vibrant economy. I want to get more involved and work with the wider tax team to support our clients and achieve our goals. I recently attended a great workshop on vibrant economy which really got me thinking about what it means to me personally and why we should all be working towards it.

Grant Thornton focuses on its people, your talents and who you are. You feel that you and what you do are valued. There have been ups and downs, like you’d expect in any job. Everything is new, different and sometimes challenging. But you learn to adapt quickly. In fact, I want broader exposure and would love to expand my network, so I can progress and move up the career ladder.”



INTERNSHIPS

Website: trainees.grantthornton.co.uk

Blog: trainees.grantthornton.co.uk/blog

Spend between six and eight weeks with us over the summer and you'll get a real insight into life as a trainee business adviser.

Our internships give penultimate year undergraduate students the opportunity to work on real projects and take on new responsibilities during the summer between their penultimate and final year of uni. You'll also be supported every step of the way by our team. And we're consistently rated a top provider of internships and placements in Rate My Placement's list of Top Undergraduate Employers.

Your internship will start with a two-day orientation event in London. This kicks-off the summer with a celebratory evening. There is then a full day of getting to know your new colleagues and fellow interns, and immersing yourself in our business, vision and purpose.

Our internship is an excellent way to get a unique insight into our business and experience what it's like to provide vital business and financial advice to clients. Working on real projects, you'll help our clients to grow and be encouraged to develop your skills throughout your time with us. You'll also be on the fast-track to a graduate offer if that's what you want. Most students who join us on an internship go onto to become a full-time trainee after graduation.

From the very beginning you'll get a good grounding in what it takes to be a business adviser, working with your team at client sites, supported by a mentor and team buddy. Here, you won't spend your time photocopying or making the coffee. You'll learn all about our dynamic and ambitious firm and make a very real contribution, while experiencing first-hand, how we work with our clients to drive their growth.



Our internships are designed to help you to develop your skills, grow in confidence and build your business knowledge. You'll also get paid a salary too.

It doesn't matter which team you're part of, you'll join us at an exciting time. You'll immerse yourself in our purpose of shaping a vibrant economy where businesses, people and communities can thrive.

Audit

Spending most of your time out on site with clients from a variety of sectors, you'll get a good understanding of their needs and how they work. Helping to examine financial records, you'll experience different aspects of audit and can even choose to specialise in public sector audit.

Tax

You can join us in corporate tax, private client, employer solutions, financial services tax, tax investigations or transfer pricing. Whichever team you join, you'll gain hands-on experience working with different organisations or individuals. You'll help your team to interpret complex legislation and deliver and communicate clear solutions.

Advisory

This team provides innovative solutions to support our clients' ambitions and help them unlock their growth potential. We advise clients in a variety of sectors at different stages of the business lifecycle to help them start-up, expand or begin a new chapter. You could join us in actuarial or business risk services including technology risk services.

Our internship is an excellent way to get a unique insight into our business and experience what it's like to provide vital business and financial advice to clients.

Training and development

During your internship here, you'll enjoy a variety of opportunities to learn and stretch your skills. These can include:

- The chance to get involved with an exciting project beyond your day job that will really help with your development and be lots of fun
- A two-day workshop at our internal training centre, Bradenham Manor that will help you on your way to becoming a credible business adviser
- Working on a firm-wide project throughout your time here that is connected to our purpose and based on a nationwide issue. Our interns tell us they love learning this way and the challenge of researching and making a big presentation on an important issue
- Networking with colleagues at national and local social events



At a glance

- Six to eight week summer internships
- Open to penultimate year undergraduate students from all disciplines
- Real client work
- Competitive salary
- Work on exciting projects
- Go on to join our graduate programme
- Help to shape a vibrant economy
- Training at our dedicated training facility, Bradenham Manor
- Applications typically open at the **beginning of December**. We fill roles as we receive applications and expect to fill the majority of roles by the **end of February**. So, apply as early as possible to avoid missing out. For exact dates, please visit our website - trainees.grantthornton.co.uk



Most students who join us on an internship go on to become a full-time trainee after graduation.



LEARNING QUICKLY WITH THE SUPPORT OF THE TEAM.

Hark – Public Sector Audit trainee and former intern, Birmingham

“My internship was a steep learning curve. But it was also fun, enjoyable and support was always on hand.

I was a bit worried at first about my lack of accounting knowledge. But the team expects this and provides lots of training and support. I was surprised just how much time out managers and accountants took to explain things and go through work with me. The culture is very people focused, so you’re treated as an individual and get involved right from the start.

My eight-week summer internship started with an induction in London where I met the other interns. I also spent three days learning at Bradenham Manor. But I learned most on-the-job. It really is the best way. I learned things you can’t possibly learn in a classroom, and in only my second week I went on my first client visit.

I really enjoyed the variety of work, learning about different aspects of audit with clients of all shapes and sizes. In public sector audit it’s really satisfying knowing that your work is important and of real value, as you help to make sure accounts are correct and taxpayer money is spent correctly. There’s also lots of interaction and huge amounts of trust, as you build strong relationships with clients and take a close look at their accounts. As an intern here, you make a big contribution, feel empowered and share ideas and responsibility. You play your part in shaping a vibrant economy.

I’m very proud of how much I developed on my internship. I grew in confidence, developed my skills and even gave a presentation on shaping a vibrant economy at the end of it all. I enjoyed it so much I’ve now joined the graduate programme and act as a buddy to new interns.”



HARK

“You don’t need to know much about accounting and finance. If you’re willing to learn and have got the right attitude, we’ll teach you everything you need to know.”



PLACEMENTS

Website: trainees.grantthornton.co.uk

Blog: trainees.grantthornton.co.uk/blog

Are you on a four-year sandwich degree course? Do you want to experience a 12-month placement that will put you right at the heart of business?

Then become a fully-fledged member of our team and enjoy the same responsibilities as our first-year graduates.

Your placement will start with a two-day orientation event in London that includes a celebratory evening to kick-off the year. The next day, you'll get to know your colleagues and students on other placements, while learning more about our business, vision and purpose.

Our placements are an excellent way to get a unique insight into our business and experience what it's like to provide vital business and financial advice to clients.

Working on real projects, you'll help our clients to grow and be encouraged to develop your skills every day. You'll also be on the fast-track to a graduate offer if that's what you want. Most students who join us on a placement go onto become a full-time trainee after graduation.

We've placements in a diverse range of teams. Whichever area you choose, you'll join us at an exciting time and immerse yourself in our purpose of shaping a vibrant economy where businesses, people and communities can thrive.



Audit

Spending most of your time out at client sites, you'll get to the heart of how they work. This will involve getting stuck into hands-on audit work, such as examining company accounts and carrying out audit tests. You could even specialise in public sector audit and work with government departments, public services and local authorities.

Tax

Whether you take on a tax adviser role in corporate tax, restructuring, tax investigations or trusts, you'll work with a variety of organisations or individuals. You'll help us to assess, interpret and translate complex legislation before delivering solutions that deliver benefits our clients clearly understand.

Advisory

Join this area of our firm and you'll learn about the different stages of the business cycle. Working with our team of experts, you'll support the growth of a variety of exciting clients. Whether they are looking to start-up, expand or start a new chapter, you'll help us to deliver innovative and effective solutions that unlock their growth potential.

You can join us in corporate finance advisory, forensic insolvency or complex and international insolvency.

Working on real projects, you'll help our clients to grow and be encouraged to develop your skills every day.

Training & development

There will be much more to your placement than your day job. You'll develop, test and stretch yourself through different learning opportunities that can include:

- A two-day workshop at our internal training centre, Bradenham Manor that will help you on your way to becoming a credible business adviser
- Working on a firm-wide project throughout your time here that is connected to our purpose and based on a nationwide issue. Our interns tell us they love learning this way and the challenge of researching and making a big presentation on an important issue
- Networking with colleagues at national and local social events



At a glance

- 12-month placements
- Open to penultimate year undergraduate students from all degree disciplines who are on a four-year sandwich course
- Real client work
- Competitive salary
- Work on exciting projects
- Launchpad for our graduate programme
- Help to shape a vibrant economy
- Training at our dedicated training facility, Bradenham Manor
- Applications typically open at the **beginning of November**. We fill roles as we receive applications and expect to fill the majority of roles by the **end of February**. So, apply as early as possible to avoid missing out. For exact dates, please visit our website - trainees.grantthornton.co.uk





Placement story

“I got involved with training and real projects straightaway. Everyone was really welcoming and the mentorship and support I’ve received from my colleagues has been incredible.”

AMIT

I FOUND MY PLACE AND A CAREER I LOVE.

Amit – Advisory trainee and former placement student, London

“On my university placement year, I gained lots of experience, working with entrepreneurial businesses and helping to project manage a major awards ceremony.

As part of our Corporate Finance Advisory team, I made a big contribution to live transactions across the business lifecycle. I supported disposals, acquisitions and management buy-outs ranging in value from £5 million to £100 million. It was challenging and hard work, but really rewarding.

I enjoyed lots of responsibility, helping to value businesses, assess financial capabilities and look at the strategic fit between firms and rationales for potential buyers. I also worked on cross-border deals from Norwegian fishing to Chinese fleet hire businesses.

The real highlight was helping to manage the 2015 British Private Equity & Venture Capital Association Awards for the Midlands region. I got to meet leaders at some of the UK’s most dynamic and

ambitiously growing firms. While the winners were judged on the information I collated and produced.

Entrepreneurship is really encouraged here. During my placement, I was able to strengthen the relationship between our firm and my university through its professional mentoring scheme.

I loved my placement so much that I’ve now joined the rotational advisory programme in our London office. This will give me a great insight into different areas of advisory, including consultancy, deals and insolvency. It will help me become a well-rounded adviser and enable me to play my part in shaping a vibrant economy and achieving our vision of becoming the go-to firm for unlocking sustainable growth.

“I’ve met inspirational people who are true leaders in their fields and made a real impact on UK businesses. Our culture is unique. You’re listened to. You have a voice. You’re given freedom. And we also have lots of fun.”

HOW TO APPLY

Want to make a difference and become a respected business adviser with a dynamic and down-to-earth firm? It all starts here.

The first step of our application process is to complete a very quick and easy online application, and give us some basic details. You can apply via our website – **trainees.grantthornton.co.uk**

We'll then invite you to complete a strengths assessment. This will be our first proper introduction. We'll show you what your journey at Grant Thornton could look like and give you an idea of the challenges and situations you might face. A handy video on our trainee blog '*Spilling the Beans*' offers tips and advice on this.

At this point, all successful candidates are invited to be part of our online community '*Grant Thornton: I've applied*'. Here, you can connect with other candidates, current trainees and our recruiters, and find blogs, discussions, top tips and loads of great advice to help you with our application process.

The next stage is an online video interview and if successful, you'll then be invited to a final round assessment that lasts for half a day. This involves a group exercise and an interview to get to know you better and lunch or coffee with some of our trainees to help you get to know us better.

We'll guide you through every step of the way via email or phone and keep you updated on when you'll hear from us next. Don't worry, you can find plenty of tips and advice on our trainee recruitment website, our trainee blog '*Spilling the Beans*' and in our '*Grant Thornton: I've applied*' online community.



Apply online

- We'll ask you a series of initial questions relating to you, your background and any visa requirements
- This should take around 25 minutes to complete



Strengths assessment

- We'll then ask you to take a strengths assessment. This will be our first proper introduction to you and your strengths. We'll show you an example of what your journey at Grant Thornton can look like – and give you an idea of the tasks and situations you might face when working with us
- Then, we'll ask you some quick questions to find out if you've got the strengths and abilities we're looking for
- This part of your assessment should take around 35 minutes
- You'll hear from us within five days if you've been successful or not at this stage
- If you are successful at this point, you'll be invited to be a part of our online community 'Grant Thornton: I've applied' where you can make connections and find loads of great advice to help you with your application



Digital interview

- At this point we'll ask you to take part in a video assessment. This will include you answering pre-recorded questions on video and doing a short client report similar to what you would do as a trainee. This can be done on any device with a front-facing camera and keyboard capability
- The assessment should take around 40 minutes to complete
- You'll have seven days to complete the interview from when we send you the link
- You'll hear from a member of our team before you start the interview to give you some guidance. You'll also hear from someone after you complete it to talk about how you got on. There's plenty of tips and advice on the digital interview on our online community 'Grant Thornton: I've applied'
- You'll hear from us within five days if you've done well enough to be considered for a final round experience day



Final round assessment/experience day

- This will be a half day including a group exercise and an interview where we can get to know more about you, your strengths and motivations
- You'll also get to learn more about us, our purpose and vision and meet some of our people
- After the assessment day, we'll let you know the outcome as soon as possible, usually within five working days

When to apply and who's eligible

- **Graduates** – applications typically open at the **beginning of September**. We fill roles as we receive applications and expect to fill the majority of roles by the **end of April**. So, apply as early as possible to avoid missing out. For exact dates, please visit our website - trainees.grantthornton.co.uk. Final year undergraduate students or anyone with a degree can apply. We encourage applications from all degree disciplines.
- **School leavers** – applications typically open at the **beginning of September**. We fill roles as we receive applications and expect to fill the majority of roles by the **end of April**. So, apply as early as possible to avoid missing out. For exact dates, please visit our website - trainees.grantthornton.co.uk. Anyone without a degree can apply.
- **Internships** – applications typically open at the **beginning of December**. We fill roles as we receive applications and expect to fill the majority of roles by the **end of February**. So, apply as early as possible to avoid missing out. For exact dates, please visit our website - trainees.grantthornton.co.uk. Penultimate year undergraduate students can apply. We encourage applications from all degree disciplines.
- **Placements** – applications typically open at the **beginning of November**. We fill roles as we receive applications and expect to fill the majority of roles by the **end of February**. So, apply as early as possible to avoid missing out. For exact dates, please visit our website - trainees.grantthornton.co.uk. Penultimate year undergraduate students on a four-year sandwich course can apply. We encourage applications from all degree disciplines.

Your academic achievements

We have a flexible approach to academic entry requirements. We'll consider your academic achievements, but your strengths, motivations and connection with us and our values are more important. We're looking for people with a broad range of interests and experiences.



Top tips

Go to:
trainees.grantthornton.co.uk/blog

CONNECT WITH US

Spilling the Beans

Visit our trainee blog (trainees.grantthornton.co.uk/blog) for lots of insight into life as a trainee at Grant Thornton as well as tips and advice. It's run by our trainees and all content is written by them too.

Follow our trainees



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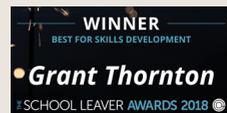
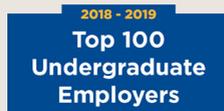


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Awards



★ RATEMY PLACEMENT





Grant Thornton
An instinct for growth™

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