

It's our people that make us different



Grant Thornton

An instinct for growth™



Welcome from our Managing Partner

To continue with our ambitious growth plans, and staying as Ireland's fastest growing professional services firm, we at Grant Thornton are looking for talented people who can bring unique and different skill sets to our firm.

Our graduate programme is designed for people with enthusiasm, a strong work ethic, entrepreneurial flair and creativity. We're looking for graduates from a range of disciplines, including business and non-business backgrounds, to be part of our future. We want people who bring energy, ambition and a passion to succeed.

At Grant Thornton we encourage you to bring your 'whole self to work', applaud individuality and thrive on fresh ideas. Our focus is to encourage you, believe in you, develop you and let you grow into the type of professional that matches your personality and skills. Everyone brings something diverse to this firm and it is this mixture of people that makes our environment a unique place to work. At Grant Thornton it's our people that make us different.

Michael McAteer
Managing Partner

**Dublin
Belfast
Cork
Galway
Kildare
Limerick
Longford**

Grant Thornton really isn't like other Audit, Tax and Advisory firms. Why? It's our people that make us different. We think differently, we behave differently and our clients see us differently.

**47,000
people
in over 130
countries**



Over 1,000 people across 8 offices in Ireland.



Client base of dynamic, indigenous and international businesses in a variety of industries.



Winners of four categories in the Irish Accountancy Awards 2016 - including Large Practice of the Year.

**Ireland's
fastest growing
professional
services firm
since 2002**



What you'll do

Audit

Grant Thornton's Audit team specialises in providing the highest level of audits and comprehensive future planning to global and listed organisations. Our experienced team has developed an efficient approach that delivers high-quality audits to our clients.

As part of the Audit team you will work across numerous industries such as: financial services, food and beverages, technology, aviation, hospitality, construction and not-for-profit among others. You will find that building working relationships with client finance teams in these industries, gives you a great window into how business is carried out.

As well as learning operational skills and systems within the firm itself, you will be making a real contribution to client businesses. The insights and the experience you gain as a trainee in the Audit team, along with the practical day-to-day experience, will stay with you as you progress in your career.

Lester

Financial Services Audit

I was very nervous about moving to and working in Ireland but I'm so glad I did. Leaving home is never easy but I was welcomed into the firm and I could really feel the sense of community from the very beginning.

My background? I studied Accountancy at the University of Santo Tomas in the Philippines. From there, I worked in a large accountancy firm both in the Philippines and the USA.

After a few years, I decided I wanted to gain more experience in the banking sector and moved back into industry. When the opportunity to work in the Financial Services Audit team came up, I decided to move to Ireland and the rest is history!

My previous experience included handling clients in hedge funds and various corporate audits but since I've been here I've worked on the audit of Special Purpose Vehicles (SPVs) investing in distressed assets. I've been promoted to a managerial role in the team, tackling all types of issues and finding solutions to the challenges we have.

Outside of work, well, we never run out of reasons to celebrate. I've taken part in several organised events, like quiz nights, CSR events and even the Grant Thornton Corporate 5k Team Challenge. These have all helped me to meet people outside my team. I have also joined the firm's multicultural committee which celebrates the different nationalities in the firm and organises events that represent these different cultures.



“When the opportunity to work in the Financial Services Audit team came up, I decided to move to Ireland and the rest is history!”



What you'll do

Tax

Grant Thornton's Tax team work across the full tax spectrum, from personal financial planning to all areas of local and international business. This 360 degree approach enables us to deliver optimum and sustainable tax efficiencies for clients, whether they be individuals or corporations.

Tax is a continually evolving process. You will be involved in monitoring developments in tax regulation and assessing its impact on clients. Working as part of a team you will deliver forward-thinking tax strategies and solutions tailored to the client's specific circumstances.

You'll be working with all business types, from sole traders to SMEs, trusts and partnerships, to large corporates and listed companies. From tax computations to technical research, you are part of the relationship with clients. And your input will be real.

Greg Tax

My degree is in Agricultural Science, so most people may think it was a bit of a stretch to join the Tax team through the Graduate Programme. In fact, my favourite modules in college were the agribusiness ones, so I had already decided I wanted a career in a business environment.

Through the Graduate Programme I qualified as an accountant and since then I've worked with several different tax teams: private clients, corporation tax and now transaction services, where I'm involved in preparing tax advice on many high-profile transactions.

As part of the advisory team in Tax, I love being given the opportunity to work with international and high-profile individuals and companies; even sporting legends whom you regularly see and hear about in the media.

I can honestly say that there are no limits to the experience you'll get here. There's a real effort made to create a culture where people can have fun. Work-wise you won't get pigeon-holed in any one area, so you can really grow as a professional. And best of all, I've made lasting friendships and working relationships across all teams in the firm.



“I can honestly say that there are no limits to the experience you'll get here”



What you'll do

Advisory Services

Grant Thornton's Advisory Services team encompasses a wide range of specialisations, covering areas as diverse as corporate finance, forensic and investigation, cyber security, business risk services, financial services advisory and business consulting services.

As part of the team you could be working in numerous exciting industries such as: media, aviation, healthcare, energy, financial services, retail, technology and many more! Your interest and input in these areas will have a vital impact on our clients' businesses as well as utilising a unique and diverse skill set.

Wherever you are in Advisory Services you will be working on the front line. Your choice of specialisation could see you carrying out casework or attending on-site meetings on anything from a large forensic investigations case to financing a major Hollywood movie!

Aoife Business Consulting

My degree is in Business and Law. From university, I worked as a project coordinator for a large grocery retailer, moving to their Human Resources team then into their strategic planning/project management office. At that point I decided to move into general business consulting because I wanted to work across a variety of sectors and industries, not just retail.

Joining Grant Thornton has been the perfect choice for me. There's such a large team of experts: I can learn from them and share best practice too.

The firm gives you tremendous support when you decide to do training courses. I've been given the time to study for a Project Management professional qualification and a Professional Diploma in Digital Marketing.

From day one here, I've been working across multiple industries from energy to healthcare. This has given me invaluable experience while keeping the work exciting and challenging too.

The firm is growing at a pace that you wouldn't typically see in this industry and I genuinely feel that we all have a chance to be part of growing its future. The pace of that growth means no two days are the same and this creates a real buzz and excitement around the office. The people really make the difference, like here in Dublin, we have a really sociable office. There are always social events to look forward to and they're a great way to get to know people from other teams.



“There’s such a large team of experts: I can learn from them and share best practice too”



What you'll do

Financial Accounting and Advisory Services (FAAS)

Grant Thornton's Financial Accounting and Advisory Services (FAAS) team provides a range of distinctive, specialist services to large corporate and multinational clients that are experiencing rapid market growth or undertaking financial transformations.

This is a particularly exciting area to work in as you will be given the opportunity to work with international clients in numerous industries as well as consulting with Grant Thornton member firms globally.

As a trainee you will develop deep insights into international business, compliance and cross-the-board experience, with an emphasis on teamwork and project-management skills. One week you could be on a client site, the next in a different country!

Ryan Financial Accounting and Advisory Services

My degree is International Business and Italian and I've a Masters in Finance. After graduating, I worked for two years in a foreign exchange brokerage. As I dealt with some of the biggest Irish and international corporations, it became clear to me that all of the key financial decision makers had accountancy backgrounds.

I realised financial management of companies was what interested me and within a matter of months I applied and gained a place on the Graduate Programme in the Financial Accounting and Advisory Services (FAAS) team.

After the CAP 1 exams in 2016, I've worked with a variety of clients across a range of industries, naturally taking on more responsibility as I have progressed. In 2017 I sat the CAP 2 examinations which I was delighted to have passed. After my exams I was seconded out to the Media and Entertainment department.

Here I've gained amazing experience primarily auditing film and T.V. production companies which has been very interesting. A huge benefit to me has been the development of my auditing skills, specifically around the trickier areas such as revenue recognition. The Media department is the biggest provider of financial services to the film and T.V. industry in Ireland, which means that we have worked on some very well-known T.V. series and films. Aside from the work, there are often opportunities to go to movie premiers and film sites! Soon I will be returning to the FAAS team which I am excited about as I immediately begin an assignment with a multinational tech company.

What's different here is the fact that you're immediately working side by side with partners and senior management. I think that kind of exposure, so early in your career, is definitely unique to Grant Thornton.



“What’s different here is the fact that you’re immediately working side by side with partners and senior management”

Your Graduate Journey



START
your
journey

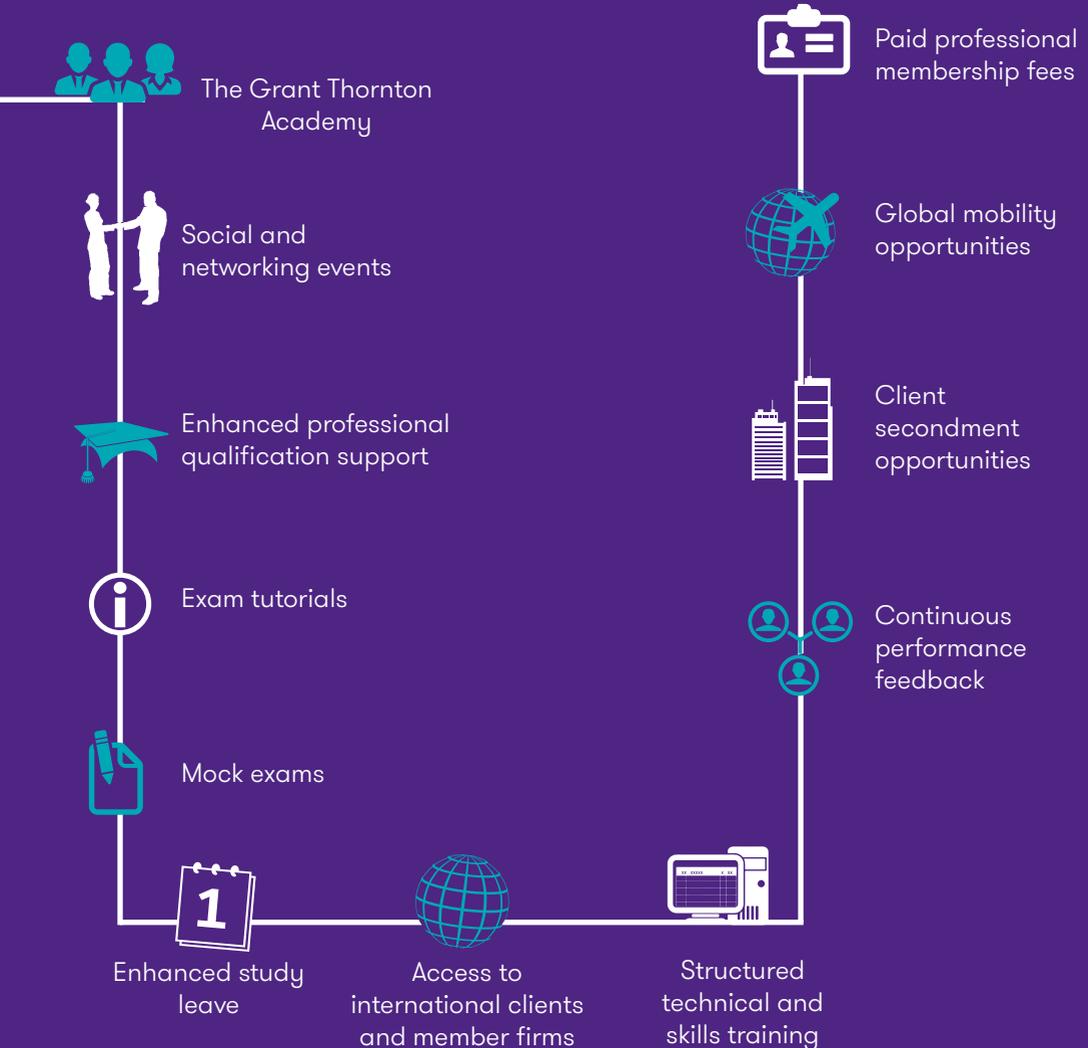
Our Graduate Programme equips you with all of the skills, experience and support that you need to secure those important professional qualifications and establish a successful career.

We pride ourselves on delivering a best in class, structured programme that will ensure you are challenged and motivated to reach your potential.



FINISH!

Graduate Journey complete!



Academy

Through our dedicated Academy we offer regular technical and skills training.

Theoretical study is supported with meaningful work assignments, so you are always learning and improving your skills on the job. Our buddy system ensures there is always someone to provide ongoing feedback and coaching.

Our unique Trainee Progression System is tailored to your progress, allowing you to benchmark performance against defined criteria, with regular touchpoints to help you reach your potential over the three years.

Structured, focused tutorials and mock exams help promote exam success, as do our enhanced study leave and exam support.

The benefits of the Academy can be seen through exam results, career successes and the firm's consistent growth.



“Through the Academy there are exam tutorials and revision sessions”

Our benefits

We offer an excellent range of rewards and benefits to suit your lifestyle.



Graduate Programme benefits

- Comprehensive trainee induction
- Graduation day leave
- Enhanced study leave
- Trainee Progression System (self-promotion programme)
- Technical training
- Professional subscriptions paid
- Academy enrolment
- Secondment opportunities
- In-house tutorials
- Exam placement prizes
- First time pass bonus



Leave

- Paid annual leave
- Time Off In Lieu (TOIL)
- Occupational sick leave
- Wedding leave



Health and wellbeing

- Health insurance group scheme discount
- Annual flu vaccination
- Onsite gym (Dublin)
- Employee assistance programme
- Fresh fruit in each office daily
- Bike to Work scheme
- Pay day breakfast
- Be Well initiative



Lifestyle

- Travel ticket schemes
- Funded sports and social events
- Bank at work



Reward/savings

- Life assurance scheme
- Group disability scheme
- Employee discounts
- Wedding gratuity

Our People, Our Culture

At Grant Thornton we pride ourselves in having a friendly, warm and open culture. It is this culture that has enabled us to work, grow and develop together as Ireland's fastest growing professional services firm. We have five core values which are at the heart of everything we do.



We encourage our people to make a difference, in the firm and wider community, through Corporate Social Responsibility (CSR), Diversity and Inclusion and sports and social activities.

Corporate Social Responsibility (CSR)

We recognise our responsibility for the social impact we have on the community we work and live in. The firm is committed to making a real difference in the community and we are very proud to be part of a global initiative 'GT in the community'. This annual ongoing CSR campaign is where Grant Thornton people across the globe provide innovative, generous and resourceful services to the communities they work and live in.

Our campaign focuses on four main pillars: community, education, wellbeing and environment.

Diversity and Inclusion

Diversity and Inclusion is at the heart of our culture and our interaction with our clients and the external market. This includes diversity of people, diversity of thought and diversity of leadership. We are passionate about drawing upon our people's unique differences to enhance the way we do business.

EMBRACE

Diversity at our core

Through our 'Embrace' programme we run many exciting events and initiatives designed to celebrate aspects of diversity including:

- multi-cultural;
- generational;
- disability;
- LGBT;
- family/working parents; and
- gender.

Sports and social

Sporting and social events happen throughout the year. We believe that the social environment is one of the key areas for both personal and business development and the network you build can open many doors. There's something to suit everyone including sports teams, summer and Christmas parties, cultural and family events.



It's our people that make us different.

How to apply?

Explore

.....
Visit our website to find out more about us, what we look for and what we can offer you. Contact us to find out when we will be at your college/university campus.



Apply online
grantthorntoni.com/careers

.....
Be sure to have all the information you need to hand (exam results, details of your achievements, any work experience you may have or clubs you belong to). If your application is successful you will be invited to an event to meet our people before your interview.



Interview

.....
During the interview we want to find out more about you and your interests. We will be happy to answer any questions you may have.



Feedback

.....
We will contact you as soon as possible to let you know if you have secured a place on our Graduate Programme.

Successful application

Congratulations, your Grant Thornton Graduate Journey starts here!

Our undergraduate programmes

Summer Internship Programme

We offer a fantastic opportunity to kick start your career with our Summer Internship Programme. We will provide you with an opportunity to sample Grant Thornton culture and get a real-life insight into what a graduate career with us would be like. Our paid Summer Internship Programme offers opportunities across service lines.

You will gain valuable insights, structured learning, practical experience and knowledge that will allow you to experience different areas and aspects of our business. It provides an opportunity for you to experience first-hand if this is the career for you.

Work Placement Programme

If a placement forms part of your degree then apply for our Work Placement Programme. We offer placements across a range of service lines. By completing a placement with us you can be assured that you will get real exposure to a variety of clients and work on interesting and meaningful projects all while being a valued member of the team. You will have the opportunity to experience a real life work environment before you graduate and give you a flavour for the different career paths that Grant Thornton offers. We can help you develop your skills that will prepare you for your career ahead and a potential graduate position with us.



How do I apply?

Apply online at
www.granthornttonni.com/careers

Closing dates

Closing dates vary - see our
website for further details.

We think the difference is clear. If you want to learn, grow and develop your career at a firm that is proud to **do things differently, apply now.**



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#theGTdifference

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