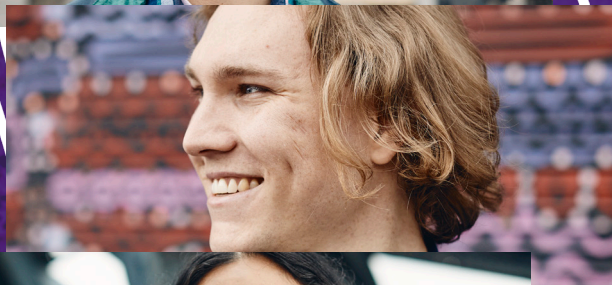
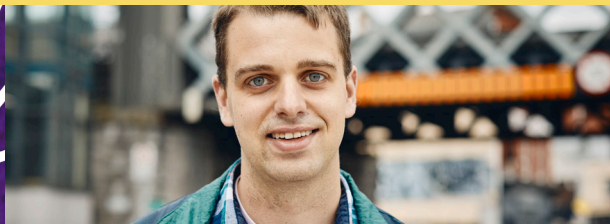


BE A

CHANGEMAKER



Change the future. Make it your own



Grant Thornton

Change the spiel. Make it real.



At Grant Thornton, we're not your run of the mill Audit, Tax and Advisory firm. Why? Because we always go beyond the norm, challenge convention and deliver creative solutions. We're also always looking for changemakers. You can feel it the second you walk in: you're surrounded by passionate people. We're bouncing off each other's energy, in an exciting atmosphere that's bustling with activity.

Our unique approach has helped us become one of Ireland's fastest-growing professional services firms. We're looking for creative thinkers with fresh ideas and traditionalists who dream big. We're not just looking for grads with a business background, we want grads from all disciplines. We know that the right people come from many different places and spaces.

We want you to carve out a future that reflects who you really are. We empower our people and our clients to achieve their ambitions. Our mission is to inspire you and to help you flourish in a way that matches your personality and your dreams. Someone who's still obviously you, but with loads of extra experience under your belt. Everyone brings something new to the table at Grant Thornton, it's part of what makes this such a wonderful and vibrant place to work.





AUDIT & ASSURANCE

Change lanes. Make waves.

Our Audit and Assurance team is different from the rest for a lot of reasons. Let's start with the fact that we specialise in providing the highest level of audit along with comprehensive future planning for both global and listed organisations. So, as part of the Audit and Assurance team, you'll get experience across all industries, from financial services and food and beverage, to not-for-profit and hospitality. When you work off-site, you'll build a strong relationship with the client alongside gaining invaluable operational skills. All while you make a tangible difference to their business.

TAX

Change the conventional. Make it exceptional.

Our Tax team works across the entire spectrum of tax. We're talking personal financial planning to local and international businesses and everything in-between. We're delivering the best for our clients - and for you because you'll get fully immersive exposure and really interesting work assignments. Tax is always evolving, and you'll be in the heart of that advising clients on changes that will impact them. By being adaptable, you'll get to develop tax strategies and solutions customised to client needs. And you'll get loads of experience working with all sorts of businesses, from sole traders to SMES. They'll be from multiple industries, too!



ADVISORY SERVICES

Change the daily grind. Make it the daily glide

As a member of our Advisory Services team, you'll never have two days the same. You'll sink your teeth into corporate finance, cyber, forensics and investigation services, business risk and consulting, to name but a few. And the industries are just as varied: aviation, retail, technology and healthcare. We even have a specialist **Financial Services Advisory** division, with a diverse mix of teams that provide tailored solutions to our clients. Your work will have a huge impact on client business, making a tangible difference. Advisory Services work on the ground; you could carry out casework and go to on-site client meetings. Or you could be working on huge forensic investigations or financing some of Ireland's biggest deals. Anything can happen in Advisory!

FINANCIAL ACCOUNTING AND ADVISORY SERVICES (FAAS)

Change the ordinary. Make it extraordinary.

Do you fancy working with a team that could bring you to a client site one day, and to a new country the next? By joining the Financial Accounting and Advisory Services (FAAS) team, you get so many advantages. Our FAAS team are specialists who give our large corporate and multinational clients a wide range of services. We work with international clients in multiple industries, working alongside Grant Thornton member firms all around the world. You'll get loads of valuable insights into international business and compliance, alongside project management and teamwork experience.



THE ACADEMY

CHANGE THE PATH. MAKE YOUR OWN.

When your days are all the same, nobody wins. That's why we have The Academy. The Academy gives you regular business training that empowers you to develop the skills you want, at your own pace. As part of The Academy, you'll get exam support including tutorials and practice exams. Not to mention study leave and first pass bonuses. We're going beyond to give you everything you need to get the results you want.

We've created a well-rounded induction programme, so you can dive right in the deep end and get stuck in. And with our buddy system, you'll always have someone you can turn to who knows the ropes. They'll be delighted to give you sound advice and feedback.

You're in the driving seat of your career when you work with us. You'll have loads of chances to develop your skills through relevant work experience that puts theory into practice. Our unique Trainee Progression System lays out all your important milestones, so you can hit them all. And we reward you when you do.



Start your Journey



Induction Program



Access to LinkedIn Learning

Dedicated buddy

Trainee Progression System



Grant Thornton Academy



Cross Departmental group project

Direct access to partners and senior leadership

Exposure to a range of clients and industries

Social and networking events*



Exam tutorials and mock exams



Enhanced study leave

Enhanced professional qualification support

Access to international clients and member firms

Structured technical and skills training



Client secondment and global opportunities

Continuous performance feedback

Paid professional membership fees

Finish

*All social and networking events subject to Covid19 Government guidelines

Change the basic. Make it premium.

GRADUATE PROGRAMME BENEFITS

- Graduation day off
- Enhanced study leave
- Paid professional subscriptions
- Enrolment in The Academy
- Secondment opportunities
- Exam placement bonus
- Bonus if you pass your exams first time



HEALTH AND WELLBEING

- An allowance towards private health insurance
- Yearly flu jab
- Discounted gym membership
- Employee assistance scheme
- Fresh fruit in the office every day
- Bike to work scheme
- Pay day breakfast
- Be Well Programme



LIFESTYLE

- Travel ticket scheme
- Funded sports and social events
- Bank at work
- Subsidised restaurant (Dublin)
- Condensed work week - 3pm Friday finish in June, July and August
- Flexible working policy



REWARDS

- Life assurance scheme
- Employee discounts



Our People. Our Culture.

**Change going it alone.
Make it teamwork.**

We prefer working smart to working late, which leaves lots of time for building lasting relationships. That's a good thing too, because with so many creative and dynamic people here, you're going to want to get to know them.

**Change the uniform.
Make it unique.**

EMBRACE

Diversity at our core

We know diverse ideas come from diverse people. That's why our roles are varied, why we welcome people from a range of backgrounds and why we celebrate Diversity and Inclusion (D&I) in all its forms. We champion D&I in loads of ways, including our Embrace programme. We also run events and other initiatives that show who we are, is what we are - changemakers.

**Change the world.
Make it better.**

We lead by example at Grant Thornton: we operate the way we want to see the world. We're here to make a real difference both within our business and in the wider community. That's when the whole Grant Thornton global network gives back. We do this through 'GT in the Community' - our people come up with dynamic solutions and provide free services to their local community.

**Change habits.
Make routines.**



At Grant Thornton, we want you to Be Well. That's why we have a Be Well initiative that covers the 3 pillars of wellbeing: Financial, Physical and Emotional Wellbeing, all supported by our Vhi Employee Assistance Programme. As part of this, we run a programme of activities and information sessions that promote your wellbeing. In the past, we've run nurse-led health screenings, Mental Health First Aid Training, given flu vaccines and put on a workplace wellbeing day. We've also hosted talks on resilience, nutrition and mindfulness. For those of you who want to, you can do Couch to 5k with our running clubs. On top of all that, we also have banking at work and run financial fitness talks. Everything you need to Be Well, in all meanings of the word.

**Change the planet.
Make it green.**



We care about the planet and your future world at Grant Thornton. That's why we've made sustainability a key part of our business strategy. In 2020, we partnered with Irish Funds to create Sustainathon, an initiative that helps the Irish Funds industry tackle climate change together. But that's not all - we're working hard to reduce the impact of our business on the environment and are committed to reducing our carbon footprint 50% by 2030. To empower you to travel sustainably, we've gotten Bleeper Bikes installed outside our City Quay office and Fleet bikes outside our regional ones. Don't worry if your cycling skills are rusty - we'll be running safe cycling courses throughout the year! So get ready to make the world a better place.

Change your dreams. Make them realities.

We're on the lookout for bright, confident people, just like you. If you're on track to get a minimum 2.1 in your degree and have strong IT skills, then we want you to work with us. We're seeking out new grads who can communicate their ideas, work well both as a team member and team leader, and who want to make a real difference to the firm. If you're willing to challenge yourself, help others solve problems and are on board with what we stand for, then what are you waiting for?

Become a changemaker with Grant Thornton.



Apply now



APPLY



INTERVIEW



OFFER



ACCEPTANCE



**Offices in Dublin, Belfast, Cork, Galway, Kildare,
Limerick and Longford.**



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