

**Less  
that**



**More  
this**



# Less spiel.

# More real.



At Grant Thornton we're not like any of the other Audit, Tax and Advisory firms. Why? Because we challenge conventional thinking and deliver creative solutions. We're always looking for the next big thing. You can feel it the second you walk through the door: passionate, engaged people feeding off each other's energy, in an environment that's both fast-paced and exciting.

Our unique approach has helped us become Ireland's fastest-growing professional services firm. We seek creative thinkers with fresh ideas and traditionalists with big dreams. We are looking for grads from a range of different disciplines, not just the usual business background. We believe that the right people come from all walks of life.

Our mission is to inspire you and to help you flourish in a way that matches your own personality and goals. Someone that's still unmistakably you, but with a wide range of additional skills. Everyone brings something new to the table at Grant Thornton, it's part of what makes this such a dynamic and vibrant place to work.



# Audit and Assurance

Less stuck in a chair.  
More wind in your hair.

What makes our Audit and Assurance team different from the rest? For a start, providing the highest level of audits is our speciality, along with comprehensive future planning for both global and listed organisations. As part of the Audit and Assurance team, you'll get to grips with a wide range of industries, from financial services and food and beverage, to not-for-profit and hospitality. By getting the chance to work off-site, you will gain essential operational skills, as well as getting to know the client inside-out, with your contribution making a tangible difference to their business. The experience you'll acquire within the team will stay with you for the rest of your career.

# Tax

Less same-old.  
More big and bold!

What makes our Tax team stand out is the fact they operate across the whole spectrum of tax, from personal financial planning to local and international business and everywhere in-between. This approach lets us deliver the best results for clients. For you, this means you'll get great in-depth exposure and lots of interesting assignments when you join our Tax team. Tax is constantly evolving, and one of your responsibilities will be to monitor changes in regulation and assessing its impact on clients. You'll also develop tax strategies and other solutions tailored to the client's needs. You'll be exposed to all business types, from sole traders and SMEs, to partnerships, corporates and listed companies across a range of industries.



## Start your JOURNEY.



Induction programme

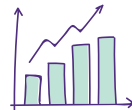
Dedicated buddy

Trainee Progression System



Grant Thornton Academy

Direct access to partners and senior leadership



# Advisory Services

Less so-so.

More all systems go.



No two days are alike as a member of the Advisory Services team. Some of the areas you'll sink your teeth into are corporate finance, forensics and investigation services, business risk and consulting, in exciting industries like aviation, retail and healthcare. Your input will have a massive impact on the client's business, making the most of your diverse skill-set. Working in Advisory Services means working on the front line. Your choice of specialisation could see you carrying out casework and attending on-site meetings on anything from a large forensic investigations case to financing one of Ireland's largest deals.

## Financial Accounting and Advisory Services (FAAS)

Less watching the clock.

More ready to rock!

Would you like to work with a team that could take you from a client site one day, to a different country the next? That's just one of the advantages to joining the Financial Accounting and Advisory Services (FAAS) team: seeing the world can be part of your day-to-day role! Our specialist FAAS team provide a range of services to large corporate and multinational clients undergoing transformation. This is a particularly exciting area, working with international clients in numerous industries, and consulting with Grant Thornton member firms around the world. You'll gain valuable insights into international business and compliance, as well as teamwork and project-management experience.



Exposure to a  
range of clients  
and industries

Social and  
networking events



Exam tutorials  
and mock  
exams

Enhanced  
study leave



Enhanced  
professional  
qualification support

# The Academy

Less go it alone.  
More in this together.

High  
Five!

NUMBER.

1

When you do the same thing day after day, nobody wins. That's why we have The Academy, which offers regular skills and business training that lets you pursue the skills you want, at your pace. Exam support is a big part of what the Academy offers. We pull out all the stops to provide you with every resource you need to achieve the result you want, from tutorials and practice exams, to study leave and more.

We have a rounded induction programme, which gives you everything you need to hit the ground running. We've also launched a buddy system, so you can turn to someone who knows the ropes for impartial advice and feedback.

With us, you're in the driving seat of your career. We provide plenty of opportunity to develop skills, through relevant work assignments that put theory into practice. We even have a unique Trainee Progression System that helps you hit those important milestones. We reward you when you do.



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.

# Less breaking your back.

# More pat on the back.

## Graduate Programme benefits

- Graduation day leave
- Enhanced study leave
- Professional subscriptions paid
- Academy enrolment
- Secondment opportunities
- Exam placement prizes
- First time pass bonus

## Reward/savings

- Life assurance scheme
- Employee discounts
- Pension scheme

## Lifestyle

- Funded sports and social events
- Subsidised restaurant (Dublin)
- Compressed working week - 3pm finish on Fridays: June, July and August
- Remote Working Policy

## Health and wellbeing

- Allowance towards private health insurance
- 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



High  
Five!



# Our People. Our Culture.



Less late nights.  
More happy hours.



We prefer to work smart than to work late, which leaves a lot of room for socialising. Good thing too, because with so many creative and dynamic people here, you're going to want to get to know them.

Less of the same.  
More of a mix.



**EMBRACE**  
Diversity at our core

We believe diverse ideas come from diverse people which is why our roles are more varied, why we welcome people from a range of backgrounds and why we celebrate Diversity and Inclusion (D&I) in all its forms. Our Embrace programme is just one of the ways we promote and champion D&I, with events and other initiatives that show who we are, is what we are - different.

Less divide and conquer.  
More stronger together.

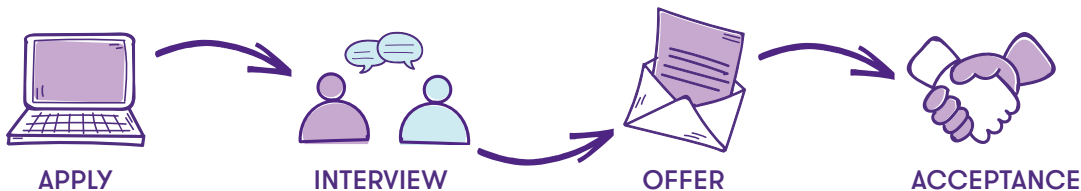


We lead by example at Grant Thornton: the way we operate is the way we want to see the world. We're committed to making a real difference within our business and the wider community. That's why every year we give back across the whole Grant Thornton global network, in the form of 'GT in the Community'. This involves our people cooking up innovative solutions and providing free services to the community they're based in.





# Apply now



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



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