

EISNERAMPER

IRELAND



Graduate Programme



Audit | Tax | Advisory | Risk & Regulatory | Outsourcing

KICKSTART YOUR CAREER IN ACCOUNTING, AUDIT, TAX OR RISK & REGULATORY

If you want to kick-start your career in accountancy, audit, tax or risk & regulatory with real-world, hands-on experience, in a firm where dedication and commitment are recognised, valued and nurtured, then EisnerAmper Ireland is the firm for you.

Who are we? We're a leading and high growth firm of accountants, auditors, tax and risk & regulatory advisors playing a key role in bringing international trade to Ireland and advising Ireland's financial services industry.

Mission and vision Our mission is to design business & compliance solutions to make trade happen. Our vision is to be globally recognised as Ireland's leading professional services firm.

Our global network We are a founding member of EisnerAmper Global, a specialist network of independent member firms operating via global financial services and trading hubs. Our network includes offices in the US, Cayman, Israel, London and Singapore.

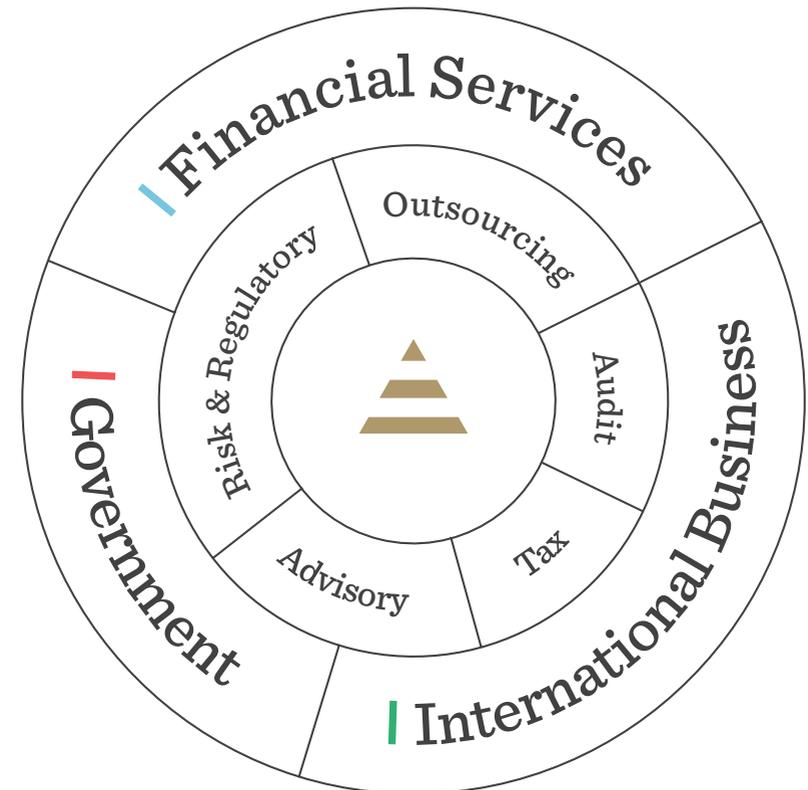
At EisnerAmper Ireland, we design **business & compliance solutions** to make trade happen.

Our strategy

What we do: Specialist services in Audit, Tax, Advisory, Risk & Regulatory and Outsourcing

Niche markets: Financial Services, International Trade and Government

How we do it: Designing Business & Compliance Solutions



The five elements of our DNA are:



GLOBAL CONNECTIVITY



NICHE MARKET FOCUS



SPECIALIST SERVICES



ETHICAL HIGH PERFORMANCE



DESIGN THINKING

What you can expect as our trainee

- ▶ On the job training
- ▶ Direct access for all staff to Senior Management and Partners
- ▶ Competitive remuneration package (salary reviewed annually based on exam status and work performance)
- ▶ Exams support - Funded exams fees and generous paid study leave scheme
- ▶ Unparalleled opportunities for career advancement
- ▶ Mentoring by senior staff
- ▶ Regular technical & skills training through 'The EisnerAmper Ireland Learning Academy'

Claire, Second Year Trainee



What makes EisnerAmper Ireland different

- ▶ **Growth:** Personal and professional development
- ▶ **Gym membership:** The gym is a 5 minutes walk from our office
- ▶ **Commute scheme:** All staff can avail of the Cycle to Work and Tax Saver Commuter Ticket schemes
- ▶ **Sports and social events:** We regularly attend tag rugby tournaments, go sailing and facilitate staff in lunchtime exercise
- ▶ **Facilities:** Complimentary breakfast
- ▶ **Work/Life Balance:** Our office closes early each Friday during the summer months and on the Friday before bank holiday weekends
- ▶ **Graduation Day Leave:** You will get a day off for attending the ceremony of your professional qualification (e.g. ACA, CTA, ACCA)
- ▶ **Annual holiday gift:** Our employees all receive a gift voucher each Christmas
- ▶ **ISO certification:** By implementing the principles of ISO 9001:2015, we demonstrate constant improvement in the operation of all the Firm's activities
- ▶ **Technical industry updates:** We organise regular "Learn, Dine & Connect" industry updates



A day in the life as one of our trainees

You will be a key player in our team. Here are some examples of what we mean.

Hands on experience: You will work closely with Partners and Senior Management from day 1, giving you the opportunity to shine and showcase your strengths.

Exposure to technical expertise: You will work with industry experts who sit on technical groups such as the Quality Assurance Committee ("QAC") of the Chartered Accountants Regulatory Board ("CARB").

Training: You will receive training that is unrivalled – including monthly learning afternoons and an offsite residential training program.



Joining EisnerAmper Ireland

Who are we looking for? High calibre, dynamic and driven graduates from any degree or discipline, who clearly demonstrate a passion for and drive towards personal excellence.

Where do we hire from? We maintain strong relationships and recruit from all major Universities and Accounting and Tax Institutions. We attend career fairs and events across Ireland.

What is the recruitment process? We have best-in-class recruitment procedures including:

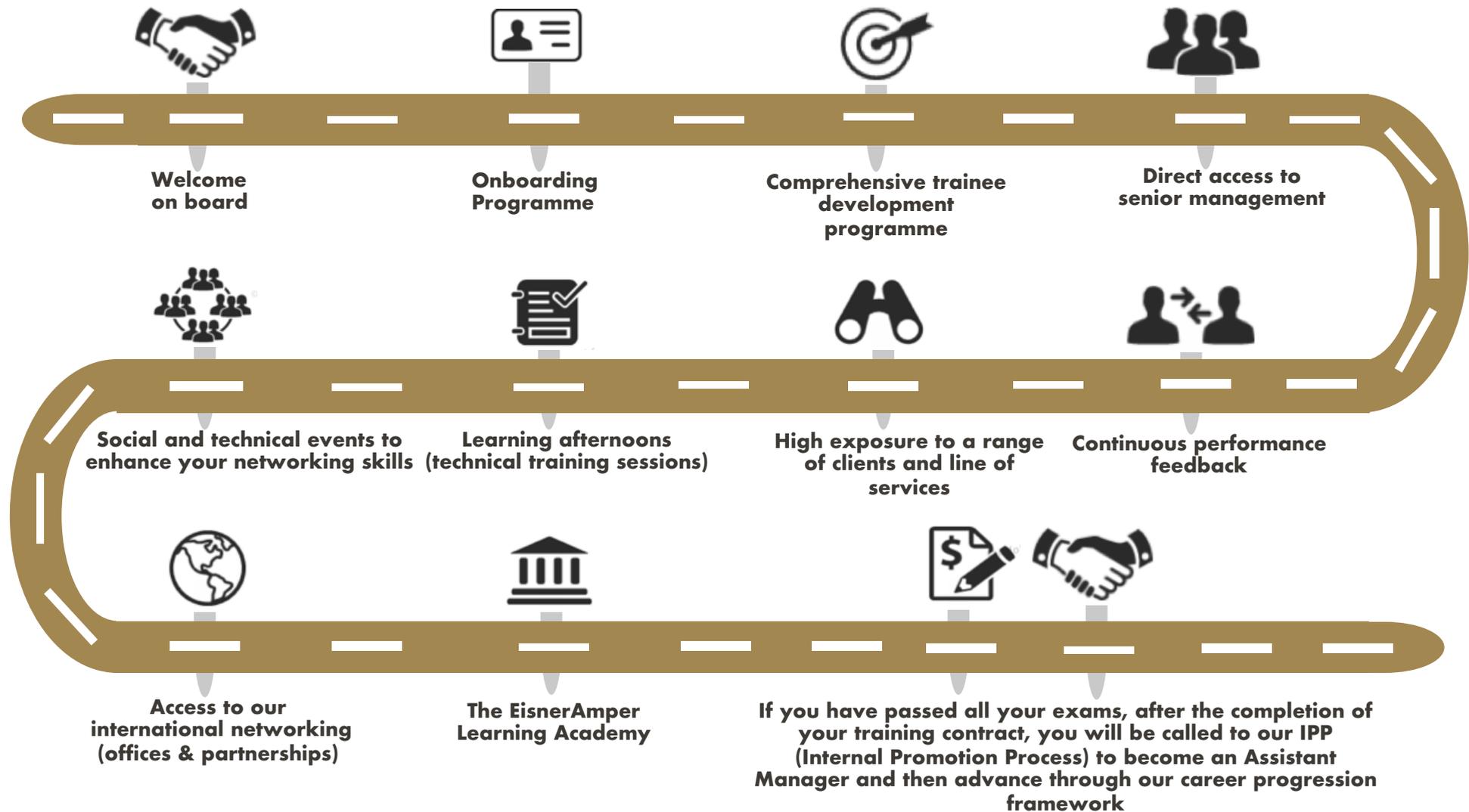
- ▶ Quick turnaround from submitting your application to being called for interview
- ▶ Meeting with Management as part of your interview process
- ▶ Dedicated recruitment team on-hand to answer your queries

What to expect at the interview?

- ▶ Interviews with our management team
- ▶ A one to one confidential chat with one of our graduate trainees.



Your Trainee Roadmap



Corporate Social Responsibility

We care about business and we care about the people we work with in business

EisnerAmper Ireland is committed to constant improvement within four core dimensions of the Corporate Social Responsibility (CSR) concept.

We demonstrate this in all interactions with our employees, clients, key industry partners and local and global communities. Our four key areas are set out below:

1. Marketplace
2. Workplace
3. Community
4. Environment

We strive to embed best in class CSR practices into our entire business operations in an impactful, measurable and sustainable manner.

Our CSR committee meets regularly to discuss the Firm's ongoing commitment to supporting initiatives which create a better world through the prism of the above four dimensions and by supporting our employees' charities of choices, helping our local and global communities.

We have supported the below charities



Who we work with

We offer a comprehensive development programme to trainees throughout the duration of their training contract, supporting them in attaining the professional qualification most suited to their individual career paths.

EisnerAmper Ireland is proud to be recognised as an approved training employer by Chartered Accountants Ireland (CAI), the Association of Chartered Certified Accountants (ACCA) and the Institute of Certified Public Accountants Ireland (CPA Ireland). We also have a strong working relationship with the Irish Tax Institute (ITI), where all of our tax trainees are undertaking their CTA qualification.

We are an approved training employer with the following institutions



Trainee Development - Platinum



Our tax trainees also train with



Success Stories - From Interns to Trainees



Ketri Kivi
Former Intern
and current Trainee

I completed a 14-month internship with EAI through the summers of 2016/2017. I decided to do an internship to gain a better understanding of what a career in a professional services firm looks like and if it is something I would be interested in.

Throughout my internship I mainly worked in the firm's Tax department where I managed a medium-sized portfolio of clients from a range of industries, engaging mostly in the provision of VAT and Corporation tax compliance. When I joined the firm I also asked if it was possible to get some exposure to accountancy and they facilitated my request by providing me an opportunity to work part-time on the International Business team.

I am extremely grateful to EisnerAmper Ireland for this internship as I learnt more than I could have ever hoped for. I worked very hard throughout my time there and was delighted when they offered me a trainee position, which I accepted without hesitation. I believe the firm will achieve big things in the future and I want to be part of it!

Many of our former Interns have progressed to become our Trainees



Jonathon Squire
Former Intern
and incoming Trainee

The true value of working at the firm as an intern is delivered by its medium size. EisnerAmper Ireland provides 'Big 4' like services but with an element of personal touch through unique client interactions. The firm has established a niche market-focus targeted toward Financial Services, International Trade and Government.

Working as an intern in the firm's Tax department has given me the confidence in knowing that I was joining a highly specialised team of agents that are the best at what they do and I was granted access to this wealth of knowledge to facilitate my professional development.

The firms' medium size enables a flexible structure that enabled me to experience work from all tax areas and I was also given the opportunity of transferring to other departments if I wanted. This was my favourite aspect of working with the firm: learning through exposure.

Success Stories - From Trainees to Management



Clodagh Byrne
Former Trainee
and current Assistant Manager

Beginning my career in EisnerAmper was probably the best career move I could have made. I joined the firm in 2014 with a physiology degree and no accounting experience but immediately felt part of the team. I began my journey in the International Business department. I was introduced to all aspects of a business; incorporating a company; the day to day activities and liquidating a company. In this department I was involved in preparing and reviewing management accounts, but I was also involved in doing audits and preparing financial statements.

On completion of my training contract, I was promoted to Assistant Manager in 2017, and moved to the Risk & Regulatory department. This has allowed me to work with the Firm's sister company, creating cloud based RegTech solutions that leverage technology platforms with financial and regulatory expertise to develop best-in-class solutions for global financial services. This has allowed me to experience the operational side of a business and to be involved in the design thinking aspect of creating innovative solutions.

Doing my training with EisnerAmper and working closely with senior management during my training has allowed me to build a solid foundation for my career and the firm are continually helping me to grow as a professional.

Trainees are given the opportunity to become part of our management team.



Kilian Doyle
Former Trainee
and current Director

I began my career in accounting with EisnerAmper Ireland in 2007 after graduating from the Dublin Institute of Technology with a degree in Accounting and Business. I have worked in every department in the firm and have been promoted from Trainee all the way to Director in 2015.

EisnerAmper Ireland has allowed me to develop a true practitioner skill-set, working across clients from many different markets and working across different service lines from audit and outsourcing to training & consulting, risk & regulatory and advisory.

As part of my role as a Director in EisnerAmper, I also lecture with Chartered Accountants Ireland, helping to create the next generation of Irish accountancy practitioners. I also work closely with our EisnerAmper trainees to help provide them with guidance, giving them the core awareness, knowledge, skills and confidence to succeed in their careers.

One brand. One offering. Multiple locations.

Our recruitment process

Please send your CV and cover letter to recruitment@eisneramper.ie
or apply online at www.eisneramper.ie/join-our-firm
or call +353 1 293 3400

Tips from our recruitment team

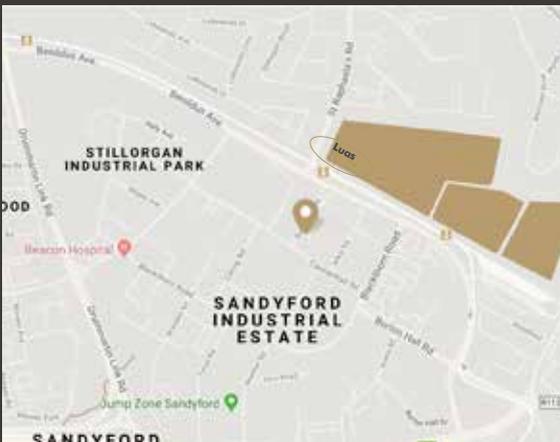
We advise you to specify the area of our firm that you would like to apply for and the reasons for your decision in your cover letter.

To learn more about our firm visit:

www.eisneramper.ie/join-our-firm/

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Dublin 18, Ireland

Just a 3 minute walk from the Stillorgan Luas Stop.



Contact: +353 1 293 3400
www.eisneramper.ie

