

EISNERAMPER

IRELAND

EisnerAmper Ireland

Graduate Programme 2024



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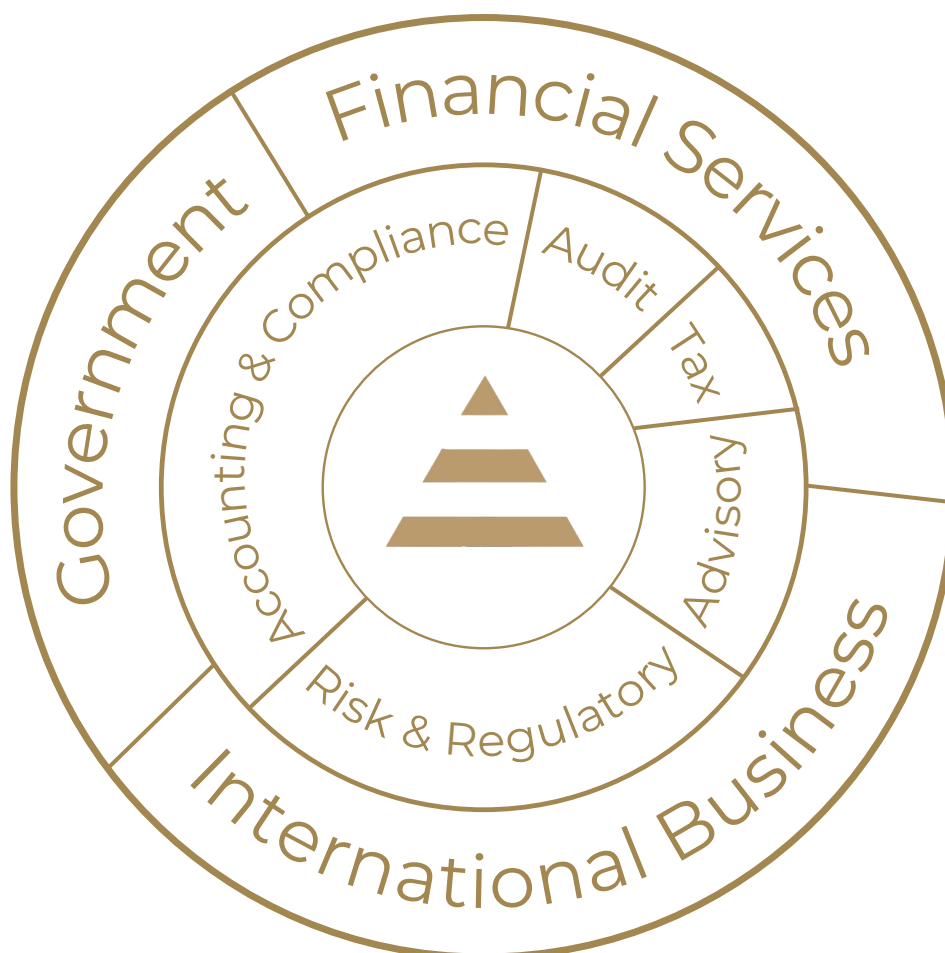
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Our difference

At EisnerAmper Ireland, we love doing great work. Our happy, healthy and productive team design and deliver sustainable services and solutions to make trade happen. This is what we do for our clients and our communities everyday.

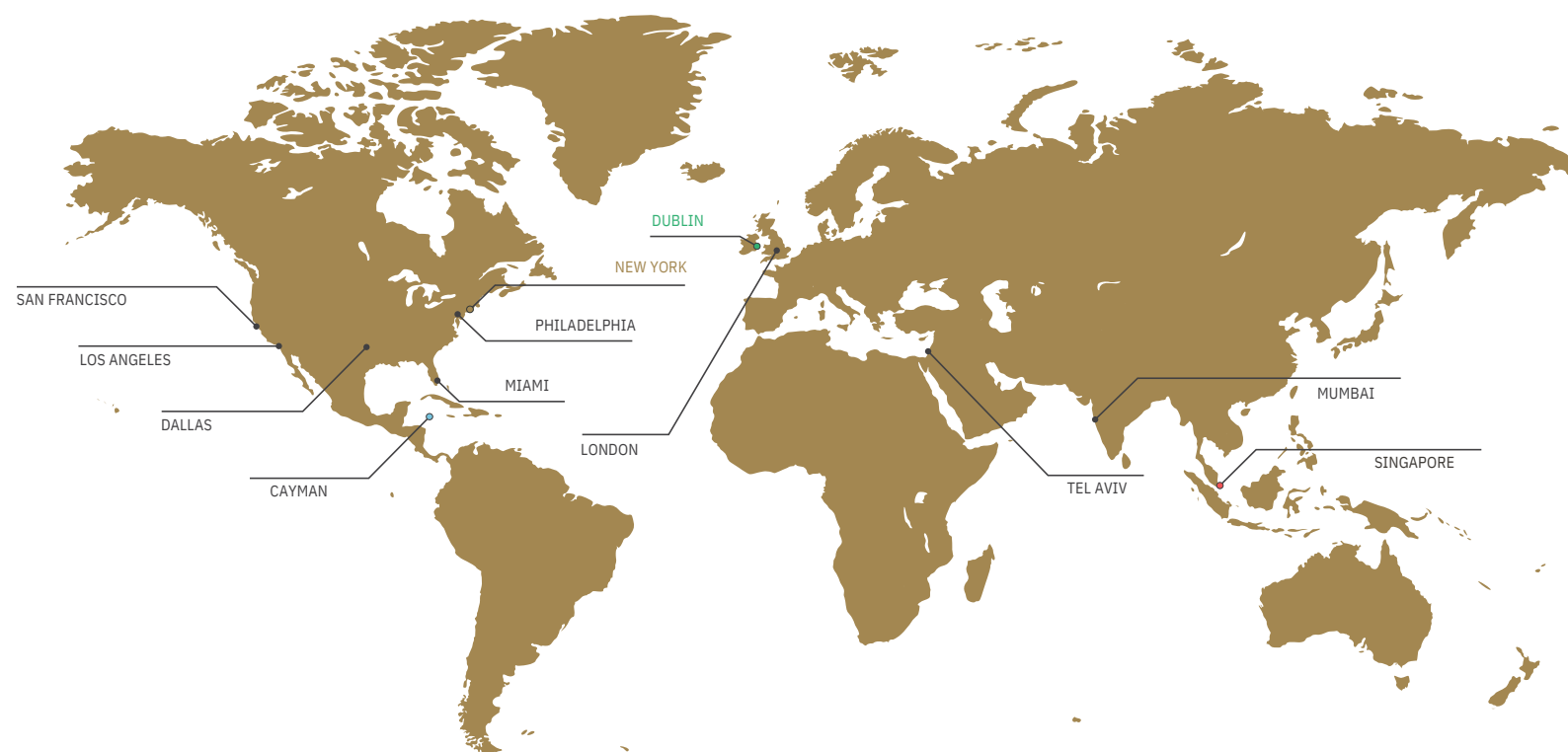
We are specialist accountants with a niche focus on three markets: Financial Services, International Trade and Government. We provide Audit, Tax, Advisory, Risk & Regulatory and Accounting & Compliance services.



40
offices

400
partners

4,000
professionals



Global connectivity

We bring global connectivity and perspective to how we work. We are a founding member of **EisnerAmper Global**, a highly collegiate specialist network of independent member firms operating across key global financial services and international trading hubs.

Being part of **EisnerAmper Global** gives our clients access to leading minds and cutting-edge services by leveraging the expertise of **400 partners** and **4,000 professionals** across the US, Cayman, India, Ireland, Israel, Singapore and the UK.

Whether working with established companies expanding existing global operations or start-ups considering expansion into new markets, we provide the ideas and support necessary to make international trade happen.

Life at EisnerAmper Ireland

Happy, Healthy & Productive

At EisnerAmper Ireland, We Love Doing Great Work. We believe our strategy of having a **Happy, Healthy & Productive (HH&P)** culture enables us to ideate, innovate, evolve and adapt to do great work for our clients, our communities and each other.

We strive to nurture and leverage the talent and unique ability of each individual member of our team. This is reflected in our **strong emphasis on employee health and well-being** and through our smart and flexible hybrid work model, allowing for **optimal work life balance**.

Touchpoint Initiatives

A member of our HR Team periodically has a “**touchpoint**” meeting with every member of our team and asks, “**how are you?**”. The purpose of these meetings is to check in on the **wellbeing of our colleagues** while also providing an opportunity for our colleagues to suggest how we can make EisnerAmper an even better place.



Life at EisnerAmper Ireland

EisnerAmper Academy

The Firm's **Academy** is an annual all-staff off-site training programme specifically designed for professionals to accelerate their “on the job” learning and to ultimately become **excellent advisers and practitioners**.

The Academy includes **workshops, technical training, team building, and knowledge exercises** reaffirming our commitment to achieving and maintaining excellence in everything we do.

Great Work Fridays

One monthly “**Great Work Friday**” workshops allow us to showcase the great work we do for our clients and our colleagues and provides us with an opportunity to “**Connect, Communicate & Collaborate**” on an ongoing basis.



Corporate Social Responsibility

We care about business and we care about the people we work with in business. We strive to embed best in class CSR practices into our entire business operations in an impactful, measurable and sustainable manner. We demonstrate this in all interactions with our employees, clients, key industry partners and local and global communities.

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



EisnerAmper Ireland partnered with LauraLynn, helping them to fundraise and support children and their families from all 26 counties with the aim of enhancing the quality of life for families in their care.

Environmental Social Governance

At EisnerAmper Ireland we firmly believe that embracing ESG principles is not just a choice but an ethical obligation. As we strive to be a beacon of sustainability within our industry. We acknowledge that our actions have a profound impact, not only on our internal operations but also on our clients, partners, and the broader community.

Environmental

- **Get- Involved ESG Programme** -allows all staff to participate in planning and delivering our ESG initiatives.
- Encourage employees to **commute sustainably** via training & our **bike to work scheme** & **Tax-Saver** commuter initiatives.
- **Decreased our paper usages** by 83% since 2018-2022.
- Trading portal where employees can list preloved items.

Social

- **Diversity & Inclusion Committee**.
- **Corporate Social Responsibility Committee**.
- Regular training for all staff with a key focus on **personal growth & development**.
- **Mentorship Programme**- aiming to encourage & empower the people in our Firm in terms of their personal and professional growth.
- **Management Development Programme**- providing fundamental learnings of leadership & management needed to ensure our current team have the skills & attributes to progress in their careers.
- **Junior Achievement**- an educational non-profit that helps prepare young people for their futures.
- **Great Work Fridays**.
- Fully paid **Maternity & Paternity Leave**.

Governance

- Delivered structures that govern how **decisions are made ethically**.
- Annual training sessions on our **Integrated Management Systems**.

Firm Benefits

Hybrid Working Model

Our focus is on sustaining a successful firm collegiality in terms of working together in the office and remotely. We use our workplace to collaborate with colleagues, enhance our relationships and expand our professional networks.



Hybrid Working Model



Smart Working



Firm Benefits



Flexible Friday Finish

Smart Working

We endeavour to accommodate each individual's own unique work/life circumstances. In doing so, our smart working arrangements include part-time working; starting / finishing the working day outside of "traditional" working hours; the opportunity to live and work outside of Dublin; and working from home more than two days per week.



Coaching

Flexible Friday Finish

As part of our Smart Place to Work initiatives, we are delighted to facilitate Flexible Friday Finishes in which staff can finish at 4pm every Friday!



Complimentary Breakfast

Coaching

1-2-1 Coaching in public speaking and presentation skills provided to all new joiners.

Breakfast

We provide complimentary breakfast for our whole team each morning.

EisnerAmper Ireland Graduate Programme 2024



We develop practitioners, not just accountants

Art of Practice

The Art of Practice is the unique approach we take to developing the next generation of accounting practitioners. It forms the basis for the Firm's operating model.

Our trainees are involved in all elements of practice management from day one. From the outset, trainees work closely with partners and senior management to deliver services to our key markets. This approach facilitates our trainees getting hands on experience while also developing the core awareness, knowledge, skills and confidence to succeed in their careers.

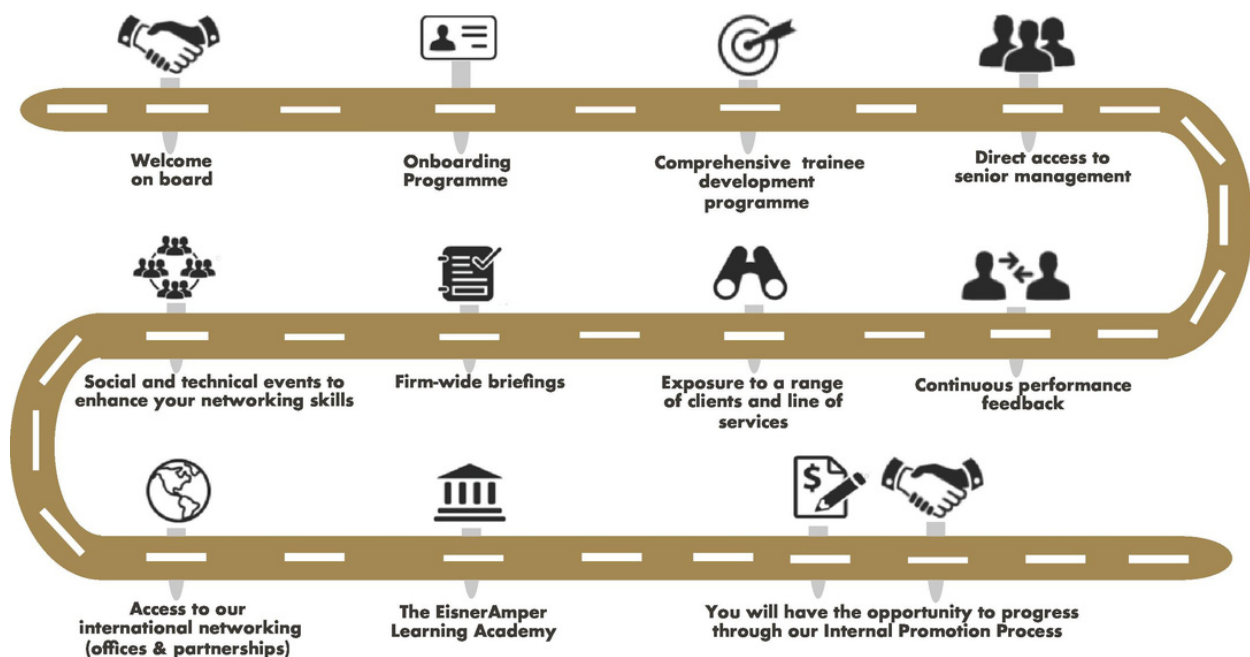
We welcome graduates from diverse backgrounds, spanning from business studies to interior design. With our wide range of business and clientele, you'll discover countless ways to leverage your degree with us.

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

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).
- Exam support - funded exam fees and generously paid study leave scheme.
- Unparalleled opportunities for career advancement.
- Coaching by senior staff.
- Regular technical & skills training through 'The EisnerAmper Ireland Learning Academy'.
- **Growth:** Personal and professional development.
- **Sports and social events:** We regularly host and partake in Firm team sporting and social. events including our Annual Summer Get Together and soccer & golf tournaments
- **Commute scheme:** All staff can avail of the Cycle to Work and Tax Saver Commuter Ticket schemes.
- **Graduation Day Leave:** Additional day's leave provided to those attending the ceremony of your professional qualification (e.g. ACA, CTA, ACCA).
- **ISO certification:** By implementing the principles of ISO 9001:2015, ISO 14001:2015 & ISO 27001:2022 we demonstrate continuous improvement in the operation of all the Firm's activities.

Trainee Roadmap

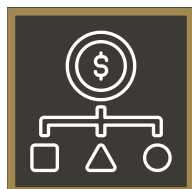


We offer graduates the opportunity to choose from 3 service lines,
Audit, Accounting & Compliance and Tax.

Audit

Our Audit team is a leading specialist provider of statutory and non-statutory audit services to Irish corporates and international clients doing business in and through Ireland. They are at the forefront of technology, using innovative tools to make the audit process smoother and more precise.

Their main business areas are



Structured
Finance



Aviation &
Aircraft Leasing



Asset Management
& Investment Funds

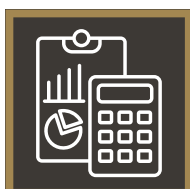


International
Business

Accounting & Compliance

We have a dedicated, Partner led, Accounting & Compliance team with extensive experience in the provision of financial outsourcing, compliance and administration services to both domestic and international clients.

Their main services include



Accounting &
Management
Reporting



Statutory
Financial
Statements



Company
Secretarial
Compliance



Regulatory
Reporting



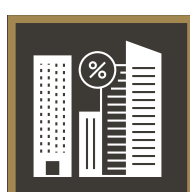
Short Term
Secondments

Tax

Our dedicated Tax team designs and delivers tax services and solutions to domestic and international business owners, their investors and employees on tax advisory and compliance related matters. Their main service areas are



Tax Advisory



Corporation Tax



Tax Reporting



Tax Registration



VAT Compliance



Payroll

Meet our Trainees



Carla Burke
Trainee Chartered Tax Advisor
Tax

In what way has our Graduate Programme exceeded your expectations, both in terms of professional development and personal satisfaction?

“EisnerAmper Ireland’s Graduate Programme has exceeded my expectations in relation to the different range of tax service lines I have had exposure to. For example, I have worked in the following tax areas; Corporation Tax, VAT, Income Tax, Capital Acquisitions Tax, Tax Registrations, etc. The valuable experience I have gained since joining the firm along with study support provided, played a vital role in me passing my CAP2 exams in August of this year. It is also a pleasure to work alongside my colleagues in the tax department who have acted as my mentors, helping me to learn and grow in my path to becoming a professional tax advisor.”



James Neal
Trainee Chartered Accountant
Audit

How has the mentorship and support you have received at EisnerAmper Ireland helped you excel at your career goals?

“The mentorship and support provided during my time here at EisnerAmper has been incredible from the start. With the initial buddying up system they have in place you feel support from the beginning. This system provided great mentorship allowing me to grow with more confidence within my role. The firm has also supported me the with my career goals, by providing study support and access to online lectures to help further my career ambition of becoming a qualified accountant.”



Carolina Tolici
Trainee Chartered Accountant
Audit

What’s the most exciting project you have worked on during your time as a trainee, and how has it contributed to your growth as an accountant?

“One of the most exciting projects I have worked on during my time at EisnerAmper was a three-year Audit of a new client. During the Audit, I was collaborating closely with the Head of the Department which was an incredible experience for me and an amazing way to improve my skills and accounting knowledge. I believe that working closely with the management is the key point for professional development and I am glad that the Firm places a great emphasis on having access to all levels of Senior Management and Partners.”

Apply today

If you want to kick-start your career in accountancy or tax 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.

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.

Let **EisnerAmper Ireland** open doors to a wealth of career opportunities that will shape your future.



Laura Cowman
Director
HR & Performance



Jen Higgins
Manager
Human Resources



Ethan Curran Connolly
HR Administrator
HR & Performance