

**BE A**

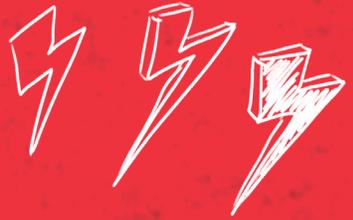
**CHANGEMAKER**



**Change the future. Make it your own**



# 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.



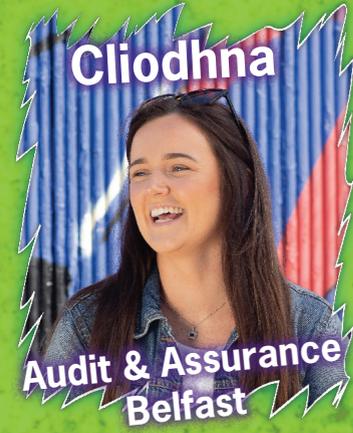
# Professional Education

Grant Thornton has a leading professional education programme. Supporting our people to achieve their best is a top priority.

To ensure you achieve your goal, we have invested in our unique Exam Hub. This is a first in professional education and represents our continued commitment to our trainees. This central portal for all exam related matters across the firm provides our trainees with efficient access to exam experts, technical resources and unrivalled support in their education. We have a Professional Education Team who are focused on ensuring you achieve exam success and nurturing your career goals.

As part of your qualification journey, you will receive first class exam support, including high quality tuition, study leave and pass bonuses. Our tailored Trainee Progression System provides a path to achieving your career milestones, and our Professional Education Team will be there to provide all the support you need to ensure your future success.





## AUDIT & ASSURANCE

**Change lanes. Make waves.**  
 Are you looking for a challenging and rewarding career in a firm where you can be yourself and meet friends for life - then our Audit and Assurance team is for you. As part of our Audit and Assurance team you will work across a variety of clients from new start-up businesses to the largest multinationals both in Ireland, the UK and the US, across a wide spectrum of industries such as pharma, fin-tech, insurance, banking, hospitality, asset management but to name a few. This also opens the door to gain experience working across our international global network. You will work in a team with professional, likeminded and fun individuals where you will get the opportunity to gain real insight and understanding as to how our clients operate and how we can 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, digital transformation, cyber security, forensics and investigation services, people and change management consulting and strategic business consulting, to name but a few. The industries are just as varied: retail, justice and law reform, food and agriculture, technology and healthcare. Your work will have a huge impact on the way clients work, making a tangible difference. Advisory teams work on the ground completing projects, solving problems and working in the hybrid world. You could be working on huge forensic investigations, complex projects in the centre of society 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.**  
 If you are excited by a dynamic and varied experience then the Financial Accounting and Advisory Services (FAAS) team is for you. Our FAAS team specialises purely in multi-national companies and sectors include Tech; financial services and pharma. Because the team services multiple offerings and has clients in the international arena it means that the training is very broad and may involve travel across the globe. You'll get loads of valuable insights into international business and compliance, alongside project management and teamwork - we guarantee you will not be bored!



## FINANCIAL SERVICES ADVISORY (FSA)

**Change the business. Reshape the process.**  
 Thinking about joining Financial Services Advisory? We are proud to be the largest dedicated Financial Services Advisory practices in Ireland and by joining us you will have the chance to work with our clients in improving their business. You'll get the opportunity to apply your skills across a range of our exciting service offerings across Asset Management, Banking, and Insurance. In FSA, we offer a variety of different services to our clients, including, strategy development, regulatory & risk advisory, insolvency services, project and change management, data analytics, technology, sustainability, human capital, and aviation advisory. You'll work on a range of different engagements where you'll be continuously learning from your peers and translating this into expert advice for our clients. We have a diverse mix of people who always go beyond for our global and local clients. You will be surrounded by ambitious teammates, with huge scope to develop your skills and expertise in a fast-paced environment.

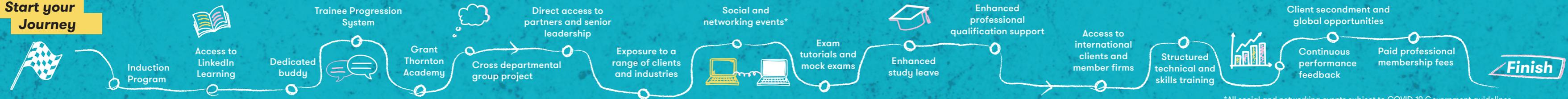


## YOUR DEVELOPMENT AT GRANT THORNTON



**Change the path. Make your own.**  
 Your development is as unique as you with Grant Thornton Learning here to support. Grant Thornton Learning offers you regular business training that empowers you to develop the skills you want, at your own pace. We've created a well-rounded induction programme and with our buddy system and mentor programme, you'll always have someone you can turn to. We're going beyond to give you everything you need to get the results you want including access to our online Learning Management System with curated digital courses, LinkedIn Learning's full catalogue, videos, podcasts, webinars, recorded sessions, cheat sheets and learning paths.

## Start your Journey



\*All social and networking events subject to COVID-19 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
- Onsite gym (Dublin)
- 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

 [grantthornton.ie/gradcareers](https://grantthornton.ie/gradcareers)

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 Grant Thornton Ireland

 #changemakers

 Grant Thornton Ireland

**Offices in Dublin, Belfast, Cork, Galway, Kildare,  
Limerick, Longford, The Isle of Man and Gibraltar.**

 Grant Thornton

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