

# graduate programme

training...

Over the past few years Dains have built a successful graduate training programme and we commit substantial resources to ensure quality throughout the process.

We have chosen a leading professional training provider to deliver a structured, well balanced and proactive training programme. We work closely with our provider to ensure all students understand what is required of them to become a successful, motivated and highly competent Accountant and Business Advisor.

Our training package provides: -

- a fully funded block release study programme;
- regular feedback from management and the training provider;
- introductory courses to assist understanding of accountancy, auditing and basic tax (*where appropriate*);
- regular reviews of progress with the Training Partner;
- a system that has produced a consistent overall pass rate of over 90% for the past 5 years, (**a statistic national firms would be proud of...**);
- an ongoing commitment to improve the system in conjunction with the training provider to ensure examination success;
- to continue development of the individual into a commercially aware accountant/advisor; and,
- ongoing internal training during the course of your employment to develop those skills necessary in today's fast moving accountancy practice.

The timeline for completion of training is dependent on the chosen business area but typically the training period to become an Accountant is three years. From day one you will be playing an active role in assisting and advising clients and getting involved with their business.

It is the firm's policy for every graduate trainee to have a mentor who will remain with you throughout your training programme. The mentor helps to guide you through the early days ensuring that you are comfortable with all aspects of the firm.



0845 555 8844

[www.dains.com](http://www.dains.com)

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## Rewards

Dains offers a highly competitive and flexible rewards package. Starting salaries are set with reference to independent market data for graduates and all trainees receive six monthly pay reviews throughout their training period.

A summary of the other key benefits available on joining are as follows: -

- a fully funded study package;
- 33 days annual leave (including statutory bank holidays);
- payment of professional subscriptions;
- Staff Rewards scheme
- performance related bonus
- Group staff pension scheme
- Death in Service of 4 times salary
- a flexible benefits package where you can opt to buy or sell holiday; take private medical cover or dental cover along with many other options.

## Our Minimum Standards

In order to continue to live up to being “much more than Chartered Accountants”, we are looking for the best graduates...

To ensure this we have the following entry requirements for our graduate recruitment programme, which are: -

- minimum grade B in Maths and English at GCSE level or equivalent;
- a minimum of 280 UCAS points or equivalent (excluding General Studies);
- 2:1 honours degree obtained or predicted; and,
- eligibility to work in the UK.

If however you do not meet these requirements due to mitigating circumstances and wish to apply, you can still submit an application. We ask that you provide details and evidence of your circumstances within your application which will be assessed by our HR department.

For further information please contact [career@dains.com](mailto:career@dains.com) quoting Graduate Recruitment



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