

graduate programme

training

We have built a successful and robust system for training our graduates and we commit substantial resources to ensure quality throughout the process.

We have chosen one prime supplier to deliver a structured, well balanced and proactive training programme. We work closely with that supplier to ensure all students understand what is required of them to become a successful, motivated and highly competent Chartered 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;
- regular reviews of progress with the Training Partner;
- a core system that has produced a pass rate of at least 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 providers to ensure examination success;
- additional requirements 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 a Chartered Accountant is approximately three years. Rest assured however you won't be locked away until qualification and from day one you will be playing an active role in assisting and advising clients and getting involved with their business.



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when you join

Following feedback from our current trainees, 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. For example, after three months, you and your mentor will meet with the HR Executive to ensure that Dains are providing the necessary support. This is just one of the numerous initiatives that have enabled us to gain "Investors In People Accreditation".

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 referral scheme for introducing clients to the firm;
- cash-back on various mortgage and financial products (i.e. life assurance/income protection) if arranged via Dains Financial Services;
- matched contributions to our pension scheme;
- Death in Service of 2 times salary, and;
- private health cover can be arranged as a deduction from your salary.



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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 still wish to apply, you can submit an online application. You will be asked to detail your mitigating circumstances within your application which will be assessed by a member of our HR team. All we ask is that any mitigating circumstances must be backed up by an official letter e.g. from a head teacher, university tutor or doctor etc.



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