

 **DAINS**

Your Future. Figured.



# Welcome



**Richard McNeilly**  
Managing Partner

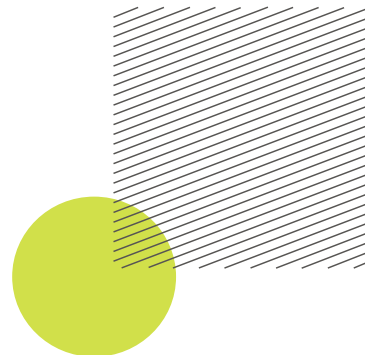
**At Dains your future matters and we are committed to our graduate recruitment programme.**

Our aim is to help you flourish in your accountancy career, gaining hands on experience, complemented by exam success.

We recognise that enjoying your job is key to long term success and we have a wide range of benefits which promote a healthy work/life balance.

We provide every member of the Dains team with the tools to deliver the very highest standards to clients and have a strong sense of culture.

**We are ready, for your future.**

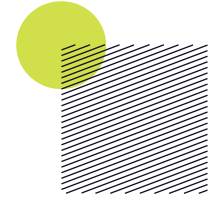


# Our Vision

To become a  
£20 million  
turnover  
24/7/365  
accountancy business,  
delivering  
tailored services  
for  
every client  
who  
values  
what we do.



# About Us

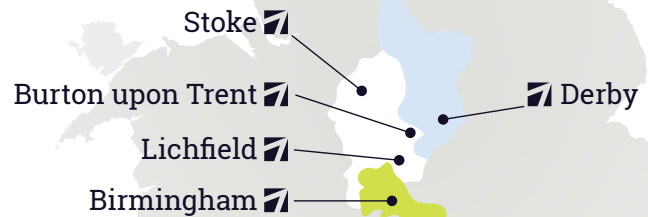


**Dains is a dynamic, modern thinking Professional Services firm with a people-focused culture.**

Our strengths and opportunities lie in our independence and reputation for quality and knowledge.

As a business we understand that our employees are our biggest asset and we strive to provide the best working environment from flexible working hours to a fantastic benefits scheme. We listen to our people and evolve to make Dains a great place to work.

- 🚩 **Established 1926**
- 🚩 **Founded by Charles Leslie Dain**
- 🚩 **Over 160 employees**
- 🚩 **5 Offices**

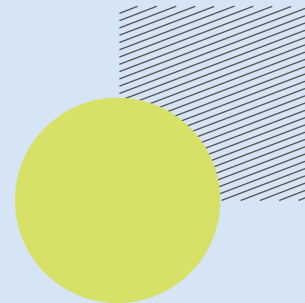




# Our Services

We deliver a wide range of accountancy related services to SME's, private individuals, charities and large corporate entities.

- ✔ Accountancy & Business Services
- ✔ Audit
- ✔ Business Recovery & Insolvency
- ✔ Commercial Services
- ✔ Corporate Finance
- ✔ Corporate Tax
- ✔ Employment Tax
- ✔ Forensic Accounting
- ✔ Private Client
- ✔ VAT



# OUR DNA



## VALUED RELATIONSHIPS

We build positive relationships with our clients and colleagues and are friendly in our approach.

We enjoy what we do and make an effort to be helpful and proactive.

We are respectful of the need to behave professionally and responsibly at all times.



## FAIRNESS

We treat people as we would wish to be treated ourselves and do not take clients or colleagues for granted.

We value every individual and are committed to treat everyone fairly.

Whilst we do not treat everyone in exactly the same way, we believe in providing equal opportunities for all.

We keep people informed and aim to communicate in a sensitive and respectful way.

## OUR DNA

Our DNA sets out the kind of firm we are and the kind of firm we want to be. Our DNA establishes the standard for the way we behave and the things we believe in.



## INTEGRITY

We are honest, trustworthy and straightforward in our approach and adhere to the highest professional standards.

We are accountable, reliable and responsible which leads us to dealing with issues as they arise.



## WORKING & SUCCEEDING TOGETHER

We enjoy working together to achieve success, and it is important to us that our clients enjoy working with us too.

We value teamwork, and empower people in order to ensure they are fulfilled in their role and that their efforts are recognised and appreciated.

We play to our strengths and through doing so, we can help our clients and colleagues achieve their potential.

# Our Graduate Recruitment Programme

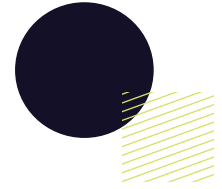
It's in our DNA to build great relationships and to strive for success.

- ✔ Our graduate recruitment programme is designed to ensure we develop individuals with high academic achievement and fantastic people skills, who want to work as part of a great team.
- ✔ At Dains we recognise that our success is dependent on our most important asset - our people. That is why we have developed a training programme to ensure that our trainees are given every opportunity to be the business leaders of tomorrow.
- ✔ Our trainees develop a broad range of experience through working on a variety of clients, whilst working closely with colleagues involved in other disciplines.
- ✔ A commitment to continual professional development is integral to a rewarding career in professional services and post qualification there are further opportunities to develop through secondments and our leadership programme.
- ✔ Our management team is comprised of highly skilled individuals who will help you to forge your career and develop your potential.





# ACA Qualification



Here at Dains we offer all graduates the opportunity to join us as a trainee, securing a 36 month contract with full study support.

Our main intake is primarily within our Birmingham, Stoke and Derby offices, working within our audit or taxation teams.

## Certificate Level

- ✔ Accounting
- ✔ Management Information
- ✔ Principles of Taxation
- ✔ Assurance
- ✔ Business, Technology & Finance
- ✔ Law

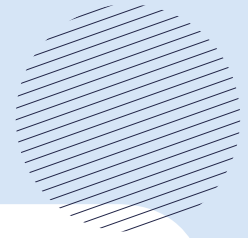
## Professional Level

- ✔ Financial Accounting & Reporting
- ✔ Business Planning
- ✔ Business Strategy & Technology
- ✔ Audit & Assurance
- ✔ Tax Compliance
- ✔ Financial Management

## Advanced Level

- ✔ Case Study
- ✔ Corporate Reporting
- ✔ Strategic Business Management

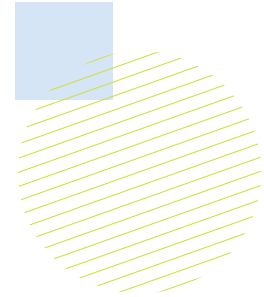
# What We Offer



- ✔ **Competitive Salaries** – We value our employees and as such will always offer salaries that are fair and in line with market rates.
- ✔ **Looking to take a long break?** – Take up to 4 weeks unpaid leave to enjoy that 'holiday of a lifetime' or celebrate that 'special occasion'.
- ✔ **Need support to Study?** Don't panic, Dains will finance students attending tuition courses and relevant revision courses as well as the time taken to sit the exams.
- ✔ **We offer a competitive 33 days annual leave** (including normal statutory bank holidays).
- ✔ **Need the flexibility to Buy and Sell Annual Leave?** – As part of Dains Flexible Benefits Scheme, you have the ability to buy and sell up to 5 days holiday (pro-rata for part-time employees).
- ✔ **Rewarding Culture** – We believe in our people and as such have a reward and recognition culture that rewards staff for exceptional work over and above their normal duties.
- ✔ **Incentives for Referrals** – We reward employees for making referrals of new clients to Dains from their personal contacts. We also recognise the value of the Firm's employees as a source of candidates for vacant permanent and fixed term contract positions and offer rewards in this area too.
- ✔ **Need some flexibility to manage your work/life balance?** – At Dains we offer greater flexibility in working hours, whereby employees work their total number of contractual hours, but are permitted flexibility as to when they begin and end a day. If an employee is looking for a permanent change to their working pattern, this is also something we will be able to discuss.



# How to Apply



## Stage one...

Send over a copy of your CV to our Internal Recruiter, Jenna Clewley, with the following information:

- ✔ Your office of preference either Birmingham, Derby or Stoke
- ✔ Which area of Accountancy you are interested in (either Audit or Taxation)
- ✔ Confirmation you are eligible to work in the UK
- ✔ Confirmation of the following grades – B or above in Maths and English and total of 112 UCAS points (Not including General Studies)
- ✔ Whether you have a predicted grade of 2:1 or above

**Internal Recruiter - Jenna Clewley – [careers@dains.com](mailto:careers@dains.com)**

## Stage two...

Successful applicants from stage one will be booked in for a 15-20 minute telephone interview.

## Stage three...

Applicants who meet our minimum criteria will be invited to attend a graduate assessment centre at our Birmingham, Derby or Stoke office.



Your Future. Figured.

Birmingham | Burton on Trent | Derby | Lichfield | Stoke

Telephone: 0121 200 7900

Email: [careers@dains.com](mailto:careers@dains.com)

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