

DISCOVER
YOUR
FUTURE
WITH

CrowleysDFK

Accounting, Tax and Business Advisors



- KICKSTART YOUR CAREER -

At Crowleys DFK we recognise that it's our people who make us who we are.

We pride ourselves on our value-based culture which creates a caring, inclusive, innovative and collaborative environment - a culture where you can thrive.

We celebrate the different skillsets, backgrounds, and talents in all our people. This is what makes our graduate programme one of the best learning environments to kickstart your career.

Working with motivated and talented people in a friendly and supportive atmosphere, we will help you develop your career journey – one that aligns with your strengths and interests.

If you want to work for a progressive and successful firm, one founded on teamwork and that offers you support at every stage of your career, then that firm is Crowleys DFK!



AUDIT & ASSURANCE

On our Audit & Assurance team you'll be working on statutory audit assignments for a range of clients. At Crowleys DFK, you will not only work with clients in one particular sector, but with many different types of businesses, including Irish SMEs and subsidiaries of foreign companies. Working both onsite and offsite means you'll get to meet with clients in person and see first-hand how their businesses operate.

"At Crowleys DFK, everyone is very approachable and on hand if I have any questions or have a problem, including the partners."



TAX

At Crowleys DFK, no two days are the same. When you're on our Tax team, you'll find that one day you'll be working with sole traders based in Ireland and the next working with foreign direct investment companies. You'll work in a wide range of tax areas, from corporation tax to stamp duty and have the chance to get hands on experience working under tax experts.

"Crowleys DFK is a training firm and once you start, you'll find your colleagues, across all the departments, will be supporting you in learning your trade."



ACCOUNTING & FINANCIAL ADVISORY

Are you looking to be part of a team that offers you real opportunities to learn? On our Accounting & Financial Advisory team, you'll start off preparing financial statements. As you develop, you'll be given the opportunity to work on more complex accounts or work as an outsourced financial accountant for our SME clients.

"At Crowleys DFK, you'll be allowed to take on responsibilities and grow your skills in a workplace that cares about your individual development and wellbeing.

Work-life balance is an important part of Crowleys DFK and you'll find plenty of opportunities for social events and flexibility in your hours. It's an experience that will stand to you throughout your career."

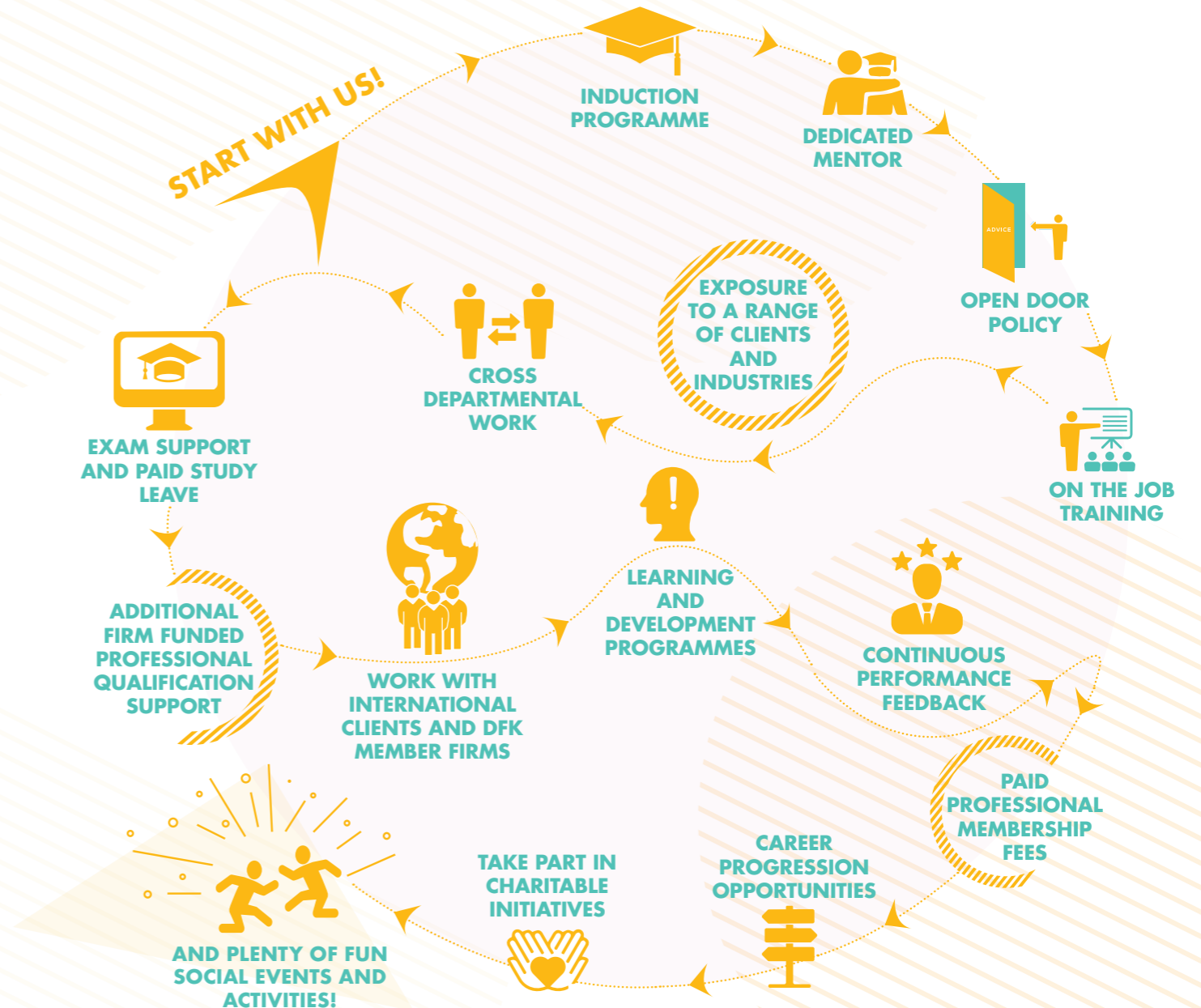
Or you could end up going down the path of Financial Advisory, where you'll get to work on interesting projects to help transform clients' businesses using technological innovations.

"Crowleys DFK's graduate programme provides you with exposure to a range of areas and gives you real responsibilities from week one. I found this a great way to learn.

The firm has a focus on continuous development and has given me the supports I need to specialise in work that I really like."



- YOUR JOURNEY WITH US -





RISK CONSULTING

Why join our Risk Consulting team? For a start, our work is all about adding value to you, to your teammates, to the firm and to our clients. You'll be continuously learning and progressing as a professional, while dealing with an extensive portfolio of clients, including large complex commercial and public sector organisations and government departments. The type of work you'll carry out in the Risk Consulting department includes internal audit, governance, control reviews and risk assessments.

"You'll be supported every step of the way in Crowleys DFK, working in an inclusive culture that will allow you to bring your backgrounds and experience to your work."



PUBLIC SECTOR & GOVERNMENT SERVICES

Do you want to work in a client-facing role and carry out exciting and challenging work that varies every day? Our Public Sector & Government Services team works with a range of clients from government departments and semi state agencies to local authorities. You might find yourself providing accountancy services (including general ledger maintenance, processing invoices, purchase orders and paying suppliers), monthly reporting or preparing annual financial statements and audit files.

"You'll be surrounded by talent and can reach out to anyone for their assistance and expertise. A dynamic and creative career is waiting for you!"

"We are committed to the overall wellbeing of our employees and supporting them in balancing their professional and personal priorities."

- MAKING A DIFFERENCE -

Giving Back to the Community

Making time for charitable fundraising and volunteering is a priority for us at Crowleys DFK. We launched our **Charity Partner of the Year Programme** in 2019, which gives us the chance to partner with an Irish charity each year. Through the generosity of our employees, their families and friends, and our clients, we have supported a number of charities close to our hearts over the last few years.

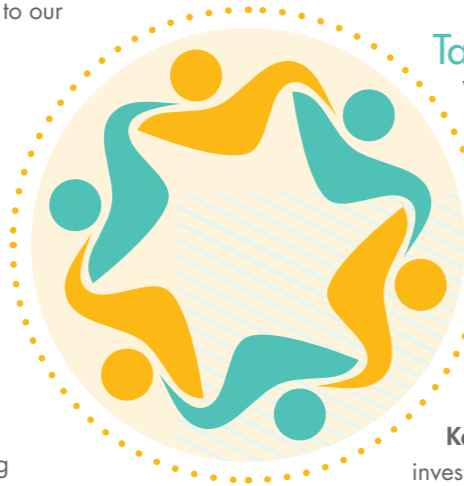
Working Towards a Sustainable Future

Sustainability has long been a part of our business. Our Sustainability Charter outlines our commitment to working towards **6 Sustainable Development Goals (SDGs)**. The Charter showcases what we are already doing well from employee health and wellbeing initiatives and creating an inclusive work environment to environmental and waste reduction initiatives. It also provides a roadmap for the development, implementation, and progress of our future goals and commitments.

Valuing Difference

At the core of our **Diversity & Inclusion Programme** is creating a gender balanced and diverse work environment to be proud of. We recognise the value of difference and welcome the unique

contributions that our employees bring in terms of their gender, race, nationality, ethnicity, age, sexual orientation, family status, education, disability and religion. We draw on their different perspectives, work experiences, lifestyles, and cultures to make our firm stronger, more creative and innovative.



Taking Care of Ourselves

We are committed to the overall wellbeing of our employees and supporting them in balancing their professional and personal priorities. Our health and wellbeing initiatives and training focus on the core areas of **mental, physical, financial and social wellbeing**.

We were the first indigenous accountancy firm to be awarded the prestigious **Ibec KeepWell Mark** (recognises Irish employers' investment in workplace health and wellbeing) and were recognised in the Top 100 Companies Leading in Wellbeing Index in 2021 and 2022.

Having Fun

At Crowleys DFK, we work hard but we play hard too! Our dedicated **Sports & Social Committee** organise regular events and activities to bring our employees together and to help build the team environment we are very proud of.

- OUR BENEFITS -

LIFESTYLE

- Graduation leave
- Paid study leave
- Birthday leave
- 3pm finish Friday all year round
- Casual Fridays
- Taxsaver commuter travel tickets

HEALTH & WELLBEING

- Flexible working hours
- Hybrid working policy
- 24/7 mental wellbeing support programme
- Funded sports and social events
- Bank at work – financial wellbeing
- Bike to work tax saver scheme

- CONNECT AND APPLY -



Established 1975



www.crowleysdfk.ie
