

DISCOVER
YOUR
FUTURE
WITH

CrowleysDFK 50 YEARS
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.

"My favourite thing about working in Crowleys DFK is not only the support you have within your own team but across the whole firm."

DISCOVER YOUR FUTURE



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.

"What sets Crowleys DFK apart is its strong sense of community. You're not just joining a firm, you're joining a team that values your contribution and development."



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."

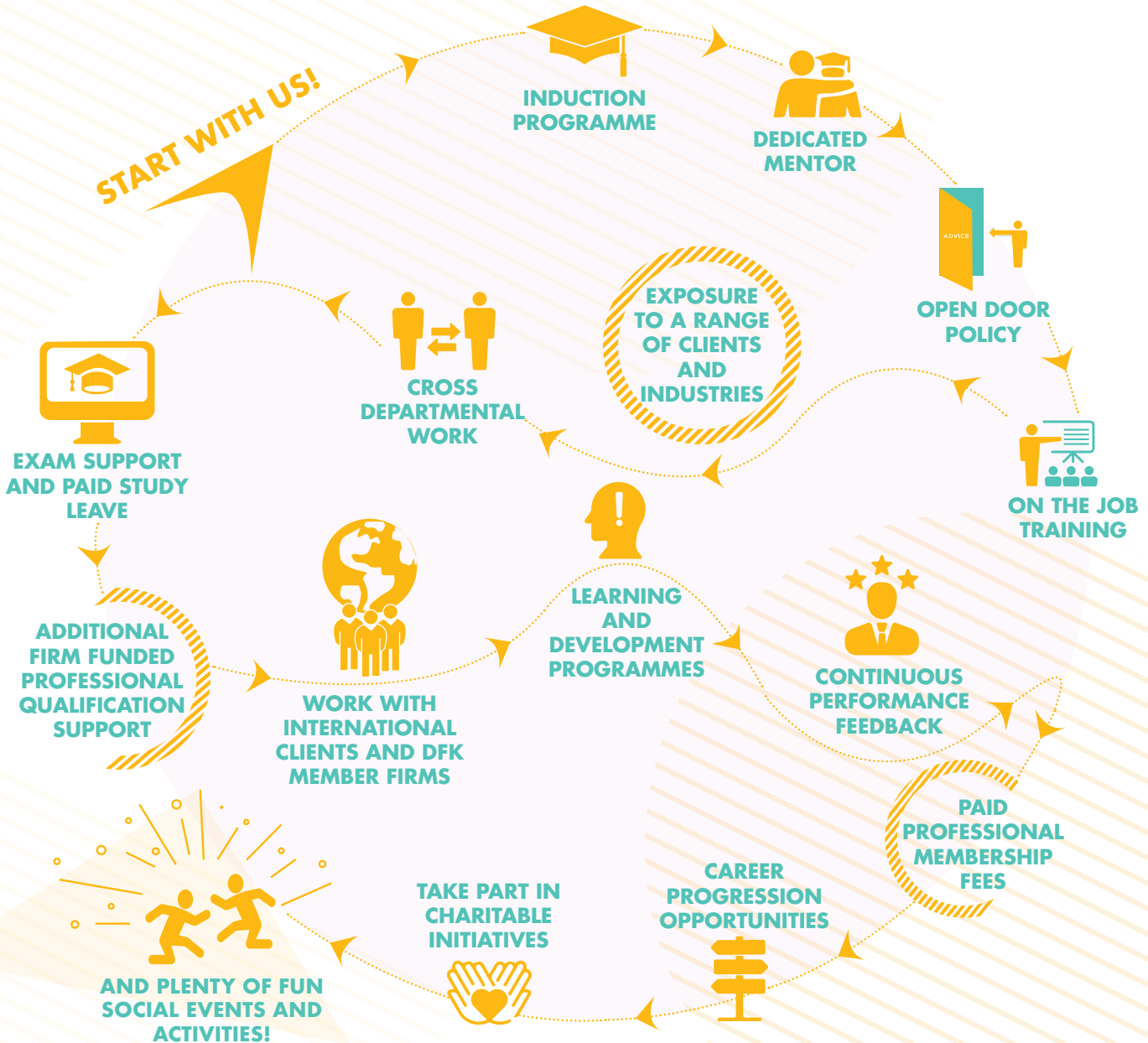
Or you could end up going down the path of Financial Advisory, where you'll get to work on interesting projects to help transform clients' businesses using technological innovations.



"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.

"The culture at Crowleys DFK is very collaborative and there's a lot of teamwork within that. The teamwork creates a great environment, and also a great cross-departmental environment."



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.

"My favourite thing about working in Crowleys DFK is definitely the team. Everyone is very supportive and friendly, which contributes to a very good work environment."

- OUR CORE VALUES -

RESPECT

We act with integrity and honesty in everything we do and are accountable for our words and our actions.



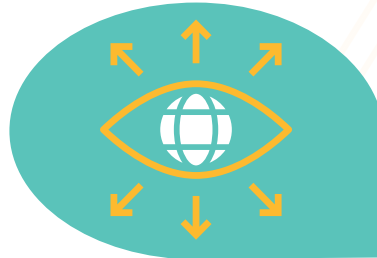
CLIENT COMMITMENT

We are committed to building strong and successful client relationships.



INNOVATION

We are committed to creating a culture that values and develops our employees' diverse talents, knowledge, and skills.



CARE

We are committed to bringing innovation to our clients and our business through new technologies and creative ideas.



INTEGRITY

We respect the skills, knowledge and experience of others while demonstrating commitment to each other as a team.



LEARNING & DEVELOPMENT

We care for our social and physical environment and are committed to making a difference in our communities.

- 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.

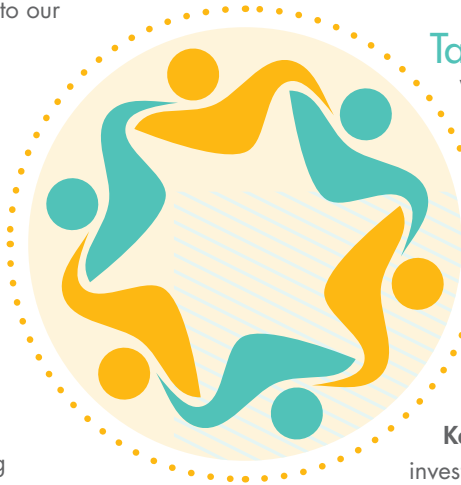
Working Towards a Sustainable Future

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 2021-2025.

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 and exam leave
- Birthday leave
- 3pm finish Friday all year round
- Casual Fridays
- Taxsaver commuter travel tickets

HEALTH & WELLBEING

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



OUR INTERVIEW TIPS

Getting ready for an interview requires some time and effort. It's all about leaving a great first impression, researching the firm's service offerings and culture, and conveying precisely why you're the perfect fit for the job. Our HR Generalist, Paul shares some tips for a successful interview.

What preparation is key before my interview?

- Research company
- Company news/awards
- Use LinkedIn to view Interviewers' experience in company
- Study the job description
- Know your CV

How to answer 'Why do you want to work in this company?'

- Explain importance of studying the job description and relating interests into the aspects of the role
- Know about the company culture and look at videos online
- Important to mention future growth in the company

A full list of tips can be found on the graduate page of our website.

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



- CONNECT AND APPLY -



Established 1975



www.crowleysdfk.ie
