



Graduate Brochure 2021

Welcome to Crowleys DFK

“Welcome to the Crowleys DFK Graduate Recruitment Programme.

As you approach this crucial first stage in your professional career, I want to take this opportunity to let you know what Crowleys DFK can offer you.

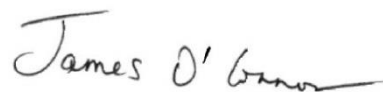
We can provide you with one of the best learning environments in the profession, one in which you'll be challenged to grow through a wide range of learning experiences.

You will have the opportunity to work with motivated and talented people in a friendly and supportive atmosphere. You will gain invaluable experience working with our diverse client base that includes family and owner managed businesses, branches and subsidiaries of overseas and multi national companies and public sector organisations.

The firm is expanding. Opportunities for advancement are always there for suitable people. We believe that each new staff member is a potential partner.

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

I wish you every success with your application and in your future career”.



James O'Connor
Managing Partner

***“We believe
that each new
staff member is
a potential
partner”***



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Crowleys DFK in a Snapshot

One of Ireland's leading firms of chartered accountants and business advisors



Accounting Services

- Accounting & Financial Reporting
- Small and Medium-Sized Enterprises



Audit & Assurance

- Statutory Audit
- Grant Audit



Governance, Risk & Compliance

- Internal Audit
- Risk Management
- Internal Controls



Public Sector Services

- Public Sector Accounting Services
- Code of Practice for the Governance of State Bodies Compliance Audits
- Public Spending Code Compliance Audits
- DPER Circular 13/2014 Financial Audits



Advisory

- Business Consultancy
- Corporate Finance
- Restructuring



Outsourcing

- Payroll
- Bookkeeping
- Management Reporting
- Budgetary Control
- Company Formation & Secretarial



Tax

- Corporate Tax
- International Tax
- Personal Tax
- VAT
- Research & Development

Markets Served

- Foreign Direct Investment
- Small & Medium-Sized Enterprises
- Family-Owned Business
- Public Sector
- Technology

Resources

10 Partners
100+ Staff

Locations

Cork

5 Lapps Quay
Cork

Dublin

16/17 College Green
Dublin 2

DFK International

Local Knowledge - Global Presence



220 member
firms



419 offices
worldwide



Across 92
countries
worldwide



12,170
Partners and
staff



US\$1.182bn
total fee
income

The firm is an independent member of DFK International

DFK International (“DFK”) is a major international association of independent accounting firms and business advisors that has been meeting the needs of clients with interests in more than one country for over 50 years.

Our DFK membership provides our clients with an integrated and robust global delivery mechanism across the world.

Where DFK member firms work together on cross border assignments we operate as one team. This is a powerful and important feature which saves clients time and money, and allows resources to be best utilised.



Crowleys DFK Core Values



Integrity

Integrity is always at the forefront of everything we do



Respect

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



Learning

Nurturing the professional growth and wellbeing of others while continuously developing our business expertise



Client Commitment

Committed to building strong and successful client relationships



Innovation

Identifying and developing client opportunities without compromising on quality and integrity

Operating with complete integrity and respect, we keep the client at the centre of everything we do while remaining focused on our commitment to our people.

Our Graduate Programme

What you can expect from working in Crowleys DFK



**Excellent
learning
environment**



**Excellent exam
record**



**Short chain of
command**



**Wide range of
experience**

in accountancy,
audit, taxation &
consulting



**Opportunity to
lead assignments**

at a relatively
early stage in your
career



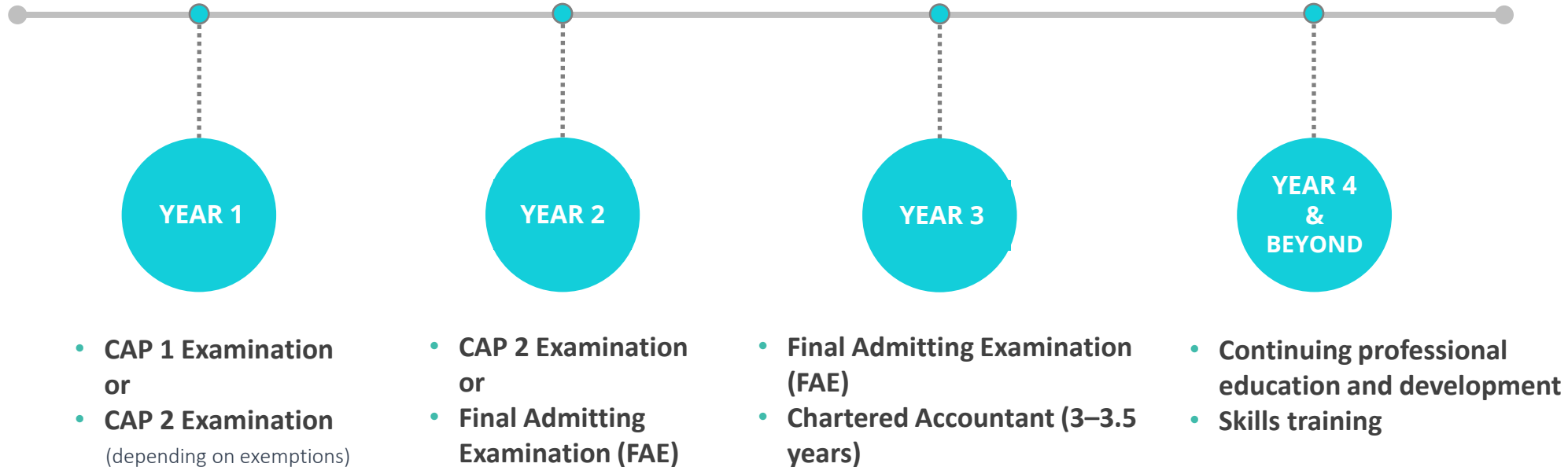
Global mobility

through DFK
International

Our Graduate Programme

Get your career off to a flying start with Crowleys DFK

Your timeline to becoming a qualified Chartered Accountant



Our Undergraduate Programmes

It's never too early to start thinking about your future career. We offer a range of different options for undergraduates to help you decide what's right for you.



Summer Internships

Each summer, we invite interns to come in and work with us for 12 weeks. You will get a wide range of experience in accountancy, taxation and consulting. This is a great opportunity to see if a career in chartered accountancy is for you.

Email your CV to vacancies@crowleysdfk.ie



Work Placement Programme

Our work placement programme offers students the opportunity to gain valuable, real life work experience as part of your degree course. The length of the placement is typically 6 months but can vary depending on different degree courses. You will have the opportunity to put what you've learnt into practice.

Email your CV to vacancies@crowleysdfk.ie

What Our People Say



I started as a graduate with the firm in 2004 and am now a Director in our Audit & Assurance Department. My work is challenging but extremely rewarding.

The variety of work and friendly atmosphere makes Crowleys DFK a great place to work.

Fiona O'Sullivan | Director



I started working in Crowleys DFK as a Trainee Accountant and within 9 years, I was promoted to Director.

During my time here I've met many great people and I've also made many lifelong friends.

Donna Gould | Director



My journey started here in 2006 as a summer intern before my final year of college. I had such a fantastic experience that I came back as a trainee and have been here since.

I always knew Crowleys DFK would be a place that I could continue to grow and develop.

David Coombes | Partner

Our Benefits

**GLOBAL
OPPORTUNITIES**

**TAXSAVER
TRAVEL
TICKETS**

**BIRTHDAY
LEAVE**

**GENEROUS
STUDY LEAVE &
GRADUATION
LEAVE**

**3PM
FRIDAY FINISH
IN SUMMER**

**CYCLE TO WORK
SCHEME**

**EMPLOYEE
REFERRAL
BONUS**

**FLEXIBLE
WORKING
HOURS**

Sports and Social

We understand the importance of our people getting to know each other outside the office.



- Summer BBQs
- Christmas parties
- Nights out
- Tag rugby team
- Games nights
- Virtual events

And much more...

Corporate Social Responsibility

At Crowleys DFK, we take our Corporate Social Responsibility (CSR) seriously as an employer and service provider. We measure our success not only in financial terms, but also in building client satisfaction and employee engagement, and supporting our community.

Training and Career Development

We are focused on making Crowleys DFK a place where people feel supported, and can develop their skills and long term career.

Employee Wellbeing

We are the First Indigenous Accountancy Firm to be awarded with **The KeepWell Mark**, for our commitment to employee health, wellbeing and safety. We also have an Employee Assistance Programme available for all employees.

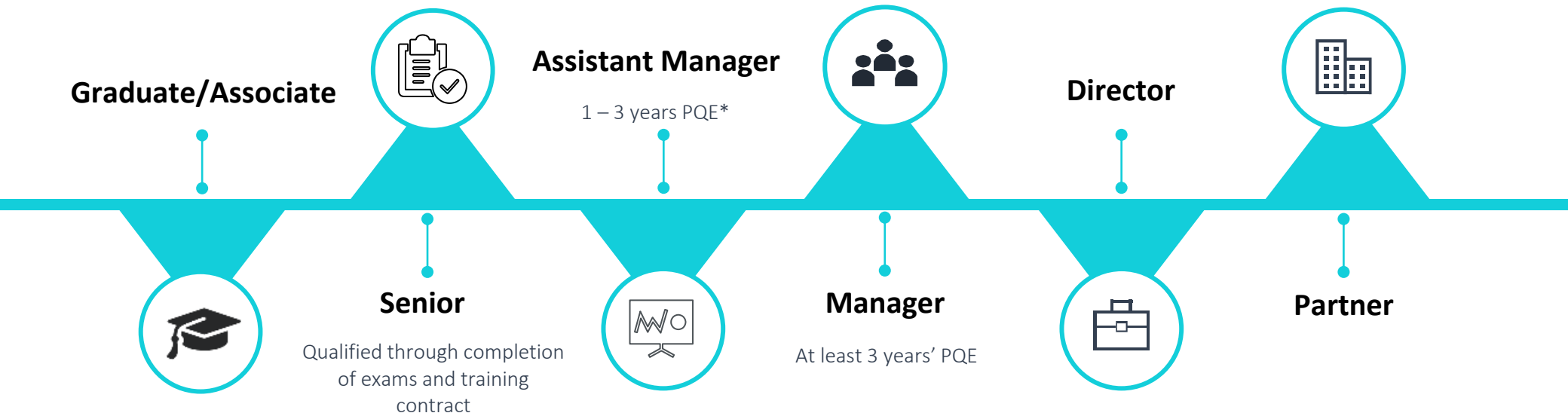
Community

We strive to be a good corporate citizen recognising our responsibility to work in partnership with the communities in which we operate. Our Charity Partner of the Year for 2020 is LauraLynn, Ireland's Children's Hospice.



Career Path

Begin your career with Crowleys DFK and take advantage of the opportunities it offers



*Post Qualification Experience

FAQs

Q: When is the expected start date and how long would I be a trainee with the firm?

A: The initial contract begins in September 2021 and is for three and a half years (the recommended training period and study program of the ICAI).

Q: How many trainees does the firm recruit each year?

A: The firm recruits at least 6 trainees each year. These training positions can be in either our Dublin or Cork offices.

Q: What does training involve?

A: Training involves on-the-job learning. If ever you are in doubt about an issue you are encouraged to ask and learn from your colleagues. This openness within the office is key to the success of our trainees. You will never be asked to complete a task that is out of your depth. As your training progresses you will be exposed to different elements of accounts preparation and auditing. The training covers a broad spectrum to allow you to consider what field you would later like to specialise in as your career advances.

Q: What opportunities are available when my training contract is completed?

A: Having received the training that is on offer at Crowleys DFK, past trainees have advanced to the positions of manager and partner within the firm. Others have worked abroad or taken positions in industry.

Q: What would be expected from me when I start my training contract?

A: The training provided at Crowleys DFK builds on your current knowledge and previous experience. It is not a necessity to have previous experience in an accountancy firm but this is an advantage. Each training program is devised to suit each individual's experience and ability.

Q: What qualification will I receive if I train with Crowleys DFK?

A: Crowleys DFK is registered as an authorised training provider with the Institute of Chartered Accountants in Ireland (ICAI). If you successfully complete the training program with Crowleys DFK you will become a member of the ICAI.

How to Apply

1. Application form

Email your CV to
vacancies@crowleysdfk.ie.

A panel of staff from across the firm will review the graduate applications.

2. Interview

After our initial screening process, we will contact you to arrange an interview.

If successful at 1st round, you will be invited back for a 2nd and final interview.

Be sure to prepare well for your interview. Key tips include preparing a 60 second pitch about yourself and your career aspirations, and staying up-to-date with recent business news.

3. Offer

If your skills and personality are a good fit for Crowleys DFK, we'll make you an offer.

Good Luck!
We hope to see you soon!

 01 6790800 / 021 4272900 |  vacancies@crowleysdfk.ie |  www.crowleysdfk.ie |  Crowleys DFK |  @CrowleysDFK

Partners: James O'Connor FCA (Director) Tony Cooney FCA (Director) Edward Murphy FCA CTA (Director) Colette Nagle FCA (Director) Natalie Kelly (Director) FCA QFA

Vincent Teo FCA Siobhán O'Hea CTA Harry O'Sullivan FCA David Coombes FCA Niall Grant FCA CTA

Crowleys DFK Unlimited Company trading as Crowleys DFK. Registered Office: 16/17 College Green, Dublin D02 V078. Company No. 393878

A member firm of DFK International a worldwide association of independent firms.

Registered to carry on audit work and authorised to carry on investment business by the Institute of Chartered Accountants in Ireland (ICAI).

Chartered Accountants Ireland is the operating name of ICAI.