



# Graduate Programme 2022

*You come here for a career  
and not just a job*

# 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.

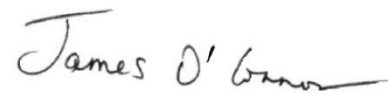
We can provide you with one of the best learning environments in the profession, one in which you'll be challenged to grow through a wide range of learning experiences.

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**

***“Each new employee  
is seen as a potential  
partner”***



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### David Coombes | Partner

*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.*





## Services Provided

[Accounting & Outsourcing](#)

[Tax](#)

[Audit & Assurance](#)

[Consulting](#)

[Financial Advisory](#)

[Public Sector & Government](#)

## Markets Served

Foreign Direct Investment

Small & Medium-Sized Enterprises

Public Sector

Charities and Not-for-Profit

Healthcare

Credit Union Sector

Technology

Financial Services

Legal & Professional Services

Property & Construction

## Our Team

10 Partners

100+ Employees



## **We are an independent member of DFK International**



DFK International ("DFK") is a major international association of independent accounting firms and business advisers 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.

When 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, money and allows resources to be best utilised.

It allows our clients to deal with their worldwide affairs through one point of contact. They can either deal with us for all their needs or we can connect them to our trusted contacts in other geographies and they can deal with them directly.

## **We can ensure access to international tax and other specialists**

# Our Core Values



## Integrity

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Integrity is always at the forefront of everything we do



## Respect

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



## Learning

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



## Client Commitment

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Committed to building strong and successful client relationships



## Innovation

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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.*



### **Donna Gould | 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.*



# Our Graduate Programme



**Excellent  
learning  
environment &  
support system**



**Proven exam  
Success**



**Access to a  
diverse client  
base**

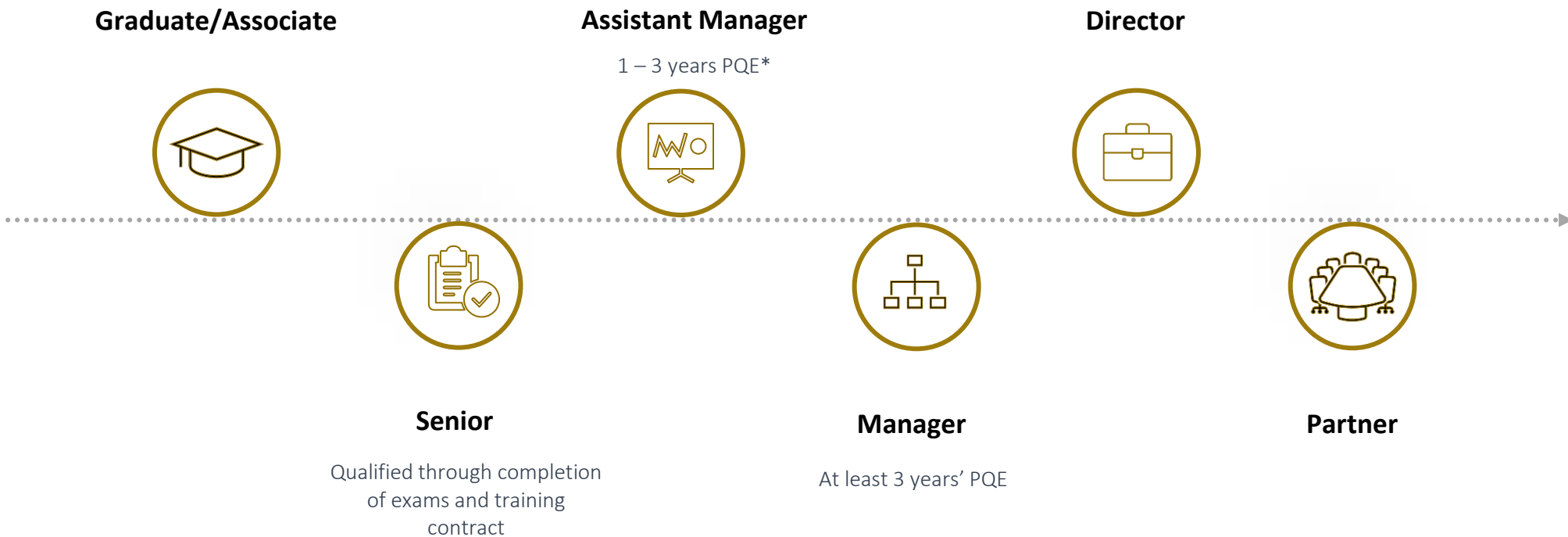


**Work directly  
with  
Senior  
Management**



**Opportunity to  
lead  
assignments**

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



\*Post Qualification Experience

# Our Benefits

**Flexible working  
hours**

**Graduation leave**

**Paid study leave**

**Birthday leave**

**Casual Friday**

**24/7 Wellbeing  
Support  
Programme**

**Bike to work tax  
saver scheme**

**Global  
opportunities  
through DFK  
network**

**Taxsaver  
commuter travel  
tickets**

**Employee  
referral bonus**



### **Natalie Simpson | Junior Accounting Technician**

*Crowleys DFK were fully supportive of my decision to develop my skills when I decided to go back to college to study for my Accounting Technician qualification. Their flexible approach to working conditions allowed me to take study and exam leave, to successfully complete my exams.*

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



- ❑ Summer BBQs
- ❑ Christmas parties
- ❑ Nights out
- ❑ 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.

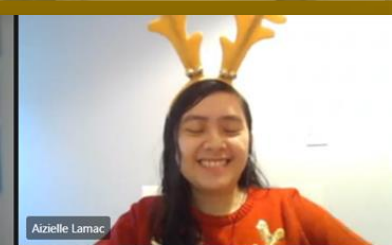
We also have a 24/7 Wellbeing Support Programme which provides a range of support to employees and their families.



## 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 2021 is LauraLynn, Ireland's Children's Hospice.

# Our Fundraising Efforts







### **Norita O Donoghue | HR Manager**

*We operate as if we're a family run business, so we understand family and life commitments. We offer flexibility to employees, so they are able to achieve the work life balance they need in their lives.*

## Application Form

- Complete the online application form on our [undergraduate careers page](#)

## Interview

- If your application is successful, you will be invited to take part in our interview process
- Remember to prepare well for your interview. Find out about what we do and why you would like to work with us. Help us get to know you by preparing a 60 second pitch about yourself, your interests and your career aspirations.

## Feedback

- We will be in touch with you once all interviews are complete to let you know if you have been successful.



### **Shane Moloney | Director**

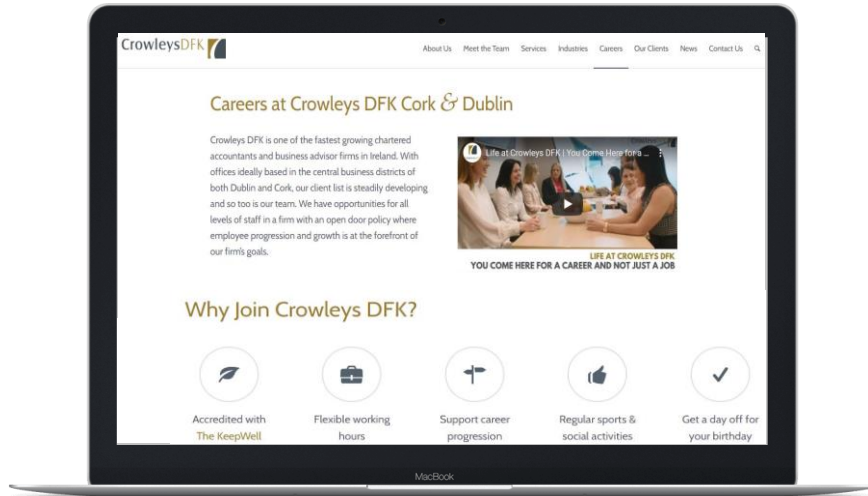
*Crowleys DFK provide great opportunities to expand your skillset and shape your career path. I began my career as a trainee in the audit department. The opportunity arose to transition into the Advisory department where I am now Director.*

*Through our association with DFK International I have had the opportunity to travel to the US and Europe to attend conferences and work closely with clients.*



# Connect with Us

[www.crowleysdfk.ie](http://www.crowleysdfk.ie)



LinkedIn

