

M+A

Partners

School Leavers
and Graduates



**Start
your career
with us**

Helping you choose the **right** learning pathway



AAT - Association of Accounting Technicians - aat.org.uk

Many students following the AAT path start at foundation level to qualify for entry-level accounting roles, there is also an advanced level for those with the relevant skills and experience. This qualification gives students the opportunity to progress to either the ACA or ACCA Chartered certifications.



ACA (ICAEW) - Institute of Chartered Accountants in England and Wales - icaew.com

The ACA is one of the most advanced accountancy qualifications you can study. Completing the ACA qualification enables you to use the title 'ICAEW Chartered Accountant'. The ACA qualification can lead to many opportunities across accountancy, finance and business. Students are required to complete at least three years on-the-job training while passing a series of exams.



ATT - Association of Taxation Technicians - att.org.uk

You can follow the AAT route into accountancy, but decide to focus on a different specialism, this time tax. To achieve ATT membership, students must have achieved passes in the certificate exams and Computer Based Exams, along with at least two years' practical experience in UK taxation. ATT is the first step along the route to achieving the CTA qualification, the gold standard of quality for tax professionals.



Chartered
Institute of
Taxation

CTA (CIOT) - Chartered Institute of Taxation - tax.org.uk

The CIOT is the leading body for all aspects of taxation in the UK. Admission to membership of the CIOT requires success in the Chartered Tax Adviser (CTA) exams, held every May and November, together with the ability to demonstrate three years' relevant professional experience. Students have the option to follow the Tax Pathway, an integrated route to both the ATT and CTA qualifications - no previous academic or professional qualifications are required.



ACCA - Association of Chartered Certified Accountants
- accaglobal.com

We are an Approved Employer holding Trainee Development Status at Platinum level.

This means we are committed to providing on-going support and advice while you are studying towards your qualification. It is our intention to provide a really positive study experience for all of our trainees - proactively helping you to achieve qualified status and realise your goal of becoming a Chartered Certified Accountant.

The ACCA Qualification gives you the most up-to-date skills to become a finance professional. Students will need three GCSEs and two A Levels in five separate subjects, including Maths and English, to start the ACCA qualification. If you are starting out on your accounting journey, you can begin the ACCA certification at its foundation level. ACCA takes three to four years to complete on average, with up to thirteen exams, depending on exemptions.

“ I joined M+A Partners as an Accounts Trainee after leaving school and despite this being my first job, I quickly felt part of the team, which in turn helped me to build up confidence within my role and when speaking to clients. ”

Accounts Trainee



Starting your **career** with us

At M+A Partners we focus on providing the opportunities for you to unlock your potential.

We welcome applications from different backgrounds and look for the enthusiasm and determination that will allow you to fully realise your abilities. You do not need a qualification in a specific subject or to have completed a degree.

We offer pathways for both school leavers and graduates that enable you to develop in experience and technical ability to become future leaders of the firm.

Our recruitment process enables us to find the role that is right for you. This might be within our Tax, Accounts or Audit departments or perhaps in one of our support functions including, Payroll, Corporate Services or Administration.

Trainee programmes

Our trainee programmes are designed to make it possible for you to develop your business skills whilst completing more formal training and studying towards a professional qualification.

As part of your training you will be given relevant chargeable work, helping you to challenge your

knowledge and work on projects that make a difference - all with the support and motivation of experienced and helpful team members.

“ There is a positive working environment within our department, with more senior colleagues willing to help and answer lots of questions, while giving you conviction in your own capabilities. ”

Accounts Trainee

Opportunities for **progression**

All of our trainees are offered support with their chosen professional qualifications, along with well-defined routes for further development.

“ I joined M+A Partners as a Graduate Trainee in 2010 and qualified as a Chartered Accountant in 2013. Throughout those three years, I received guidance, practical training and support from the firm that enabled me to combine my day job with revising for exams, without feeling overwhelmed by the process.

M+A Partners gave me a secure foundation from which I could start my career, followed by a structured route for further development.

Once at Manager level, I then had the opportunity to join our 'Senior Promotion and Development Framework' - a scheme that enables us to find Partners of the future. This clear pathway for promotion helped me to progress all the way from Trainee, through to Assistant Manager, Manager and Senior Manager, becoming Partner in 2021. ”

Alice Lynch - Partner



Benefits of working for M+A Partners include

- + A clear career path and progression
- + Training and professional development support
- + Competitive pension arrangements
- + Group Life Cover
- + Group Income Protection (after two years' service)
- + Professional membership subscriptions
- + Preferential rates on private medical insurance
- + Flexible working
- + Regular social events



About M+A Partners

At M+A Partners, our focus is to bring together professional accounts, audit and tax expertise with practical, forward-thinking advice that adds value.

With a history that stretches back over 100 years, we are a partnership founded on the talented individuals that make up our firm. We have offices in Norwich, Attleborough and Cromer - all with a friendly

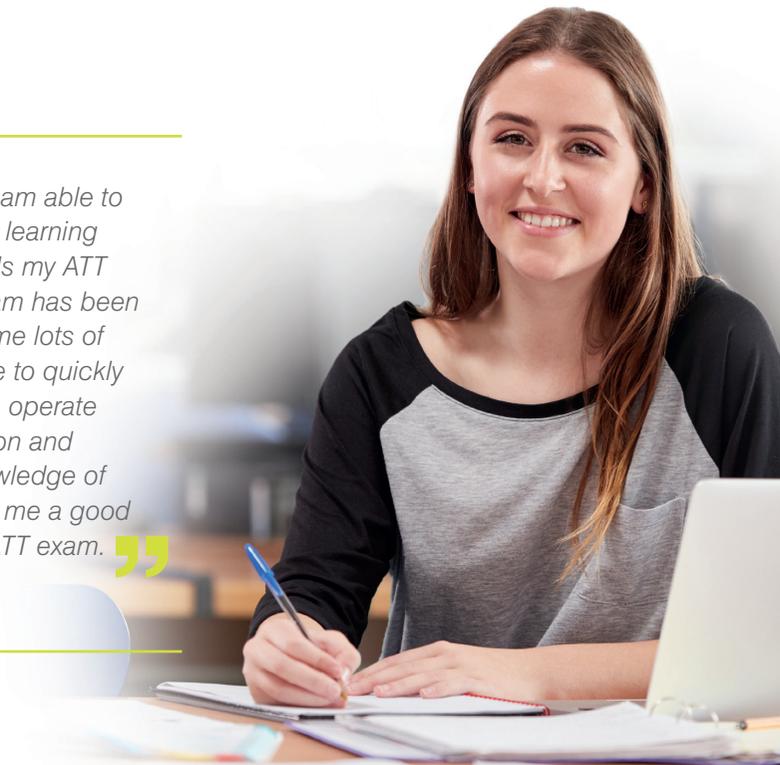
and approachable team that is committed to sharing knowledge and experience to support each other and our clients.

A welcoming environment helps trainees to quickly settle into life at M+A Partners, along-with social events that bring the team together - including our summer and Christmas parties, quizzes, after work gatherings and sporting events.

Ours is a firm that is small enough in size to be able to consider the needs of each employee, yet large enough to offer a varied and inspiring experience for our trainees.

“As a trainee, I am able to combine on the job learning with working towards my ATT qualification. My team has been proactive in giving me lots of support, helping me to quickly adapt to how things operate within the tax function and developing my knowledge of personal tax to give me a good footing for my first ATT exam.”

Trainee Tax Adviser



How to apply

If you are committed to becoming part of a thriving team and have a real interest in the accountancy or tax profession then we would be very pleased to hear from you.

Everything you need to know about applying for our Graduates and School Leavers Programme can be found within the Careers section of our website.

For our Tax, Accounts and Audit programmes it is not necessary to have completed a relevant degree.

For further details visit:

mapartners.co.uk/school-leaver-graduate

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