



ACCOUNTING | PLANNING | ADVICE



# Grow your career with us

Graduate programme

A professional portrait of a woman with long, dark brown hair, smiling warmly at the camera. She is dressed in a black blazer over a white blouse with large black polka dots. The background is a solid teal color.

[ifac.ie](http://ifac.ie)





# Welcome to *ifac*

If you have the confidence and ability to test yourself on accountancy work of the highest quality, *ifac* may be the organisation for you.

You're about to take the first steps on an important journey. Becoming an accountant is not easy, but it is rewarding. In order to become an accountant, you must have a number of attributes; good numerical skills, the ability to focus on challenging problems, the capacity to learn, a strong work ethic and a belief in your own abilities.

There will be many challenges along the way; the long hours of study, the concept that is difficult to grasp, clients who need accounts or advice at short notice.

In the end you will reach the beginning, qualification in hand and experience banked, you will be a professional Qualified Accountant looking forward to your career in professional practice.

You will be someone who is trusted by clients to always have their best interests at heart, to go the extra mile when needed and to deliver excellence in everything you do.

*ifac* is a special place to gain your professional qualification. We offer an accelerated training programme with access to our accounting, tax, audit, and financial services departments.

*ifac* is part of the fabric of Irish life. We operate in every town and village in the country, looking after real businesses and their interests. Graduates who join us gain an understanding of accounts, tax and professional services.

More importantly they learn to communicate with business leaders and help them to meet challenges they face in remaining competitive, profitable and responsive to an ever changing economic landscape.

Our programme is designed to accelerate your development, we want you to become an accountant who matters, an accountant of value.

Join us and achieve your potential!

John Donoghue, CPA

CEO



# Who we are



We are unlike any other accountancy firms in Ireland. Our people, our culture and our structure make us unique.

We think differently; we perform differently, always striving to be at the forefront of available technologies and being a truly trusted partner in business. That's also why our clients view us differently to other accountants.

We pride ourselves on building long-term client relationships. All our employees are accessible and available to our clients at local branch office level.

- Over 350 people based in over 30 locations nationwide
- Client base of dynamic businesses in a variety of industries with our main focus on the Farm, Food and AgriBusiness sectors
- Ireland's leading Agri Business Accountant.



GROW YOUR CAREER WITH US



#### WHY CHOOSE *ifac*

When you are part of *ifac* you will have the opportunity to grow and develop your career in a supportive environment with a collaborative culture and excellent performance standards.

We pride ourselves on:

- Long term relationships with our clients
- Collaborative culture
- Performance excellence

You will be exposed to a range of disciplines within the field of Accountancy while combining all the advantages of a national practice network with all the opportunities and experience of a Top 10 accountancy firm. No need to travel to Dublin – we operate from over 30 branch offices located throughout the country.

“I work with a range of clients including large dairy farmers”



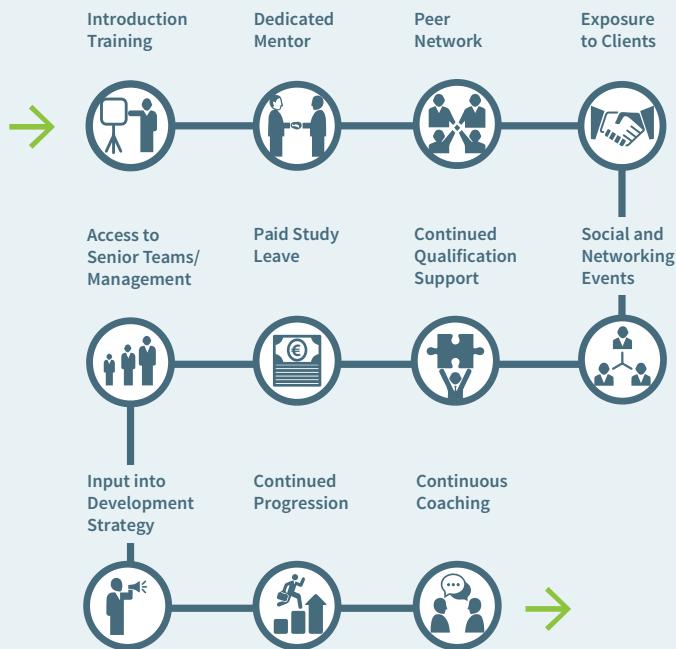
Donal O’Riordan

Trainee, Kilkenny office

“I am an engineering graduate with a masters in finance. I am a keen golfer and of course being from Kilkenny a huge hurling fan. I always had a strong desire to develop a career as an accountant. I joined *ifac* as part of a large group of Trainee’s in 2016 and I have recently begun studying towards the ACCA qualification. I work with a range of clients including large dairy farmers, co-ops, marts and SME’s; no two days are the same.”



# Your graduate journey



We pride ourselves on delivering a structured programme that will guarantee you will be equipped with all the skills, experience and assistance that you will need to secure your professional exams and develop your career.

This programme will guarantee you are challenged, driven and inspired to reach your potential.

At the end of your training, you will have developed a range of transferable business, personal and technical skills which will complement your professional accountancy exams and benefit you throughout your career.



## SUPPORT AND BENEFITS



### WHAT WILL YOU GET

- An encouraging and supportive learning environment.
- Practical hands-on experience with clients across a wide range of industry sectors with a focus on Farm, Food and AgriBusinesses.
- A competitive salary package with paid study leave.
- Mentor programme to help you develop your skills as fast as possible.
- Participation in our 'Trainee of the Year' Award.
- Exceptional training that will aid you with your professional exams and grow your career.

### BENEFITS TO YOU

We offer an excellent range of rewards and benefits for each of our graduates. These include:

- Complete Trainee Induction
- Paid Study Leave
- Experience in our Assurance, Tax, Audit, Financial Services and Business Advisory Departments
- Ongoing Technical Training

- Client Facing Experience in Year 2
- Mentor Programme
- Trainee of the Year Award
- Bike to Work Scheme
- Professional Subscriptions Paid
- Paid Annual Leave
- Travel Ticket Schemes

“It’s great working  
within a team  
environment”

## Denise Bergin

*Trainee, Carlow office*

“I am an accounting graduate from IT Carlow. I work with a team of seven and I have regular interactions within the company including audit, tax & financial services. It's great working in a team environment and having the opportunity to interact and learn from senior professionals in both the office and out on site with clients.”

A professional headshot of a woman with long brown hair, smiling. She is wearing a black blazer over a white blouse with black polka dots. Her hands are clasped in front of her.

“*ifac* has provided me with a great opportunity to progress my career”



Billy Holland 

Manager, Templemore office

“*ifac* has provided a great opportunity for me to progress my career. I joined *ifac* in 2012 as a part qualified accountant and have had the opportunity to quickly progress to Branch Manager of the Templemore office. The team and I manage a diverse portfolio of clients ranging from farm to fork, it’s great to be involved with so many different businesses”



# Our culture

Here at *ifac* you get a sense of our culture as soon as you walk through the door. We have a friendly, warm and open culture. We work hard to provide the best possible service.

All input from our staff is valued and when you join us we want you to bring in your own individual personality, experience and background. This culture has supported us to work, mature and improve together as one of Ireland's largest accountancy firms.

We encourage our employees to make a difference not only in the company but also in the wider community through Corporate Social Responsibility (CSR) and diversity.

**We have four core values which we apply to everything we do:**

## Foresight

We believe in using our insight, experience and expertise to anticipate the needs and opportunities of our members. We are not just focused on what we do, but what we can achieve with our clients. We are driven by mutual success — growth for our clients, and each other.

## Collaboration

We are focused on our clients' goals and work closely with them to achieve the best outcomes. We believe in collaboration and that we can achieve great things when we share our experience and combine our expertise.

## Consistency

We work all around Ireland with clients that each have distinct ambitions and a common expectation of the high quality of our service and advice. This requires that we, individually and collectively, deliver services that consistently meet or exceed these expectations.

## Commitment

We believe in working sustainably: building enduring and valuable relationships with our members; sustaining a way of working together that is respectful and supportive of each other and the wider communities in which we live.



## Trainee of the Year

Our annual ‘Trainee of the Year’ award recognises performance excellence during the year.

Nominations are chosen by senior management with the winner and all finalists receiving awards as well as the prestigious accolade which you can promote throughout the remainder of your career path.

## Mentor System

“...providing support and guidance to our new graduates.”

*ifac* operate a mentor system specifically aimed at providing support and guidance to our new graduates.

We want you to really fit in so your mentor will be with you almost daily in the first four to six weeks. Your mentor is located in the same office as you and will be with you throughout the year, not just during the initial settling-in-period.



GROW YOUR CAREER WITH US

# Corporate Social Responsibility

## *The opportunity to make a difference*



We encourage our employees to make a difference not only in the company but also in the wider community through Corporate Social Responsibility (CSR) and diversity.

We recognise that we have a responsibility to our local communities and are committed to having a positive impact on everyone around us.

We aim to work with integrity and responsibility in everything we do. When you join us, we'll tell you more about how you can get involved with charitable and community based activities; you can donate your time, your skills or fund-raise for your charity.

**“We aim to work with integrity and responsibility in everything we do.”**



# How to apply

## 1 Explore:

Visit our website to find out more about us and what we do.

## 2 Apply online:

Be sure to have all the information you need to hand (exam results, details of your achievements and work experience etc.)

Send a full CV and covering letter to [trainee@ifac.ie](mailto:trainee@ifac.ie) and if your application is successful you will be invited to complete an interview.

## 3 Interview:

During the interview, we want to find out more about you and your interests. We will be happy to answer any questions you may have for us.

## 4 Feedback:

We will contact you as soon as possible to let you know if you have been successful.



## OUR BRANCHES



### Leinster

- Carlow, Co. Carlow
- Bluebell, Dublin 12
- Drogheda, Co. Louth (sub-office)
- Dublin 2 (sub-office)
- Enniscorthy, Co. Wexford
- Kilkenny, Co. Kilkenny
- Kilkenny SME, Co. Kilkenny
- Lucan, Co. Dublin
- Mullingar, Co. Westmeath (sub-office)
- Portlaoise, Co. Laois
- Trim, Co. Meath
- Tullamore, Co. Offaly
- Wicklow, Co. Wicklow

### Ulster

- Cavan, Co. Cavan
- Monaghan, Co. Monaghan
- Raphoe, Co. Donegal

### Munster

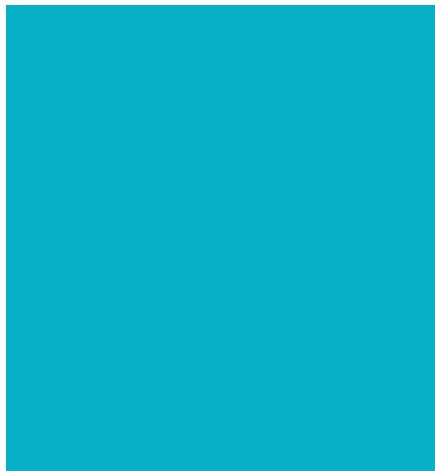
- Bandon, Co. Cork
- Blarney, Co. Cork
- Cahir, Co. Tipperary
- Dungarvan, Co. Waterford
- Ennis, Co. Clare (sub-office)
- Limerick City
- Mallow, Co. Cork
- Mogeely, Co. Cork (sub-office)
- Nenagh, Co. Tipperary
- Templemore, Co. Tipperary
- Tralee, Co. Kerry

### Connaught

- Athenry, Co. Galway
- Balla, Co. Mayo
- Collooney, Co. Sligo
- Roscommon, Co. Roscommon



Our people, our culture and our structure make us unique. We think differently. We perform differently. Always striving to be at the forefront of technology and being a truly trusted partner in business.



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