



# Graduate Opportunities



Audit / Tax / Advisory

Smart decisions. Lasting value.



“One of the main advantages of a medium-sized firm is that, throughout the period of your training contract, there is an opportunity to work across multiple sectors and be an integral part of the team.”

**Shauna Walker**  
3<sup>rd</sup> year trainee  
BA Accounting and Finance  
TU Dublin



## Our partners are your partners

**You are about to embark on what will hopefully be a long and fruitful career. That's why it is so important to start on the right foot by selecting the best firm for you, your skills and your ambition.**

The key to Crowe's success is, and always has been, the strength of our people. Since our foundation in 1941 we have sought, nurtured and promoted the most talented people who, in turn, have helped make us the leading practice we are today.

It is an exciting time to join Crowe. Our ambition and ongoing growth mean there are always great opportunities for likeminded people ready to develop their careers.

Over the years, trainees have consistently told us they were attracted to Crowe because we offer the opportunities and responsibilities of a medium-sized firm combined with the resources and prestige of a leading global network.

Our graduate programme is designed to let graduates work directly with partners across a range of client projects. We believe this unique combination of direct experience and personal mentoring provides an experience unlike any other graduate programme available.

At Crowe we continue to adhere to the same core values established over 80 years ago. We build fruitful, lasting relationships by supporting each other and our clients. We work in an open office environment with a culture that celebrates innovation and creative solutions. We welcome people who bring energy and passion to their role and provide the support and development they need to become world-class business advisors.

I wish you the best of luck, and hope to welcome you to Crowe in the near future.



**Naoise Cosgrove**  
**Managing Partner**

# Who we are

Crowe is a leading medium-sized accountancy and business advisory firm in Ireland. Throughout our 80-year history, we have developed an unrivalled understanding of the Irish business environment and built a national reputation in auditing, tax and business consultancy.

Today we work with a wide variety of clients, including owner-managed firms, multinational organisations and some of Ireland's leading national companies.

Our services include Audit & Assurance, Tax, Corporate Insolvency & Recovery, Corporate Finance, Consultancy and Outsourcing. Our work for these clients covers the full spectrum of industry sectors.

But we have acquired a particular expertise in Hotels, Tourism & Leisure, Property & Construction, Film, Media & Entertainment, Not-for-Profit, Healthcare, and the Public Sector.

## Global reach

We are independent members of Crowe Global, one of the top ten global accountancy and advisory networks.



**\$4.6B**  
global revenues

Over  
**140**  
countries

Over  
**830**  
offices

**Top 10**  
global accountancy  
firm

Over  
**40,000**  
people



"From day one I was given the opportunity to meet directly with clients whilst being encouraged to share my thoughts and ideas. With the encouragement of my manager, I have the confidence to interact with clients on a daily basis and this hands-on experience has proven invaluable to me."

**Caoimhe Banahan**  
Graduate Consultant  
BA (Hons) Business and Management  
Dublin Business School



“What attracted me to Crowe was the working environment. Everyone in the team is always happy to help, and there is great interaction between trainees and senior members of the firm. I also find working with Crowe’s wide variety of clients gives me a great chance to further my professional development.”

**Bonjan Suarez**

1<sup>st</sup> year trainee

MSc International Accounting and Business  
Dublin City University

# What we do



## Audit, Assurance and Accounting

We provide a range of audit and assurance services to owner-managed and family-owned businesses, as well as to many national and international firms and not-for-profit organisations. Our audit teams develop valuable insights by reviewing client operations and controls, helping to identify weaknesses and recommending remedies for any issues found.



## Taxation

We help our corporate and personal clients to manage their tax affairs effectively, ensuring they remain compliant. Our suite of tax services is designed to meet the needs of every client at every stage of their development, from start-up to expansion through to mature businesses and disposal – when owners may be looking to realise value.



## Corporate Finance

Our corporate finance team covers a broad range of sectors, both domestically and internationally. We help clients achieve their goals, whether they want to grow, buy or sell their businesses. We provide assistance in raising finance, valuations, mergers and acquisitions and business sales. Working primarily with Irish SMEs we have developed a national reputation for guiding owner-managed businesses successfully through the various stages of their business cycle.



## Corporate Recovery

Our corporate recovery and insolvency team provides advisory services to lenders, creditors, companies and individuals in troubled financial situations. Crowe's cross-departmental team of advisory, tax, accounting and company law specialists helps underperforming and financially challenged businesses, as well as acting in a formal capacity as an examiner, receiver and liquidator.



## Consulting

Our consultancy team helps clients uncover and understand the challenges facing their businesses and organisations. The team helps identify, develop and implement lasting strategic change to help clients and their organisations meet their business goals.



# Our graduate training programme

Crowe's reputation for world-class service and expertise is built on the quality of our people. Our exceptional mentoring and training programme, along with our dynamic, partner-led approach, has helped produce some of Ireland's leading audit, tax and advisory experts.

We pride ourselves on offering a well-rounded training programme that builds extraordinary careers. Through our broad client base, we offer hands-on experience across a wide variety of industries.

From the outset, our graduate trainees are valued team members, working alongside partners and senior staff, delivering solutions across a range of client projects.

Our graduate programme ensures graduates receive well-rounded training, building a range of technical, commercial and client-service skills across audit, tax, corporate finance and consultancy.

## We offer:

- Holistic training that builds technical, commercial and client service skills
- An open door policy with direct access to all senior staff and partners
- On-the-job training to help you maximise your potential
- Opportunity to rotate amongst different departments
- Hands-on-experience across a wide variety of industries
- A supportive and collaborative culture with great potential for career development
- All the benefits of a medium-sized firm backed by a top-ten global network
- A highly competitive training package with paid study leave
- Peer-to-peer support through our buddy and mentoring programmes



"Whilst I joined Crowe as a member of the audit team, and have worked predominantly within that department, I have been given the opportunity to work alongside members of our consulting department on a specific project. I enjoy the diversity of working between departments that Crowe offers me."

**Lauryn Ruane O Neill**  
2<sup>nd</sup> year trainee  
BSc Accounting and Finance  
TU Dublin

# Why Crowe

## What you can expect from us

You will be part of an exciting business environment, working with exceptional people in a firm that recognises and rewards hard work and fosters talent.



### Professional development

As a growing medium-sized firm there are many opportunities to progress and build a long-term career.



### Coaching and mentoring

When you arrive we will assign you a 'buddy' who will answer your questions and help you settle in. You'll also have a mentor to help you with technical and career support so that you can maximise your potential.



### Learn and develop

As a graduate you can expect to advance your personal development and professional competence by undertaking challenging work supported by high-quality training.



### Exam support

We understand there is a lot to juggle working in a busy office during the day while attending lectures and studying at night and at the weekends. Our goal is to help you achieve your professional qualification by supporting you at each stage along the way.



### Diversity

You will be working with people from a range of backgrounds and academic disciplines on businesses across different sectors, industries and service offerings.



### Responsibility

You will be given significant responsibility from an early stage as a trainee. You will be an integral part of a collaborative team, working face-to-face with clients and resolving their problems and issues.



### Work-life balance

At Crowe people work hard together to exceed our clients' expectations. However, we also recognise the importance of a good work-life balance and encourage people to get involved in our many social and sporting events.



### Flexible working

At Crowe we recognise that being flexible in where you work leads to a more positive work experience. Through investment in our technology platforms, we ensure employees can experience a working environment that is fully adaptable to their needs.



“There is a real culture of support here, and the partners actively support everyone having a good work-life balance which is brilliant. There is a flexible approach to how we work that builds trust and empowers you to succeed.”

**Chris McCarthy**  
Junior Consultant  
MSc International Management, Trinity  
College Dublin  
BSc Sport and Leisure, TU Dublin



“At Crowe you get a chance to work closely with partners and directors, which gives you the opportunity to learn from people at the top of their profession. The way our office is set up you could be sitting amongst people from all levels of the firm and different departments which is a great way to get to know people.”

**Huzaifa Khan**

1<sup>st</sup> year trainee

BComm Accounting and Finance  
NUI Galway



Roseanna O'Hanlon

Partner, Audit

Joined as a graduate trainee

# A career with Crowe

Crowe's successful growth over the last 80 years is down to its people and the relationships we form – relationships with each other and our clients, relationships that stand the test of time.

With over 140 employees working out of our Dublin office, we combine all the advantages of a medium-sized practice with the opportunities and challenges of a top-ten accounting and advisory firm. Our size enables us to offer graduates a unique opportunity to work directly with our partners across a range of client projects. They are given the support and guidance they need to build expertise and experience – quickly and thoroughly.

Crowe's Career Framework offers a structured and transparent approach to career progression within the firm, with clearly defined goals and milestones for progression. Many of our current partners built their careers during their time with the firm.



# Our culture, values and service approach

## Our culture

At Crowe our culture is one of our most valuable assets – it is part of our DNA. Our culture and values have guided the way we work since 1941. Our culture centres on open collaboration and active engagement. A lot is expected from our employees and we provide the support to help them achieve their goals and reach their potential.



## Our service attributes

Our service attributes outline the day-to-day approach to client engagement for our people. We are empathetic, adaptive, engaged and practical – it is what our clients have come to expect from us when working on a project.



## Our values

Our values are clarity, agility, curiosity and affinity. They have helped create a dynamic firm culture, built on lasting, fruitful relationships – within the firm and with our clients – resulting in great, impactful work.



# Benefits



## 22 days' annual leave

Increasing with service and promotion.



## Client referral scheme

We offer incentives to employees who are instrumental in bringing in new clients.



## Employee wellbeing programme

Crowe offers all employees and their immediate family a dedicated employee assistance programme with Laya Healthcare.



## Death in service benefit

Crowe provides all employees with a death in service benefit. This is equal to four times an employee's salary at time of death.



## Cycle to Work scheme

Crowe is part of the cycle to work scheme, which offers you a tax-efficient opportunity to purchase bicycles for cycling to work.



## Healthy eating at work

Crowe arranges weekly deliveries of fresh seasonal fruit for all employees to enjoy free of charge.



## TaxSaver commuter ticket scheme

Crowe is part of the TaxSaver commuter ticket scheme, where you can buy commuter tickets and save against your tax payments.



## Enhanced family leave policies

Crowe's family-friendly culture aims to support and meet our employees' personal needs and life demands with a range of additional paid leave options.



## Pension plan

All employees are eligible to join the Zurich PRSA pension plan.



## Dress for your diary

If employees are in the office and aren't meeting with clients, they can dress casual.



## Summer working hours

Finish early on Fridays during the summer and at 2.30pm on two bank holiday Fridays each year.



## Employee referral scheme

Crowe operates an employee referral programme, where you can get rewarded for recommending qualified friends or relatives that lead to a hiring.



## VDU eye testing

When working with Crowe, you will be eligible for a free eye test once every two years.



## Permanent health insurance

As an employee, you will have access to Crowe's salary protection scheme which protects your income in the case of long-term illness.



## Health insurance group schemes

All employees are eligible to join the firm's LAYA and VHI group health insurance schemes.



## Corporate discount scheme

You will have free membership to our employee discount scheme, which includes exclusive offers on products and services across retail, travel, health, computers & electronics and food & wine.



“I felt very welcomed when I started, which made me very confident to ask questions, enabling me to learn and develop quickly. I am really happy with my training journey and the different tasks that I am being exposed to in Crowe. I feel I have learnt a lot in the past two years.”

**Fabiane de Oliveira**  
2<sup>nd</sup> year trainee  
Postgraduate Diploma in Accounting  
TU Dublin

# Sports & CSR

## Sports and social events

Crowe supports a calendar of sports and social activity. Our social committee is made up of employees from all departments, so you will be encouraged to join in and help organise events throughout the year. These include firm-wide BBQs, quiz nights and the Christmas party, as well as departmental outings at various times. Your first social event, held during your induction week, is to welcome all new trainees to the firm. It is a great chance for you to meet your new colleagues and get to know the faces of the people you will be working with.

There is also a strong sporting culture at Crowe, with lots of opportunities to get involved in a range of events planned throughout the year.

## Corporate Social Responsibility (CSR)

At Crowe we have a strong sense of responsibility. We want to give something back to society, and in particular our local community. We have a dedicated, staff-run Community Impact Committee (CIC) which organises a range of events and initiatives during the year. You will be encouraged to become involved and to help build on the positive impact our people have had within our local community.



# Joining Crowe

## What to expect

For your first two weeks in Crowe you will be on an induction programme, where you will meet your 'buddy', learn about the firm, meet all the partners and be introduced to our culture, values and business approach. You will also receive a brief overview of the different service departments and benefit from some skills-based training.

There will be a special social evening which is a great way to meet your colleagues in a relaxed, fun environment.

On completion of the induction period, you will be assigned a mentor and begin working with a team in one of our departments, where you will be given responsibility from an early stage in client projects.

You will work closely with senior managers and partners, who will provide ongoing support and mentoring throughout your training contract to ensure you are maximising your potential at every stage.



# Your application

## Who can apply

We are looking for enthusiastic and personable graduates who are willing to learn and work hard and are driven to progress their career. We recruit graduates from a range of backgrounds and academic disciplines – individuals who are dedicated, work well under pressure, and can rise to a challenge.

We work with a diverse range of clients across multiple sectors and territories, so we always look to recruit graduates with varied strengths and experiences. Our teams are diverse and multitalented so if you are a bright, ambitious person and a good team player, but also able to work well on your own initiative, then Crowe is a great fit for you.

## How to apply

Our application process is easy. Simply download our application form from the careers section of our website and send your completed form to [careers@crowe.ie](mailto:careers@crowe.ie).

## Tips on submitting your application

- Always read over your application for any spelling mistakes or grammatical errors
- Be true to yourself and use your own words – your application should be a reflection of you, so avoid using other people's words
- Check that the dates and details you have provided are correct and avoid any inconsistencies in your application
- Include detail on your results and the subjects within each year
- Always give specific examples of any skills or achievements – we will be looking for you to demonstrate your strengths through practical examples
- Double-check everything before submitting!

## Application process



### Application

Keep an eye on our website for closing dates. Once the closing dates have passed, we will review all applications.

### Interviews

We will contact potential candidates to interview with our HR team.

### Offer

We will endeavour to get back with a decision as quickly as possible after your interview.

### Acceptance

You will be asked to confirm acceptance of your offer in writing.



Crowe  
40 Mespil Road  
Dublin 4  
D04 C2N4

Tel +353 1 448 2200  
[www.crowe.ie](http://www.crowe.ie)

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