

Crowe Horwath



Working life

NAME Yong Ting Way, 29

JOB Assistant Manager, Audit and Assurance

QUALIFICATIONS Bachelor of Business (Accounting and Finance), HELP University, Twinning Programme with Charles Stuart University, 2008; CPA, 2012; MIA, 2013

HAS BEEN WITH THIS COMPANY FOR 3 years and 10 months

My first year

My first year with Crowe Horwath was the most memorable one in my audit career. I was assigned to several outstation jobs for almost six months and had the opportunity to audit a large group of companies specialising in oil and gas, engineering, construction, and commissioning and maintenance services. It was not an easy task! However, I really enjoyed it because I had a great leader and a good team to work with. The experience and exposure of that challenging assignment really taught me about teamwork, leadership and work-life balance.

On the job

I lead a team of auditors in managing a portfolio of audit and non-audit engagements which include public-listed, multi-national, as well as small to medium private companies. As a sub-audit group leader, I guide and monitor my team to ensure that we deliver quality work to clients within tight deadlines. This gives me the opportunity to not only to broaden my audit and accounting skills, but also my people, time and portfolio management skills.

Our work culture

Crowe Horwath encourages a very open environment where everyone is welcome to ask questions, speak out and share their thoughts. The people here are very friendly and we genuinely care for each other. The working culture is fun and I have made many good friends here!

Best part of my job

The amazing team of people I work with and the challenge of each assignment keeps me motivated every day.

Three things to watch out for!

Learning attitude: Stay open-minded and have the humility to keep learning constantly, from both the small and big tasks given.

Work-life balance: Balancing between your health, family, spouse and work is important for you to grow and develop further.

Positive personality skill: Having a positive and optimistic disposition towards your work and colleagues can improve your productivity and create good motivation.

Advice to my younger self

Do not be picky. Be prepared to learn everything while you still have your youth! 📖

Attractive job tasks	★ ★ ★ ★
Being appreciated at work	★ ★ ★ ★
Friendly + good colleagues	★ ★ ★ ★
Good leadership style	★ ★ ★ ★
Good work-life balance	★ ★ ★ ★
Travel opportunities	★ ★ ★
Positive personal development	★ ★ ★ ★

“ **BE PREPARED TO LEARN EVERYTHING**

WHILE YOU STILL HAVE YOUR YOUTH. ”

Crowe Horwath



Crowe Horwath™



Working life

NAME Wan Nurul Yuhannis Binti Wan M Razali, 30

JOB Manager, Audit and Assurance

QUALIFICATIONS Bachelor of Accounting, Universiti Utara Malaysia (UUM), 2009;
Member of Malaysian Institute of Accountants (MIA)

HAS BEEN WITH THIS COMPANY FOR 7 years and 10 months

My first year

I first joined the firm back in December 2009 as an audit trainee. The six months I spent doing my internship at Crowe Horwath was indeed a good platform for me to put my accounting and auditing foundation into practice. It also became an essential step in my career transition as I was accepted as a junior audit associate in the firm soon after my internship ended.

On the job

As an audit manager, my responsibilities include managing a varied and diverse portfolio of clients, ranging from SMEs to public listed companies. My day-to-day roles involve being a liaison for the firm to the clients in planning and performing the audit, while leading and guiding my audit team members in carrying out the fieldwork and ensuring the audit objectives are met.

My recent assignment involved being part of a financial due diligence working group, where Crowe Horwath was appointed to act as the reporting accountant for a proposed initial public offering exercise for a main market listing on Bursa Malaysia.

Our work culture

Crowe Horwath has a family-like work environment which is a bonus when you are working in a highly regulated industry which involves long hours during peak periods! Ultimately, I believe that such atmosphere is important, as auditors need to work as a team and this helps to establish effective communication among team members. It also creates a strong learning culture within the firm which motivates us to improve our technical knowledge and competencies.

Best part of my job

The friendly working culture in Crowe Horwath and the continuous opportunities to learn about clients' businesses in diversified industries and business settings. Once in a while, you may also get to 'experience' being on the operations side of the business, such as when you go for physical assets or projects sightings, inventory counts and perform operational cycle walkthroughs, to name a few.

Three things to watch out for!

Other than having **technical and analytical skills** which are essential as an auditor, these two things are important too:

Positive work attitude: Having a positive attitude at work helps to instil motivation in the people working around you. This will do wonders in reducing the work stress and enable all team members to be more productive.

Good communication skills: Good communication skills are vital in getting your message across in clear and specific manner. Do not be overwhelmed by this as having great communication skills is a process and cannot be accomplished overnight. Make use of every opportunity to practise and polish your communication skills.

Advice to my younger self

Achieving good grades during your studies is a great stepping stone in getting you a job with a reputable employer, but having a successful career path requires great determination in continuously improving oneself, be it professionally or personally. 📈

📈 **HAVING A SUCCESSFUL CAREER PATH REQUIRES GREAT DETERMINATION**

IN CONTINUOUSLY IMPROVING ONESELF, BE IT

PROFESSIONALLY OR PERSONALLY. 📈