



# Ready for your career to take-off?

Join us for an opportunity to learn with our international leaders.

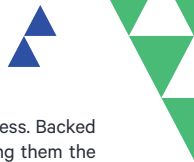


Ireland

United Kingdom

Norway

## About our Associate programme



Incoming graduates in Azets Ireland work collaboratively in a **three and half year programme** in our business. Backed by supportive and experienced colleagues, graduates work with our clients from the very beginning, giving them the opportunity to build strong relationships.

For the new graduate, our culture and values permeate through everything we do, ensuring a supportive learning environment as you progress. Our people are key to the firm's success. We put people first, resulting in a workforce that prides itself on going the extra mile for our clients.

## Benefits for you

### International travel

Working as a Graduate Associate with Azets Ireland will give you the opportunity to **travel and collaborate with international colleagues**, particularly in your first year with the company. Azets are based in Ireland, the UK and the Nordics – and our aim is to expand even further!

### Work-life balance

We value a work-life balance for our employees and believe it is at the core of creating a positive working environment. Azets Ireland offers our graduates a flexible approach, your **Birthday off**, as well as an outstanding **Sports, Social and Wellness programme**.

### Paid Support

While you study for your professional exams, we will offer you paid support as well as additional learning support via our various internal channels. **Paid study leave** is given also, with no need to build up overtime. Our graduates enjoy a strong success pass rate as a result.

## Additional benefits

- Career Progression with a clear path to success
- Working directly with Partners and C-Suite from day one
- Exam Bonus Scheme
- Sports, Social and Wellness initiatives
- Ongoing Continuous Professional Development (CPD)
- Tax saver commuter ticket
- Bike to work scheme
- Employee Referral Scheme
- Employee Assistance Programme (EAP)
- State of the art office space

## What our team members say

### On working at Azets

*"I enjoy working in the Audit department as I am constantly learning through collaboration with team members at all different levels. With a wide variety of clients in many different industries, there is always room to expand your knowledge."*

*"We often have the opportunity to visit clients on site allowing us to experience their business first hand and build a relationship with them directly."*

### On the Academy

*"The Oxford trip for graduates was amazing! We had the unique opportunity to engage with global senior leaders, including the CEO, and gained invaluable insights. Beyond that, the experience brought us together, transforming colleagues into friends. It was both a fantastic professional development experience and a lot of fun. Now, I'm eagerly looking forward to our next experience over in Oslo!"*



**Laura Forde**  
Audit



**Max Colgan**  
Trainee

# What your first year will look like

Your first year at Azets will help you to kick start your professional career, encompassing three essential training weeks and providing you with the opportunity to travel internationally. As a multinational organisation, we encourage learning from our global leaders. Between these training weeks and in your day-to-day work, you will collaborate directly with partners and the senior management group, gaining exposure to top-notch mentoring and career development opportunities.

## Your focus during your time at Azets centres on three core areas of your development:

- Fundamentals of accounting
- Technical excellence within the role, and
- Completing your Professional qualification.



Oxford, UK



Oslo, Norway



Dublin, Ireland



### Oxford, England

At the start of your journey with us at Azets Ireland, you will have the unique opportunity to fly to Oxford University to receive first class training. Here, you will learn from top professors and internal experts about the future of our profession, Artificial Intelligence and Data Analytics - exploring the profound impact they have on the landscape of business and finance. This experience aims to reshape your mindset and encourage an approach of working smarter.



### Oslo, Norway

You will then travel to Oslo, focusing on developing a client-centric approach and understanding the importance of business development at Azets. You will learn about the significance of the environment, our social impact and good governance. You will engage in discussions about the importance of communication and collaboration across international business. Moreover, we'll explore how Diversity, Equity, and Inclusion (DEI) are core principles of Azets, influencing the way we interact with our clients.



### Dublin, Ireland

During a training week in Dublin, the focus will be on understanding the critical role of family business in the Irish economy. We will explore the critical emotional issues that drive decision making in family business that are often of equal or greater importance than the commercial issues. You will delve into the unique challenges associated with managing family businesses in the mid-market.



*“At Azets, we prioritise your development, providing a dynamic platform for learning and growth. Throughout this program, you'll encounter challenges that spark creativity and opportunities that fuel your professional journey. Your role is pivotal. Your fresh perspectives, dedication, and drive contribute to Azets. As you navigate this experience, seize every chance to learn, connect, and contribute.”*

**Neil Hughes, CEO**



# Accelerate your potential

Contact us

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