



**Grant Thornton**

An instinct for growth™

# A career without limits

Grow with Grant Thornton



3614GT-0418



[grantthorntonci.com](http://grantthorntonci.com)

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# About Grant Thornton

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## About Grant Thornton International

Grant Thornton is one of the world's leading organisations of independent assurance, tax and advisory firms. For more than 100 years Grant Thornton has provided valued service to organisations with the potential to grow, to operate internationally, that need to adapt to market conditions and deal with complex events or transactions.

We are a leading business adviser helping dynamic organisations around the world unlock their potential for growth by delivering meaningful and forward looking advice. We do that by delivering real insight through a combination of technical rigour, commercial experience and intuitive judgement.

We have more than 49,000 Grant Thornton people in 130 countries, working with privately owned, publicly listed and public sector clients each day. Our strong global organisation, combined with our understanding of both the local market and

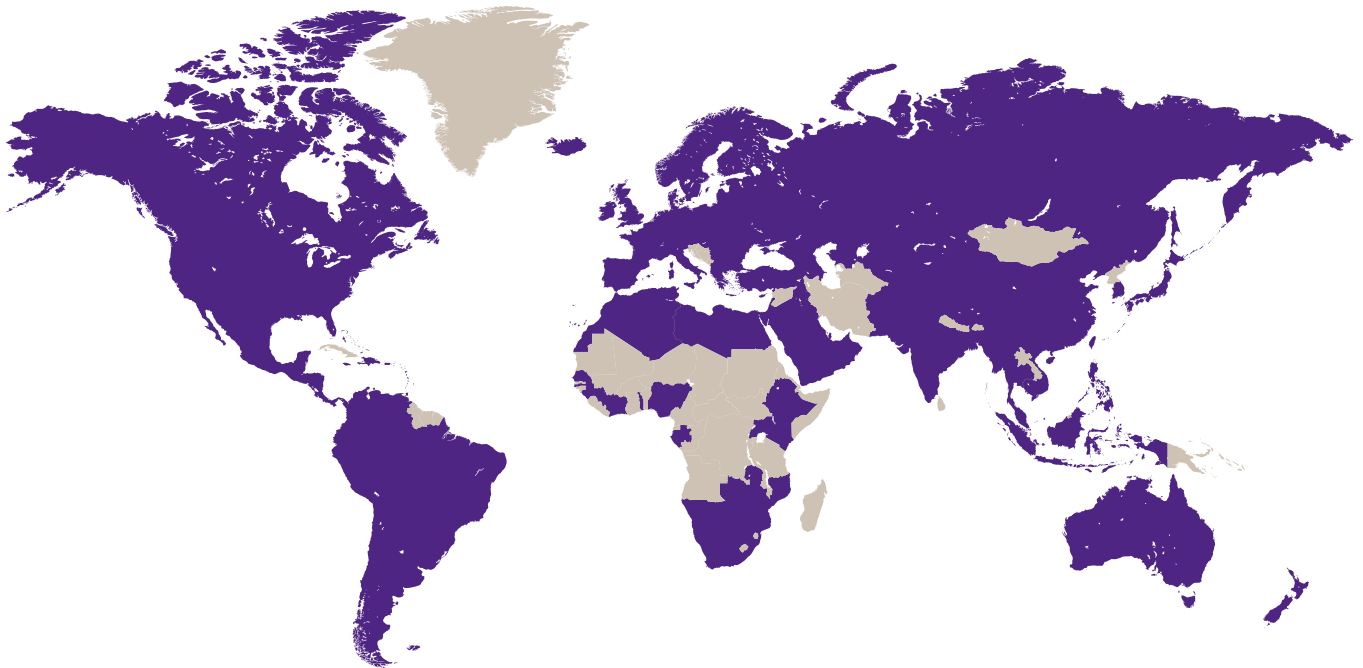
dynamic economies across the world, means Grant Thornton can support our clients no matter where they choose to do business.

## About Grant Thornton Limited - Channel Islands

As an owner managed business with offices in Jersey and Guernsey, Grant Thornton Limited is one of the Channel Islands' leading accounting, tax and business advisory firms dedicated to serving the needs of privately held businesses, financial services and private clients. We offer a full range of audit, assurance, tax, corporate recovery and advisory services.

As a member firm within Grant Thornton International we have access to member and correspondent firms, offering our clients specialist local knowledge supported by international expertise and methodologies.

## Global coverage



**\$5 billion**

total global revenue in 2017 (USD)

**49,601**

total Grant Thornton people

more than

**130**

countries

# Our history



Grant Thornton in the Channel Islands can trace its roots back nearly 40 years providing accounting and business services to the local communities.

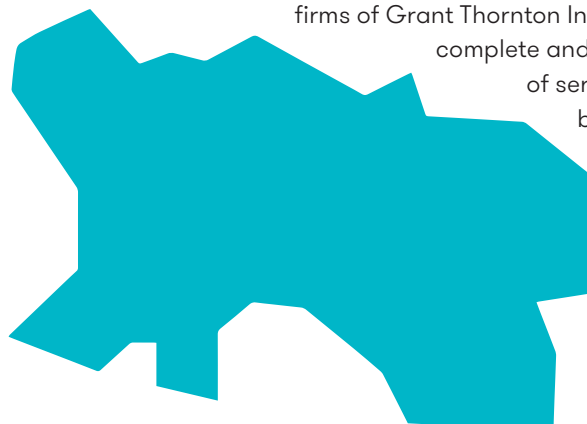
During this time it has seen tremendous change in the way business is conducted both locally and globally. The modern day Grant Thornton, with over 100 staff and offices in both Jersey and Guernsey, comes as a result of a merger between Jersey based Le Sueur Ireson and Guernsey based Chandlers Limited in 2008.

Since then, the firm has continued to grow, and is now one of the largest independent accountancy firms in the Channel Islands. Today the firm provides its services to clients locally and globally and provides a seamless service to companies and organisations that have a presence around the world.



## Size of Organisation

Grant Thornton Limited is a Channel Islands owned and managed firm of 12 Directors and over 100 staff.



Grant Thornton in the Channel Islands, with its access to member firms of Grant Thornton International, can provide a complete and highly effective range of services to the modern day business both at home and abroad.

# Services at-a-glance

Distinctive client service is our cornerstone. It defines how we will help our clients to succeed and lead – today and tomorrow.

Through the firm's comprehensive audit, tax, and advisory services, Grant Thornton provides clients with personalised attention, valuable advice and recommendations, tailored solutions and direct access to technical experts to help clients resolve issues and identify opportunities. As advisors, we believe that the better we understand our client's priority issues, the better we are able to help them achieve their goals.

## Audit

### Financial statement audits

- international companies
- privately held companies
- public companies

### Accounting change implementation

- GAAP and regulatory accounting advice
- new accounting impact assessment
- new accounting implementation assistance
- IFRS implementation

## Tax

### Corporate and international tax advice

- transfer pricing compliance and advice
- remuneration and reward planning
- UK corporate and global tax compliance
- expatriate tax compliance and advice
- reorganisation, reconstruction and transactions tax
- management of tax risk
- indirect tax compliance and advice
- tax planning for entrepreneurs
- corporate

## Personal

- Jersey and Guernsey compliance

## Advisory

### Forensics, investigation and litigation

- expert witness testimony
- forensic accounting, fraud and investigations

### Governance, risk and compliance

- enterprise risk management (ERM)
- fraud assessment and controls
- governance and regulatory compliance
- internal audit
- Sarbanes-Oxley (SOX) consulting
- Information security

### Business management support

- business intelligence and analytics
- business process re-engineering
- change management
- finance function improvement
- revenue enhancement
- working capital management

### Transaction support

- buy- and sell-side operational due diligence
- corporate finance
- debt negotiation
- domestic and cross-border mergers and integration
- merger integration
- purchase-price adjustments, earn-outs and post-closing assistance
- tax consulting and structuring

### Restructuring and turnaround

- assessment of strategic alternatives
- cash management and forecasting
- debt negotiation and refinancing

- distressed mergers and acquisitions
- financial forecast review
- interim and crisis management
- organisational and strategic assessment
- performance improvement

### Business strategy

- budgeting and forecasting
- financial restatement support
- organisational assessment and planning
- project management office
- programme management, remediating and integration
- strategy planning

### Valuation

- estate tax support
- financial reporting
- litigation and dispute resolution
- taxation support
- transaction support

### Business services

- payroll
- business planning

## Day-to-day support

- accounts preparation
- payroll services
- nominal ledger maintenance
- tax compliance
- management accounts preparation
- general financial advice and support

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# Career choices

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## Audit

Our audit process is more than an annual compliance measure. As one of our auditors, you'll inspect our clients' annual accounts and analyse them to ensure they are a true and fair reflection of actual financial positions. At the heart of our approach is the belief that our robust, independent audits deliver actionable insights and add substantial value for our clients. We provide audit and assurance services to a wide range of clients and their financial stakeholders, from fast growing and established businesses to public companies competing in global markets.



## Tax

The work of tax is a combination of compliance and tax advisory work. Our tax specialists are involved in the completing and filing of annual tax returns and the giving of advice on anything from new residents coming to the islands to tax efficient structuring of a business disposal.



## Recovery & Reorganisation

Regarded by many as the "go to" firm for insolvency in the Channel Islands. Join this team and you'll be working with firms in financial trouble (all kinds of businesses including those operating in the financial sector) by providing insolvency, liquidation, recovery and reorganisation services.



## Business Advisory

Our Business Advisory team are passionate about helping our clients manage the challenges of the business cycle by implementing innovative accounting and business solutions to help our clients grow. We develop close, long-term relationships with our clients and work to understand their personal and business needs and aspirations, and tailor our services to suit their requirements.

As a member of the Business Advisory team, you will assist with providing accounting, nominal ledger maintenance, payroll, bookkeeping and accounts preparation services to owner managed businesses and other local organisations.



# Life at Grant Thornton

## Growing together with our people

We are committed to unlocking the potential for growth in our people, our clients, our markets and our communities. We care about the work we do for our clients, the impact we have in society and the way we treat people. We are also committed to shaping a vibrant economy.

Our culture is underpinned by a commitment to our people and our clients. We take a holistic approach, working to understand our clients and our people so we can contribute to their growth – now and into the future.

### What's it like to work at the firm that empowers you to make a real difference?

At our firm, we don't want you to separate your 'work' self from your 'personal' self. For one, we don't think it's possible. Rather, we value the diversity and individuality of our people; we value your whole self.

We care deeply about all our people. We know that many of you want to create a better balance in your life. You value your family and you want to be authentic to who you are. We're creating an environment where our people are supported to fully embrace and achieve the things that are important to them, both professionally and personally.

We encourage our people to be authentic and we accept that everyone is unique. We foster a collaborative approach in our work because we believe that we are better together.

We encourage all our people to continually grow and develop, both personally and professionally and we offer our people meaningful and interesting work so that they can feel confident they are contributing to the growth of our clients. Through transformational leadership, we empower our people to make a difference.

## Our people promise why staff choose to work at

Grant Thornton and why they continue to grow and develop their careers with us.



### I am free to be authentic

Our culture enables and encourages each of us to be honest to our personal values and purpose in our work lives. Being recognised and respected for the unique perspective that we each bring.

### I am inspired to make a difference

We know that each of us directly contributes to clients' growth, to the development of our colleagues, and to the communities where we work and live.

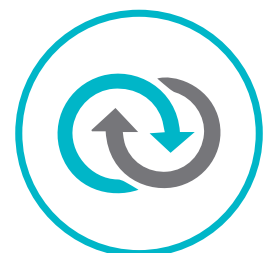


### We are better together

Collaboration with each other, with clients and with other professionals broadens our thinking and improves our approach. We enjoy learning about other people and applying that learning in our work.

### My growth is continuous

Development is achieved through stretch and challenge, offered with support and coaching that enables our people to be better than they believe they can be.



**We are focused on creating a truly exceptional people experience that inspires and motivates our people.**

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# Life at Grant Thornton

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## Growing together with our clients

**We endeavour to deliver an exceptional client experience at every stage of the client journey; we listen to our clients to discover what is important to them and we make that important to us.**

We deliver pragmatic solutions which enable our clients to grow and flourish and we are agile and responsive in the services we deliver, to allow us to act quickly and decisively for our clients. We utilise a collaborative engagement team, bringing together different mindsets to deliver an exceptional level of service.

No matter what level of staff is involved in an engagement, we all make a difference and an impact on our clients and their experience of Grant Thornton.

We will continue to build strong and meaningful relationships based on mutual respect with our clients; we will take the time to really get to know them and how their businesses operate.





# Life at Grant Thornton

## Growing together with our communities

At Grant Thornton an essential part of our strategy is to help our community to grow.

Here in the Channel Islands we are fully committed to that, supporting a chosen charity every year in each location: Guernsey & Jersey.

For 2017 the charities were Jersey MENCAP and the Guernsey Association for Cancer Relief. The efforts of our staff have generated over £15,000 for our charities.

We actively encourage our staff to get involved with the local communities and staff are allowed to take 14 hours paid leave per year to support local causes.



# United through our values

## Putting CLEARR values at the heart of everything we do

- We unite through global **COLLABORATION**.
- We demonstrate **LEADERSHIP** in all we do.
- We promote a consistent culture of **EXCELLENCE**.
- We act with **AGILITY**.
- We ensure deep **RESPECT** for people.
- We take **RESPONSIBILITY** for our actions.

# CLEARR



**Collaboration**



**Leadership**



**Excellence**



**Agility**



**Respect**



**Responsibility**



# What is it like to work at Grant Thornton?



## Pietro Celentano

### Audit

#### What is your background?

I graduated from university with a degree in Business Administration but was uncertain about my future career. When I came across an Audit Associate position advertised at Grant Thornton, even though the world of audit was totally new to me, I decided to apply for it and now I can say that I couldn't have made a better choice.

#### Why did you choose to work for Grant Thornton?

I was fascinated by the idea of becoming part of an international leading organisation.

#### What is your role and what do you like about your position?

As an Audit Associate I am involved in several engagements and this gives me exposure to audit procedures at various stages. In my day-to-day work, I am given the chance to put into practise the theoretical accounting knowledge acquired through my studies.

**“GRANT THORNTON INVESTS IN PEOPLE AND PROVIDES THEM WITH DEVELOPMENT OPPORTUNITIES AND VALUABLE EXPERIENCES.”**

We have a lot of clients coming from very different backgrounds and this provides insight to a variety of industries. It may be challenging sometimes, but I believe this makes the job much more interesting.

#### Why do you like working at Grant Thornton?

Since my first day in the office I have felt at home. Everybody is so welcoming and approachable. Grant Thornton invests in people and provides them with development opportunities and valuable experiences.



## Imogen Bishop-White

### Tax

#### What is your background?

I studied French and Spanish at Southampton University, graduating in 2014. I decided to return to Guernsey and for just over a year I worked in the e-gaming sector before deciding that it wasn't really for me. Instead, I knew I wanted a role that was varied and offered clear job progression and accounting seemed like an obvious choice.

#### Why did you choose to work for Grant Thornton?

I chose Grant Thornton because it offers many of the opportunities of a Big 4 firm but the fact that it is smaller means that I get the chance to work on different areas rather than being pigeonholed into one specific role.

#### What is your role and what do you like about your position?

I work in the tax department, mainly completing Guernsey and UK tax returns for individuals and companies, as well as helping more senior members of the team with preparing advice for clients and any other tasks, as required. I enjoy my role as every day is different and I feel that I am constantly learning new things.

**“I CHOSE GRANT THORNTON BECAUSE IT OFFERS MANY OF THE OPPORTUNITIES OF A BIG 4 FIRM BUT THE FACT THAT IT IS SMALLER MEANS THAT I GET THE CHANCE TO WORK ON DIFFERENT AREAS RATHER THAN BEING PIGEONHOLED INTO ONE SPECIFIC ROLE.”**

#### Why do you like working at Grant Thornton?

I like working at Grant Thornton because there is a friendly atmosphere and the office is small enough for you to get to know everyone. There are also social events throughout the year to get involved in.

# What is it like to work at Grant Thornton?



**Robin Ahier**  
Business Advisory

## What is your background?

I joined the Royal Navy as a school leaver and had a successful maritime

career throughout the world, so had no prior accounting experience when applying for a role at Grant Thornton. Some may regard a career change into accountancy at the age of 45 as highly unusual but I have always enjoyed working with numbers and the idea of working with company accounts appealed to me.

## Why did you choose to work for Grant Thornton?

I wanted to work for Grant Thornton after researching the company and realising it is a highly regarded worldwide organisation with global opportunities. The high standards of professionalism were what I was looking for as an ex-serviceman and along with this, Grant Thornton offer a supported training package from zero accounting knowledge to fully qualified. Study leave is available to attend training courses and exams and annual leave is given for rest and relaxation.

**“THE DIRECTORS AND MANAGEMENT TEAM ARE ALL VERY APPROACHABLE AND THE OFFICE IS SMALL ENOUGH TO FEEL LIKE I PLAY AN IMPORTANT ROLE, YET LARGE ENOUGH TO BE PART OF A WORLD CLASS ORGANISATION.”**

## What is your role and what do you like about your position?

I spent two years in the audit department which gave me exposure to many different companies' accounts. I enjoyed meeting others involved in accounting during the audit engagements

and my seniors guided me throughout the procedures and offered continuous support along the way. I then transferred departments to Business Advisory, where I am now producing financial statements for many local businesses.

## Why do you like working at Grant Thornton?

Grant Thornton has a great team of people to work with and there is always something happening on the sports and social scenes. The Directors and management team are all very approachable and the office is small enough to feel like I play an important role, yet large enough to be part of a world class organisation.



**Lily Douglas**  
Audit

## What is your background?

I studied Ancient History at the University of Manchester and after university I had a short career in law before realising that I wished to pursue a career in accounting.

## Why did you choose to work for Grant Thornton?

I was attracted to Grant Thornton

primarily because of its international affiliations with offices in over 130 countries, however, it was the employee-driven values that cemented my decision to take the role.

**“IT WAS THE EMPLOYEE-DRIVEN VALUES THAT CEMENTED MY DECISION TO TAKE THE ROLE’.”**

## What is your role and what do you like about your position?

I am an Audit Associate. I enjoy the variety of my role and working at Grant Thornton allows me to work with many different types of clients, from charities to trust funds.

## Why do you like working at Grant Thornton?

Grant Thornton is a good place to start your career in accounting as, from my experience, everyone is willing to help with any questions you have. Also, as the teams are small you are exposed to all areas of the audit, creating well-rounded training which allows you to have more responsibility, at a good pace.

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# Why choose Grant Thornton?

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For school leavers and graduates, Grant Thornton is a firm where you can derive meaning, challenge and opportunity from the work you do.

We want you to become the best you can be. You'll be actively encouraged to develop your skills, working with our transformational leaders and engaging in Grant Thornton's learning and development programmes. You will gain exposure to multiple clients, experience fresh approaches and be actively encouraged to progress your career.



## School Leaver & Graduate (Associate) Training Programmes

Training takes between 3 and 5 years – the time you'll typically need to complete the exams and the practical experience required to achieve your professional qualification.

It's certainly a challenging experience but it's also a rewarding one. Once you've completed your exams you'll have a valuable

qualification and you will be ready to take on ever-greater responsibilities within our teams. Choosing between the different qualifications can seem daunting at first, but don't worry too much at this stage, as our People & Culture team will be able to assist you in finding the right route.

No matter which route you follow, you are sure to have the best possible support at Grant Thornton. Not only will everyone in your team be ready to share the benefit of their knowledge and experience, you'll also have best-in-class training resources at your disposal.

We will fully support you during your studies, from paid study leave and examination time to funding all the necessary formal tuition (provided by external specialists) needed to enable you to become qualified in your chosen field of expertise. In addition, we will provide you with both on-the-job and structured learning and development, with experienced team members delivering coaching, mentoring and training.



# The application and selection process



## The Application & Selection Process

When you're looking to start your career, people often love to share their thoughts on what you should do. Employers are quick to offer their thoughts too – usually along the lines of 'choose us'.

At Grant Thornton, we do things differently. We want you to get to know us, understand what we can offer you and listen to what others have to say about our firm. Then you will know if our organisation and our roles fit with what you are looking for. That's our advice to you.

If you do decide to apply – and we'd love you to consider our firm – then here's some information to help make the process as easy as possible.



## Get to know us

This is a vital first step. Do your research on us – explore our website, Facebook and LinkedIn pages. Have a look at what we do and our approach to business. You can also make contact with a member of our People & Culture team ([recruitment@gt-ci.com](mailto:recruitment@gt-ci.com)) and/or speak to one of our representatives at the next Channel Islands careers event. Before you apply, make sure you know which of our service lines interest you.



## Search for your dream role

Next, look at the positions that are currently on offer at our firm by checking out our School Leaver and Graduate vacancy page on our Website. Here you'll find detailed job descriptions along with the necessary entry requirements.



## Apply now

Apply by submitting, via email, your covering letter and CV to our People & Culture team at [recruitment@gt-ci.com](mailto:recruitment@gt-ci.com). When preparing your covering letter, keep in mind that we are keen to know why you think you will be a good fit for Grant Thornton and the role that you are applying for. This will help us determine your suitability. We are looking for people who have passion and are curious to learn new things.



## Assessment process

We know you have put lots of time and effort into the application process, and now we want to give you the opportunity to shine in person.

If you've been successful in moving to the next stage, you'll be sent an email inviting you to take part in the interview assessment process.

Our competency based interviews are designed to get the best from you, not intimidate you. If you are successful in progressing through the whole process, you will meet with both our People & Culture representative and the service line manager(s).

**Before you attend any interview, have a think about these things:**

- what motivates you?
- what attributes do you possess that are relevant to the role that you are applying for?
- what examples can you provide to demonstrate your core competencies?
- what questions do you have about our business: how we work, our clients, our industry, how you might fit into the business, how your career will develop and what you may expect to accomplish in your first 12 months?



## Receive an offer

A member of our People & Culture team will let you know the outcome of the assessment process.

If you've been successful, you'll receive an offer to join Grant Thornton. If you accept, this will mark the start of your career with us!

Take a little time to celebrate your achievement – you have earned it!

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# Starting your career with Grant Thornton

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**From day one**, we'll ensure that you have the tools that empower you to have a successful and meaningful career at Grant Thornton. You'll receive everything you need to become a part of our firm and start your journey in your chosen career.

We'll begin by matching you up with a buddy, to assist you in your orientation into life at Grant Thornton.



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# Supporting your growth

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**It is the people of Grant Thornton who differentiate us in an increasingly competitive global marketplace. Our people strategy, therefore, is integral to the achievement of our ambition.**

We have to attract, retain and inspire the best people the marketplace has to offer - not just in one market, but across all of our markets. People who share our ambitions, have the right skills and competencies and want to make a difference. We offer the opportunity for you to excel without compromise. You'll work to gain a comprehensive understanding of business and develop the skills to really make a difference to our clients. We offer all the challenging work with a wide range of clients in a range of sectors.

Much of the value we offer our clients is created through the specialist skills and deep knowledge of our people. The approach here is all about giving everyone the support and first-class resources they need to drive their own learning. Once we have an understanding of your aspirations, recognise your strengths and identify your development needs, we encourage you to draw up a personal development plan and set your objectives.

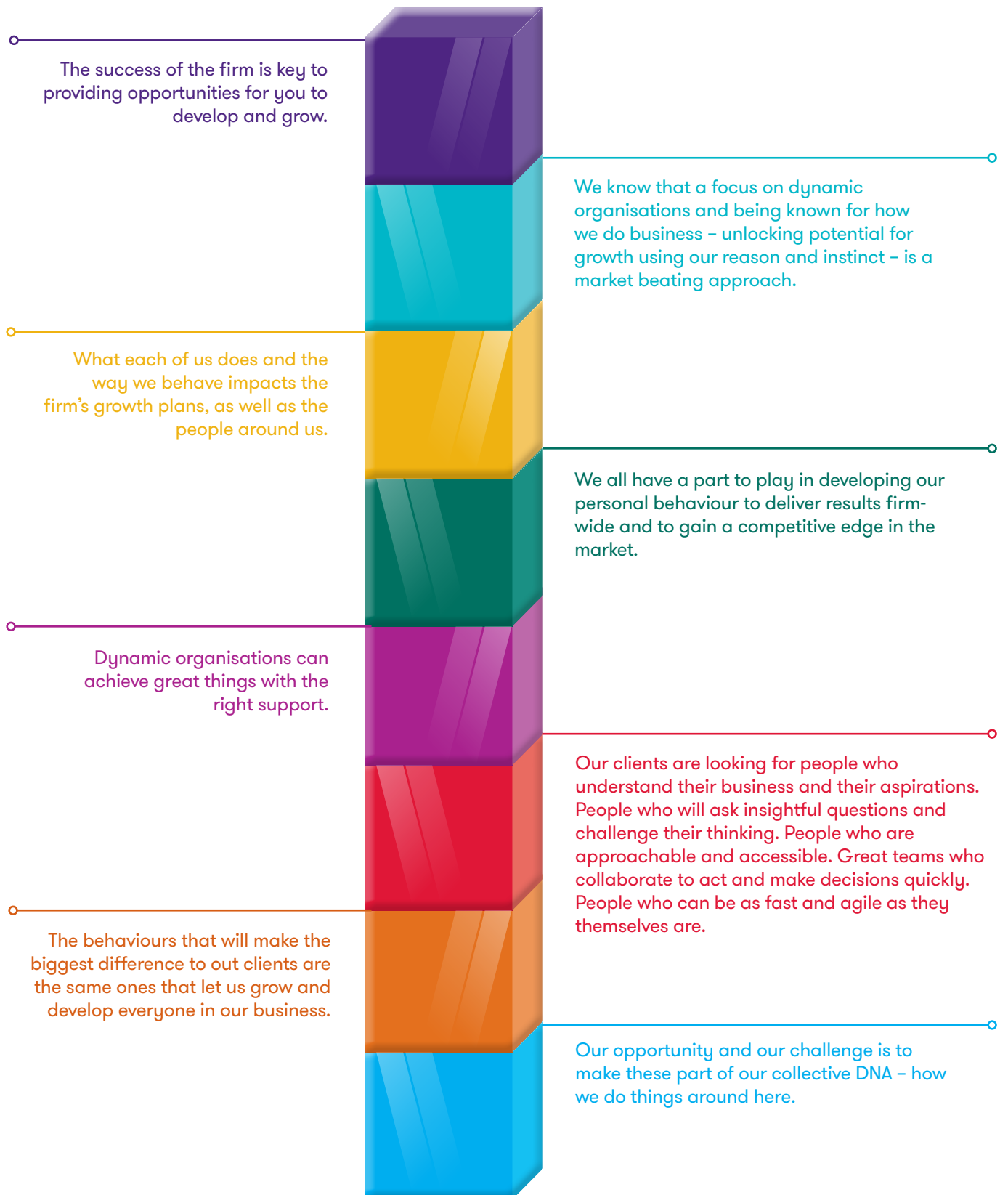
This process is supported by your line manager and tailored to your individual needs.

Our goal is to provide world-class learning that inspires each person in Grant Thornton to achieve their potential. We do this by offering learning on leadership, personal development, business development and technical subjects. The skills developed through these programmes will enable Grant Thornton professionals to work together, using a common language and framework, to seize opportunities in our marketplace. This enables us to provide clients with the highest level of client service in our profession; something greater than any one of us can do alone.

Of course, one of the best ways to grow professionally is by gaining new experiences. The size and shape of Grant Thornton's business means we can offer great career mobility. If you're interested in trying fresh challenges, there's always a new sector to investigate, a new client group to work with, or even a new service area to learn about.



# What does it take to be successful



# Everyday I make a difference



For us to deliver this to our external clients everyone in the firm, whether working directly with external clients or supporting those that do, needs to be able to bring an attitude of mind where they make a difference every day in everything they do.

It's about how we seize opportunities, show a genuine interest in clients, use critical thinking to bring clarity, insight and purpose and know that everything we do matters.

And the behaviours that clients are asking for are also the behaviours seen by teams that consistently outperform the market.

They're underpinned by our CLEARR values – the underlying beliefs of our firm.

# How can you grow with Grant Thornton

Your time with Grant Thornton opens up many opportunities for you to build your skills, capability and experience to prepare you for new roles and challenges in your future career.

You will have different things that are important to you and you can grow your career in many different ways. Only you will know which is right for you, right now.



You can find great opportunities to refresh and renew within your current role, taking on new projects.

Growing  
in place

Looking  
beyond

You can seek to develop your skills outside the firm, for example through secondments to clients or other member firms.

Moving  
across

You can change your role without necessarily taking on a different level of responsibility.

You can seek to take on more complex and challenging roles within the firm.

Moving  
up

Moving  
Down

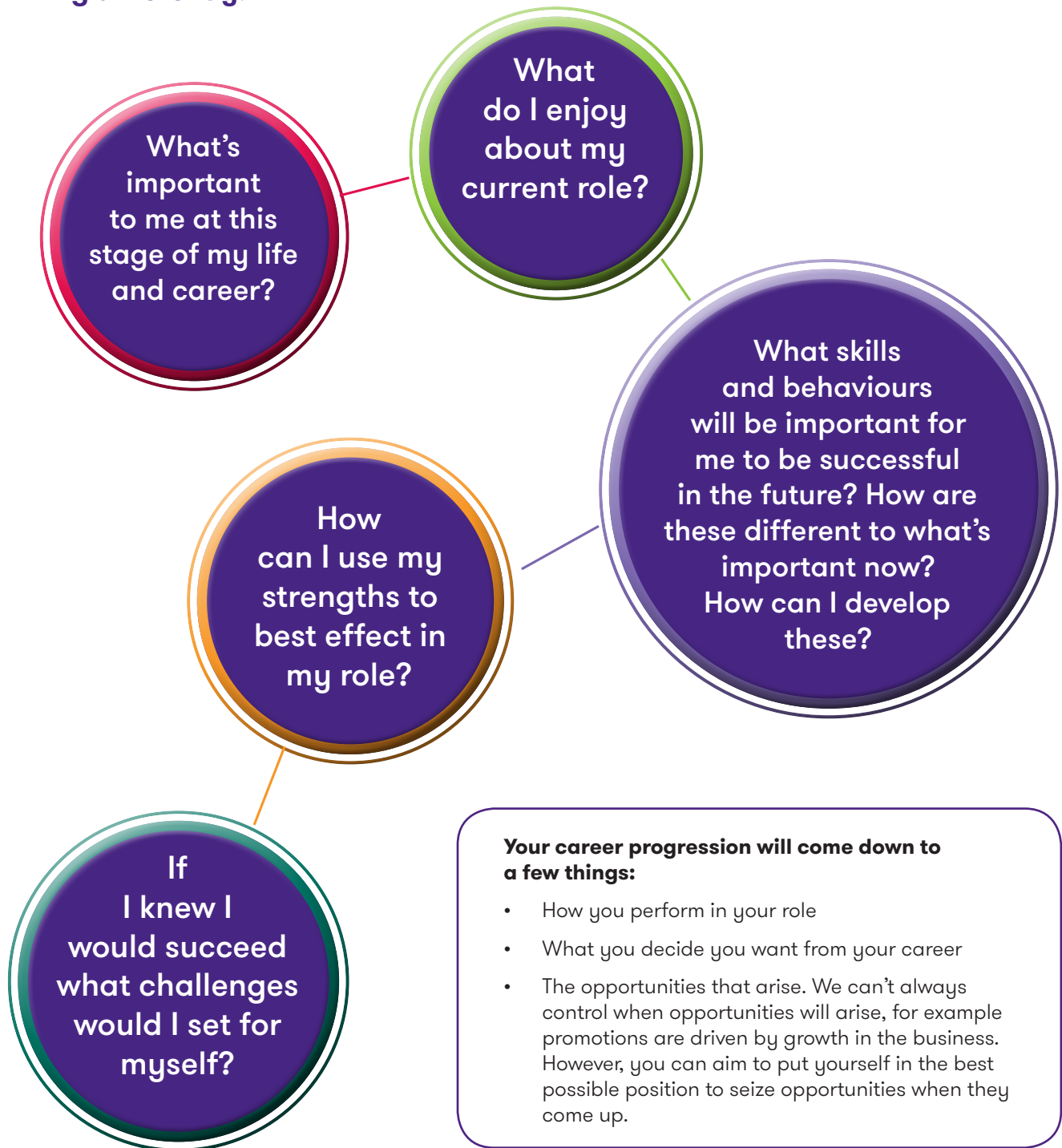
You can choose to take on less responsibility at certain stages in your life to balance demands of work with your other priorities.

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# What is important to you

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## Thinking differently:



# What is expected at each level?

Whatever your service line or technical discipline, fee earning or support, promotion in the firm means you increase the scale and complexity of your responsibilities. To succeed in a role you need to be clear about what is expected, what you can do to deliver that role and stretch to the next level.

The key career stages within the firm are:



Level

1

Your focus is on delivering excellent client service.

Level

2

Your focus is on engagement or project management, supervising others to deliver excellent client service.

Level

3

Your focus is on managing the relationship with clients and teams.

Level

4

Your focus is on leading client relationships and teams, whilst supporting the directors to implement the firm's strategy.

Level

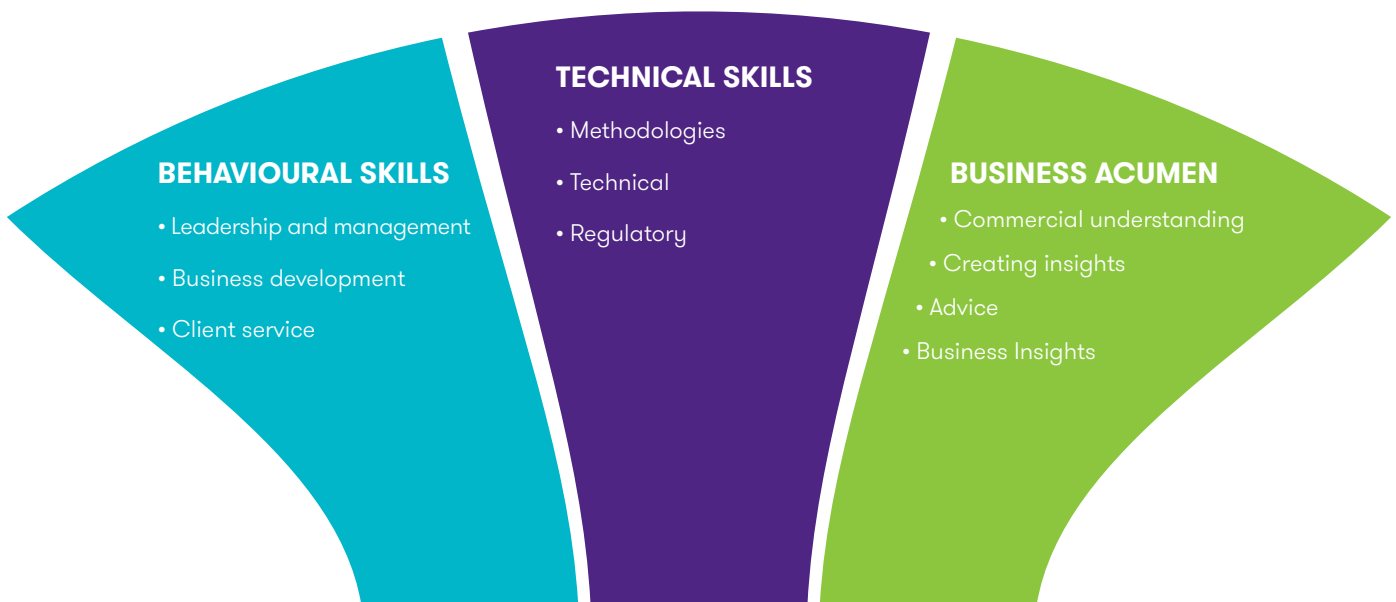
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Your focus is on executing the firm's strategy, driving sustainable profitability and creating a stronger firm for the future.

# Learning paths

Support is available to build skills, knowledge and competency at each of the levels.

The training pillars are:



## Building highly skilled Grant Thornton people at all levels

Level 1	Level 2	Level 3
<ul style="list-style-type: none"> <li>• Professional qualification</li> <li>• On-the-job training Use of systems Policies and procedures</li> <li>• Client relationship skills Building client relationships Meeting client needs</li> </ul>	<ul style="list-style-type: none"> <li>• CPD opportunities</li> <li>• Client relationship skills The art of cross-selling Effective presentation skills</li> <li>• Supervisory skills Coaching and mentoring Effective delegation Effective feedback</li> </ul>	<ul style="list-style-type: none"> <li>• CPD opportunities</li> <li>• Client relationship skills Winning new business Effective presentation skills</li> <li>• Managing and leading teams Appraisal/performance management Management skills Effective recruitment and selection</li> </ul>
Level 4	Level 5	
<ul style="list-style-type: none"> <li>• CPD opportunities</li> <li>• Client relationship skills Winning new business</li> <li>• Advanced manager programme Strategic management and leading</li> </ul>	<ul style="list-style-type: none"> <li>• CPD opportunities</li> <li>• Client relationship skills Winning new business</li> <li>• Inspirational leadership Identifying strengths in you and others Emotional intelligence Inspiring others</li> </ul>	

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# Notes

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**Grant Thornton**

An instinct for growth™

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