

GRADUATE
PROGRAMME

Start your
career with us





INTRODUCTION TO HLB IRELAND

Navigating the transition from student life to the dynamic world of professional employment can be both an exciting and daunting prospect. At HLB Ireland, we recognise the significance of this pivotal juncture and have taken deliberate measures to ensure a seamless journey through our graduate training program.

When you join the team at HLB Ireland, you're not just joining an accountancy and advisory firm – you're becoming part of a dynamic and supportive community dedicated to nurturing your growth and potential. Our commitment to your future is unwavering, and we are excited to invest in your development by providing the guidance, resources, and support you need to thrive.

We believe that a collaborative and innovative environment is key to achieving excellence. Our ethos places a strong emphasis on communication, teamwork, and the exploration of fresh ideas. By being a part of our team, you will experience a culture that encourages you to voice your thoughts, work closely with experienced professionals, and contribute to transformative solutions.

Our Graduate Programme is designed to provide you with a unique vantage point into the world of accountancy and advisory. Working alongside partners, you'll have the opportunity to refine your skillset, expand your network, and gain invaluable experience across a diverse range of services from Audit, Accounting, Taxation, Advisory, Outsourcing, and Compliance. This multifaceted exposure will not only shape your expertise but also equip you with a holistic understanding of the intricacies of the business world.

We eagerly anticipate the prospect of welcoming you to HLB Ireland and nurturing your potential as a future leader in the world of accountancy and advisory.

Best regards,

Mark Butler,
Managing Partner



ABOUT US

Together
we make
it happen!

We are a leading accounting & advisory firm working with ambitious domestic and overseas businesses in Ireland. We combine local expertise and global capabilities to service client needs.

- ✓ Our services and specialist sector focus enable us to help clients improve business performance, minimise taxes, and plan for the future.
- ✓ Based in Dublin, the firm was formed in 1976 and continues to grow its client base, services, and sector specialists.
- ✓ We have a strong client focus working with a broad range of interesting clients.
- ✓ Our firm is growing, making it an attractive opportunity for a graduate who wants to be part of a dynamic and thriving organisation.



WHAT WE DO

Graduates will have exposure to the following sectors

- ✓ Arts & Entertainment
- ✓ Food & Agribusiness
- ✓ Manufacturing
- ✓ Technology
- ✓ Professional Services
- ✓ Healthcare
- ✓ Hospitality
- ✓ Construction



**AUDIT &
ASSURANCE**



ADVISORY



**BUSINESS
INTELLIGENCE**



**PRIVATE
CLIENTS**



TAX



OUTSOURCING



**CORPORATE
COMPLIANCE**



**CYBER
SECURITY**



OUR INTERNATIONAL REACH

Founded in 1969, HLB is a global network of advisory and accounting firms. Our commitment to quality and excellence has been the driving force in helping clients grow across borders, offering audit and assurance, tax and a wide range of advisory services.

Additionally, we provide secondment opportunities that allow our employees to gain valuable international experience and expand their horizons.





Lisa Christin Gläs from HLB Stückmann
one of our International secondments.

OUR VALUES

WHAT WE STAND FOR

- ✔ Integrity
- ✔ Initiative
- ✔ Client Focus
- ✔ Collaboration



WHY JOIN HLB

When you join the team at HLB we invest in your future by giving you all the support and skills you need to be successful.

We offer graduates and students an opportunity to be part of a team that encourages communication, collaboration and innovation.

Our Graduate Programme is a fantastic way to gain industry experience and work alongside our expert team. You can hone your skillset, expand your network and gain invaluable experience in various teams across Audit, Accounting, Taxation, Advisory, Outsourcing, and Compliance.

You will work in a variety of sectors to broaden your exposure and general business experience.

HLB provides
graduates with a
unique opportunity to
be part of a dynamic
and forward-thinking
team

WHAT YOU CAN EXPECT

- ✓ **Gain varied experience** - Training across different disciplines working on interesting international clients to gain broad and varied experience to qualify as a professional accountant and then to have the rounded experience to decide in which area you would like to specialise.
- ✓ **Interesting and challenging work** - Work across various sectors to broaden your exposure and general business experience.
- ✓ **The right support** - You will have access on an ongoing basis to senior managers and partners to help springboard your career.



- ✓ **Regular feedback** - As a trainee, you will receive regular feedback and performance reviews.
- ✓ **Trainee remuneration** - Paid study leave and internal mentors to assist through the exam process, and competitive study package.
- ✓ **International experience** - Potential to work overseas.
- ✓ **Networking** - Opportunity to build your network.
- ✓ **Career advancement** - Possible to continue growing your career with the firm post-qualification.
- ✓ **Social life** - As part of a social and active firm you will be encouraged to participate through group activities and regular social events.
- ✓ **Community involvement** - You will give your time and commitment to a number of charities throughout the year to a number of charity events.
- ✓ **Health & wellbeing support** - Access to a gym memberships, life coach and outdoor activities.

We invest in
your future...



WHAT OUR GRAD'S SAY

Introducing our graduates who contribute to our firm by offering diverse perspectives, questioning the status quo, and bringing their unique viewpoints to the forefront. Hailing from various walks of life and academic disciplines, they enrich our firm's diversity and collective knowledge.

“ Rosie Stefkova

Trainee Accountant

I joined the firm during my third year of college for a 9-month internship and was delighted to return on the graduate programme. From my very first day, I felt welcomed and supported, and I really appreciate how helpful and understanding everyone is. I work in the Tax Department, currently in the Arts & Entertainment sector, which offers great variety and exposure to clients from different backgrounds. One thing that I really like about the firm is the open, collaborative environment—working alongside partners and directors has accelerated my learning and helped me build both skills and confidence early in my career.

“ Ana Vargic

Trainee Accountant

I first joined the firm as an intern, which gave me an invaluable introduction to the culture and the way our teams work together. That early experience inspired me to return a year later as a trainee, ready to build on what I had learned and take on new challenges. Joining the non-audit team has been a great experience. I've had the chance to work on a variety of projects, develop my technical skills, and see firsthand how collaboration across different areas of the firm helps us deliver the best outcomes for clients.

“ Oisín Rooney

Trainee Accountant

Collaborating closely with both partners and managers has significantly contributed to my professional growth. These experiences have sharpened my skills in client communication, problem-solving, and project coordination. I've had the opportunity to work across both audit and advisory services, which has been instrumental in preparing for my professional qualifications. Being part of an audit team led by insightful and dedicated partners has been a truly enriching experience, offering valuable perspectives into clients' business operations and strategies.

YOUR TRAINING PATHWAY

Our graduate programme combines formal training, coaching and, most importantly, practical on-the-job experience. You will learn a wide range of business, personal and technical skills that will help you take your career to the next level.

1

YEAR 1

In your first year, you will quickly make meaningful connections within the firm that will last throughout your career. You'll soon learn your way around our services and, most importantly, get to know us. From day one, you will be encouraged to build client connections on the phone or by shadowing more senior staff.

2

YEAR 2

Ongoing support will be provided through your training, with paid study leave, exam leave and course fees.

3

YEAR 3

We encourage ongoing professional and personal development to bring out the best in you. 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.





REWARDS & BENEFITS

We offer our graduates a unique range of benefits that will help them excel during their time at the firm. In addition to a competitive salary, we offer an extensive range of Lifestyle, Career Development and Health & Wellbeing benefits.



LIFESTYLE BENEFITS

- ✔ Tax saver travel ticket scheme - luas, bus etc
- ✔ Bike to work scheme
- ✔ Graduation day leave
- ✔ Hybrid working
- ✔ Funded life assurance scheme
- ✔ Personal Retirement Savings Account (PRSA) after six months



CAREER DEVELOPMENT BENEFITS

- ✔ Technical training
- ✔ In-house tutorials
- ✔ Exam placement prizes
- ✔ First time pass bonus
- ✔ Educational assistance
- ✔ Two professional subscriptions paid
- ✔ Soft skills training



HEALTH AND WELLBEING BENEFITS

- ✔ Team Social Events
- ✔ Gym Membership
- ✔ Wellness programme
- ✔ Shower facilities, lockers and ample bike spaces
- ✔ Access to a life coach
- ✔ Corporate social responsibility programme
- ✔ Funded sports and social committee



INTERNSHIPS & PLACEMENTS

HLB Ireland is excited to offer students the opportunity to participate in our internship or placement programmes, providing you with a unique and practical perspective on working within a leading Accounting and Advisory Firm.

- ✔ We provide internships and placements covering a wide range of service lines, including audit, tax, business advisory, corporate finance, international tax, and support services.
- ✔ With a strong emphasis on talent development, you will gain invaluable experience by working closely with professionals at every level, from trainees to Partners. This hands-on experience involves collaborating with a diverse clientele, including both domestic and international individuals and businesses.
- ✔ If a placement or internship is an integral component of your degree programme, we are flexible and open to discussing customised dates to accommodate your academic requirements.



WORKING TOGETHER FOR OUR COMMUNITIES

Our team is passionately committed to having a positive impact within our community. Working in innovative ways with non-profit organisations, we are designing and delivering solutions that contribute to a sustainable and prosperous future for all.

"At HLB Ireland we are very aware of our Corporate Social Responsibility. Our staff give their time and commitment to a number of charities throughout the year. We recognise the fundamental importance of good corporate citizenship and awareness of the communities around us and in which we operate."

Mark Butler, Managing Partner | HLB Ireland.

Sponsorship of Paracycling Athlete Richard Timothy.



Annual CSR Day - Raising funds for Brain Tumour Ireland



Annual exhibition by Graphic Studio Dublin members with the Simon Communities of Ireland, supported by HLB.





WHAT WE ARE LOOKING FOR



A real team player who thrives in a collaborative environment.



Enjoys engaging with others – whether this is with your peers or with valued clients.



Professional with a passion for accounting.



Honours Degree/Masters in business or accountancy related discipline.



The ability to work on own initiative.



Strong communication skills.



Possess a natural inclination for curiosity.



Passionate about client engagement.

HOW TO **APPLY**



STEP 1 : Apply

If you are excited by what you have read, then we want to hear from you. As a part of the application process we ask you to send a full CV and cover letter to recruitment@hlb.ie

If you are successful you will be called for Interview.



STEP 2: Interview

During the interview, we want to know more about you and your interests. We will ask you for some good examples of teamwork, collaboration and dedication.

See the firm's website for Interview guides & FAQ's

Tell us what matters to you...



Follow us on social

#togetherwemakeithappen #teamHLB

www.hlb.ie



