

Talent doesn't always live in cities

At *ifac*, we know that talent isn't about location.

We firmly believe that if you have the ambition and ability to achieve big things, you can do it anywhere. You shouldn't have to leave the place you love to leave your mark.



ifac.ie/careers/new-graduates

ACCOUNTANCY | PLANNING | ADVICE



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Graduate
Programme

ifac branches

Leinster

Bluebell, Dublin 12
Carlow, Co. Carlow
Enniscorthy, Co. Wexford
Kilkenny, Co. Kilkenny
Kilkenny SME, Co. Kilkenny
Mullingar, Co. Westmeath
Portlaoise, Co. Laois
Trim, Co. Meath
Tullamore, Co. Offaly
Wicklow, Co. Wicklow

Connaught

Athenry, Co. Galway
Balla, Co. Mayo
Collooney, Co. Sligo
Roscommon,
Co. Roscommon

Munster

Bandon, Co. Cork
Blarney, Co. Cork
Cahir, Co. Tipperary
Dungarvan, Co. Waterford
Ennis, Co. Clare
Limerick City
Mallow, Co. Cork
Nenagh, Co. Tipperary
Skibbereen, Co. Cork
Templemore, Co. Tipperary
Tralee, Co. Kerry

Ulster

Cavan, Co. Cavan
Monaghan, Co. Monaghan
Raphoe, Co. Donegal



Grow your career with us

Congratulations on your graduation! All your hard work has paid off and you've taken the first steps in an important and rewarding journey.

Becoming an accountant isn't easy, but it's an incredibly fulfilling career which is very much worth the effort. Make no mistake, there will be challenges along the way – long hours of study, new and difficult concepts, and clients who need accounts or advice at short notice. But there will also be significant rewards, like knowing that you've made a difference to your clients' lives and are hugely trusted and valued by them.

With training complete and experience banked, you'll become a qualified accountant with an exciting career ahead of you in professional practice. With your clients' best interests at heart, you'll be committed to going the extra mile and delivering excellence in everything you do. If you adopt this ethos wholeheartedly, it will lead you to much success.

As we operate in every town and village in the country, looking after real businesses and their interests, we are truly part of the fabric of Irish life.

Graduates who join us gain an understanding of business, and more importantly, they learn to communicate with business leaders and help them rise to the challenges they face in remaining competitive, profitable, and responsive in an ever-changing economic landscape. Our programme is designed to accelerate your development – we want you to become an accountant who matters, an accountant of value. Join us and you won't just train, you'll soar.



A stylized, handwritten signature in black ink that reads "John Donoghue".

John Donoghue, FCPA MSc
CEO

Life at *ifac*



Ifac is a special place to gain your professional qualification. We offer a broad training program with access to our accounting, tax, audit, advisory, and financial services departments. We'll give you the tools and support you need to take your passion further.

Our belief that talent doesn't only live in cities is at the core of *ifac*. With over 500 people based in over 30 locations nationwide, we see the benefits our teams bring to their local communities every day.



Our values



Energy
See what's possible.



Commitment
Remember the little things.



Collaboration
Work together.



Foresight
Use creativity and flexibility.



Respect
Treat everyone equally.

All of our people are valued, and when you join us we want you to bring your own personality and experience, no filters required. This culture has supported us to work, mature and improve together as one of Ireland's largest accountancy firms. Our values make it a lot easier to bring out your best and keep it real.

Perks of joining *ifac*



Competitive Salary

We value our people and pay a highly competitive salary for the right graduate.



Ongoing Technical Training

Fast track your growth with ongoing technical training courses, certifications and mentoring opportunities.



Paid Study Leave

Study leave is provided to help you excel in gaining your qualification, so you won't be out of pocket!



Client Facing Experience

You'll work on client projects and contribute to creating real business solutions.



Trainee Induction

Be guided by experts and complete a 3-week induction training programme in our Head Office based in Kilkenny.



Find your place

Client-facing experience in all areas, including tax, audit, and advisory services.



Dedicated Mentor

You'll have your own mentor to guide and support you throughout your training.



Subscriptions

Professional subscriptions paid for our team members to help you stay connected.

Your future starts here!

Our program is designed to accelerate your development, we want you to become an accountant who matters, an accountant of value. You will have the opportunity to grow and develop your career in a supportive environment with a collaborative culture and excellent performance standards. Join us and achieve your potential.

Where accountancy can take you

- Management
- Tax Specialist
- Audit and Assurance
- Corporate Finance
- Specialist Advisory
- Commercial Management



An application that will wow!

Your application helps us to find out more about you and allows you to demonstrate your skills. So to stand out here are a few tips.

1. **Tell us about you**
We want to know about you as a person. Tell us about your interests, ambitions, or anything that gives us a sense of who you are.
2. **Keep it concise**
Keep your CV to a maximum two pages.
3. **Cover letter**
It gives you the chance to tell us why you're applying, your current context and your particular personality.
4. **Attention to detail**
Remember to do one final spell check on your cover letter and CV. Getting your friends or family to proof read can help.

Your Graduate Pathway



Year 1

You will start your *ifac* journey with a bang! In your first year, you will quickly make meaningful connections that will last. You'll soon learn your way around our services, accountancy software and key departments. From day one, you will be encouraged to build client connections on the phone or by shadowing.



Year 2

Ongoing support will be provided through your training, with paid study leave, exam leave and course fees. As you develop and grow your portfolio, you will build up to client meeting training in year 2.



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.



What our People say?

Katie McLoughlin

Tullamore Office

Katie first joined the *ifac* team in 2016 as a Summer Intern before completing her final year of studies in Maynooth University. Katie joined the *ifac* Graduate Programme in 2017.

Being part of the *ifac* team

Coming from Edenderry, joining the Tullamore office has been fantastic as it allows me to stay in the mid-lands and work for a top accountancy firm without having to move or commute to Dublin or another city. Having completed an internship in the Tullamore office before graduating, I knew that all the staff were genuinely kind and warm, so I wasn't surprised when I was welcomed by everyone in the office from day one.

The four weeks induction was a great help in transitioning from college to working as a professional accountant. My mentor, Serena, also helped to make this change really easy, its great to have someone to bounce questions off and to provide guidance.

What the work is really like

You get exposed to a variety of industry experts in *ifac* which is an

advantage you wouldn't always get in a large firm. There are so many people around you with a deep understanding of different areas. You get the opportunity to build your own portfolio of clients which is a huge benefit in developing as an accountant.

Advice to students

Try everything, the best way to learn is through the practical experience which *ifac* provides, so don't shy away from something just because you haven't done it before.

Working full time and studying is definitely tough, but the support is there so don't be afraid to ask for help. Meeting the other graduates creates a real sense of community – don't forget to stay in touch when you're in the thick of it as you're all in the same boat and can really help each other.





Seán McGovern
Cavan Office

Seán joined the *ifac* graduate program in the summer of 2017 and completed his accounting qualification in the summer of 2020. Seán worked as senior accountant in Cavan office before becoming partner in September 2022.

What drew you to the *ifac* graduate programme? *Ifac* has been great for my work-life balance. Being close to my community means staying involved in my local football team and local activities. We have a sheep and suckler farm, so being local means I work evenings and weekends on the farm. The fact that I can work for an accounting firm that is so highly regarded and so close to home is fantastic.

Tell us about the mentorship program? The mentorship program is a fantastic part of the *ifac* graduate program. Every graduate gets a mentor who works closely to ensure they progress through the program. Mentors have an open door policy, encourage questions, and promote people to have an open mind about what they're doing.



Community

Success for us at *ifac* is measured in many different ways, including the opportunities we provide for our people to excel, delivering outstanding services to our clients and making a positive contributions to the communities in which we work and live.

Living and working in your own community while being part of a top ten firm is a tremendous advantage. Many of our people remain fully involved in their local sports clubs or other community activities while they pursue their qualification.

Your application

We know how daunting the process can be when you're not in the loop. We've all been there! Here's a snapshot of the application timeline, so you will know what to expect.

Step 1: Apply Online

Be sure to have all the information you need to hand (exam results, details of your achievements and work experience, etc.)

Send a full CV and cover letter to *trainee@ifac.ie* and if your application is successful you will be invited to attend a group interview.

Step 2: Group Interviews

To ensure you feel comfortable we run group assessments. These are very relaxed in nature and give you a chance to learn more about *ifac*.

Step 3: Interview

If you are selected from the group interviews, you'll be invited to do an individual interview. During the interview, we want to find out more about you and your interests. It's recommended you prepare some good examples of working in a team and applying your skills. We will be happy to answer any questions you may have for us.



Get an offer

Congratulations! Once you're signed, sealed and ready to rumble, our HR team will link in with you and let you know where, when and how you'll start your graduate programme with *ifac*.