

LubbockFine
Chartered Accountants

Advice that adds up



 CAREER BUILDER



Build *vb* assemble, construct, develop, form, found, make, put together, raise, set up

Career *n* business, calling, craft, employment, job, livelihood, living, metier, occupation, profession, trade, vocation, work



DEVELOPING YOUR CAREER

From that first moment at interview stage, you'll find we're different.

The foundations

From that first moment at interview stage, you'll find we're different. Many firms may pay lip service to 'different' but we actually mean it.

Lubbock Fine is located in EC4, in the heart of central London, right next to St Paul's Cathedral. All work and no play makes a Jack a dull boy and our brilliant location provides a great backdrop for leisure and recreation.

What we're doing in this brochure is to give you a flavour of our outlook, potential and approach to our work but for more information, please visit www.lubbockfine.co.uk and complete our online application form.

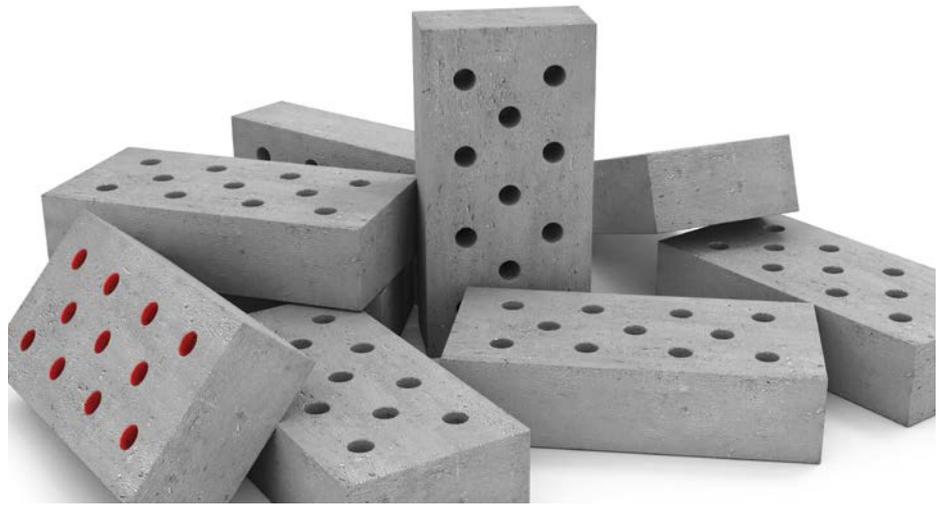
Go on, you know you want to.



“ From day one, Lubbock Fine has given me the sort of valuable hands-on experience that wouldn't necessarily be provided by larger firms. The supportive culture here means that trainees are given every opportunity to learn. All the partners and managers are very friendly, approachable and always on hand to guide us in the right direction. Each of us gets individual mentoring with frequent one-to-one meetings.

Since I started working here in September 2012 I have had numerous opportunities to work on a wide variety of audits, accounts and tax jobs. There is no doubt that this has helped me tremendously in my ACA studies. From my very first day in the office I knew that I had made the right choice to join this firm. ”

Elsa Gurung, Graduate Trainee



“ I joined Lubbock Fine because it’s large enough to offer a wide variety of experience and work whilst still being small enough to be personal. Everybody works together and supports each other meaning that I’ve always felt I’m an integral part of the firm rather than just a small cog in a big machine.

From day one I was given a variety of work and, over time, I have experienced almost every key aspect of audit and accounting. I’ve worked with a range of clients from small property companies to large television production companies and even larger international investment funds.

Lubbock Fine has allowed me to develop and progress whilst always knowing I will have the support and encouragement that’s crucial from the start.

”

Matthew Green, Senior Manager

Building blocks

By the time you apply to us, you’ll already have researched the basics of what being a chartered accountant means. The benefits of building towards a professional qualification will not have escaped you, the prospect of a structured career course will appeal to you and the earning potential will excite you. As a next move, why would you choose to apply to Lubbock Fine?

Nuts and Bolts

Quite simply, we offer a really broad perspective. We take on a carefully selected, small number of trainees each year so it stands to reason that they’re absolutely pivotal to our work and our own business structure.

We push our people to participate in the nuts and bolts of our work so that from a very early stage, you’ll be out there, where it matters, providing a real and useful service and responding to the many challenges we will set you. We need you to make a real contribution right from the start.

But not to worry, all of this comes within a supportive team culture where unstuffy managers and partners will monitor your work and progress. Our open plan offices and carefully structured organisation are designed to ensure approachability and communication across all levels. We aim to promote from within and are proud of our ‘home-grown’ talent.

...designed to give you a thorough understanding of how accountancy works in practice.

Underpinning

- Our selection process means that we identify the best at the outset. We recruit a small number of fantastic trainees each year and we're very choosy. We never employ more people than we actually need with the aim of "weeding out" at the end of year one.
- We offer first class on-the-job training and in-house supplementary courses and workshops. All of that, together with external training over and above the ACA study programme, gives you the best chance to develop a wide range of practical and personal skills.
- Trainees are encouraged to take a positive role in a stimulating and very friendly environment. You will have client facing responsibility from day one within the safe, supportive network of an experienced team.
- Each trainee is assigned a senior level mentor to guide them through all aspects of technical and practical training and familiarisation with working in a commercial environment. A problem shared is a problem halved and your mentor will always be on hand to help with any issues or challenges.
- You will never find yourself lost in a vast conglomerate as part of a team of twenty-five pen pushers. All of our people have a crucial role to play – we can't afford to carry dead wood.
- Partners and managers will monitor your development and be on hand to help with any problems. Formal reviews of progress and salary package are conducted twice a year and promotion is strictly on merit – it's yours once you can demonstrate that you have what it takes to succeed.

All in all, it's a great combination designed to give you a thorough understanding of how accountancy works in practice.



“ During my time at Lubbock Fine, I have worked on a range of jobs which has proved invaluable whilst I study for the ACA exams. I don't believe I would have had this experience in a larger firm.

At the assessment day, I knew that Lubbock Fine was the type of place I wanted to work. Everyone was welcoming and immediately made me feel at ease. The firm revolves around those who work here which is why there's a great emphasis on getting to know you throughout the application process. During the interview I felt comfortable and was able to be myself. They're looking for people who can both do the job and will integrate well into the team. That's how I knew I had made the right choice to join this firm. ”

Rebecca Lindsay, Audit Senior



“ I was attracted by the size of the firm: large enough for a real mixture of jobs, small enough that personal contribution is recognised.

This has proven true. The role is hugely diverse both in terms of industry sectors and in scope. My work ranges from property companies to solicitors' firms, and operating as part of a team to having individual responsibility for jobs.

Reporting directly to friendly and approachable managers and partners, the nature of the firm means that from early on I felt my work counted. With more experience comes increasing responsibility, so it's never dull. ”

Sam Snelson, Manager

So what do you think of it so far?

To complete...

So what do you think of it so far? If you like what you see and believe that you may be made of the stuff that our demanding work and standards call for, why not apply?

As a basic requirement, we ask that you have at least 280 UCAS points and be on course for, or have achieved, a 2:1 in any discipline. But, above all, we value integrity and it is essential that you be guided by this principle.

To take this to completion, please fill in the on-line application form and we will contact you.



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