

The Benefits of Training in a Small to Medium Sized Practice

Training in a small to medium sized accountancy practice offers many benefits over and above much larger organisations. We have summarised a few of them here, but this list is by no means exhaustive.

Depth and variety of assignments

You will have exposure to a wide range of assignments with clients of all sizes in various industry sectors. In addition, you're likely to benefit from experience of working with far more clients, because the time spent at each client tends to be far less than that of a larger firm.

In larger firms, trainees often spend much of their training confined to audit because of the sheer scale of that department. Audit work is just one aspect of an assignment and in a medium-sized firm, you will benefit from having exposure to many different areas of client work.

Direct involvement with Partners

In a small to medium sized practice, rather than being one of hundreds of trainees, you are one of a very select few. This means that you will be working directly with higher level staff and they will take a direct interest in your development; supporting you through your learning. You wouldn't get this kind of exposure to partners and senior staff in a much larger firm.

Career Progression

In a small to medium sized firm, you have the ability to reach Partner level far more quickly than with a large firm. Indeed, many of our graduate trainees have gone onto management and partner roles. This is closely linked to the above two points in that, by being one of only a handful of trainees, you will be well known to your colleagues and have constant opportunities to prove yourself and get noticed. You will also have the broad range of experience that gives you a solid grounding to move forward in your career.

And most importantly... a life outside work!

In a small to medium sized firm you can experience a wide variety of tasks and client work, yet you can still be on your way home at a reasonable time! Along with the benefits working at a small to medium sized firm brings, people also work there for the culture and the ability to have a good work-life balance.

The firms we recruit for also tend to have a varied and active social calendar. They are close knit teams who work hard during working hours, but equally enjoy taking part in charity activities, sporting activities, and just generally spending time with each other outside work too.

I was given responsibility from the moment I joined, being involved in a job out at a client's within the first week of joining. The work I have been performing has varied from week to week, with experience of preparing sets of accounts for a variety of clients, preparing tax computations and at clients assisting in audits.

Andrew – Rayner Essex

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