

TRAINING PROGRAMME

Fiander Tovell

Our Training Programme offers you the opportunity to kickstart your accountancy career in a professional, personal and hands-on environment.



About us

At Fiander Tovell, our people come first. People do business with people and our culture focuses on looking after each other as well as our clients. Our advice and services are designed to bring our clients the maximum benefit, by helping them to run their businesses or financial affairs more efficiently.

Our independent, director-led practice works with business owners and directors at every stage of their business lives; from start-up, through to growth and consolidation and on to succession and exit strategies. We also advise clients on personal financial and tax planning issues to help them achieve security and peace of mind, now and for the future, for themselves and their families.

Since the firm's conception in 1977, there has been an underlying philosophy to bring through young talent and to support them in developing lifelong careers with us here at Fiander Tovell.



Our Training Programme helps develop the FT leaders and managers of the future, whilst offering you invaluable experience in an open, inclusive working environment. Here at FT, we support people at every stage of their careers, to encourage everyone to achieve their full potential.

The firm has grown and changed as client service requirements have altered over time, but the basic objectives and underlying ethos of Fiander Tovell remain the same: once you're a part of the team, you'll discover a friendly, down-to-earth culture, where we emphasise personal service and productive relationships above all else.



Life at Fiander Tovell

Our culture is what makes us different at Fiander Tovell. Our values sit at the heart of our success, influencing the way we work together as a team (and with our clients) on a daily basis. You won't find them on a poster on the wall – instead, you'll experience evidence of them in the way we work together every day.

Our values



Opportunity:

Maximising your potential through development



Fairness:

Ethics, caring, support and equal opportunity for all



Transparency:

Open and clear communication



Personal Responsibility:

Personal accountability and service



Teamwork:

Working together to achieve shared goals

Wellbeing

Wellbeing at Fiander Tovell isn't just about free fruit and a Christmas Party to talk about all year (although we do have those too). It's about making people's lives easier on a day-to-day basis. When you work with Fiander Tovell, you'll benefit from the following measures to help things go more smoothly at home and at work:



Generous annual leave



Regular socials



Opportunity to purchase additional holiday allowance



Employee Assistance Programme



Flexible working hours



Annual eye tests and flu jabs



Annual pensions advice



Dress for your day policy

Socials

We work hard at Fiander Tovell, but we do have plenty of time for fun, too! With regular lunches and evening socials throughout the year, there's an opportunity for everyone to join in.



Your career journey

The FT Training Programme is only the start of your career at Fiander Tovell. We prioritise career progression at every level, ensuring our people are truly put first.

Our team members learn and develop throughout their careers and we support them all the way, ensuring that they maintain their skills and remain fit to deal with developments in the practice environment. We offer development programmes to support our team in achieving their professional goals at every stage of their careers:

The FT Training Programme: The first step in your career. Taking you through from college leaver to experienced and qualified professional, it lays the foundation for your future career with us.

FT Next Steps: A development programme to support newly qualified professionals to work towards a manager role in their chosen specialist area. On the Next Steps programme you will be supported by a mentor who is an experienced manager in your chosen field and a sponsor, a director in your chosen team.

FT Manager Development Programme (MDP): A development programme for experienced managers to broaden their skills and explore different areas of responsibility.

FT Leadership Development Programme (LDP): For senior professionals looking to take on leadership roles within the team.





The practical skills I have learned during my training programme have really helped me progress through the ACCA qualification. Without the excellent ongoing support from Andy and all in the firm, I would not have been able to make the progress I have. The supportive and friendly environment ensured I was able to receive all the assistance I needed. I really look forward to continuing to learn and develop my skills here after I have gained my ACCA qualification."



– Sian, Training Programme

About the Training Programme

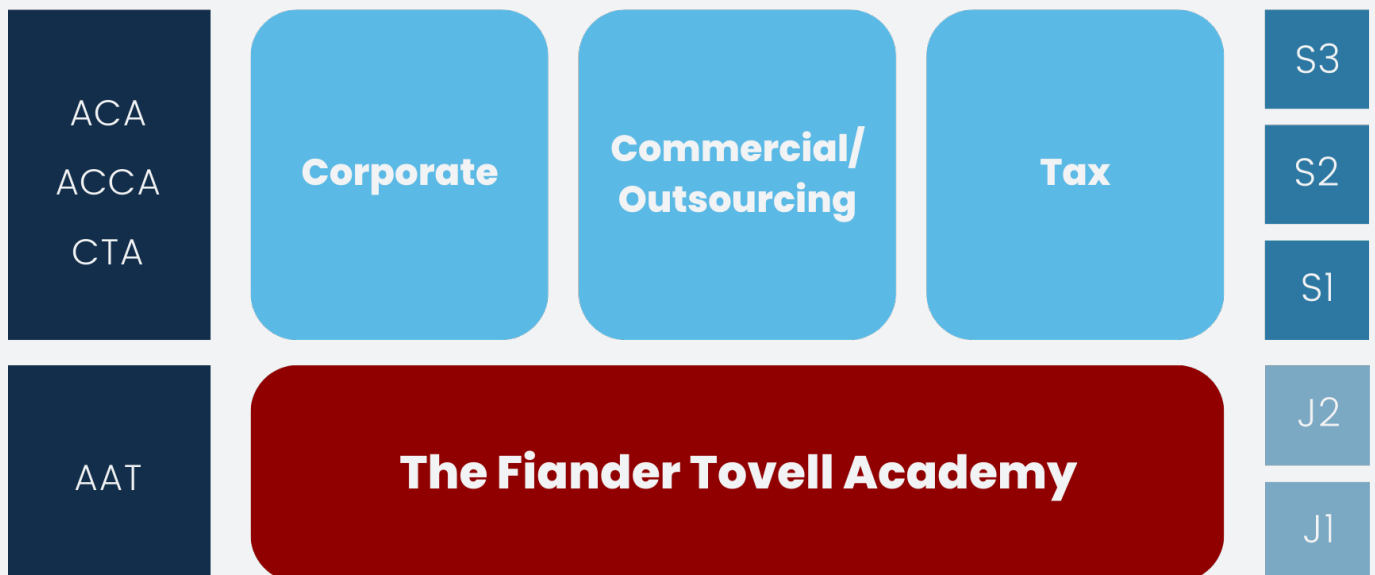
Our comprehensive training programme guides you from college leaver to experienced and qualified professional. As a member of the programme, you'll benefit from working alongside full-time employees with the full support of our team – all qualified, time-served experts delighted to offer you the benefit of their experience and expertise.

Our step-by-step programme supports you through gaining professional qualifications and building your experience across multiple client-facing areas of the practice. We won't be asking you to specialise until you really understand what each area has to offer and how well your skills suit the challenges each area presents.

We're committed to supporting your journey to becoming a qualified chartered accountant, whilst offering you invaluable experience in an open, inclusive working environment.

We're approved employers for AAT, ICAEW and ACCA, and we deliver professional, personal and hands-on training throughout your time with us.

Programme Structure



Years 1-2: Academy Level



This is the foundation phase of our training programme and helps you build the core skills and knowledge that you will need to build on throughout your career. We nurture and support trainees through the first stages of their career, to help them grow and feel confident in their progression.

While in the Training Academy stage (**J1 - J2**), you'll be studying towards the **AAT** qualification, completing a level 4 apprenticeship. You'll be supported in your studies, both by us and our training providers, to help you navigate the requirements of your studies and apprenticeship.

Years 3-5: Higher Level

S1

S2

S3

When you are ready to graduate from the FT Training Academy, you will move on to the higher level of the training programme **(S1-S3)**. At this stage, most participants will continue on the generalist route, although there will be opportunities to specialise in **Corporate, Commercial, or Tax**.

At the higher level of the programme, you'll be working towards a level 7 qualification (the equivalent level of a Masters degree). For most participants, this will be the ICAEW **ACA** Chartered Accountant qualification. We're accredited employers for the **ACCA** too, so you will have the option to study ACCA as an alternative.

If you choose to specialise in Tax, we will support you to study for the **ACA-CTA** combined qualification, or the **ATT-CTA** tax pathway instead.

Core Expectations & Mentoring

There are clear objectives for the knowledge and skills that you are aiming to achieve at each level of the training programme.

You'll receive continuous feedback on the work that you do to help you identify where you are doing well and what you need to work on next to keep you on track. You'll have regular meetings with your mentor to support you all the way.

Practical Work Experience

You'll be working on client work from your very first month with the team here at Fiander Tovell. You'll have plenty of guidance from the start, and there's always someone on hand to offer help if you are not sure of something.

You'll gradually take on more responsibilities during your time here, building your knowledge & experience in a structured way.



"There is a very supportive culture within FT & I personally feel that I have access to a range of resources as well as contact with trustworthy professionals, who are able to help me to develop as a young professional."

- Megan, Training Programme

The Application Process



Applying to join the FT Training Programme couldn't be easier. Simply send us your CV with a brief email to explain why you are interested in the programme and what qualities make you a great fit. You can send this to us through our website, or by emailing careers@fiandertovell.co.uk

You won't be selected by AI that scans for keywords, or a predetermined formulaic response. Instead, your application will be carefully considered by experienced professionals who are looking to identify those who will succeed and thrive as part of our programme.

We're looking for candidates who:

- ✓ Share our values and commitment to continuous improvement
- ✓ Are able to demonstrate a commitment to a career in accountancy practice
- ✓ Have the ability to succeed in their professional studies

If you are successful in securing an interview, your first interview will focus on your motivation for becoming an accountant and your values.

The second and final interview will focus on your ability to succeed on our programme. We'll ask you to prepare a short presentation. Don't worry; we'll give you plenty of time to prepare and we won't be judging you on your presentation skills.

We'll be looking to understand how you have researched the brief and chosen what to talk about. We'll also want to see you communicate your ideas in a clear and structured way.

And that's it! No anonymous online tests or video interviews, just straightforward human contact at every step of the way.

So... What's stopping you? Get in touch today to start your journey to becoming a qualified accountant!



Don't just take our word for it...



"The application process was simple to follow and the interview process was extremely detailed. I applied via the website following a talk from Fiona at my college and was responded to quickly. The interview process was then very straightforward, with a time being offered to me to come in for a first interview, and during that, getting to know the company, and them getting to know me.

Shortly after, I was emailed with the opportunity of a 2nd interview in which instructions were clear and laid out for what I needed to prepare for it. Following this, I got the opportunity of a place with the company via a phone call from Fiona. Overall, it was such an easy and well-explained process that I loved being a part of!"

- Sam, Training Programme



Fiander Tovell's Training Programme laid a solid foundation for my career in accountancy. Post-qualification, Next Steps allowed me to continue my personal and professional development at a pace that suited me and provided a pillar of support. Now, as I celebrate my promotion to corporate manager, I credit the training programme and next steps for turning my aspirations into achievements.

- Liam, Corporate Manager



Fiander Tovell

Stag Gates House,
63/64 The Avenue,
Southampton,
SO17 1XS

Get in touch:

023 8033 2733
www.fiandertovell.co.uk
careers@fiandertovell.co.uk

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Chartered Accountants