



GRADUATE CAREERS

MOORE

2022 / 2023 PROGRAMME





WELCOME

Welcome to our graduate programme. Our graduate programme is all about you.

Our graduate programme fast tracks you to success, moving you from graduate to qualified chartered accountant with Chartered Accountants Ireland. Our programme is open to candidates from any degree background and you do not need to have had any specific work experience in order to apply. We offer a comprehensive apprenticeship training programme to cover all aspects of your development. Alongside the varied work experience you will receive, we also provide our trainees with the best in house training.

We are a leading accounting and advisory firm based in our landmark head office in Cork. We are Cork's largest indigenous accounting firm and now nationally employ over 130 people, with offices in Cork, Dublin and regionally in Cork.

At Moore we pride ourselves on our ability to simplify complexity. In keeping with this overarching business philosophy, over the coming pages we want you, our future graduates, to take away **5 key messages** about us. These 5 messages will underpin your choice of Moore as your training partner.

Everything we do during our graduate programme is focused on providing you with the best possible training in the broadest range of accounting disciplines. We do this because we know that you are our future. Welcome to Moore. Come and join us on our journey.

Diarmuid O'Connell
Partner in Charge



Diarmuid O'Connell,
FCA, Cert. P.I.P.,
Partner in Charge -Dublin
Office



We are a large indigenous Irish accounting firm. Founded in 1970, we are based in the heart of Cork's traditional business district in our landmark, offices on the South Mall, and on the doorstep of the IFSC in Dublin. Generations of graduates are now Chartered Accountants having trained with Moore.



We offer an all-Ireland Service

Today Moore is a top Irish accounting and advisory firm with over 130 employees in Cork and Dublin, and regionally around the County of Cork. With strong coverage of Ireland's main commercial centres, we are uniquely placed to offer an all-Ireland service, all driven from Cork.



Our state of the art office facilities

We are proud of where we have come from. We are proud about who we are. We are excited about where we are going. Come join us and help us shape our collective futures...



Diarmuid O'Connell with Moore sponsored prize winners at Trinity College

"We cannot erase history"

Abraham Lincoln



We are passionate about **diversity and inclusion** and we seek to attract talented individuals from a wide and diverse talent pool. Our business is made stronger by the different perspectives and experiences of our people and we feel it is important and in line with our values that we continue to build a workforce which is representative of our society as it is today.

Beyond this though, we offer you **diversity in experience**. A key part of our graduate programme is that you will move between our key service line and sector line groups. We serve a cross section of the SME industry as well as being leaders in the field in our chosen sectors. All graduates move between groups during the course of their training programme. You will spend time with our audit, tax and accounting groups, as well as spending time with our sector specialists (e.g. credit unions, medical professionals etc.). This will provide you with a broader spectrum of experience than our larger competitors. We do not pigeon-hole people. First you become a generalist. Then you become a specialist. We are agile. We react to market needs. We quickly form new service line groups or specialist groups to serve market needs. This agility provides us with our competitive edge in the market place, but it also offers our graduates true diversity in experience.

To illustrate this diversity, we are leaders in our field in advising credit unions. But we are emerging leaders in the rapidly growing, cryptocurrency and blockchain sectors in Ireland. We keep moving. We keep changing. We do this as the world does not stand still.



Specialists in assisting multinational enterprises working in Ireland



We are emerging specialists in advising on digital assets

“Difference is the essence of humanity”

John Hume

Moore is a global brand. Moore Ireland is part of global accounting and advisory family with over 29,000 people in 547 offices across **113 countries**, connecting and collaborating to take care of our clients' needs – local, national and international.

Using our global network, we can create opportunities for our graduates to fill secondments in our global network. This is done at a Moore Global level as part of our **Global Mobility Programme**. In our Cork office, we have strong connections with most key Global locations, but in particular in the UK, the USA, Europe and South Africa. We are committed to helping people and firms thrive and our Global Secondments do just this. The value of our vibrant community is when people are connected, wherever this may be. And, with over 113 countries to choose from, there's a world of opportunity.

International assignments are a great way to get exposure to new markets, enhance skills and boost long-term career prospects. They also provide a unique chance to live and work in another country, absorbing all that its culture has to offer.

And for firms, secondments can provide exclusive access to highly talented people from the Moore Network who can transfer their knowledge, drive innovation and introduce new ways of working. We would encourage all our 2022/ 2023 graduate intake to our Cork office to consider a foreign secondment. We will back you all the way.



"Oh the places you'll go"

Dr Seuss

The Moore Global network has always committed to help people thrive – our clients, our people, and the communities they live and work in. Now the firm is taking this commitment one step further with the launch of Social Ambition, our global, network-wide strategy to deliver positive social impact in all that we do.

All Moore firms now commit to our **Social Ambition** promise outlined below. Our social impact will be measured against five themes which are in line with the 17 Sustainability Development Goals set out by the UN:

Our key themes are set out below:

- Quality & Supply Chain
- Our Natural World
- Equity, Diversity & Inclusion
- Community Care
- Education, People & Development

At a more local level, as part of its corporate social responsibility programme, Moore formed a strategic partnership with the Irish league of Credit Unions Foundation. The Irish League of Credit Unions Foundation is the charitable arm of the Irish Credit Union movement whose mission is “to alleviate poverty in developing countries by supporting credit unions, their representative bodies and other co-operative type organisations as a means for socio-economic development through the provision of financial and technical assistance”. The partnership was formed in 2015 and Moore agreed to provide funding and resources to assist the Irish League of Credit Unions Foundation in delivering its objective of **alleviating poverty** in developing countries by supporting credit unions through the provision of financial and technical assistance. Since 2015, we have engaged in projects with credit union movements in Belize, Ukraine, Moldova and Albania.



Brian Hayes (UCC Law Graduate) in Albania on a pro-bono engagement



Jack Moore(UCC Finance Graduate) in Ukraine on a pro-bono engagement



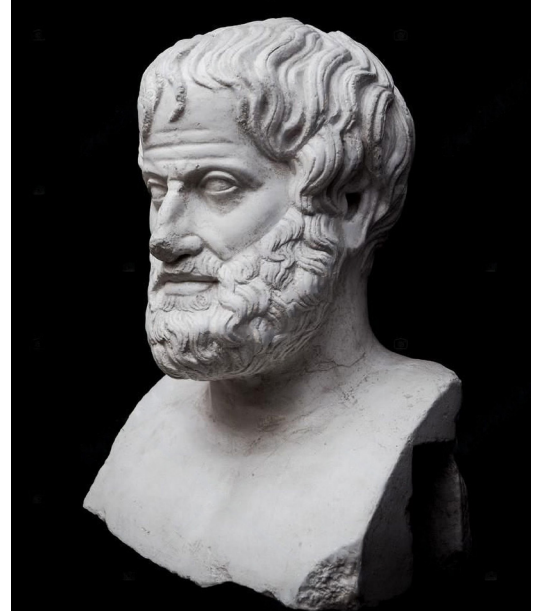
Ciara Murphy (UL Law and Accounting Graduate) in Belize on a pro-bono engagement



“Businesses cannot succeed in societies that fail”
 Paul Polman, Former CEO of Unilever

Almost all of our work culminates in analysing something complex, breaking it down into something simple, understanding it, explaining it, and writing a meaningful and constructive report. We want people to help us do this, and to do it well. Our graduate intake will have the unique advantage of working directly with a Partner and lead specialists, gaining expert mentorship in a wide range of modern contemporary advisory services, meeting clients, and presenting to clients. We are keen to meet and invest in bright, energetic, analytical, mathematical, open-minded and diligent students. Following COVID-19, our work has become much more varied. COVID-19 has shone a bright light on the brittleness of our understanding of the contours of risk. In this regard, looking beyond 2022, we will be making assessments on upstream areas for our clients such as climate change, diversity and inclusion, operational resilience, cyber, liquidity and staff well-being.

We encourage our graduates to maintain an academic focus beyond the traditional chartered accounting studies focus. We encourage our graduates to write articles of upstream areas. Many of our articles, positioned as “thought leadership” and prepared in conjunction with graduates, are published. We value insights and we respect work-life balance. We have an internal book club to develop our upstream thinking. Books are provided to our team throughout the year. This year, featured authors include Mark Carney, Elizabeth Kolbert and Michael Lewis. We will broaden your insights. The small things in life matter.



A thought leadership article on the relevance of data analytics in internal auditing (based on an Aristotle quote) prepared in conjunction with two students from DCU, was published by the Institute of Internal Auditors UK in 2021.

“No problem can withstand the assault of sustained thinking”

Voltaire

"The woods are lovely, dark and deep"

Robert Frost





NEXT STEPS.....

Our business philosophy is to simplify complexity. Our graduate recruitment process follows this philosophy. We respect conciseness and brevity. The process only takes two steps.

Step 1 - prepare a document in Word ©. No longer than one page, and with font no smaller than Size 9. In this, please set out:

- Your name
- Your address, contact email, and, phone number.
- Your leaving certificate results (or equivalent examination)
- Your most recent college results
- Three interesting things about you
- Three reasons why you feel you are suited to a graduate career in Moore.

Email your one-pager to careers@mooreireland.ie - mark it as "Re: Grad Dublin 2022"

Step 2 - If successful, you will be contacted for a first round interview. If successful again, you will be called for a second round interview.

CONTACT

Graduate Recruitment
at
careers@mooreireland.ie



REWARDS AND BENEFITS

We offer a highly competitive reward structure including excellent salaries and an attractive package of core benefits, which we review regularly to ensure we remain competitive. Our benefits include:

- Competitive market based salary
- Hybrid and agile working
- Exam fees paid for
- Tuition fees paid for
- Paid study leave
- Annual salary review
- Cycle to work scheme
- We also have a number of internal recognition awards for good attendance, excellent service and suggestions for improvement

BELIEVE IN YOURSELF.
BACK YOURSELF. CHOOSE A
CAREER WITH MOORE.
COME JOIN US!



HELPING YOU THRIVE IN
A CHANGING WORLD



CONTACT US

For more information, please
contact careers@mooreireland.ie or
visit www.mooreireland.ie



We believe the information in this proposal to be correct at the time of going to press, but we cannot accept any responsibility for any loss occasioned to any person as a result of action or refraining from action as a result of any item herein. Printed and published by © Moore, a member firm of Moore International Limited, a worldwide network of independent firms. Moore is registered to carry on audit work and authorised to carry on investment business by Chartered Accountants Ireland.