ACCEPTING APPLICATIONS YEAR ROUND NO CLOSING DATE!



# SHOW YOUR TRUE COLOURS





## A SMALL SELECTION OF OUR RECENT GRADUATES

Plays piano

LIAM FAHERTY AUDIT | GMIT | BBS ACCOUNTING





ALISON MARSHALL AUDIT | NUIM | BA MATHEMATICS AND STATISTICS Hula hoop performer with circus arts

ANDREW FRAZER

AUDIT | UCD | MSC FINANCE

MasterChef contestant



Plays basketball like a pro **CHARLOTTE CUMISKEY** TAX | DCU | PD TAX

Lived in Japan for a year

**DAWN MARTIN** AUDIT | UL | BSC





**BRIAN SIMPSON** TAX | DIT | BSC **ACCOUNTING & FINANCE** 

Trekked across Vietnam on a \$200 motorbike

## WHAT CAN YOU ADD TO OUR MIX?

#### **UNA KILMARTIN**

RISK & ADVISORY SERVICES | UCD | MSC QUANTITATIVE FINANCE

Trained Barista



Survived the Ring of Kerry cycle (180kms)

GILLIAN MURPHY
AUDIT | UL | BA
BUSINESS

### LORCAN O'DALY

AUDIT | NCI | BSC ACCOUNTING AND FINANCE

Self-proclaimed fantasy football guru Do you think accountancy, tax, corporate secretarial or advisory sound like a colourful career?

If not, then maybe you should think again.

The fact is, when your job involves giving business advice, it is definitely not for anyone in search of a dull daily grind. Here at BDO, we want to open your eyes to how varied and challenging our work really is.

It's obvious, really. Businesses come in endless varieties – as do the people who run them - and often require many different services from the wide palette that we offer. So the only predictable thing about each day is that it won't be the same as yesterday. Such variety in our work means we also need diversity in our people. Our success draws upon a vast spectrum of individual qualities and talents, and on the vivid personalities who shape our teams and who can build relationships with our clients. So if you just can't see yourself as a typical business professional... then you might be just the person we are looking for.

Come and show us your true colours.



Captained school hockey team

## MARIE-ANNE BURKE

AUDIT | DIT | PGDIP
ACCOUNTING

Charity worker

#### **TERRY MCGRENAGHAN**

CORPORATE INVESTMENT & BUSINESS ADVISORY | QUB | MSC RISK MANAGEMENT & FINANCIAL REGULATION



## FIRST IMPRESSIONS COUNT

WE ARE BDO.

IN BDO THE ONLY PREDICTABLE THING IS THAT TODAY WILL
BE DIFFERENT. WHERE BRIGHT PEOPLE TURN PROFESSIONAL
SOLUTIONS INTO AN ART FORM. WHERE THERE IS A FRESH APPROACH
THAT COLOURS EVERYTHING WE DO.

Because what we do is, we advise businesses. And businesses come in as rich a variety as the people who run them. What's more, they need to draw upon our wide range of different services. So the last thing we want is people who are all the same.

You may think we're only looking for number-crunchers. But take a walk around our offices, and you'll see our business in a whole new light. We are seeking talent that comes in every shape you can imagine. We want potential we can develop into brilliance. And we want vivid personalities who can blend with our teams and relate to the people we advise.

Our strength has always been in the sheer number of different qualities that our people have to offer. So what can you add to our mix?

### WHY BDO IS A MORE COLOURFUL PROSPECT

At BDO we know how to make sure you give your best. Quite simply, we let you.

We hire the people who show the most potential and then we do everything in our power to help them develop it. But you are the one who gets to discover where your strengths and interests lie, and you are the one who will shape your own career path. We believe it's this autonomy that makes us so much stronger as a team.

BDO is about exceptional client service. This means we take the time to get to know our clients well, to understand what they want to achieve and then give specially tailored advice. So we choose people who can engage their personalities as well as their skills, and who can take the initiative and find imaginative solutions. In return, we provide highly competitive rewards and benefits, and recognition of your outstanding performance.

It's worth adding that this is simply a good place to work. We always work together as a team to serve our clients. We are welcoming and supportive, and we want you to succeed as much as you do.

Most importantly, you always know exactly what we expect from you, and what you can expect from us in return.



### OLID EMPLOYEE VALUE DRODOSITION

OUR EMPLOYEE VALUE PROPOSITION	
YOU CAN EXPECT US TO:	WE EXPECT YOU TO:
Provide you with a richness of opportunity to broaden your experience, stretch yourself and take the lead	Deliver exceptional client service
Value you as an individual	Behave in accordance with our values
Behave in accordance with our values	Deliver high performance and quality work
Trust you and give you flexibility	Empower your colleagues, share your knowledge and work effectively in a team
Support you in your personal and professional development	Develop a sound knowledge of business and a commercial approach
Listen to your views, involve you and communicate openly with you	Play a significant role in growing client relationships and winning work
Be accessible and approachable	Contribute ideas and listen to the views of others
Agree clear expectations and give you honest, timely and constructive feedback	Have a positive attitude and be willing to put in extra effort when needed
Align your reward to your performance, and give you personal recognition when you do well	Aim high, learn and develop



My advice is to look at the organisational values and ensure they match your own. This will help you find an organisation and role you enjoy and is a great starting point for **future success**.

> LORCAN O'DALY Audit Trainee

## SHOW YOUR T

AT BDO WE OFFER A BROAD SPECTRUM OF DIFFERENT SERVICES TO HELP OUR CLIENTS ACHIEVE THEIR GOALS.

Where you choose to specialise will depend on your own particular strengths and aptitudes. Which one is a good match for you?

On the following pages you can find out more about these service lines and the qualifications you'll need to apply for them.

## **AUDIT**

LARGER AND LISTED COMPANIES **REQUIRE STATUTORY AUDITS** TO CONFIRM THAT THEIR **FINANCIAL STATEMENTS** AND BUSINESS ARE SOUND. Keen powers of analysis, a

healthy level of scepticism, an eye for detail and a flair for being thorough are all essential qualities of the good auditor.

Audit also encompasses the Risk and Advisory department which offers internal audit and governance, risk and compliance services amongst others.

see page: 05

## RUE COLUMNS TAX **ADVISORY**

TAX ADVICE IS A DIVERSE FIELD. BECAUSE TAX AFFECTS SO MANY **ASPECTS OF A BUSINESS.** Some of it is about staying compliant with tax law from day to day. Other areas include the tax implications of international trade, mergers and acquisitions, employment, VAT, personal wealth – the list goes on.

A tax adviser helps clients to understand the ever-changing legislation and how it affects their business.

see page: 09

**NOT A SINGLE BUSINESS AREA BUT** A WHOLE SET. BETWEEN THEM OUR ADVISORY TEAMS DELIVER DISTINCT

SERVICES TO A BROAD RANGE

OF CLIENTS AND MARKETS.

While retaining their own unique identities, each advisory team work together as a community to make the most of everyone's talents and maximise the available opportunities.

> Business areas include Corporate Finance, Corporate Recovery, Transaction Services, Corporate Investment, Business Advisory, BDO Eaton

Square—management & technical consultancy and Corporate Secretarial.

see page: 11

## GET THE PICTURE:

THINK OF THE AUDIT AS AN ORGANISATION'S
HEALTH CHECK. A LEGAL OBLIGATION FOR MANY
COMPANIES, AN AUDIT ALSO GIVES VITAL ASSURANCE
ABOUT THE VIABILITY OF THE BUSINESS.

As auditors, we look to see if our client's statements about their financial position are true, fair and accurate. We work closely with their finance team and other key people to get to know their business well and understand the risks they face.

We look to identify any weaknesses in their financial statements, business systems or culture, and so advise them on suitable solutions.

Being a BDO auditor means variety. You get to work with a wide range of companies across many sectors, with each day bringing new challenges.

A lot of this work takes place at our client's premises, which is a great way for you to get to know the company, its culture, how their people like to work and what motivates them to perform – all of which are major factors in assessing the health of a business.

As auditors, we also like to build long-term relationships with our clients, getting to know them and their business really well. By doing this, you will find you can more readily spot potential problems, often before they arise.

You will be part of a dynamic team right from the start, playing an active role in assignments and contributing in many areas.

You will be dealing with clients across many sectors and as you learn new skills via first-hand experience, you will get support whenever you need it from your senior team mates.



As an audit trainee you will study towards an appropriate qualification, usually either the ACA or ACCA.

We help you to enhance this learning through early and continuous client interaction, cross industry experience and an open door policy, where you will learn to exercise professional judgement in real situations.







## GET THE PICTURE: **AUDIT**

## **RISK AND ADVISORY**

In an ever-changing economic landscape, new risks are never far away. We help organisations to identify, understand and respond to these increasingly complex risks, which can arise from many factors including globalisation, changing technologies and evolving regulation.

As well as enabling our clients to meet all their governance, risk and compliance needs, we also help them to respond proactively to those risks and seize opportunities. Many people enjoy the variety of working across different industries and portfolios, where clients may range from a leading aircraft leasing firm to one of Ireland's largest maternity hospitals.

## GET THE PICTURE:

A BDO CLIENT WILL GENERALLY HAVE SOME SHORT-TERM GOALS AND A LONG-TERM VISION — BUT STANDING IN THEIR WAY WILL OFTEN BE A NUMBER OF TAX-RELATED ISSUES. OUR JOB IS TO ACT AS GUIDES THROUGH THE COMPLEX, EVER-CHANGING LANDSCAPE OF TAX LEGISLATION, TO HELP OUR CLIENTS GET WHERE THEY WANT TO BE BY THE MOST EFFICIENT ROUTE.

To do this, we must offer many different tax services. These include day-to-day compliance with the tax authorities, advice on employment taxation and international tax, transaction support for deals such as mergers and acquisitions, VAT services, expatriate tax advice and more.

Such a diverse offering means we need similar variety in our team. We need specialists who can handle the most technically challenging and sector-specific issues, we need versatile and people-focused individuals who can field a wide range of questions from large owner-managed businesses, and we need brilliant innovators who can work on tailored solutions to address a client's specific circumstances.

Your journey to becoming a BDO tax adviser will begin in the area of compliance – with responsibilities such as providing figures for a company's statutory accounts, and preparing their corporate tax returns. As you develop, you will progress on to more challenging work, such as advising clients on tax opportunities and pitfalls. You will also begin to deal directly with the Revenue and get to grips with complex tax advisory projects.

You may also get the chance to spend time in one of our specialist tax areas, to really explore your options and talents and diversify

your experience. At BDO you will train to be a tax advisor who understands business and can apply your tax technical expertise in a manner that provides maximum impact for our clients.

#### VAT

Effective VAT planning is vital to the success of a business.

Errors cost time and money, while proper planning leads to savings and cash-flow benefits. We offer a specialist VAT service ranging from general consultancy to specific VAT compliance assignments. Our multi-disciplined team, with taxation, legal and commercial backgrounds can formulate effective, commercial solutions, to meet our clients specific business needs.

#### **CUSTOMS**

Our Customs and International Trade Services team advise on a range of issues relating to international and European customs and trade. Our speciality is risk management and getting to understand our client in order to provide a tailor-made and customised service. We know trade issues are often urgent and require priority attention. With a focus on Brexit planning, our team provide unique services to clients across a wide range of industries



As a tax trainee you will study towards the AITI qualification.

We help you to enhance this learning through early and continuous client interaction, cross industry experience and an open door policy, where you will learn to exercise professional judgement in real situations.





I chose to do my training contract with BDO as I knew I wouldn't be pigeonholed into one area of tax. Although we mainly work in corporation tax and income tax, I have also been exposed to various other areas within tax. This variety has made my work really enjoyable but it's also has been beneficial in terms of reaching my

qualification as a Chartered Accountant and a Chartered Tax Advisor.

BDO has a welcoming and friendly atmosphere where everyone is on hand to help and no question is ever too small. The in-house workshops along with exam revision and exam technique sessions that trainees receive are all part of what makes BDO the perfect training firm.

## GET THE PICTURE: **ADVISORY**

AS BUSINESSES GROW, SO DO THE CHALLENGES THEY FACE. OUR ADVISORY SERVICES HELP THEM MANAGE THESE CHALLENGES, WHICH MIGHT INCLUDE BUYING A BUSINESS, RESCUING ONE, RESOLVING LEGAL DISPUTES, FIGHTING FRAUD, RAISING FINANCE, INTERNATIONAL EXPANSION, SETTING BUSINESS STRATEGY AND MUCH MORE.

There is a fast-growing demand for these services, so this is an area of real opportunity. We are constantly developing and tailoring our core specialist Advisory units to meet the needs and demands of today's market.

## **CORPORATE FINANCE**

When our clients want to make an acquisition, a disposal or a strategic alliance, or look to raise funds or access global capital markets by floating their company – they want one thing above all: to maximise their potential return on the deal. We help to make this happen.

We work for a range of clients that include corporates, private equity providers, banks and other institutions, carry out financial investigations on target companies located across Ireland and around the world.

As a trainee in our Advisory business, your choice of qualification will be influenced by your intended business area. Depending on your specialism, you will study for one of the following:

• ACA • ACCA



A failing business can often be rescued by restructuring it. We offer pragmatic advice to help stabilise and improve such businesses and avoid formal insolvency. Where business rescue is not practical, we work to maximise value for creditors, employees and other stakeholders.

### CIBA

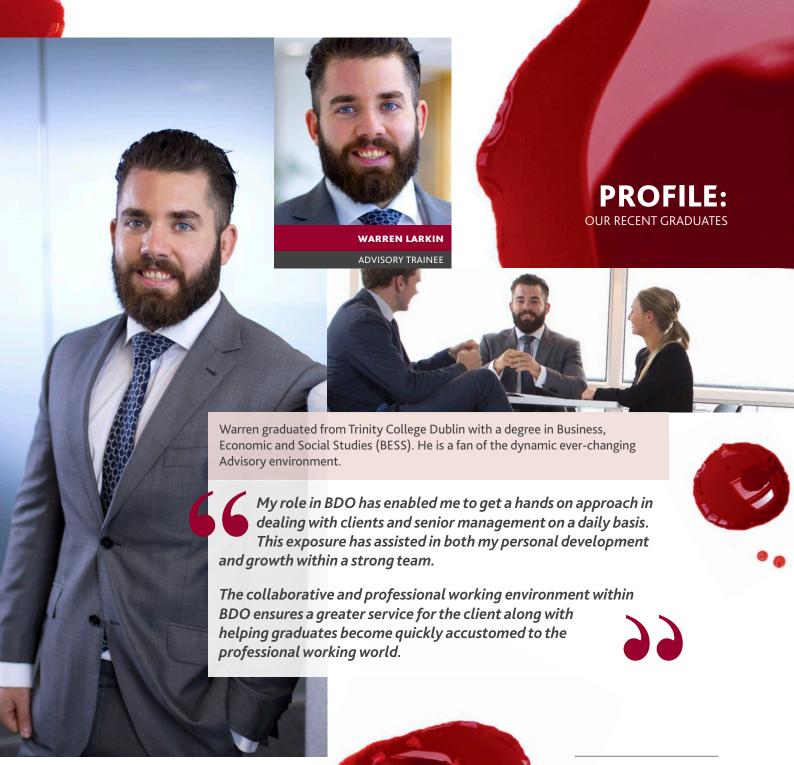
In conjunction with our Joint Venture Partner,
Davy we specialise in investing in established SME's
through the Davy EII Tax Relief Funds. We are Ireland's
largest running EIIS Fund Manager having raised 19 BES
Funds amounting to over €166million which is invested in
over 161 Irish companies; the roles involve assisting with
the management of a portfolio of SME investments.

### **BDO EATON SOUARE**

BDO Eaton Square is the management and technology consultancy business of BDO. We are the alternative in the consulting world, offering a quality that is noticeably specialised. The consulting market has become quite fragmented with other firms moving to a more contractor-based model. We are taking that model and turning it on its head. We provide senior advisory services with small dedicated teams where all input is valued and we work passionately with our clients to solve their big strategic issues.

### CORPORATE SECRETARIAL

BDO is one of Ireland's leading providers of Corporate Secretarial Services. Our services are designed to support the management and running of a company at any stage – from set up to wind up. We can look after incorporation with the Companies Registration Office, prepare annual returns, process structural changes and even manage day-to-day issues like payroll. As experts in all areas of corporate structure, we can help companies of all types and sizes to fulfill their statutory obligations efficiently.



## ACROSS THE SECTOR SPECTRUM

ONE OF THE BEST THINGS ABOUT WORKING FOR BDO IS THAT YOU WILL GET TO DEAL WITH A WIDER RANGE OF CLIENTS AND SECTORS THAN YOU MIGHT IN SOME OF THE OTHER BIG FIRMS

At BDO our number one goal is delivering exceptional client service – and we couldn't do that without first gaining a thorough understanding of each client and the sector in which they operate.

Within the firm we have many sector specialists who know particular industries inside-out – but when you first join us, you will get to experience working with clients of every shape and size from across many different markets.

It makes for a rich and stimulating introduction to the world of accountancy and business advice – one that will open your eyes to the many possibilities ahead of you.

We advise businesses and organisations from virtually every sector there is – which of course means working closely with them. The result is a career in which new experiences can be an everyday part of the job.

Each sector has its own unique characteristics and business environment, so having specialist knowledge of these can give us a vital edge.

Working in the various different industry sectors provides me with lots of opportunities at the end of my training contract, whether I decide to stay within practice or move into industry.

DAWN MARTIN Audit Trainee



You may find that after a few years with us, you are drawn more towards a particular sector. If so, we'll encourage you to develop that flair to become one of our sector specialists. **OUR CLIENTS CAN BE FOUND IN:** AGRI-FOOD **AVIATION FINANCE** NOT-FOR-PROFIT (INCLUDING CHARITIES AND PUBLIC SECTOR ORGANISATIONS) PROFESSIONAL SERVICES **REAL ESTATE & CONSTRUCTION RETAIL TECHNOLOGY & MEDIA** 

## GRADUATE PROGRAMME

## LET US PAY FOR YOUR TRAINING AND WE'LL LET YOU UNLEASH YOUR TALENTS

In gaining your degree you have shown how much potential you have. Now it's time to decide where best to focus it. By now you'll be aware of how many different areas make up our business at BDO. We can help you identify which one is right for you, so you can join the most suitable graduate programme and gain a qualification in your preferred discipline.

#### FIRST STEPS

Everything starts with your induction. We'll introduce you to our business and help you get your bearings. This is also your chance to get to know your fellow trainees, and so begin to build the friendships and internal networks that are such a big part of life at BDO. It's all about getting you ready to begin your chosen graduate programme.

## **EVER-PRESENT SUPPORT**

Make no mistake; your training with us will be hard work. But we want you to succeed as much as you do. So from day one you can draw upon an extensive network of support, including mentors, seniors and partners. They are there to help you to settle in, to find the best ways to meet the challenges you will face, and to realise your full potential. In addition you will also be assigned a buddy (a more experienced colleague) and access to our professional qualifications team, whose focus is to support you through your professional exams.

### YOUR TRAINING

This is conducted by external tutor firms, except for some elements of training which we offer in-house. We make sure you have all the study time you

need, along with support and extra tuition if you want it. Consequently we maintain a high standard of exam success.

Our training includes
not only the specialist
knowledge and practical skills
you'll need for your business
area, but also a range of personal,
management, client service and client-winning skills. Together they
will help you to become a fully rounded BDO adviser.

## WHICH QUALIFICATION?

Choosing a particular business area and qualification may seem a daunting decision to make at this stage. We aim to give you as much information as possible about the options available, so you can see how well they fit in with your strengths and interests. Most of our graduates then find that they are drawn to one particular area that "feels right".

Please take the time to read about each area in this brochure, and on our website, to help you make the right choice. You can also watch videos of recent BDO trainees talking about their disciplines.



## **INTERNSHIP PROGRAMME**

EXPERIENCE LIFE AND WORK AT BDO
A YEAR BEFORE YOU GRADUATE

Whether or not you're already considering our graduate programme, you can make the decision much easier by trying BDO out first.

Our internship programme will give you a taste of professional life with us, to help you plan your future with confidence.

### **FIND OUT MORE**

For details of what a BDO internship actually involves, please visit www.bdo.ie/careers, or email any questions you may have to graduaterecruitment@bdo.ie and we'll be in touch.

#### PICTURE THIS

An internship with BDO is a fully involved experience, reflecting actual working life as far as possible. You will be assigned to a specific project that will bring genuine business benefits to the firm. You will also get to visit a range of different clients from various business sectors, gaining insights into both our work and theirs.

You will meet and work with BDO partners, managers and trainees, who will be glad to share their experiences and tips on career development. You will also be able to mingle with other interns through social and work events.

## SHAPE YOURSELF A BRIGHTER FUTURE

An internship with us will provide you with valuable work experience, new skills and knowledge, and looks great on your CV. Even more importantly, it gives you first-hand exposure to work in a professional services firm, so that you can judge whether this is a career path you want to pursue.

An internship is also a great way to build contacts and networks within BDO, which will be useful whatever you decide to do. And it also gives you the opportunity to become a university ambassador during your final year.

## APPLICATION PROCESS

## CHOOSING TO MAKE YOUR MARK WITH US

To ensure our selection process is completely fair and consistent, we ask all candidates to apply online. If you experience any issues with this, you can contact us directly on +353 (0)1 4700 327 or email graduaterecruitment@bdo.ie

Applications are opened all year round. No closing date.\*

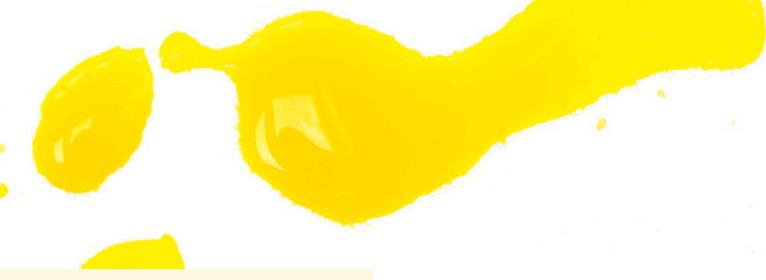
### THREE STEPS TO START YOUR CAREER

## The application form

Straightforward application form. No competency based questions. You can find the form at www.bdo.ie/careers

We just want to know about your academic background, work experience and extracurricular activities. This is your first chance to show us why we should consider you, so make your answers as relevant and engaging as you can. Without exaggerating, don't sell yourself short.

<sup>\*</sup>BDO Limerick will be closing applications on Tuesday 23rd October.



## Video interview & online assessment (Dublin only)

Our first stage is an online video interview (on laptop or mobile device). If successful you will be invited to complete an online assessment. We are looking to understand your aptitude in a number of core skills and suitability for the role within your chosen department.

## The interview

Prepare for your interview by practicing competency based questions, ensuring you have thought about your reasons for why you have chosen the particular area you have applied for and why you are the right fit for BDO. Remember to be clear and concise.

## APPLICATION REQUIREMENTS

In order to apply for our graduate programme, you need to have at least the following:

- a 2:1 degree in any discipline (obtained or predicted)
- a minimum of 400 points in Leaving Certificate or equivalent (excluding General Studies)

Find out more about application at www.bdo.ie/careers.

BDO Ireland provides excellence in services, is a proactive business partner, and is focusing on our needs. We have a strong relationship - highly appreciated.

**BDO CLIENT: AQUALINE** 

## REWARDS AND BENEFITS

#### THE COLOUR OF MONEY

AT BDO WE OFFER YOU A HIGHLY COMPETITIVE STARTING SALARY. SALARY LEVELS MAY VARY ACCORDING TO OFFICE LOCATION AND THE AREA OF THE BUSINESS IN WHICH YOU WORK, BUT ALL ARE SET WITH A VIEW TO ATTRACTING THE BEST PEOPLE TO THE FIRM.

Everyone's salary is reviewed each year, and as a graduate trainee you will receive increases that reflect your performance. We'll

also pay your tuition and all your professional exam fees, and pay you bonuses for passing your exams during your

training period.

On top of your salary we offer many additional benefits.

Your core benefits are:

- · 21 days' holiday
- Annual €250 tax free voucher
- starting work allowance of €500
- · life assurance cover at four times your salary
- professional qualification sponsorship
- payment of professional subscriptions

We also offer various benefits designed simply to make your life easier day to day. These include:

- free breakfast
- early finish Friday
- employee discount scheme with local retailers
- sports & social activities
- · subsidised gourmet coffee
- facilitation of AVCs into your pension
- free annual flu vaccinations
- free VDU examinations
- tax efficient travel pass
- Cycle to Work Scheme
- · on-site dry cleaning
- complimentary tea, coffee and fruit
- wedding gratuity
- · marriage leave
- employee assistance programme

#### AN EVEN MORE REWARDING PLACE TO WORK

At BDO we also operate an Employee Referral Scheme to enhance our business while rewarding our people. If you are working at BDO and introduce us to someone whom we go on to hire, you will receive a bonus of €3,000!

## CAREER PATH

### **OUALIFICATION**

Working with a stimulating range of clients you will have the opportunity to put your study into practice.

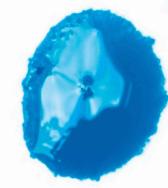


SINEAD HEANEY

**QUALIFIED WITH BDO:** ACA in 2002 **CURRENTLY:** Partner, Corporate **Investment and Business Advisory** 

## POST-QUALIFICATION

As a qualified employee you'll have even more responsibility and the chance to complete a range of challenging secondments with other business areas, clients or even one of our overseas offices.



## MANAGER

Moving up to manager grade means running more teams, working with a broader portfolio of clients and starting to specialise in industry sectors. You'll also take on responsibility for colleagues development.

#### SENIOR MANAGER

You'll get involved in internal training programmes, firm-wide projects and sector focus groups to re-think our practice in key business areas. You will also be playing a growing role in supporting business development activities.

## DIRECTOR

As a Director, you'll be expected to start winning work. At this stage individuals who have shown the potential to be BDO partners will be developing their business case for partnership. We look for true leaders who can create deeper client relationships and help to form the strategy that will take our business forward.

**PARTNER** 

## BDO LOCATIONS

IF YOU WANT A FIRM WHERE YOU
CAN MAKE REAL PROGRESS, THEN
OURS IS THE IDEAL SIZE

- COMBINING NATIONWIDE PRESENCE
WITH LOCAL EXPERTISE AND A
PERSONAL TOUCH

We have four regional offices across Ireland: Dublin, Limerick, Cork and Belfast.



## ABOUT BDO'S GLOBAL NETWORK

CORK •

BDO is an international network of public accounting, tax and advisory firms which perform professional services under the name of BDO. The fee income of the member firms in the BDO network, including the members of their exclusive alliances, was \$8.1 billion in 2017. These firms have representation in 162 countries and territories, with 73,854 people working out of 1,500 offices worldwide.

Our story is one of continuously responding to ever changing client needs: we were founded in 1963 when firms from the UK, Netherlands, Germany, US and Canada joined forces to share and expand their knowledge to better serve our clients. The local

## SOME OF OUR COLOURFUL CLIENTS











Core Media

Irish Red Cross

**Butlers** 

Leinster Rugby

The Merrion Hotel



knowledge of our member firms combined with the international expertise and strength of our network ensures effective and efficient service delivery to all our clients in every country in which BDO is represented.

Above all, we recognise that all our clients are different and that they therefore appreciate a relationship with their service provider that is more personal than uniform and reflects the kind of business they are, as well as their culture. Only then can we create tangible value that's based on trustworthy insight and advice. Our objective is to continually improve the service that we deliver to our clients because we know that our clients expect more.

> We believe that exceptional service is as important to our clients and their businesses as it is to us. The relationships that BDO partners build with their clients put us in a good position to assist them in developing clear and effective strategies and in delivering the best outcome for their business, wherever they are in the world.



## **SHOWYOUR T**



**COLOURFUL CAREERS** 

## RUE COLOURS



**COLOURFUL CHARACTERS** 

#### FOR MORE INFORMATION

t: +353 1 4700 327

e: graduaterecruitment@bdo.ie

www: bdo.ie/careers

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**BDOIreland** 



@BDOIreland



@BDOIreland



linkedin.com/company/bdo-ireland

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BDO is the brand name for the BDO International network and each of the BDO Member Firms.

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WWW.BDO.IE