

BKL



**Unlock your
potential**

A career with BKL



We are all more able to shape our world than we imagine. This goes for us, as we build our firm. And it goes for you, as you build your career. The first, fundamental step – one which underpins all our work – is to do away with assumptions and ready-made answers. Instead, begin by questioning the question. Get to understand what really matters, find out what's really at stake.

We spend a large proportion of our lives at work. Important hours of our lives are at stake. So if you're going to build something, we think, then build it bright. That begins with recognising that people matter most. We are a people business, not number crunchers. By that we mean bringing technical excellence to bear on real interaction with real individuals, interesting personalities, people with energy, ideas and character, clients and employees alike. We want to do exciting work that challenges us and provokes our imagination. We want to make a difference with that work. We want to feel good when we step through the doors each day.

Our firm of accountants – more than 180 people with more than 15 partners, based in London and Cambridge – has been carefully grown to foster and preserve this spirit. It takes work, of course, but all things of value take work. This brochure aims to explain a little about how we've gone about it, with the idea of helping you decide if BKL is somewhere that would be right for you.

BKL. Build Bright.

What makes us different?

Three things make working at BKL what it is: variety, expertise and togetherness.

Variety

We actively look to work with people and enterprises that think in new ways, explore new opportunities and change things for the better. We act as a catalyst of change for them. Our clients are entrepreneurs, owner managers and high net worth individuals. They range from small sole traders to large organisations with turnovers approaching £100 million; from family businesses to partnerships to corporate groups.

Having a variety of clients brings two outstanding benefits. Firstly, the range of work keeps things fresh. We're constantly confronted by the new. Secondly, we're at the heart of the action. We build real, longer-term relationships with the people that are making key decisions. Because of the kind of firm we've become, we are in the privileged position of being able to play a role in their decisions.

Expertise

Whilst helping many of our clients grow, we have grown with them. A large proportion of our turnover comes from established clients who have been with us for over ten years. Most new work comes to us through word of mouth. These things don't happen by chance. We set and maintain extraordinarily high

standards of excellence. If you join, we'll be sharing our expertise with you. It goes beyond knowledge to a way of thinking.

Togetherness

We place immense value on the power of the collective mind. Not only is working together more effective, it's also more rewarding. We collaborate. We look out for each other. We work hard for each other. We share knowledge. We share values.

We continue to grow but many of our people have been with us for a decade or more. Two of our newer partners first joined BKL as trainees.

Ask members of the firm what they most like about working with us and the first thing that many will say is that it feels as much like a family as a business; people genuinely care, they take an interest. That's how we turn your potential into something empowering.

Shared journey...



...joint effort

Life at BKL



“Learning and progress are valued here; we are all actively encouraged to see the importance of our contributions. This empowers us to feel part of something greater than ourselves. It sets BKL apart from other accountancy firms.’

Andrew Diplock
Assurance Manager



‘At BKL I am able to utilise and develop my skills, by being given plenty of opportunities to take on complex work for clients. For me, the friendly approach that BKL has towards employees and clients is what makes it a special place to work.’

Yelena Shiroglazova
Outsourcing Manager



Meta Versluys
Assistant HR Manager

Q.

How long have you been working at BKL?

What are the people at BKL like?

What sets BKL apart from other places where you’ve worked?

What can BKL employees, current and future, expect in the years ahead?

A.

I have been here for over three years now and I am (still) enjoying it a lot! While there have been a lot of changes – opening a second office and doubling in size – a lot has also stayed the same. The core values, the strong support system, the recognition for good work and the culture are still here.

As someone who's closely involved in recruitment, I have noticed that we attract people who are interesting, ambitious and care about providing a premium service for our clients. This extends beyond our accountants. Members of our internal and support teams have built themselves into BKL and made their roles their own.

When I meet new colleagues, I make them aware that things aren't necessarily going to be easy, with new systems and software to learn about and new internal structures that may take some adjusting to. But there are always opportunities to rise to the challenge and get as much out of BKL as you are willing to put in.

There is always help on hand too. I enjoy seeing how generous people are: our offices are full of specialists of different kinds, keen to share their insights and help colleagues overcome their obstacles.

Here, I feel connected with what is happening across the firm. I have the confidence of knowing that what I think, as well as what I do, can make a difference. When explaining to my friends what my job is like, I say it's full of laughter, motivation and energy.

The future at BKL is bright and I am excited to be part of it. As part of the human resources team, I'm helping to assess how we develop our employees both technically and professionally.

We want to ensure people build roles which best match their skills and where they can add the most value. We recognise that not everyone has the same strengths. Some people are strong leaders; some are successful business developers; some are technically brilliant. The world of accountancy is evolving and clients need more than just good 'number crunchers'. They want business advisers they can have trusted relationships with.

'At first, BKL can be a little daunting if you've come from a smaller firm with fewer names to remember!



But the friendly atmosphere here really helps you to settle in. People here are really good at recognising your efforts and listening when you share your thoughts. It makes working here even more enjoyable.'

Sarah Pearse
Accounts Senior

'Working at BKL means you get exposed to lots of great opportunities. If you have a positive attitude and are prepared to work hard, there's a sense that you can go far.'



Emilie Windsor
Marketing Manager

Working with us

Our doors are open to people who get stuck into contributing and learning from the start. As you help us to achieve our potential, we do the same for you.

We want you to keep learning too. We'll continue to support your professional and personal growth through additional qualifications, management development programmes, a range of work opportunities and careers guidance.

Qualities and values

- / Inquisitive thinking
- / Working together
- / Keeping it simple
- / Reliability
- / Finding a way
- / Delivering
- / Positivity
- / Respect and integrity
- / Making a difference

Clients

As part of BKL, you'll get to support people and businesses across a range of industries.

Our clients include:

- / Landowners
- / Cryptocurrency traders
- / Property developers
- / Software providers
- / Overseas investors
- / Restaurant owners
- / Film producers

Benefits

- / Paid study support and development opportunities
- / Private medical cover
- / Season ticket loans
- / Rising holiday entitlement with length of service
- / A full, regular and varied social calendar
- / Voluntary work with our sponsored causes

Teams

All of our teams have grown in recent years, giving people the opportunity to grow with us.

Among these are:

- / Tax consultancy
- / Corporate finance
- / Outsourcing
- / Personal tax
- / Human resources
- / Marketing
- / VAT

Our clients look to make a difference in the world. Our role is to make the difference for them. Sometimes that can mean big thinking. Sometimes it is tiny details that allow a vision to flourish. And sometimes it's simply being there with the right thing at the right time, whether that happens to be a smile, an umbrella or a phone call. Talent and brains are only half the story – it's what you do with them that counts. We've set up our business in a way that, we hope, helps every one of us feel stimulated, challenged, supported and rewarded.

This way things grow, but we want to do more than just build. We want to build bright. Bright relationships. Bright ideas. Bright futures. And that, of course, includes yours. If we've inspired you, we'd love to hear from you.

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BKL. Build Bright.



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