

BKL



**BRIGHT
FUTURE**
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 recognise 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 200 people with 23 partners, based in London – 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.

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 for 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 charities to partnerships to corporate groups.

This kind of variety brings two outstanding benefits. Firstly, it keeps things fresh. The range of work is stimulating. Rather than specialise in elements or certain types of work for certain kinds of companies, we're constantly confronted by the new.

Secondly, we're at the heart of the action. We build real, long-term relationships with our clients. We're face to face with the people that are making key decisions. We get to understand them, and their aims, as well as their businesses. Because of the kind of firm we've become, we are in the privileged position of being able to play a role in those decisions.

When you begin with us we'll give you exposure to a range of areas of work. It will help you become a more accomplished, more rounded professional, help

you achieve technical excellence, but it will also better help you find the area of specialisation that will most fulfil you. We look for bright individuals and independent thinkers who are capable of working in teams. This mindset is reflected in the range of personalities we employ. We're all different.

'Having joined straight from school, I was thrown into the deep end. I found everyone was always willing to help, not because they have to but because the culture that has been built here at BKL is to support you and guide you.'

Emilia Dellegrotti, Supervisor,
Advance Business Services



Expertise

It is a source of great pride that dozens of accountants and lawyers bring their clients' complex tax problems to us to solve.

Experts to the experts

We set and maintain high standards, so much so that our peers turn to us for advice when things get tricky. If you join, we'll be sharing our expertise with you.

It goes beyond knowledge to a way of thinking, to the questioning nature we mentioned at the start. Curiosity takes us further, opens up opportunities and allows us to be more active in our consultancy.

We'll help you become an expert, so you can bring fresh insights of your own. We're growing as people, as a business, and we find ways to help our clients grow, too. Long term, everyone's success and happiness are based on it.

Official training

We'll provide courses on audit, accounts and tax, systems training and IT delivered by our own experts

and the best external practitioners. You'll develop your wider professional skills with an external provider.

After you've qualified, we'll continue to support your growth through additional professional qualifications, new training courses and careers guidance.

Learn through doing

The fastest way to learn is through real experience in the field. Responsibility focuses the mind. We'll give you the opportunity to work closely with our clients soon after you join. You'll get hands-on experience on real projects so you can begin developing your professional skills straight after your induction.

We believe 'high challenge, high support' is the most effective way to develop skills fast. We'll give you that from the start.

Proximity to experts

It is in our best interests to help you develop great technical, professional and management skills, so of course you'll get what you'd expect from any top firm: a manager who'll meet you for regular review meetings to track your progress, a mentoring culture, and as much exposure as possible to partners.

But nothing is a substitute for simply being there, in a sharing, open environment, and watching knowledgeable, inspirational thinkers tackle problems first hand. It's a great way to learn.



'Nurturing excellence is key for the business but also important for personal development; we care about the individual.'

Jon Wedge, Partner
and former BKL trainee

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 to bring breadth of vision and depth of expertise together for our clients. We look out for each other. We work hard for each other. We share knowledge. We share values too. Collaboration doesn't work otherwise.

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, we want each other to do well.

A firm-wide survey revealed "friendly" as the top word people in the firm chose to describe us. When the going gets tough, people are there for you. Likewise, when

times are good, we celebrate each other's success. What we achieve, we achieve together.

Buddy scheme

Support begins before you start, through our buddy scheme. One of last year's trainees will be in touch, so you'll have a familiar face when you join.

Sports and social

During a typical year, we're an active firm socially, including:

- / Day trips and theatre trips; healthy activities such as yoga and guided walks; fun and challenging social events from quizzes and bake-offs to white water rafting
- / Summer and Christmas parties
- / Football, netball and cricket teams
- / Sponsored charitable activities: BKL people have raised money for a range of great causes by baking cakes, running marathons and growing facial hair. We also provide support to local charities chosen by staff, through BKL's charitable foundation



Relationships shape destinies

Life at BKL



'It's really important, especially when starting out, that you're willing to help each other. Everyone is extremely helpful at BKL and will give you their time to help you progress. In return, as you become more advanced, you are able to 'pay forward' the guidance you received and advise newcomers, which feels great.'

Sam Goldman
Senior Manager, Advance Business Services



'At BKL, we respect our clients by consistently delivering a high quality service. We know they appreciate our honesty and trust our opinions. Loyalty runs both ways and we forge great working relationships. These values filter into how we work together as a team too, giving us a happy workplace.'



Tom Li
Cloud Accounting Business Supervisor



What we look for

It doesn't matter whether you join us from school, college or university: we will train you.

Neither is the subject of your studies important; what matters to us is that you are bright, professional, curious and a clear communicator.

What we look for

You will be expected to develop and deliver technical excellence, which means you'll need the qualities that this will demand: qualities that set you apart from your peers.

We are open to how you demonstrate this. Traditionally it's done through academic results, but that doesn't have to be the case. Feel free to surprise us!

Qualifications

You need to be able to study and develop your thinking. You could demonstrate this ability through qualifications, for example:

As a school leaver (AAT trainee) you would normally have, or expect to gain:

- / 112 UCAS points or more
- / GCSE grades A* to C – including a B or above in maths and English language
- / or the equivalent qualifications/alternative higher qualifications

As a graduate (ACA/ATT trainee) you would normally have, or expect to gain:

- / a 2:1 class degree
- / 120 UCAS points or more
- / GCSE grades A* to C – including a B or above in maths and English language
- / or the equivalent qualifications

However, we're always open to the right people, so if you feel that you can show your abilities in other ways then please do get in touch.

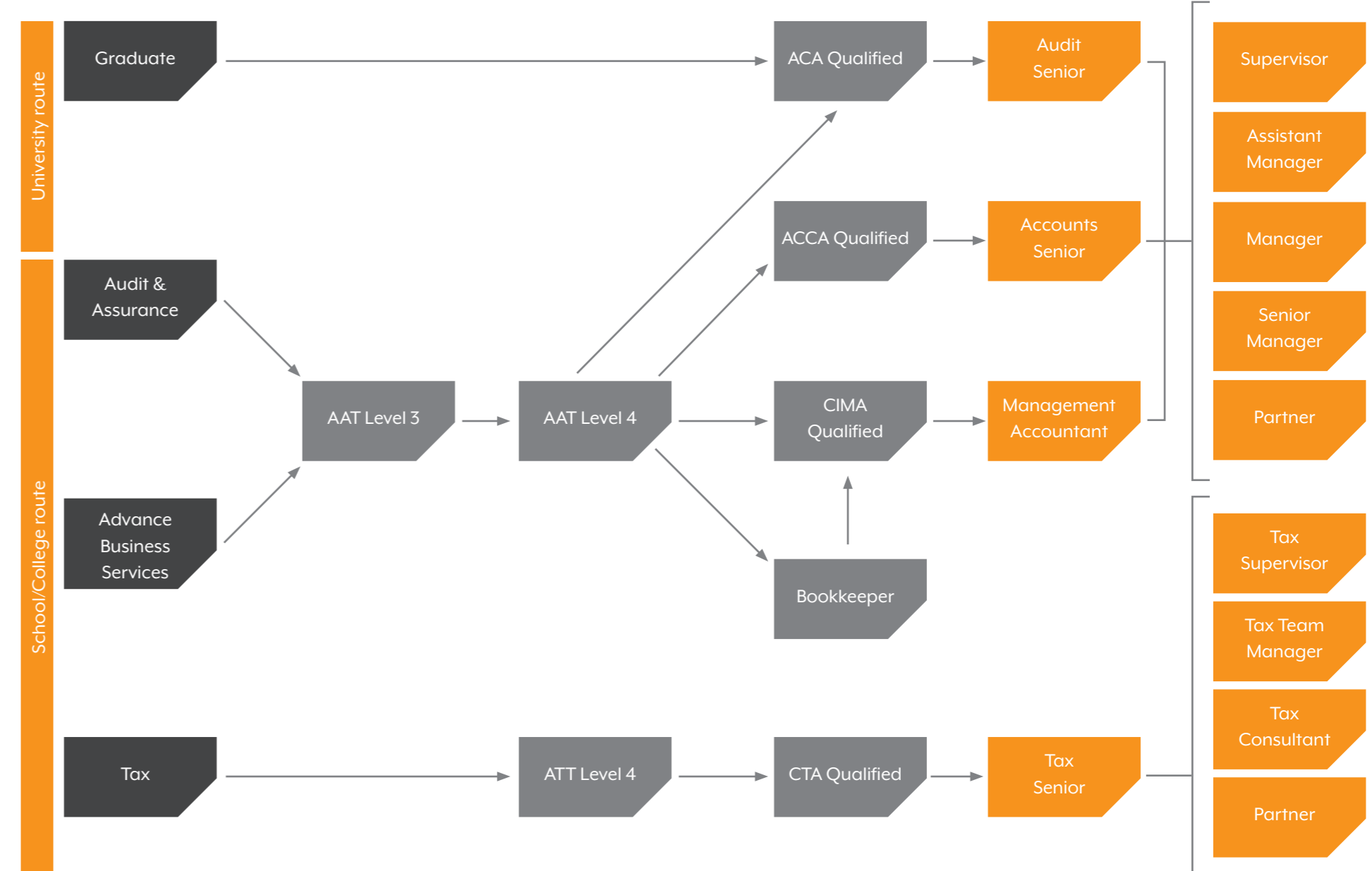
All qualifications are done through the apprenticeship scheme.

Qualities and values

- / Inquisitive thinking
- / Being in it together
- / Taking pride
- / Reliability
- / Thinking big
- / Enjoying it
- / Doing the right thing
- / Making a difference

Trainee benefits

- Our trainees enjoy:*
- / 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 in a typical year
 - / Voluntary work with our sponsored causes
 - / Health cash plan including dental and eyecare costs and various discounts with retailers



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 relationships, bright ideas and bright futures. And that includes yours. If we've inspired you, we'd love to hear from you.

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Certified



Corporation

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