

# Training Programme

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

# About Us

At Fiander ETL accountants in Southampton, our people come first, 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.

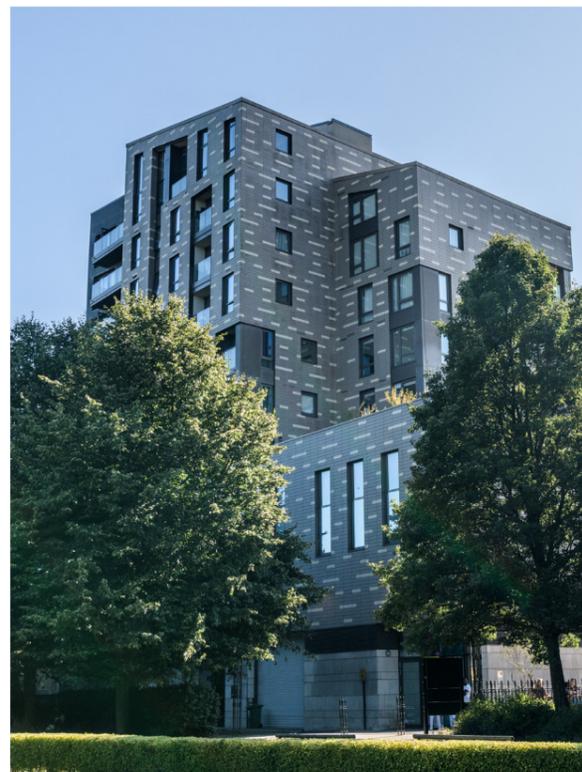
Since the firm's conception in 1977, there has been an underlying philosophy to bring through young talent and to support them in developing lifelong careers with us here at Fiander ETL.



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

The firm has grown and changed in line with client service requirements, but the basic objectives and underlying ethos of Fiander ETL 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.

We are part of the ETL Global family which means that we can offer a depth of resource in the UK and worldwide for the benefit of our clients and our people.



# Life at Fiander ETL

Our culture is what makes us different at Fiander ETL. 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 ETL 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 ETL, you'll benefit from the following measures to help things go more smoothly at home and at work:



Generous annual leave



Regular socials



Employee Assistance Programme



Flexible working hours



Annual pensions advice



Opportunity to purchase additional holiday allowance



Annual eye tests and flu jabs



35 Hour week



Dress for your day policy

## Socials

We work hard at Fiander ETL, 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 Fiander ETL Training Programme is only the start of your career at Fiander ETL. We prioritise career progression at every level, ensuring our people are truly put first as members of the team.

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 Fiander ETL 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.

### Fiander ETL Next Steps:

On the Next Steps programme, you'll be supported by a mentor – an experienced manager in your chosen field, and a sponsor – a director in your chosen team. This development programme is built to support newly qualified professionals to work towards a managerial role in their chosen specialist area.

### Fiander ETL Manager Development Programme (MDP):

A development programme for experienced managers to broaden their skills and explore different areas of responsibility.

### Fiander ETL Leadership Development Programme (LDP):

For senior professionals looking to take on leadership roles within the team.



# About the Training Programme

Our comprehensive training programme takes you from a college leaver to an 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.



**The Training Programme at Fiander ETL contributed significantly to my professional development and has helped me get to where I am now.**

**I joined the programme immediately after completing my A levels and worked towards my AAT and ACA qualifications. Once I qualified, the Next Steps programme offered me a clear pathway to my current role, supported by a dedicated mentor. This helped me to develop the skills I needed to succeed as a Corporate Manager.**

**Along the way, I have had the privilege of working with some incredible people, and I can honestly say that without the Training Programme and the support from these colleagues, I would not be the person I am today.**

**Toby**

Corporate Manager

# Programme Structure

## Fiander ETL Academy

ACA	Corporate	S3
ACCA		S2
CTA	Commercial/Outsourcing	S1
AAT		J2
	Tax	J1

## 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 ETL. 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 and experience in a structured way.

## Years 1-2: Academy Level

J1 J2

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 Fiander ETL 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 towards the ACA-CTA combined qualification, or the ATT-CTA tax pathway instead.



# The Application Process

Applying to join the Fiander Training Programme couldn't be easier. Simply send us your CV with a brief message 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@fianderetl.co.uk](mailto:careers@fianderetl.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:

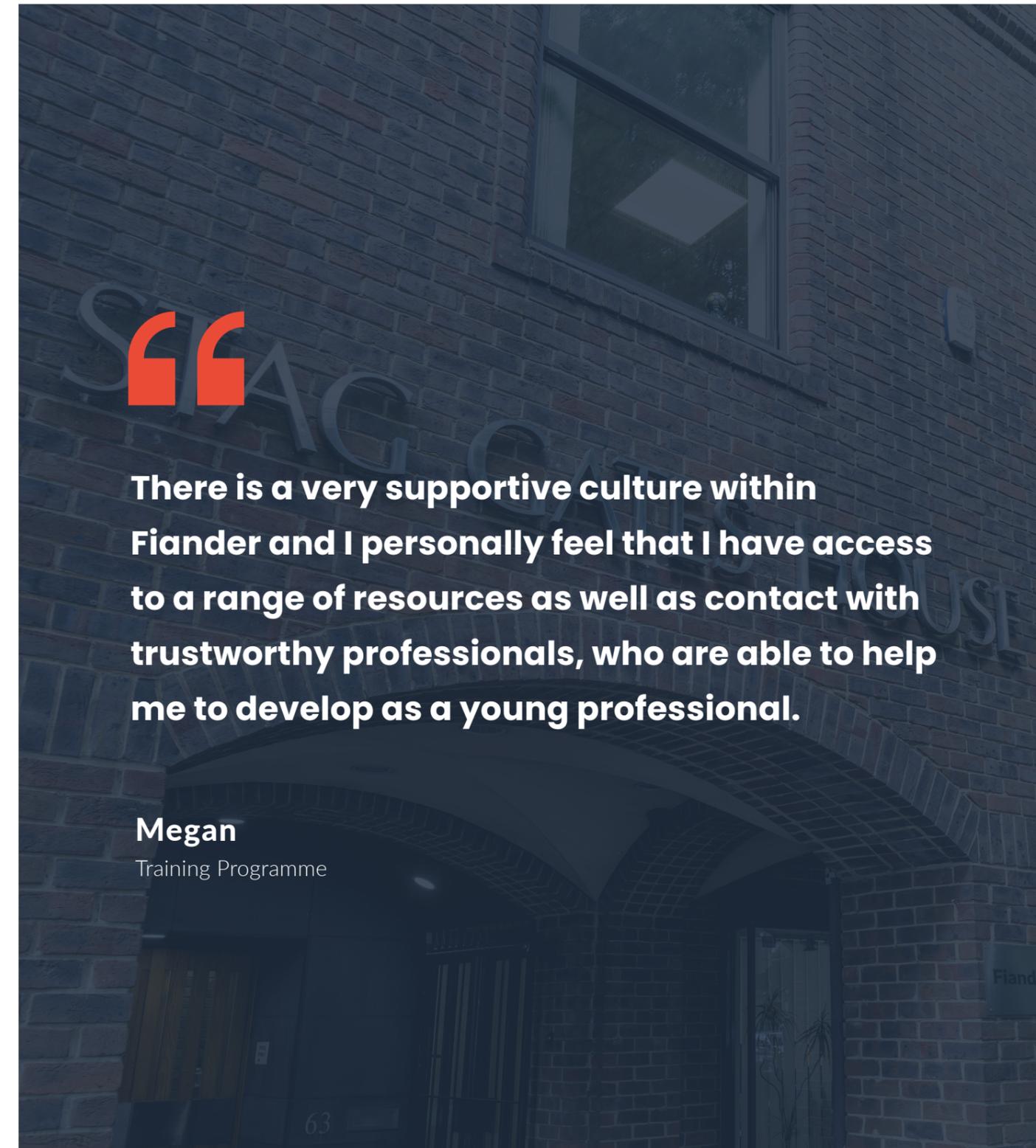
- Share our values and commitment to continuous improvement
- Are able to demonstrate a commitment to a career in accountancy practice
- Have the ability to succeed in their professional studies

If you're successful in securing an interview, the conversation will focus on your motivation for pursuing a career in accountancy and the values that matter to you. There's no presentation required as part of the process, we simply want to get to know you better.



And that's it! No anonymous online tests, no 10-stage video interview process, just straightforward human contact, every step of the way.

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



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