

# SHAPE

MORE THAN JUST YOUR

# CAREER



Opportunities  
for graduates







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# SHAPE MORE THAN JUST YOUR CAREER



## Looking for a fulfilling career? One that can have a wider impact on society?

At Grant Thornton, that's precisely what we offer, so bring your passion, ambitions and inspiration, and together let's make it happen.

Here, we do things differently. We give our people the freedom to drive change and shape their own destinies. Our people are free to be themselves and are inspired to make a difference. Our collaborative culture means we share ideas as well as the responsibility for making them happen, and our fresh thinking and agile working helps businesses, communities and our people to flourish.

We also believe we're best positioned to make a meaningful impact on the economy. After all, we provide organisations with the business and financial advice they need to make big decisions and unlock sustainable growth. As one of our graduates, you'll help us provide our clients with the insight and ideas they need for the future of their business. And by doing so, you'll contribute towards shaping a vibrant economy.

Read on to discover why we're a great place for graduates to launch their careers.



# WHO WE ARE

You'll enjoy a role with an organisation that has a real purpose.

Grant Thornton has a bold purpose. By unlocking the potential for growth in our people, clients and our communities, we believe we can help shape a vibrant economy where no-one gets left behind. We'll achieve this through building trust and integrity in markets, unlocking sustainable growth in dynamic organisations and creating environments where businesses and people flourish.

We work with dynamic organisations to help them grow. And we work with banks, regulators and the public sector to build a business environment that supports growth, including national and local public services.

Grant Thornton New Zealand is a part of a dynamic global firm comprising 53,000 people in over 130 countries. Our organisation is driven by independent thinkers and we provide high quality business and financial advice to a wide range of clients in countries all over the world.

As part of our team, you'll get support, be inspired and provided with all kinds of learning opportunities to help you grow in confidence and develop the skills you need to become a future leader. Everyone here plays their part. It's a real team effort and why our unique culture is built around collaboration.



## TL;DR

- Join a firm with a bold purpose and CLEARR values
- Become part of a large and dynamic global organisation
- Get the support and inspiration you need today to become a business leader of tomorrow



## Our CLEARR values

Grant Thornton adheres to a set of values that underpins our purpose. They are a declaration of who we are and how we can achieve our ambition of unlocking the potential for growth in dynamic organisations.



### Collaboration

Ask for help, give help  
we work well together



### Leadership

Have courage & inspire others  
we challenge each other to  
be the best we can be



### Excellence

Find a better way every time  
we never get complacent



### Agility

Think broadly, act quickly  
we thrive in change



### Responsibility

Use influence wisely  
we own our actions



### Respect

Listen & understand, be forthright  
we create honest relationships



# WHO WE'RE LOOKING FOR

You want more than just a job, you want a career with a future, and we want more than just a graduate - we want someone with passion and enthusiasm who wants to take ownership of their assignments, clients and future.

We're looking for talented people who want to be a part of something bigger and make an impact. Free to be yourself, confident and approachable, you must be a great relationship builder who can inspire everyone around you with your energy and ideas. You'll help our clients to tackle their burning issues and future challenges.

Listening hard and asking the right questions is at the heart of providing great business advice. We'll enable and empower you to do just that, so you can show initiative and bring new ideas and perspectives to the table to help our clients and the wider economy to grow.

You should share our **CLEARR values** – **Collaboration, Leadership, Excellence, Agility, Respect and Responsibility**. Always striving to grow yourself, you should be driven to succeed with the ability to see tasks through to the end while remaining agile, even when things don't go to plan. Your ability to see the bigger picture and also drill down into the small detail will make you stand out from the crowd – a real natural when it comes to solving problems, you'll be able to analyse the numbers and back them up with strategic advice. Being a part of a team is at the heart of how we work here – you'll be able to balance working as part of a team and take ownership of the part you play.



TL;DR

**We want people who:**

- are talented, energetic, confident and great at building relationships
- will help clients with opportunities and challenges – not just the numbers
- are great at problem solving
- love working in a team and taking ownership of the part they play
- are independent thinkers who aren't afraid to challenge or be challenged
- passionate about helping dynamic businesses to grow.



# WHAT'S IN IT FOR YOU?

Quite simply, we offer the opportunity for you to excel without compromise.



## Training and development

As a graduate, you'll get the regular, structured training required to become a professionally qualified, trusted business adviser, starting with a national induction in Auckland. Your induction will give you an understanding of our firm, our strategy and direction, and the opportunity to meet senior leaders from the business.

You will be given a range of assignments to give you breadth of experience, along with variety in client sizes and sectors to build your tool kit. There will also be opportunities to specialise in other areas of the business in the future.



## Mentoring and support

You will be assigned a mentor who will work with you to sign off your practical experience requirements for your qualification. To support you on your journey of learning, you'll be allocated a buddy, who will be the person you can ask questions on a daily basis if needed. They will also help you on your daily work assignments until you are confident enough to go it alone. Your manager will also be there to support you and give you regular feedback on your performance.



## Salary and benefits

Everyone at Grant Thornton enjoys a competitive salary based on local market rates and the cost of living. We also provide our new graduates with a starting bonus. As you study towards your professional qualification, either CA or CPA, the firm will pay for your membership fees, module registration fees, provide paid study leave, have subject matter experts available to answer questions and provide workshops to help you cement your learning.

You will also be given a paid volunteer day and time off for your graduation.



## TL;DR

- You'll get the regular training required to become a qualified business adviser
- We'll pay for your membership fees, module registration fees, and study leave as you work towards your professional qualification
- Grads are assigned a mentor and a buddy to support you on your journey
- Every team member at Grant Thornton New Zealand is given a paid volunteer day and grads get paid time off for their graduation
- New graduates receive a starting bonus



# BUSINESS ADVISORY SERVICES

Our business advisory services team helps Kiwi companies navigate the complexities of operating both in New Zealand and around the globe.

You'll be contributing to a team made up of a powerful combination of industry experts and experienced consultants who don't just crunch numbers; they put themselves at the forefront of business issues and regularly deliver valuable thought leadership to the privately held business market.

Our graduates benefit greatly from working with a variety of clients across a range of sectors before they are qualified. Working with businesses of all shapes and sizes, in advisory you'll help a range of different clients whose businesses contribute to the growth of the economy in New Zealand, and beyond.



## TL;DR

Shape more than just your career in advisory by collaborating with a variety of dynamic organisations.

**“At Grant Thornton, I feel supported to grow both professionally and personally.”**

**Miller Scott** - Business Advisory Services graduate, Christchurch

At Grant Thornton, I feel supported to grow both professionally and personally. I have been trusted with some fantastic client work that's challenging, and someone is always there to help if I need it - the team is really friendly. Being included in client meetings is also among many of my favourite experiences at Grant Thornton; it gives the work I'm doing more context and deeper meaning.

I'm also proud to be part of a firm that not only adds value to Kiwi businesses, but to the wider community as well. Grant Thornton's corporate social responsibility programme gives the team lots of opportunities to volunteer and participate in programmes; it's really rewarding to contribute to a range of projects that help both businesses and communities to flourish.



**“I knew that Grant Thornton was the right place for me because it encourages diversity and authenticity; you’re encouraged to “bring yourself to work.”**

**Han Diep** - Audit graduate, Wellington

When I was applying for graduate positions, I knew that Grant Thornton was the right place for me because it encourages diversity and authenticity; you’re encouraged to “bring yourself to work”. Everyone’s input is also respected and encouraged regardless of your position or tenure.

After my first day of training, I was already onsite with a client performing an audit; it was fantastic to have client interaction and build that level of experience so early on. Within the first year, I was already exposed to significant areas of audit and worked independently on smaller jobs.



# AUDIT

Contrary to popular belief in recent times, the business community needs robust audit services now more than ever.

A common myth about audit services is that it’s stagnant, boring and will be replaced with automated technology in the not so distant future. However, that’s simply not true.

At Grant Thornton, we utilise new technologies to not only give us more time to deliver value add services to our clients, but to also gain greater insights into their

businesses which we use to help them identify challenges and opportunities.

Gaining this insight also requires spending time with clients to get a deeper understanding of how their businesses work. From the outset, our grads spend most of their time onsite with our clients which means you’ll hit the ground running with valuable customer facing experience.



## TL;DR

Shape more than just your career in an innovative service line that goes beyond the technical requirements of traditional audits to deliver true value to New Zealand businesses.



# HOW TO APPLY

Want to make a difference and become a respected business adviser with a dynamic and down-to-earth firm? It all starts here.



Shape more than just your career



## Self-selection

Read this brochure, check out our website, Facebook, LinkedIn and speak to our people to decide if Grant Thornton is the right fit for you.



## Apply online

[www.grantthornton.co.nz](http://www.grantthornton.co.nz)

Apply as soon as possible when applications open.



## Online assessments

The assessment will ask a number of questions to explore your skills in numerical, verbal, and logical reasoning. And, allow us to learn more about your team preferences. It will help us establish how your abilities could be a good fit for the unique and varied challenges of our firm.



## Telephone/video interview

Following the successful completion of the online assessment you will be able to let us know more about yourself, either on the phone with a people & culture team member or via a video link.



## Meet and greet

We are looking forward to meeting you and you being able to learn more about us! The first interview will be with a representative of the relevant service line and a people & culture team member. The second meeting will be with one of our partners.

We fill our positions on a rolling basis, so please apply as early as possible to avoid disappointment!



# CONNECT WITH US

Follow us on social media:



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