

CONNECT.  
DISCOVER.  
GROW.

## INTRODUCING RSM

A great place to work

THE POWER OF BEING UNDERSTOOD  
AUDIT | TAX | CONSULTING

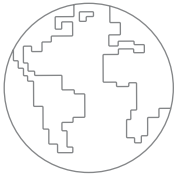
Celebrating  
**100**  
Est. 1922  
in Australia

  
**RSM**

## RSM GLOBAL

A world leading provider of audit, tax and consulting services to entrepreneurial growth-focused organisations globally.

RSM is a powerful network of audit, tax and consulting experts with offices all over the world. As an integrated team, we share skills, insight and resources, as well as a client-centric approach that's based on a deep understanding of your business. This is how we empower you to move forward with confidence and realise your full potential. This is the power of being understood.



6th largest global network

51,000+ people

860+ offices

123 countries

1 name

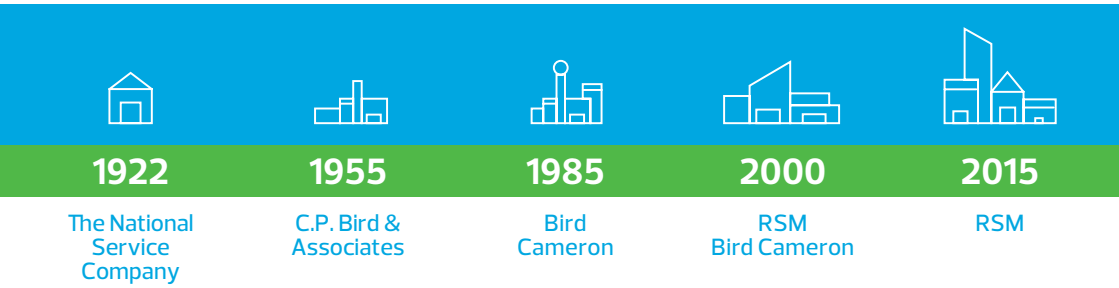
Visit [rsm.global](https://rsm.global) for a full list of RSM firms and contact details.

The Power of Being Understood is what we each deliver through our work as individuals and professionals. It is a commitment that RSM business leaders around the world make to understand every employee. In the same way that we strive to deliver an outstanding and consistent client experience, RSM also strives to deliver the same for our people.

This unified brand reinforces the global network's position as the first-choice advisor to middle market leaders globally. Our logo signifies growth and moving forward with confidence. The grey block signifies a relationship based on a solid reliable foundation. The green block represents our positive, ideas-driven and responsive approach. The blue block, the largest of the three, symbolises forward movement and the attainment of future goals.

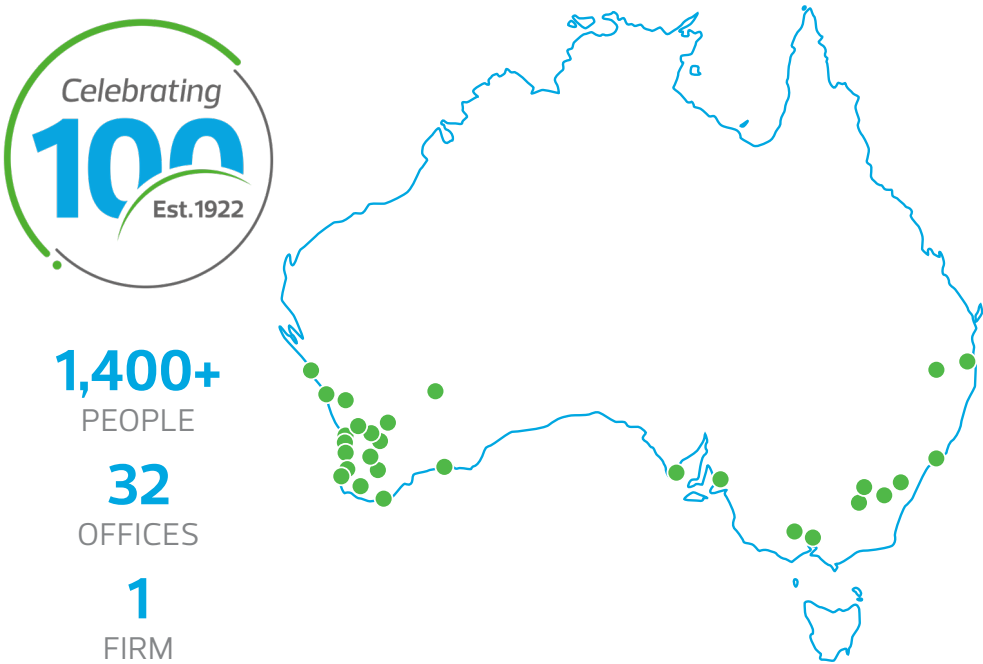
# RSM AUSTRALIA

Through the years:



On October 26 2015, RSM Bird Cameron changed its name to RSM Australia Pty Ltd with fellow firms in our global network, RSM International, under a unified brand name RSM.

RSM Australia offers the combined benefits of a leading professional services firm with extensive networks, learning and career opportunities – within a highly supportive, people oriented workplace. We are the largest mid-tier accounting firm in Australia. Our unique one-firm structure enables our clients to more readily connect to our extensive national and international networks, expertise and industry experience.





## OUR VALUES AS A FIRM

### **Integrity In Everything**

Integrity is core to everything we do. It underpins our high standard of professionalism and is paramount to us building trusted and collaborative relationships with our clients and with each other. We show integrity and respect to all clients, regardless of their size and circumstance.

### **Supporting Clients Everywhere**

Our aim is to empower our clients to move forward with confidence. We seek to build a deep understanding of what matters most to our clients, supporting them today and their needs and aspirations for the future. We provide ideas and insights from experts both locally and globally.

### **Developing and Valuing Everyone**

We believe in giving our people every opportunity to develop to their best. We do this through extensive training, development, networking, opportunities and a supportive environment. We value the employee's diversity and the skills, roles and contributions to the RSM team.

# WHAT WE OFFER



## ASSURANCE & ADVISORY

- Financial statement audits
- Financial reporting
- Regulatory, technical and IFRS advice
- Corporate governance
- Risk and control assurance
- CFO advisory



## BUSINESS ADVISORY

- Accounting and business advisory
- Business strategy and development
- Strategic outsourcing
- SME tax compliance and simplification
- Private client and family office
- Superannuation services
- Succession and estate planning



## CORPORATE FINANCE

- Mergers, acquisitions and business divestment
- Transaction support and due diligence
- Capital market support
- Valuation and expert reports
- Litigation support and forensic investigation
- Financial model construction and review
- Family law



## FINANCIAL SERVICES\*

- Investment advice
- Portfolio management
- Superannuation
- Retirement planning
- Personal risk insurance
- Inter-generational wealth transfer

\*Financial Services offered through RSM Financial Services Australia Pty Ltd AFSL No 238282



## RESTRUCTURING & RECOVERY

- Corporate insolvency, liquidation and debt solutions
- Personal insolvency, bankruptcy and debt solutions
- Restructuring and Safe Harbour
- Dispute resolution
- Corporate health checks and viability reviews
- PPSA and security reviews
- Asset protection and risk reviews



## RISK ADVISORY SERVICES

- Cyber security and resilience
- Climate change and sustainability services
- Risk assurance
- Fraud and forensic services
- Probity advice and assurance
- Data analytics



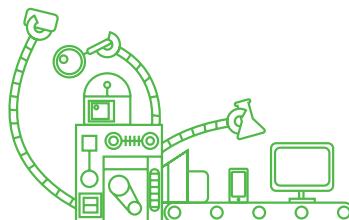
## TAX SERVICES

- Tax advisory
- Employment taxes
- Indirect taxes
- International tax and transfer pricing
- R&D tax and Government incentives



## DIGITAL CONSULTING

- ERP consulting
- Managed IT services
- Digital advisory



Connect.  
Discover.  
Grow.



## RSM CAREERS

At RSM, it is our experienced professional teams that make the difference. Like us, our clients enjoy opportunities to grow their business. Our personalised services in risk management, accountancy and business consulting areas are what sets us apart. At RSM, you are given the opportunity to explore areas of interest within your chosen specialty, to be an individual within your team and our Firm.

### Structured Learning and Development Programs

At RSM we believe it is vital to provide continuous Learning & Development opportunities to help you achieve your career objectives and the Firm achieve it's goals. We deliver a combination of technical, business and leadership and management skills.

Providing opportunities to everyone, everywhere.



REDEFINING THE EMPLOYEE EXPERIENCE

# Learn Everyday, Everywhere



# OWL

OUR WAY OF LEARNING

## LEARNING AND DEVELOPMENT

One of our core strategic pillars is Developing & Valuing our People. We believe that investing in programs and frameworks to help our people achieve individual mastery, collaborate in teams and create synergy across the organisation is key to our success and future growth.

### INDIVIDUAL



Career Plans

Post-grad Support

Digital & Business Skills  
Programs

Mentoring

Profiling Tools

### TEAM



Leading High Performing  
Teams

Team Building Workshops

Group Conferences

Knowledge Hubs

### ORGANISATIONAL



Resilience Training

BD@RSM

Technical Training and  
Conferences

Leadership Programs  
(National Framework)

RECOGNISED TRAINING EMPLOYER OF



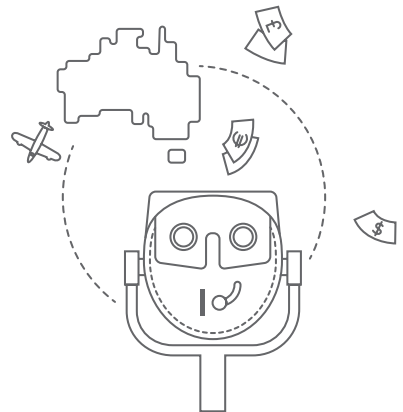
CHARTERED ACCOUNTANTS  
AUSTRALIA + NEW ZEALAND



## SECONDMENT OPPORTUNITIES

Our global reach provides our employees with an opportunity to develop personal and professional skills through our International Secondment Program.

This allows our employees to broaden their horizons, experience new cultures and different ways of working, and develop a deeper understanding of our clients' businesses.



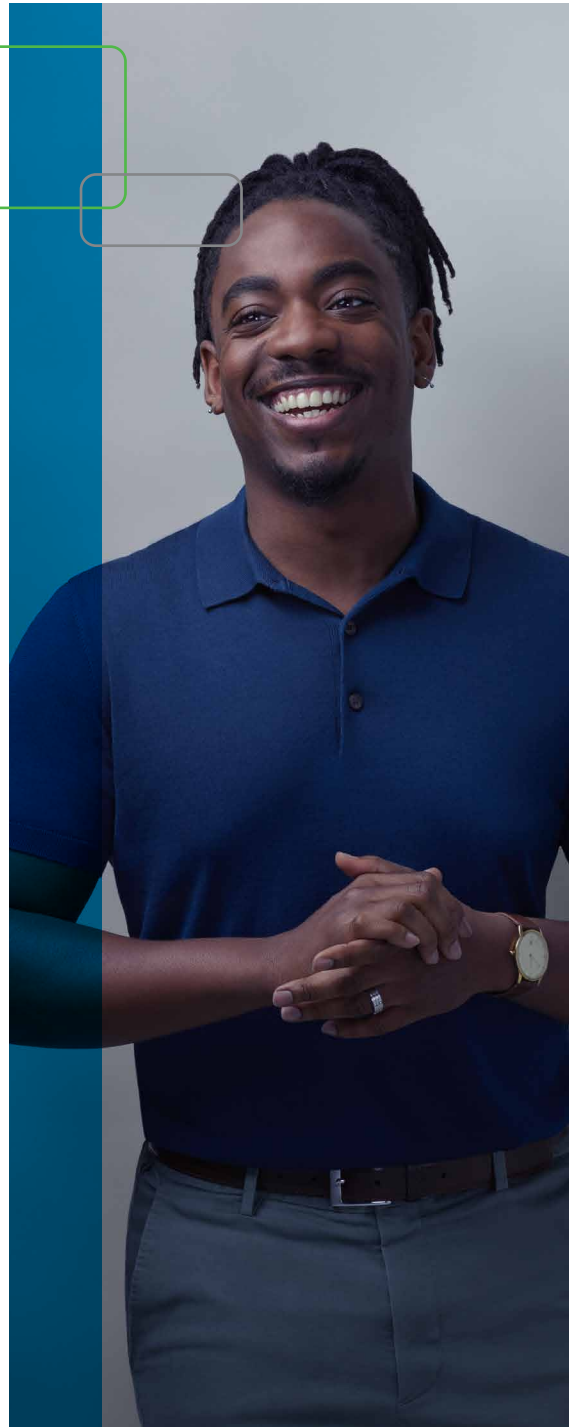


RSM supports our employees to balance their career and personal life.

## RSM BENEFITS

We offer a range of flexible work options, programs and other work life benefits including, health, insurances and financial services.

- Flexible working arrangements
- Purchasing leave
- Paid parental leave
- Life + Total and Permanent Disability cover
- Employee income protection plan
- Group Insurance Scheme
- Corporate health insurance
- Travel Insurance
- Employee Assistance Program
- Social events
- Flu vaccinations
- First aid training
- Banking discounts
- RSM discounted financial services
- Paid CA qualification
- Post-grad support
- Professional membership fees
- Vehicle acquisition assistance
- New business bonus
- Recruitment bonus
- Sporting events
- Corporate social responsibility activities



Leadership.  
Communication.  
Education.



## Diversify

Our firm's diversity and inclusion strategy is referred to as Diversify. Our vision is to *"create an inclusive workplace culture where everyone can achieve success which results in benefits to our staff, our clients and the firm"*.

The strategy is driven by the firm's National Diversity Task Force (NDTF). The NDTF, which consist of Senior Leaders, is responsible for supporting Diversify on a national and local level and represent an office or zone.



## Beyond RSM

Beyond RSM is our national corporate social responsibility program which builds upon local office activities to enhance our overall social impact.

For close to a century, we have been active in the many communities we live and work in across the country. From volunteer ambulance officers to surf life savers and fire fighters. From sitting on Boards of not-for-profits to providing pro bono services to a range of worthy organisations. We have been fortunate with the many opportunities we have received to give back.

**2021 WINNER, Financial Review Client Choice Awards**

- Best Accounting & Consulting Firm (>\$200m)
- Best Professional Services Firm (joint winner)

**Grad Australia Top 100 Graduate Employers**

- #2 Mid-tier firm; #6 Accounting & Advisory

**AAGE's Top 75 Graduate Employers**

- #7 Accounting, Consulting & Prof. Services

**Financial Review Top 100 Graduate Employers**

- #7 Accounting, Consulting & Prof. Services

**2020 WINNER, Financial Review Client Choice Awards**

- Best Accounting & Consulting Firm (>\$200m)

**AAGE's Top 75 Graduate Employers**

- #34 Top Graduate Employer

**2019 WINNER, XERO Awards**

- Enterprise Partner of the Year

**WINNER, Financial Review Client Choice Awards**

- Best Accounting Firm Revenue \$50m–\$200m

**GradConnection Top 100 Graduate Employers**

- #3 Accounting, Prof. Services & Consulting
- #24 Top Graduate Employer

**2018 WINNER, MYOB Awards**

- Accounting Practice of the Year

**FINALIST, IFA Excellence Awards**

- Best Client Servicing of the Year

**FINALIST, XERO Awards**

- National Partner of the Year

**FINALIST, Financial Review Client Choice Awards**

- Best Accounting Firm Revenue \$50m–\$500m
- Best Value Firm
- Most Improved Net Promoter Score

**Australian Association of Graduate Employers (AAGE)**

- Top 7 – Graduate Employers within the Accounting, Consulting and Professional Services Industry

**2017 WINNER, International Accounting Bulletin Awards**

- Network of the Year (RSM)



**RSM  
Awards &  
Recognitions**



## THE POWER OF BEING UNDERSTOOD

AUDIT | TAX | CONSULTING

RSM Australia Pty Ltd is a member of the RSM network and trades as RSM. RSM is the trading name used by the members of the RSM network.

Each member of the RSM network is an independent accounting and consulting firm each of which practices in its own right. The RSM network is not itself a separate legal entity of any description in any jurisdiction.

The RSM network is administered by RSM International Limited, a company registered in England and Wales (company number 4040598) whose registered office is at 50 Cannon Street, 2nd Floor, London EC4N 6JJ.

The brand and trademark RSM and other intellectual property rights used by members of the network are owned by RSM International Association, an association governed by article 60 et seq of the Civil Code of Switzerland whose seat is in Zug.

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**rsm.com.au**

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