



GLOBAL  
NETWORK  
**41,000**  
STAFF  
**116**  
COUNTRIES  
**4**  
IRISH OFFICES



MORE THAN JUST A NUMBER  
GET THE CAREER YOU WANT AT RSM



Winner of 'Advisory Team of the Year' at  
Irish Accountancy Awards 2019

THE POWER OF BEING UNDERSTOOD  
AUDIT | TAX | CONSULTING

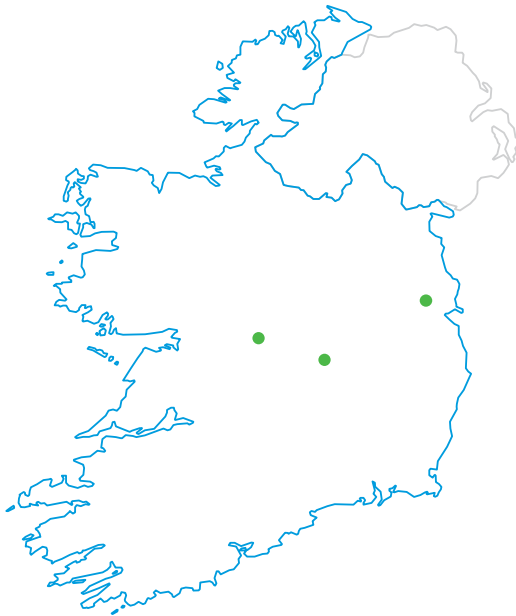


## WHO WE ARE

Welcome to RSM. As one of the world's largest networks of audit, tax and consulting firms, we deliver the big ideas and services that allow organisations to thrive.



In Ireland, we employ more than 150 staff and are based in three locations: Dublin, Laois and Offaly. We specialise in providing business advice to mid-market businesses.



## WHAT WE OFFER

Our graduate programme will provide all the training and support you need to reach your career goals and unlock a future that's packed with new experiences.

Whether you join us in audit, tax or consulting, you'll enjoy a powerful combination of on-the-job learning and structured training; not to mention an impressive client list to work with.

When you join our team, you'll discover a culture that nurtures individuality and celebrates fresh thinking. You'll gain access to an environment where everyone is supported to reach their full potential.

With access to a global network spanning 116 countries, you'll have a world of opportunity to build the career you want.

It's your future. Own it at RSM.



**21st**  
**OCTOBER**  
**2019**

Application  
closing date

**APPLY**  
**ONLINE @**

[rsmireland.ie](http://rsmireland.ie)




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graduate  
recruitment  
[@rsmireland.ie](https://www.instagram.com/rsmireland.ie)



GET THE  
CAREER YOU  
WANT AT RSM

We recognise that to be a truly outstanding accountant and business advisor requires a combination of strong technical skills, sound commercial awareness and excellent client skills. It's this breadth of focus that makes our graduate programme really stand out.

From day one you will have regular access to our partners and managers, as well as an opportunity to work on client assignments across a broad range of industry sectors. This will ensure that you graduate from our programme a technically skilled professional with a well-rounded business understanding.

We're on the lookout for individuals with passion, originality and strong academic credentials, who are team players and bring fresh thinking to our firm.

We're committed to ensuring that when you join our team, you'll always be moving forward.

## OUR BUSINESS UNITS

### AUDIT AND ADVISORY

In our Audit team, you'll learn how to help clients manage and minimise risk by identifying threats and potential improvements to systems.

### TAX

Our Tax graduate programme gives you the opportunity to work with a range of exciting clients to become their trusted advisor and work on international assignments.

### MANAGEMENT CONSULTING

In our Management Consulting team, you'll get hands-on experience with clients and help them drive productivity by harnessing their people and their technology, enabling change and developing strategies.

### TRANSACTION ADVISORY SERVICES

As a Transaction Advisory Services professional, you'll work with a range of organisations, fast-growing companies and private equity firms to identify growth opportunities and build strategies to realise value for the shareholders... never a dull moment.

#### Lorraine McAdam

Audit and Advisory



"My secondment to the RSM Office in Chicago is definitely one of my highlights. During my training contract I was involved in the audit of one of our financial services clients. An opportunity arose to apply for the international secondment programme and thankfully I got accepted! It was a brilliant experience as I got the chance to work with specialists in this field and improve my knowledge in this sector but also as I got the opportunity to meet new people across the Global RSM Network".



China



Denmark



Dubai



France



Hong Kong



India



Italy



Japan



Malaysia

## SECONDMENT OPPORTUNITIES

Our international secondment programme enables employees to broaden their horizons, experience different ways of working and gain exposure to international best in class business practices.

## WHAT YOU CAN EXPECT

With RSM, you'll get so much more than a great benefits package.

### We also offer:

- fully funded support to advance your professional qualifications and study leave, as well as onsite study tutorials;
- clear career development and annual salary reviews; and
- an active staff social club and CSR programme.

### A helping hand to realise your potential

At RSM, you'll discover a supportive environment where all voices are heard and everyone can reach their full potential.

### A member of our team from day one

Our trainees work alongside senior staff on major client projects from day one.

### An impressive client list

We work across a wide range of sectors which will ensure you'll get a great breadth of experience.



### Conor McGeough

Transaction Advisory Services

"I play football with my home team in Monaghan and regularly have to go home mid-week or on Fridays for training. It can be difficult to find a balance between football and work but RSM have been very accommodating and help me maintain a good work life balance".



### Kate Lupton

Tax

"RSM really differentiates itself through the support that it provides to employees both professionally and personally. Internal workshops and tutorials are provided for trainees along with study and exam support. There are also regular social club events which are a great chance to get to know everyone across the firm!".



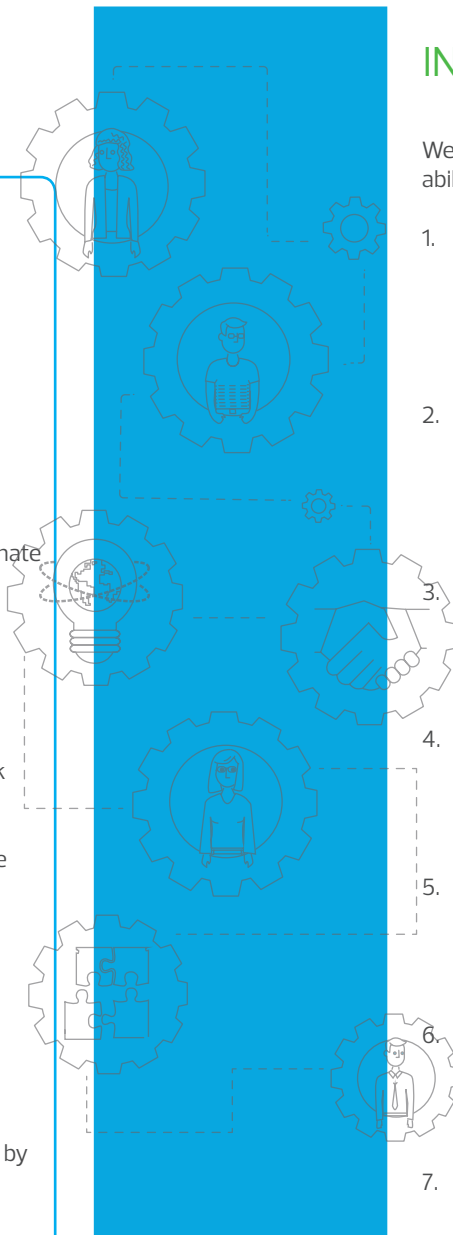


## THE POWER OF YOU

At RSM, our employee well-being is extremely important to us. We want to ensure each of our staff members are happy and supported in their roles. We have an active sports and social committee, a well-being committee and a CSR team in place. Each year, we review our CSR commitment and staff are encouraged to nominate a cause which the whole firm can get behind.

### What RSM can offer you:

- Bike to work scheme.
- Corporate discounted gym rates.
- 1pm finish on Fridays before summer bank holidays.
- Casual Friday dress code.
- RSM European football tournament where teams are flown to a location in Europe.
- Fresh breakfast provided every morning.
- Team sports including football, tag rugby, bootcamp and running club.
- Active cycling club which take part in the Peter McVerry Wexford cycle each year.
- Additional activities including adventure challenges and concerts.
- RSM World Day: each year, we celebrate being a member firm of the RSM network by organising a firm-wide day out.
- Pizza/beer evenings in our office.
- Monthly staff draw.



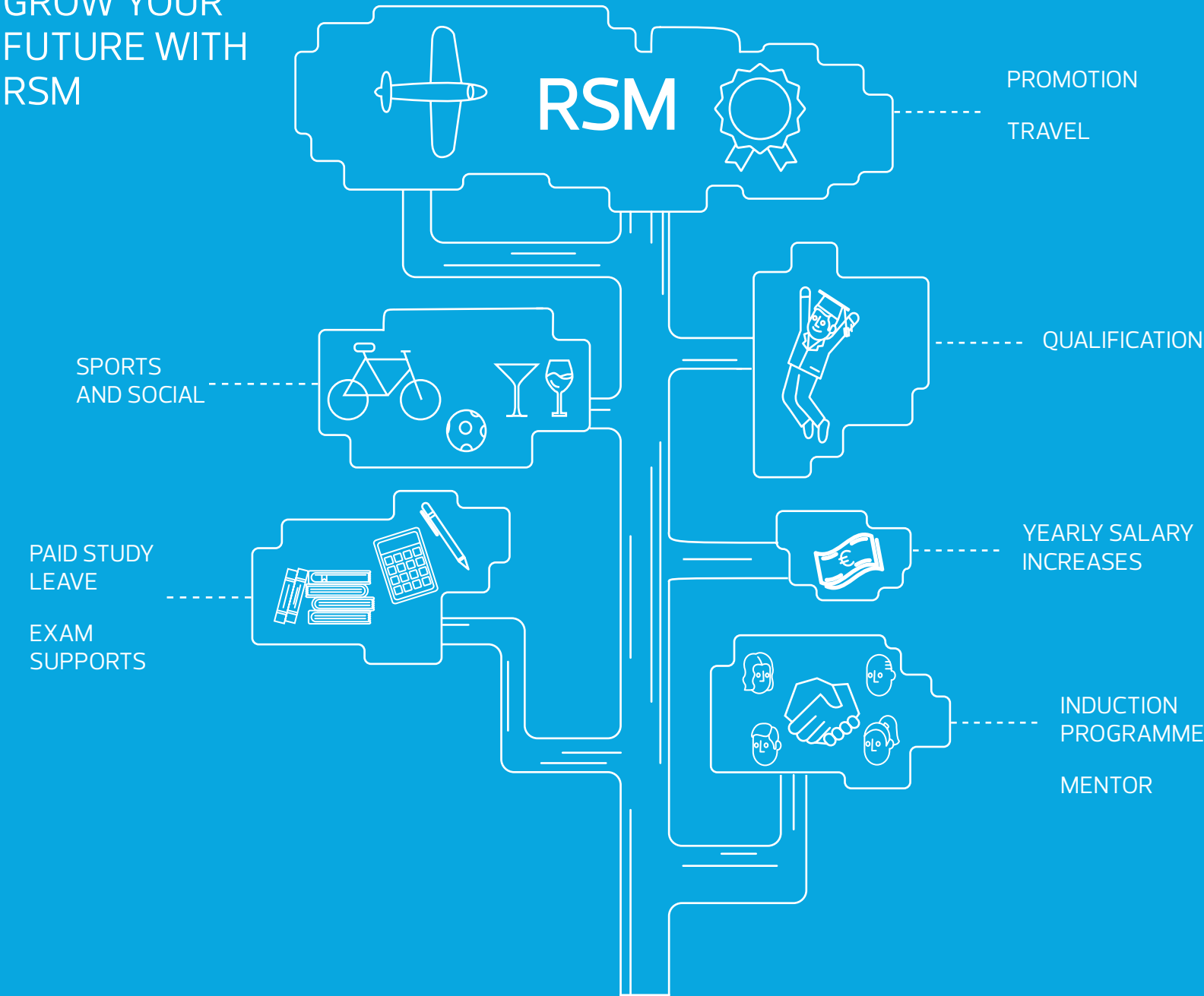
## INTERVIEW TIPS

We have compiled a number of tips below to help you perform to your best ability when you come to meet us at interview.

1. Prior to the interview, carry out some background research on the company. Learn as much as you can about RSM, who we are, our services and our values. Make sure you can express how your strengths and career goals are aligned with ours and why you think you'll succeed here in RSM.
2. Be prepared. Although there is no set format for every job interview, there are some questions that you can guarantee will crop up. Think of questions that the interviewer is likely to ask you during the interview, such as your prior work experience, your third level course and your interest in accounting.
3. Create a good first impression. Always make sure to be punctual. If you are not sure of the area, you may wish to complete the journey the evening before that so you know how long it will take you to get there. At the interview greet your interviewer with a smile and a firm handshake.
4. Make sure you listen to each question the interviewer is asking and think about your response before replying to ensure you give your best example. If you are not sure of the question ask the interviewer can they repeat or rephrase.
5. Ask us questions. These can be about our organisation, our clients, the opportunities we can offer you and what you can expect from us. This will assist you when deciding if RSM is the right place for you to launch your career.
6. Be yourself. We are looking for you to demonstrate your natural strengths and we encourage you to be open & honest in your response. There is never a wrong answer so try to relax and remember that we're interested in the real you.
7. Enjoy your experience. Use the interview to develop an understanding of the firm and the people who work here.

We offer **in house mock interviews** in our offices to help you prepare for your interviews (whether with us or else where). Please contact us to arrange your mock interview at [graduaterecruitment@rsmireland.ie](mailto:graduaterecruitment@rsmireland.ie)

# GROW YOUR FUTURE WITH RSM



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