



GLOBAL
NETWORK
51,000
STAFF
123
COUNTRIES
3
IRISH OFFICES



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



Find out about the RSM Graduate Programme

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.

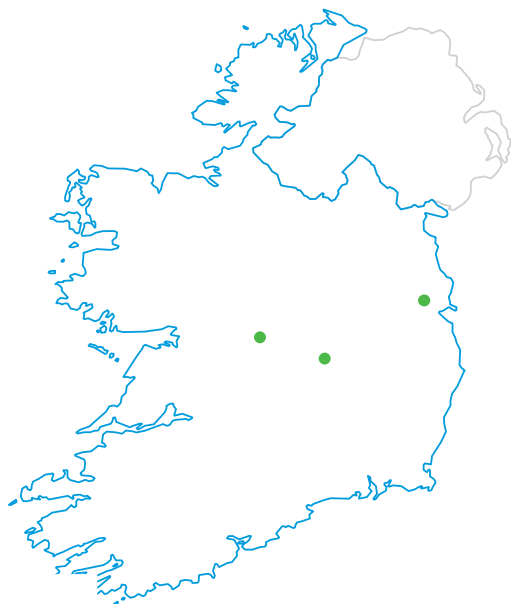
GLOBAL
NETWORK

51,000
PEOPLE

123
COUNTRIES

860
OFFICES
WORLDWIDE

In Ireland, we employ more than 140 staff and are based in three locations: Dublin, Laois and Offaly. We specialise in providing business advice to mid-market businesses.



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

Shortlisted for 'Excellence
in Community, Partnership
with a Charity' at CSR
Awards 2019

Winner of 'Practice of the
Year' at Irish Accountancy
Awards 2018

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.

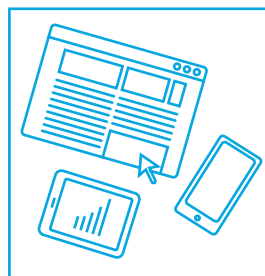
When you join our team, you'll discover a culture that nurtures individuality and celebrates fresh thinking. You'll gain access to an environment where everyone is supported to reach their full potential.

With access to a global network spanning 120 countries, you'll have a world of opportunity to build the career you want.

It's your future. Own it at RSM.



**APPLY
ONLINE @**



**FOLLOW
US ON:**



**CONTACT
US @**

graduate
recruitment
@rsmireland.ie

GET THE CAREER YOU WANT AT RSM



John Glennon
Managing Partner

We're a fast growing firm with big ambitions. We are looking for passionate graduates who can help us on this journey!

From day one you will have direct 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.

PERSONALITIES WANTED

We are looking for individuals with originality, passion and a strong academic track record. We want people who can bring new ways of thinking, the confidence to challenge and the skills to deliver, time and again.

PEOPLE WHO CARE

People are the heart of everything we do. Our employees are the reason our business grows each year, the reason we've earned such a strong reputation and the reason our clients choose to work with us time after time. That's why we look for people who always strive to be the best they can be. To us, that means graduates who endeavour to have a positive impact on everything they do. In other words, people who care.

TEAM PLAYERS FROM THE START

Our teams work on a variety of client jobs, so we would like graduates who will be ready to pitch in from the start. We're on the lookout for team players with the energy and passion to make things happen; who'll thrive in any situation to get results.

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.

CONSULTING

In our 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 and realising value for their shareholders.



Lorraine McAdam

Manager, 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. I also 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.

A fast-tracked career

You'll always be moving forward at RSM. We'll take time to understand your goals and make sure you have all the experiences and support you need to make them a reality. With us, you'll get the career you want.

A helping hand to realise your potential

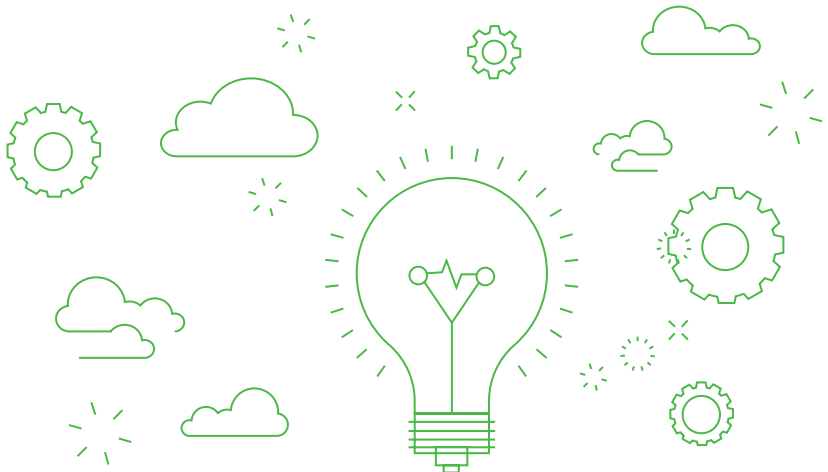
At RSM, you'll discover a supportive environment where all voices are heard and everyone can reach their full potential.

A member of our team from day one

Our Associates 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.





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. Along with our benefits, we have a range of committees including sports and social, wellness and CSR. Each year, we review our CSR commitment and staff are encouraged to nominate a cause which the whole firm can get behind. This year our charity partner is Children's Health Foundation Crumlin (formally CMRF Crumlin).

What RSM can offer you:

- Fully funded tuition, study leave and onsite tutorials to support you every step of the way to achieve your professional qualifications.
- Structured career paths with clearly defined goals and milestones for progression.
- On-going performance feedback to help you grow professionally with rewards linked to performance.
- Sports and social events throughout the year such as tag rugby, cycling club, yoga, running club, pizza and beer evenings and the Christmas party.
- RSM European football tournament.
- CSR programme.
- An international secondment programme for those who wish to explore overseas opportunities.
- Wellness programme.
- Recognition awards for going above and beyond.
- Discounted gym membership.
- Tax saver commuter ticket.
- Bike to work scheme.
- Half day Fridays on summer bank holidays.
- Purchase of additional annual leave.
- Discount programme.
- Monthly draw.
- Christmas savings scheme.
- Flexibility with a hybrid working model.

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 professional services.
3. Create a good first impression. Always make sure to be punctual. At the beginning of the interview greet your interviewer with a smile.
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.

GROW YOUR FUTURE WITH RSM

TRAVEL



RSM

SPORTS & SOCIAL,
WELLNESS
& CSR



PAID STUDY
LEAVE

EXAM
SUPPORTS



SM



CAREER FRAMEWORK
& PROMOTION
PROMOTION



QUALIFICATION



ANNUAL SALARY
INCREASES



INDUCTION
PROGRAMME

MENTOR

OPPORTUNITIES
TO GET TO KNOW
THE OTHER
GRADS

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