
RSM Ireland Graduate Programme

Your career, your way



**GLOBAL
NETWORK**

**57,000
PEOPLE**

**120
COUNTRIES**



THE POWER OF BEING UNDERSTOOD
ASSURANCE | TAX | CONSULTING

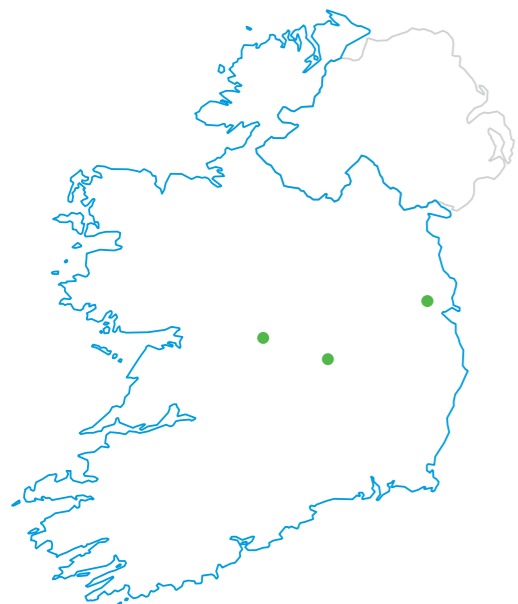
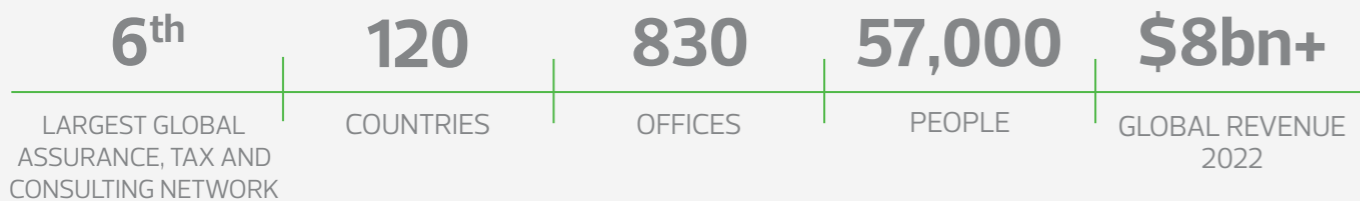


About RSM

A world leader in assurance, tax and consulting services

RSM Ireland is part of the RSM International Network. We deliver the big ideas and services that allow organisations to thrive.

As an integrated team, we share skills, insight and resources, as well as a client-centric approach that's based on deep understanding. Our clients range from growth-focused entrepreneurial businesses through to leading multi-national organisations across many sectors and operating nationally and across borders.



Award-winning Irish Firm and Graduate Programme

RSM Ireland is headquartered in Ranelagh, Dublin with regional offices in Birr, Co. Offaly and Portlaoise, Co. Laois. Our team is made up of over 200 people, and 15 Partners.

'Practice of the Year' and 'Large Practice of the Year'

Irish Accountancy Awards 2023

'Graduate Training Programme of the Year'

Irish Accountancy Awards 2022

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, our three-year graduate programme is open to all kinds of backgrounds. During our programme, you can study for ACA, ACCA or ITI qualifications as well as those in the areas of leadership, management, HR and law.

Our combination of on-the-job learning, structured training, access to partners and an impressive client list ensures that you will graduate as a technically skilled professional with a well-rounded business understanding.

We know how important flexibility is in terms of start dates and overall recruitment process. That's why we do things a little differently. With no closing date on our applications, you have the opportunity to apply for our graduate programme at a time that works for you. This is your career, your way.

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.



Your career, your way



Hybrid working

Regular in person team and training days as well as the flexibility to work from home

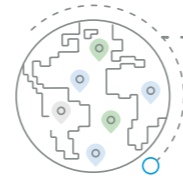
Year round recruitment

No closing date on our Graduate Programme applications



Award-winning

'Practice of the Year' 2023 and 'Graduate Training Programme of the Year' 2022 - Irish Accountancy Awards



Global network

RSM firms across 120 countries



More than just a number

As a mid-size firm, we offer the opportunity to interact and get involved in a meaningful way

What we look for

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, why we've earned such a strong reputation and why our clients choose to work with us time after time.

That's why we look for people who always strive to be the best. To us, that means graduates who aim to have a positive impact on everything they do.

Team players from the start

Our teams work on a variety of client jobs so we are looking for 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 will thrive in any situation to get results.

Academic requirements

We think passion, personality and originality are just as important as good exam results. Ideally, you will be on track for a predicted minimum 2:1 degree (or equivalent), although we will consider lower grade degrees.

We consider applications from a range of disciplines – business, accountancy, finance, engineering, law, science etc.

Our business units

Audit and Advisory

In our Audit practice, you will become part of an ambitious team of professionals working with domestic and international clients. You will learn how businesses operate, gain an understanding of their financial processes and controls, in order to provide a robust independent challenge to ensure high quality financial statements.

You will be supported in your professional accounting exams, gaining a globally recognised qualification. At RSM, you will have the opportunity to develop personally and professionally, while gaining an excellent foundation in business.

Tax

Our Tax graduate programme gives you the opportunity to work with a range of exciting internationally active businesses to become their trusted advisor. You will have the opportunity in the early part of your training contract to develop your experience across different areas of tax, i.e. Corporate tax, VAT, Global Employer Solutions and Transfer Pricing, and will be supported to develop a core specialism as your career progresses at RSM.

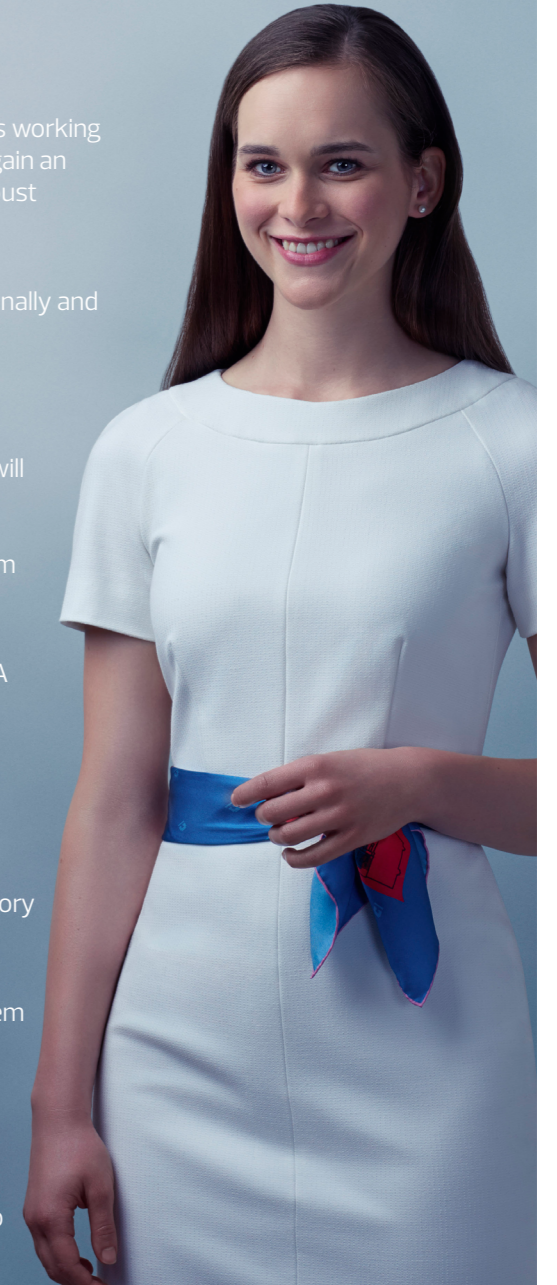
You will have the opportunity to work with clients on a broad range of projects, including tax compliance matters, international expansion, Revenue Audits, M&A activity and more.

Consulting

Our team of consultants work with our clients strategically and operationally to support and integrate the key pillars of success; people, technology, finance and growth. Our Consulting unit is currently organised under eight service lines; Transformation HR and Change; Forensic and Investigation Services; Risk Advisory Services; Technology Consulting, Outsourced Business Services, Economics Consulting, Corporate Finance and Restructuring Advisory.

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. You will work with a range of organisations to identify growth opportunities and build strategies to realise value for the shareholders... never a dull moment.

Our mission is to become an innovative, forward thinking and digital first consultancy, built on a sustained corporate culture that attracts and inspires top talent.





The Power of You

At RSM, our employee well-being is extremely important to us. We want to ensure all our staff members are happy and supported in their roles.

Along with our benefits, we have an active ESG Committee responsible for organising a range of activities throughout the year including staff events, wellness initiatives and fundraising for our charity partner – Children's Health Foundation.

What RSM can offer you

- Award-winning Graduate Training Programme
- Fully funded tuition, study leave and onsite tutorials to support you every step of the way to achieve your professional qualifications
- Structured career pathways and salary reviews each year
- Online training platform with a library of courses for career development
- Sports and social events throughout the year such as yoga, RSM European football tournament, pizza and beer evenings, Christmas party
- CSR programme and events throughout the year
- Wellness programme
- An international secondment programme
- Recognition awards for going above and beyond
- Discounted gym membership
- Tax saver commuter ticket
- Bike to work scheme
- Paid sick leave
- Half day Fridays on summer bank holidays
- Discounted health insurance
- Christmas savings scheme
- Flexibility with a hybrid working model

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

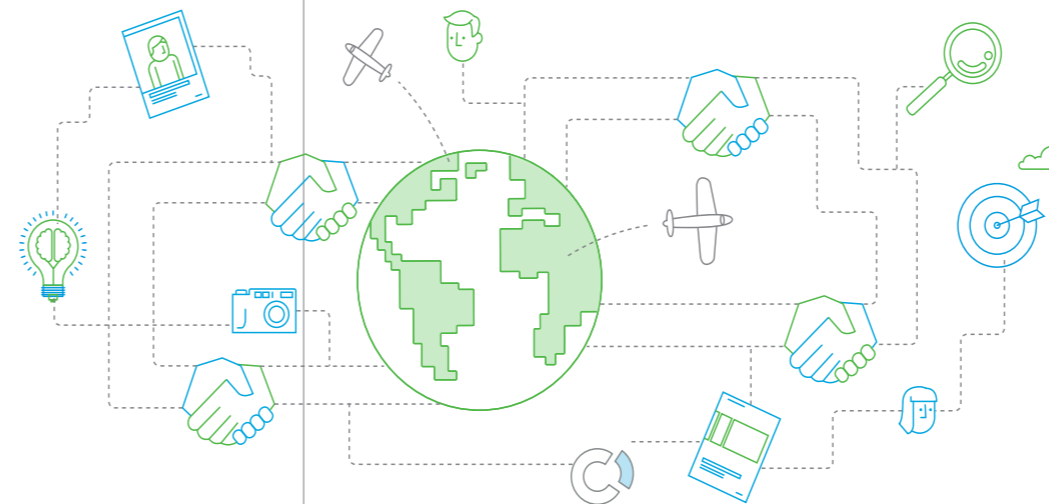
At RSM, you'll discover a supportive environment where all voices are heard, and everyone can reach their full potential.

A MEMBER OF OUR TEAM FROM DAY ONE

Our graduate programme 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.



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.

Lorraine McAdam
Manager, Audit and Advisory

"My secondment to the RSM Office in Chicago is definitely one of my highlights of 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".

Our selection process

Our goal is to recruit and retain the best people. This ambition touches everything we do, and it all starts when potential employees first contact us.

Throughout our recruitment process you'll meet members of our team and gain an understanding of our business and what it's like to work at RSM.



1.

Complete our application form

Our online application form seeks information on your educational achievements, work experience, your passion for accountancy and why you feel you would be a great fit for our team.

2.

Interview

Shortlisted candidates will be invited to an interview either at our offices or via Microsoft Teams. Here, you will meet some of our leadership team and have an opportunity to demonstrate your passion, originality, academic credentials, and ability to work within a team.

3.

Final round interview

Candidates who are successful at the first-round interview may be invited to a second-round interview where you will get to meet further members of the unit management team.

4.

Offer

Then, candidates we feel have what it takes to join our team will be offered a position with RSM.



Ali O'Brien Consulting

"One of the main reasons I enjoy working with RSM Ireland is the diversity of your every day. I'm now a Consultant on the Transformation, HR and Change and the Forensic Investigations service lines. The projects I'm involved in could range from a complex workplace investigation to a review of a company's organisational design. The experience I have gotten over the last number of years has been absolutely invaluable.

Most importantly RSM Ireland encourage their employees to determine their own career path, and they support this through mentorship and further education. One of the things I love most about working with RSM is the teamwork and how cohesively we work together as a firm."

Interview tips

We have compiled several tips below to help you perform to your best ability when you come to meet us at interview. Good Luck!

1. Before the interview, 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 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 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. It is important to make regular eye contact with your interviewers.
5. Make sure you listen to each question 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.
6. Take an interest in RSM by coming to one of our graduate college fairs or presentations to get a feel for what it's like to work at RSM.
7. Ask us questions. These can be about our firm, 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.
8. Be yourself. We are looking for you to demonstrate your natural strengths and we encourage you to be open and honest in your response. There is never a wrong answer so try to relax and remember that we're interested in the real you.
9. Enjoy your experience. Use the interview to develop an understanding of the firm and the people who work here.



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