



Aim high in your accountancy career



ABOUT ENSORS

**Ranked within the UK's Top 60
Accountancy Practices (Accountancy
Age Top 50+50 – 2021)**

**Specialists in accounts preparation,
audit, insolvency/restructuring
advice, corporate finance,
forensic accounting, and integrated
tax advice**

**Presence across East Anglia with five
offices in Ipswich, Bury St Edmunds,
Saxmundham, Cambridge and
Huntingdon**

Over 220 employees

**Combines the flexibility and
approachability of a local firm with
the professionalism and expertise
of a Top Tier firm**

Ensors is one of East Anglia's largest and most respected firms of independent chartered accountants and business advisors. We pride ourselves on combining expertise with clarity, experience with accessibility, knowledge with passion. We treat every team member as an individual, promoting an inclusive environment. We strive for technical excellence and the highest standard of client service.

Our client portfolio includes business clients across the spectrum from the very small to groups turning over several hundreds of million pounds including owner managed businesses, subsidiaries of larger international groups, charities, pension schemes and LLPs.

Yet we still have the flexibility and approachability of a local firm.

We provide a supportive and friendly environment in which to work, with a working culture that encourages and empowers staff at all levels to realise their career goals, whilst achieving a good work-life balance.

We foster a collaborative culture where talented individuals can produce their best work. We value diversity and support staff to achieve organisational, professional and personal objectives.

Continued overleaf ➤

***“Our mission is to be a leading
audit, tax and advisory firm, serving
entrepreneurs, family businesses,
private clients and organisations
in our chosen markets.”***



Trainee roles

Every year Ensors takes on a number of trainee accountants at our offices across East Anglia. As a trainee you will study for professional qualifications via an apprenticeship, whilst gaining hands-on work experience in a busy, growing, multi-disciplinary practice. We take on school leavers and graduates. We are also open to applications from non recent school leavers/graduates as long as they meet our academic entrance criteria. Our apprenticeships are permanent positions.

As well as an obvious head for figures we always look for a good standard of written English, as our accountants need to be able to produce high quality, concise reports. A natural flair for getting on with people is a must. We pride ourselves on being flexible.

Entrance criteria

There are two main routes to study within a chartered accountancy practice:

Non graduate entrants who want to study for the Association of Accounting Technicians (AAT) qualifications, should have (or be predicted to achieve) either:

A minimum of two A levels at Grade C or above (including Maths) OR the equivalent standard in vocational qualifications. If the qualification type varies from this, the application will be assessed on an individual basis. If you do not hold a Maths A level, we expect a minimum of Grade 6/Grade B in GCSE Maths.

Once AAT qualified, students may go on to study for either the Institute of Chartered Accountants in England and Wales (ICAEW) – this qualification is also known as ‘ACA’, or the Association of Chartered Certified Accountants (ACCA) qualification.

Graduate trainee accountants can study for the qualification of either the ICAEW or the ACCA. Graduates must have attained or be predicted to attain a minimum 2:1 degree.



Trainee Development - Platinum



Students commit themselves to a substantial amount of home studying, which requires discipline. If you join us to study at AAT level and then progress on to the ICAEW or ACCA, you will typically train for five years. If you are studying towards the ICAEW or ACCA qualification you can expect this training to last for around three years although this may be shorter for students who have a relevant degree with exemptions.

Support every step of the way...

Please note, normally we recruit students to join either our Business Services or Corporate Services departments, although rotation opportunities may be available to enable you to experience work within a number of departments whilst you are training, giving you a broad exposure to various areas of work.

At Ensors we really nurture our students – paying for all study materials, exams and tuition. Students also receive paid study leave. Subject to satisfactory progress, your salary will increase incrementally as you pass exams and gain in work experience.

Mentors and counsellors are matched to each student, providing invaluable practical help and support along the way. We are an ACCA Trainee Development – Platinum Approved Employer and an Authorised Training Employer for the ICAEW.

Prior to joining Ensors, all employees are assigned a ‘buddy’. The idea of a buddy is to help you settle in as quickly and smoothly as possible, as we know it can be an unsettling experience joining a new firm – we have all been there! Your buddy will make contact with you by email prior to your joining date and will be available to help with any questions you may have. They will also take you for lunch/ coffee during your first few days with Ensors.

Once you are qualified, as a ‘Senior Accountant’ you will take responsibility for managing a wide range of clients, and become more closely involved with our partners in providing advice and assistance. Ensors offers a wealth of opportunities for ongoing career development; you might, for instance, continue your studies in a specialist area of the business or progress to a more senior position within the partnership.

A number of our current partners started their careers as a trainee in the firm and have since risen through the ranks.

How do I apply?

We accept applications from **September** onwards, for enrolment the following autumn. From time to time we may also advertise additional specific trainee vacancies for entry at other times of the year. Please visit the following website pages which provide further information about our trainee programme, the vacancies available, and how to apply:

www.ensors.co.uk/about-us/workingatensors/trainee-scheme/

www.ensors.co.uk/about-us/workingatensors/vacancies/

To apply, you will need to submit your CV, and a covering letter which includes information on which office(s) you are applying to. Please ensure that your application includes full details of your achieved academic results, and your predicted results, if you have yet to sit your exams.

Please note that we do not accept postal applications for our roles.

Quotes from some of our trainees...

“Every day provides a new learning opportunity at Ensors. I have many supportive and friendly colleagues around me to push me further in my development. There is always someone around to help and that makes working at Ensors a great experience.”

Alex – AAT Trainee

“Joining as a graduate, Ensors have been incredibly supportive with my ICAEW studies and exams. I am always given responsibility and ownership of tasks and projects, but always backed with the utmost support and guidance whenever needed. The variety of social events held ensures there is something for everyone, and contributes to the great work-study-life balance.”

Wilbur – ICAEW Trainee

“I joined Ensors as an ACCA trainee in the Corporate Services (audit) department. I am enjoying working with a dynamic audit team and working on interdepartmental jobs. I feel appropriately challenged with the tasks delegated to me, which has helped me to broaden my knowledge to take on greater responsibility in the future.”

Nikki – ACCA Trainee

CASE STUDY

Sharna Eldred

SENIOR ACCOUNTANT

Sharna joined Ensors as a Trainee Accountant at our Bury St Edmunds office in August 2015, and undertook AAT study, before progressing to the ACCA qualification. Initially based in the Business Services team, Sharna worked on accounts for sole traders, partnerships and prepared self-assessment tax returns.

After two years with the firm Sharna moved to our Corporate Services team. Whilst her role is mostly audit focussed, she also prepares company accounts and tax returns. She works on audits for small and medium sized companies reporting under FRS102 and IFRS. Her clients are from a variety of industries including manufacturing, and local authority subsidiaries, which cover a range of areas such as rental properties, social housing and leisure.

Sharna was promoted to a Senior Accountant position upon her ACCA qualification in July 2021.

“One of the things I enjoy most about my job is the different clients that I work with, and the variety of work that I have been involved in.”



Why did you choose to go into accountancy?

I remember being in my final year at school and being very unsure on a career path. I had always enjoyed business studies and decided on a college course which combined business with accountancy. I was very eager to pursue a career where I could gain further qualifications whilst working, and without going to university.

Why did you choose Ensors?

When I was looking for my first job in accountancy I wanted to join a reputable and friendly firm. Having just left college I was looking for a firm with a student training programme, which is something Ensors could offer me. Being completely unaware of the various areas of accountancy, I was excited to find a job which allowed me to explore different departments during my training.

What do you really enjoy about your job?

One of the things I enjoy most about my job is the different clients that I work with, and the variety of work that I have been involved in. As part of the Corporate Services team, I prepare accounts and audit small and medium sized companies in a range of industries. I am always learning from my colleagues and their wide range of expertise. There is a great team atmosphere at Ensors and I am grateful for everyone who has supported me and made my training experience more enjoyable.

What was your first day at work like?

I was very nervous for my first day at Ensors as it was my first office job and I was very unsure on what to expect. Ensors offer a great buddy and mentor scheme which made the experience much less daunting and made me feel very welcome. Accountancy was new to me and this was something Ensors factored into the student induction programme. I spent my first few weeks at Ensors on various training courses with several other students which prepared us for our new roles in the office.

Benefits offered with our trainee roles



Study support



Contributory pension



Staff awards scheme



Free parking



Social events



Student pay reviewed twice a year



Well-being support



Dress for your diary



Buddy scheme



Health cash plan



Working from home one day per week for experienced students



Sick pay

It's more than just number crunching...

Ensors staff enjoy a varied programme of social and fundraising events. Previous / ongoing events include:

FIRM-WIDE STAFF SUMMER PARTY QUIZ NIGHTS CHRISTMAS MEALS/PARTIES 'BEER CHALLENGE' BOARD GAME EVENINGS BOWLING COCKTAIL EVENINGS MONTHLY PIZZA LUNCHESS 'THE RUN UP TO CHRISTMAS' ACTIVITY CHALLENGE



We are proud to have received recognition through a number of professional awards



Bury St Edmunds Saxon House, Moseley's Farm Business Centre, Fornham All Saints, Bury St Edmunds, Suffolk, IP28 6JY. T: 01284 722300

Cambridge Victory House, Vision Park, Chivers Way, Histon, Cambridge, Cambridgeshire, CB24 9ZR. T: 01223 420721

Huntingdon Warwick House, Ermine Business Park, Huntingdon, Cambridgeshire, PE29 6XY. T: 01480 417800

Ipswich Connexions, 159 Princes Street, Ipswich, Suffolk, IP1 1QJ. T: 01473 220022

Saxmundham Blyth House, Rendham Road, Saxmundham, Suffolk, IP17 1WA. T: 01728 603005

www.ensors.co.uk

