



Aim high in your **accountancy** career

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

About Ensors

Ranked within the UK's Top 60
Accountancy Practices
(Accountancy Age Top 50+50 – 2022)

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 260 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 ►

 **Ensors**

THE PEOPLE BEHIND THE NUMBERS

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.

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 qualification, you will typically train for around five and half 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. From time to time we may have student opportunities in other areas of the business too. Please mention in your application if you have a particular interest in a specific department.

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 launch our application process in **September** each year, 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:

<https://www.ensors.co.uk/careers/accounting-apprenticeships/>

<https://www.ensors.co.uk/careers/vacancies/>

To apply when the roles are live, you will need to submit your CV and a covering letter through our recruitment portal, available via the Vacancies page on our website. Select the relevant role and location, and click ‘apply now’. You will be guided through a series of questions and asked to attach your CV and cover letter. If you wish to apply for multiple locations, please submit ONE application to your first choice location, but include your other location choices when answering the questions.

Please note we do not accept applications via post or email for our roles.

We run a series of informal open evenings in the autumn for prospective applicants to attend – these events will give you a good insight into life as a trainee at Ensors and will provide useful background information to support you in applying to us. Please keep an eye on our website which will advertise the details of dates and how to register.

CASE STUDY

Fern Chandler

SENIOR ACCOUNTANT



After completing A levels at Suffolk One Sixth Form College, Fern joined Ensors in 2017. She achieved her AAT qualification in 2019 and her ACCA qualification in 2022. Based in the Business Services team at Ipswich, she works with small and medium-sized enterprises (SMEs), providing guidance and support on all aspects of accounting, bookkeeping and taxation. Her sector experience includes agriculture, leisure and tourism, construction and transport.

Quotes from some of our trainees...

“I joined Ensors as a level 2 AAT student with no prior experience of accounting. I had no idea what to expect. But with all the support and training that I have received, I have learnt so much and therefore gained lots of confidence at work and within my studies. Everyone is always happy to help. I am excited for what the future holds for me at Ensors.” **Amy** – AAT Trainee

“One of my favourite things about Ensors is the sense of camaraderie with fellow students. There is undoubtedly a culture of mutual support as opposed to competition. Whatever pathway you take, you’re likely to find others on the same course in the office. So, in addition to the formal support from First Intuition, you’ll find informal support from others going through the same experience, which can be just as important.” **Robin** – ICAEW trainee

“Working as a student at Ensors has given me the skills I will need in the future of my career, providing me with support for my technical studies, and an expansive network of friendly and informative colleagues.”

Dan – ACCA Trainee

Why did you choose to go into accountancy?

I did work experience at an accountancy practice whilst I was at school and realised then that it isn’t all about Maths! I then made the decision to study Accounting at A-Level and found this to be interesting. I was eager to start working in a professional environment and was aware that an accountancy qualification was one that I could achieve through an apprenticeship, rather than going to university.

Why did you choose Ensors?

I had researched a number of accountancy firms and it was clear that Ensors had a great reputation. I had read about the trainee programme and how there is opportunity to gain experience in different departments. This appealed to me as I didn’t understand all the different components of accountancy at that point. The individuals who I met at my interview were extremely friendly and made me feel at ease.

What do you really enjoy about your job?

The thing I enjoy most about my job is working alongside my clients and colleagues. I work with a varied client base, from individuals to small and medium sized companies, meaning that the work I complete is also varied. There is a great team atmosphere at Ensors and my colleagues have a wealth of knowledge which they are all willing to share. I am constantly learning and developing new skills, despite having completed my studies.

What was your first day at work like?

I was excited but slightly apprehensive that it would be a lot to take in. The buddy I had been assigned met me on my first morning before I was introduced to the rest of the team. Everyone made me feel extremely welcome. The individuals who helped to train me in my first days had also joined Ensors through the student programme previously, so it was reassuring to know that they had once been in my position.

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 **Sporting events** **Monthly office lunches**
Bowling **Activity challenges** **Christmas meals/parties**
BBQs **Mental Health Awareness events** **Quiz nights**



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 Incubator 2, The Boulevard, Enterprise Campus, Alconbury Weald, Huntingdon, Cambridgeshire, PE28 4XA. 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

