

TRAINEE ACCOUNTANT CAREERS AT
ENSORS CHARTERED ACCOUNTANTS
AUTUMN 2025

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.



 **Ensors**

THE PEOPLE BEHIND THE NUMBERS

Accountancy experts for over 130 years



Ensors is one of East Anglia's largest and most respected firms of independent chartered accountants and business advisors.

- **Ranked within the UK's Top 60 Accountancy Practices (Accountancy Age Top 50+50 – 2024)**
- **Specialists in accounts preparation, audit, insolvency/restructuring advice, corporate finance, forensic accounting, and integrated tax advice**
- **Presence across East Anglia with six offices in Ipswich, Bury St Edmunds, Saxmundham, Norwich, Cambridge and Huntingdon**
- **Over 300 employees**
- **Combines the flexibility and approachability of a local firm with the professionalism and expertise of a Top Tier firm**

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.

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.

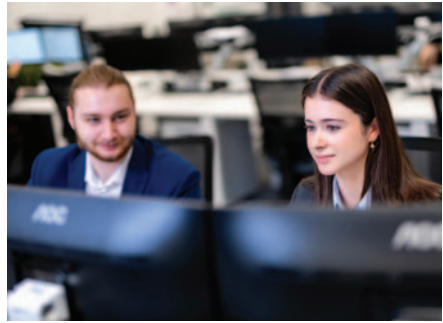
Entrance criteria

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

Non graduate trainee accountants 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, trainees 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.

Trainees 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 trainees who have a relevant degree with exemptions.

Support every step of the way...

Please note, normally we recruit trainees 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 trainee 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 trainees – paying for all study materials, exams and tuition. Trainees 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 trainee, 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 an ‘Assistant Manager’ 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 our **Apprenticeships** and **Vacancies** pages which provide further information about our trainee programme, the vacancies available, and how to apply.

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. Please note we are unable to accept applications which are not submitted via our recruitment portal. 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.

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** and **LinkedIn** posts which will advertise the details of dates and how to register to attend.



September 2025

Open evenings and application process begins



October – December 2025

Face to face interviews



After interviews until early 2026

Conditional offers to successful applicants



Until August 2026

Onboarding activities



September 2026

Start of your journey with Ensors



Benefits offered with our trainee roles

- Study support
- Contributory pension
- Staff awards scheme
- Free parking
- Social events
- Trainee pay reviewed twice per year
- Well-being support
- Dress for your diary
- Buddy scheme
- Health cash plan
- Working from home one day per week for experienced trainees
- Sick pay



SCAN FOR
APPRENTICESHIPS
INFORMATION



SCAN TO
APPLY FOR A
TRAINEE ROLE



CASE STUDY

Ellie Moulds

Assistant Manager

After completing A levels at Longsands Academy Sixth Form, Ellie joined Ensors as part of the trainee intake in January 2021. After successfully completing the Association of Accounting Technicians (AAT) qualification, she went on to study for the Association of Chartered Certified Accountants (ACCA) qualification, which she completed in July 2025. She now works as an Assistant Manager in the Business Services team at the Huntingdon office. Ellie provides her clients with comprehensive accountancy support including year-end accounts preparation and bookkeeping advisory services.

Why did you choose to go into accountancy?

I first discovered my interest in Accountancy when I chose it as one of my A-Level subjects. Studying accountancy at this stage provided me with a valuable insight into the financial world, where I found the subject both interesting and logical. I undertook work

experience in a financial department, which confirmed my genuine interest in the field, and helped me envisage a future career in this environment.

Why did you choose Ensors?

I was drawn to the supportive culture at Ensors and the clear emphasis on training and career development, particularly through their Apprenticeship Programme. During my interview, my colleagues were welcoming, helpful, and allowed me to feel at ease. From the start of my career at Ensors, it felt like an environment where I could grow professionally, learn from experienced colleagues, and be part of a team that values quality and building strong work relationships.

What do you really enjoy about your job?

At Ensors, I have the opportunity to undertake many different tasks, having a variety in my day-to-day work where no two days are the same. There is always something new to learn or a problem to solve. I also really value being part of a team where there is a strong sense of support, and I genuinely feel my contribution is noticed. It is encouraging to work in an environment where we look out for each other, help each other progress, and where personal growth is recognised and supported.

What was your first day at work like?

My first day at Ensors was different from many others due to the pandemic. I was excited and nervous, however having the buddy mentor scheme provided support and helped to ease the process. I was able to ask them questions and gain their insight, as they had been in this situation before. Although my first day was a unique experience, it was a positive introduction to my journey at Ensors, showing me how adaptable and connected the organisation is, even in challenging circumstances.

Quotes from some of our trainees...

“ Ensors have given me a great introduction to the accounting profession. The study support provided by the firm, along with the collaborative culture in the office, has played a key role in helping me develop my skills as a professional. Being surrounded by fellow trainees means there is always someone to turn to for guidance and encouragement every step of the way.”

Jamie – AAT trainee

“ I joined Ensors after graduating with a degree in Economics. Since joining, I’ve felt supported both in my studies and day-to-day work. The team is very friendly and approachable, which made settling in very easy, and I’ve had the chance to work on a wide variety of clients and tasks that have helped build on my experience. The support with study has made balancing exams with work manageable, and I’ve always felt encouraged to ask questions and keep learning.”

Luke – ICAEW Trainee

“ I joined Ensors with no prior experience in accounting. The hands-on experience I have gained while working here has been incredibly valuable, and I am really enjoying being part of a supportive and friendly team.”

Izzy – AAT trainee

“ Joining Ensors has been a fantastic opportunity to grow both professionally and personally. I’ve gained hands-on experience working on a wide variety of jobs across different sectors, which has really helped me build a strong foundation in accountancy. As I study towards my ACCA qualification, the support from the team has been invaluable. Everyone is approachable, friendly, and always willing to help – no matter how big or small the question. The collaborative and encouraging environment at Ensors has made a real difference in my learning journey.”

Arvinder – ACCA Trainee

It's more than just **number** crunching...



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

Firm-wide staff summer party **Sporting events** **Monthly office lunches** **Easter egg hunts**
Activity challenges **Christmas meals/parties** **BBQs** **Team volunteering days**
Mental Health Awareness events **Quiz nights**



BURY ST EDMUNDS | CAMBRIDGE | HUNTINGDON | IPSWICH | NORWICH | SAXMUNDHAM

www.ensors.co.uk

