

# Join our graduate trainee scheme

Help improve public services in Scotland



## Join us and you will:

Get full sponsorship to become a qualified Chartered Accountant with ICAS



Receive a starting salary of £23,700 and bonus potential



Have fantastic job opportunities when you qualify



Help audit £40 billion of public money



Benefit from flexible working



Travel – see Scotland as you work on audits across the country



We'd love to hear from you if you're ambitious and have a passion for helping improve public services in Scotland.

## Graduate Trainee Scheme



As part of a commitment to deliver work of the highest quality and to adopt the highest professional standards and practices, we offer a Professional Qualification Scheme (PQS) for trainee auditors.

Our scheme provides training and development, with plenty of hands-on work experience and support as you complete your CA qualification with ICAS.

From day one you'll have the opportunity to be a valued member of our audit teams, working with different public bodies, taking on more responsibility as you build your skills and experience during your four years training.

All our trainees spend a significant amount of their time working as financial auditors and some will also spend time working as performance auditors.

### The training provider (ICAS)

ICAS is a professional body for over 20,000 world-class business professionals who work in the UK and more than 100 countries around the world. They have a specialised team of lecturers from a diverse range of industry, academic, financial and legal backgrounds who all deliver high-quality tuition. The majority of teaching is carried out in a classroom setting, combining lectures and workshop exercises. Trainees will be released from Audit Scotland on a block release basis.



[www.icas.com](http://www.icas.com) 

## Our trainees

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### Ross Reid Trainee auditor

For me, the biggest draw towards Audit Scotland's trainee scheme was being given a year of work experience before starting my ICAS studies. Having studied law at university, I felt that this would ease me in to the field of accounting and audit.

Being a young parent, the work life balance offered by Audit Scotland has been great. The flexible working policy has allowed me to take more control over my working week and meant that I could attend my son's first days at school.



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### Emma Symon Trainee auditor

Working with such a range of clients on varying audits has provided an invaluable experience and I am amazed by how much I have learnt and developed in such a short period of time. The organisation provides endless opportunity and an environment in which you can really thrive as an individual. I am sure that when I begin my ICAS studies I will have a great support network behind me.

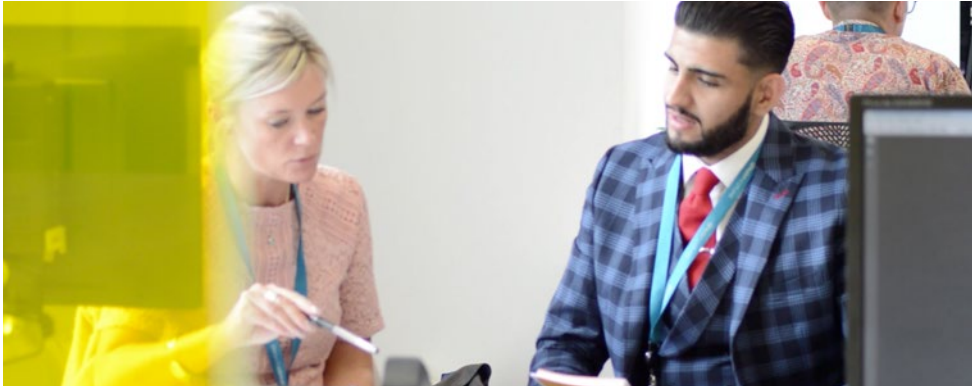


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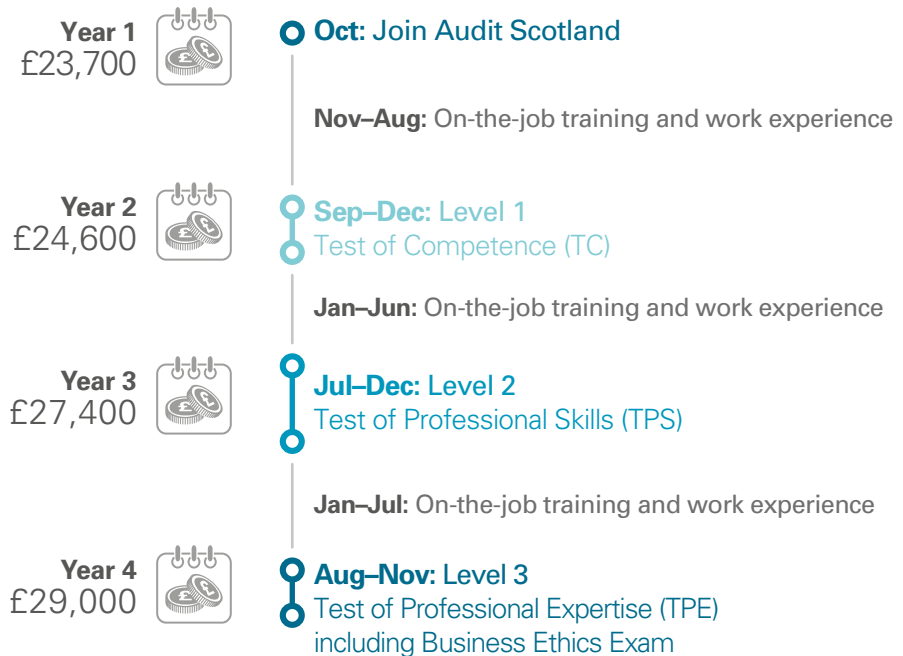
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## The qualification route



This is an illustrative example of the qualification route and expected salary progression. Salary ranges and rates are subject to an annual review from 1 April each year.



## The qualification (CA)

Audit Scotland offers a full sponsorship package towards becoming an ICAS Chartered Accountant (CA). The CA qualification comprises exams and work experience over a three-year period, covering the following stages:



### Test of Competence (TC)

TC covers the basic concepts and knowledge:

- Business Acumen
- Business Management
- Finance
- Financial Accounting
- Principles of Auditing and Reporting
- Principles of Tax.



### Test of Professional Skills (TPS)

TPS equips students with the practical skills in the core areas necessary for an entry level professional accountant:

- Advanced Finance
- Assurance and Business Systems
- Financial Reporting
- Taxation.



### Test of Professional Expertise (TPE)

TPE aims to combine your knowledge and skills from the previous levels, into a multi-disciplinary case study where you are expected to provide professional advice to people in real life situations.

### Business ethics

Ethics is an integral part of the qualification, and a business ethics exam will take place alongside the TPE case study.

### Work experience

Each trainee must also obtain at least 450 days relevant work experience. The achievement log is used to record and demonstrate relevant work experience, compliance with ethical standards and achievement of a range of required competencies.

## A career with fantastic benefits including:

- Competitive starting salary, plus bonuses and salary increments
- A fully sponsored qualification with ICAS to become a Chartered Accountant
- Mentor support and guidance
- 42 days holiday, plus flexi-time and exam leave
- Career development and training opportunities
- Attractive local government pension scheme (18.2% employer contributions).

Join us if you're ambitious and want to help improve public services in Scotland. We're an organisation with a passion for what we do and a shared belief that public money should be spent wisely, making the lives of Scotland's people the very best they can be.

We're Scotland's public sector auditor, independent of government. We employ around 290 exceptional professionals from different backgrounds. We carry out audits and investigations for the Auditor General for Scotland and the Accounts Commission.



## More about you

Our trainees come from a variety of backgrounds – just graduated, mature students or people looking to change career, from a vast range of degree subjects.

What matters is that you've got great analytical skills, are committed to studying for a professional qualification and excel in a challenging and rewarding role.

We have a passion for what we do. And if you think this sounds like the career for you, then we'd like to hear from you.

### You'll need these skills and qualifications:



- 2:1 degree or above in any discipline
- Strong numerical and analysis skills
- Eligibility to work in the UK.

### To find out more please visit:

 Our Graduate page

[www.audit-scotland.gov.uk/careers/graduates](http://www.audit-scotland.gov.uk/careers/graduates) 



Audit Scotland, 4th Floor, 102 West Port,  
Edinburgh EH3 9DN T: 0131 625 1500

E: [info@audit-scotland.gov.uk](mailto:info@audit-scotland.gov.uk) 

[www.audit-scotland.gov.uk](http://www.audit-scotland.gov.uk) 

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