



MOORE STEPHENS



# Moore Stephens Graduate Programme 2018

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## About us

Moore Stephens is a leading Irish owned provider of accountancy and advisory services for smart, commercially ambitious enterprises seeking the highest standards in client services and expertise.

We are ranked in the top 10 Irish accountancy practices with 8 Partners and over 100 staff. We have offices in Dublin and Cork.

Globally Moore Stephens International Limited is a global accountancy and consulting association with its headquarters in London and with fees of US\$2.6 billion and offices in 106 countries.

We are an approved ACCA Platinum member firm.

## About the Role

We are looking to employ Graduates from the UCC Business School or CIT School of Business to work directly for our firm. The successful candidates will be working directly with Partners and Lead Specialists. The work we do is varied and exciting. The successful candidates will be directly involved in all stages of the work process, from commencement to final reporting, and be involved in a wide range of client services.

The Graduate will likely be based in our Cork office although our work is conducted on client sites nationwide, so travel may be necessary.

## Overview of the Work

### Accounting

Statutory accounts production is the cornerstone of compliance services at Moore Stephens. Our accountants pride themselves on their strong understanding of the fundamentals of accountancy and our ability to convert this understanding into the efficient delivery of high quality accounts.

With the recent increase in the audit exemption limits, an increase number of Irish companies are in a position to file statutory accounts instead of audited accounts with the Companies Registration Office. The generation of statutory accounts has therefore become a key element of our service offering to our corporate clients.

Here are just a few ways Moore Stephens adds value through the statutory accounts process:

### Speed

We understand the types of books and records that companies ordinarily keep, and we can extract the correct information quickly from our clients with minimal interference to their business operations.





### **Analysis**

In preparing statutory accounts, we analyse numerous key financial drivers of our clients' business processes. This enables us to see beyond the figures and comment on key areas such as turnover, margin management, cost control and working capital management. This helps our clients to better understand their business, and consequently, better manage their business.

### **Technical Expertise**

In recent years, business transactions have become increasingly complex and diverse. Our accounting firm has a depth of expertise that crosses many different business sectors, and this provides us with the technical expertise to apply Generally Accepted Accounting Principles to transactions, no matter how complex.

### **Audit**

The primary objective of an audit is to provide an independent opinion on our client's annual financial statements. It is viewed by many as an unnecessary burden – but undertaking an audit can often lead to significant benefits for a business if approached in the right way.

A Moore Stephens audit provides assurance on our clients business controls and, ultimately satisfies regulatory requirements. However, it is more than just a basic

compliance service. Providing audits and adding value are not usually viewed together. We do not subscribe to this theory. The very nature of the audit process means we gain a detailed knowledge and understanding of our clients business at numerous levels. As such, we are able to quickly identify risks as well as any areas for potential improvement. As all our audits are Partner-led, everything we learn is fed back to the client for the benefit of their business. All our key audit team members are easily accessible to our clients.

### **Corporate Finance**

Our Corporate Finance Team is best positioned to advise on key decision making in this area. Our team is focused on a creative and solution led approach to our clients finance requirements. We offer progressive Corporate Finance solutions to companies of all sizes and at different stages in their life cycle. If a client needs to raise capital for growth, restructuring, acquisition or start up purposes our department can assist.

Our experience in this field covers:

- Straight Equity Financing
- We assist companies in private equity placement, by grooming the company for prospectus production, and then dealing with all aspects of the finance raising.
- Company Valuations
- Due Diligence Assignments

### **Healthcare**

Every healthcare practice is unique, and every healthcare professional has distinct requirements as regards both personal financial and tax advice and practice management and development guidance.

Moore Stephens has been providing solutions to healthcare professionals for over 40 years. We understand what is important to our healthcare clients, and we are in a position to identify, tailor and deliver in a cost effective and efficient way.

Our clients include all areas of the healthcare sector, including:

- Partnerships
- Medical consultants
- Physiotherapists
- Locum assistants
- Specialist service groups
- Companies

### **Legal & Regulated**

Every legal practice and regulated service is unique with a continually evolving set of needs. Solicitors and other legal and regulated professionals have a duty to their clients that may take a higher priority to managing their own personal, business or financial affairs and that is where Moore Stephens can help.

“Moore Stephens have been providing solutions to the legal and regulated professions for over 40 years.”



Moore Stephens have been providing solutions to the legal and regulated professions for over 40 years – so we completely understand what is important to our legal clients. Our clients include solicitors, barristers, surveyors, architects, insurance brokers and auctioneers.

#### **Tax Services**

The Moore Stephens tax team, with our technical proficiency and vast experience, provides expert taxation advice to our clients. We offer tax planning solutions to help our clients minimise tax liabilities and we provide a full tax compliance service to help our clients meet their Revenue obligations.

Moore Stephens specialise in Personal Tax, Corporation Tax, VAT, Employment Tax, Foreign Direct Investment, International Tax Strategy and Domiciliary / Residence Advice.

#### **Forensic Accounting & Litigation Support**

Forensic accounting relates to a specialist investigative discipline in accountancy when expert accountants advise in cases that result from actual or anticipated disputes or litigation. In today's world, society has become more litigious and unfortunately, fraud is a growth industry. In this context, the role of the forensic accountant has become increasingly important.

#### **Litigation Support/Forensic Services**

At Moore Stephens we offer specialist advice in the following areas:

##### **Financial Accounting Irregularities & Fraud Investigation**

Our strong understanding of the fundamentals of accounting will enable us to unravel even the most byzantine of accounting irregularities.

##### **Family law matters in the area of separation/divorce**

Our experience in seeing behind the numbers to the true valuation will enable us to achieve the best possible outcome in a separation or divorce case.

##### **Arbitration and Consultation Services**

We have a team of experienced arbitrators who are outcome focused and skilled at reaching compromise.

##### **Loss of profits cases**

Our financial modelling skills enable us to calculate precise loss of profit sums.

##### **Staff & Human Resource issues**

Our forensic team in tandem with our HR support team have worked together in dealing with the most complex of staff issues.



### Asset Tracing

Our international affiliation enables us to access channels to trace cross-border misappropriation of funds/assets.

### Payroll

The Moore Stephens Payroll Bureau provides our clients with an efficient payroll processing service that will result in significant cost savings in terms of both time and money. Outsourcing payroll allows the client the opportunity to free up staff time to concentrate on their core business while we look after their payroll needs.

The operation of payroll is a very complex area with significant tax and employment law obligations. There are five separate charges to be considered when calculating payroll deductions with very different rules applying to each, e.g. PAYE; PRSI; Universal Social Charge. Also the National Employment Rights Authority (NERA) is engaged in ongoing programme of inspection of employers' records to examine compliance with employment law and these inspections are often carried out in conjunction with officers from the Revenue Commissioners and the Department of Social Protection.

Moore Stephens' dedicated Payroll Bureau is operated under the direction of professionals in our Tax Department with support provided by our legal services team. This tax and legal services support places us in a strong position to assist our clients in meeting their compliance obligations.

### What we are looking for...

We are keen to meet with bright, ambitious, open-minded and hard-working Graduates. The successful candidates will have a keen interest in accountancy and be happy to work as part of a fast moving and deadline driven group.

We must always communicate our findings and results to the client; so while strong quantitative, analytical and numerical skills are a must, we also look for a confident, concise communication style and an aptitude for technology plus the determination to learn quickly and build a long-term career in a strong, stable environment. If you bring the creativity and intellectual curiosity to solve problems in fresh, new ways then you could soon be adding real value to our team.

## What can Moore Stephens offer you?

### Salary

In addition to a competitive salary, we offer the following benefits:

- Course & exam fees paid
- Paid study leave
- Pension contribution (for qualified staff)
- In House Training (Audit & Tax)

### Wellbeing

- Discounted private health insurance scheme
- Yearly flu vaccinations
- Corporate Social Responsibility Programme

### Travel

- Bike to work scheme
- Tax-saver commuter scheme

### Links

[www.careers@moorestephens.ie](mailto:www.careers@moorestephens.ie)  
[www.moorestephens.ie](http://www.moorestephens.ie)

# Some of the people you will work with...



## **Ned Murphy, Partner in Charge**

### **Qualification**

Fellow of the Association of Chartered Certified Accountants

### **Profile**

Ned is the Partner in Charge of the Cork office and supports our Managing Partner in the running of the practice.

Ned has great passion and enthusiasm for driving the practice forward whilst still maintaining a close working relationship with his clients.

Ned heads up our Insolvency Team and is an expert in the area of Receiverships, Liquidations and Independent Business Reviews.

He is a passionate sportsman who coaches for Belvedere Hockey Club and also has a keen interest in GAA.



## **Brian Hayes, Partner**

### **Qualifications**

Qualified Chartered Accountant, Chartered Accountants Ireland

Diploma in Corporate Finance

### **Profile**

Brian is the Partner in charge of Moore Stephens Governance, Risk and Assurance team, which involves both internal audit and consulting clients. Brian specialises in consulting work and has advised over 100 Credit Unions over the past 5 years on a wide range of consulting projects. Brian is a regular speaker at conferences and commentator on risk related matters.

Brian also does project work for the Irish League of Credit Unions and is involved in national advocacy matters which involve engagement with a number of State Bodies:

- Central Bank of Ireland
- Department of Finance
- Strategic Banking Corporation of Ireland
- Department of the Environment

Brian, as part of the Moore Stephens corporate social responsibility program, is involved in international projects.





### **Eoin Lehane, Partner**

#### **Qualifications**

Fellow of Chartered Association of Certified Accountants  
Associate of Irish Taxation Institute  
CEDR Accredited Mediator

#### **Profile**

Eoin works closely with our clients, as part of their team, to set and achieve goals. From long term strategic planning to daily and weekly task setting Eoin helps clients to solve problems, manage change and develop leadership and talent.

Drawing on his communication and negotiating skills, Eoin has successfully advised on a number of large strategic transactions necessitating a multi-disciplinary approach, requiring a breadth of knowledge and experience in Finance, Taxation, Ownership Structures and Legal Issues.

Eoin has served on several Professional Committees. He is a former President of The Munster /Connaught Region of The Chartered Association of Certified Accountants and has served on its Irish Region Council. A focus on getting the job done and a determination to achieve excellence to ensure business success are hallmarks of Eoin's approach.

Eoin is a keen golfer, and is the current Treasurer of Cork Golf Club. He plays tennis at Sundays Well Tennis Club, and has successfully completed a number of Triathlons.



### **James Hughes, Tax Director**

#### **Qualifications**

Qualified Chartered Tax Advisor  
Fellow of the Association of Chartered Certified Accountants

#### **Profile**

James Hughes is a Director in our Tax Department.

James graduated from UCD with a degree in Business & Legal Studies in 2002. James initially trained as an auditor, before moving to tax in 2006, becoming a CTA in 2007. He joined Moore Stephens in June 2015 as a tax manager in the Cork office and was subsequently promoted to tax director in mid-2016.

"I really enjoy my role with Moore Stephens; I find it both challenging and rewarding. My primary remit is to lead the Corporate Tax group in our Cork office. We have clients across a broad spectrum of industries, the majority of whom are in the SME/ Owner Managed Business sector. Invariably, I find that whilst our clients initially require tax services for the company, our role really is to service all of our clients tax needs, from the business, flowing into personal affairs and right through wealth and succession.

“We are an approved ACCA  
Platinum member firm.”

Some examples of tax services that we regularly provide to clients include, share based remuneration schemes, corporate re-organisations, inbound and outbound investments, retirement and succession planning, R&D tax credits and IP structuring, property transactions, EIS investments, revenue audits etc.

I pride myself on being a practical advisor, who can identify tax efficient solutions to our clients”.

His role however doesn't end with advices; implementation, delivery and on-going follow up is vitally important to best service the needs of our clients.



#### **Denise O' Sullivan, Manager**

##### **Qualification**

Associate Chartered Certified Accountants

##### **Profile**

Denise specialises in Audit and Assurance. Denise has extensive knowledge of the agricultural, retail, engineering and construction sectors. Denise focuses on delivering a quality audit service to her clients while ensuring reporting deadlines and requirements are met in a timely manner. Believing that an effective audit should also provide clients with useful information to assist with internal decision making processes, Denise will always look to advise clients on ways to improve and strengthen existing controls and systems. Denise has strong knowledge and interest in audit technical issues and regulatory requirements. As a member of the firm's Audit Committee Denise is responsible for the internal controls and policies adopted within the firm.



#### **Christine Linehan, Manager**

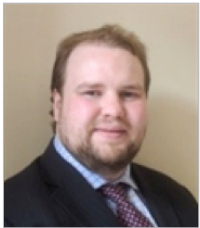
##### **Qualification**

Fellow of the Association of Chartered Certified Accountants

##### **Profile**

Christine is an Audit Manager with the firm. She joined the firm in 2006 having previously being a Partner with O'Leary Lehane & Co. She has extensive experience in the area of audit and assurance services. Christine's client portfolio covers a wide range of areas including the hospitality sector, retail, manufacturing & public utility services. In addition she has in-depth knowledge in the area of audit of Credit Unions, is a key member of the credit union audit team and has a number of credit unions in her portfolio. She brings an emphasis on working with businesses to fulfil their regulatory commitments while watching out for opportunities to improve their internal systems and controls.





### **William D.S. Fawcus, Tax Consultant**

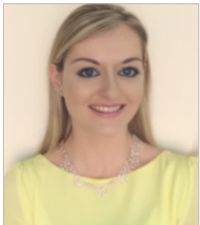
#### **Qualifications**

MSc Financial Economics

BA (Hons) International Business

#### **Profile**

William joined Moore Stephens in 2016 and works with the tax team in the Cork office. Prior to joining Moore Stephens he worked in Corporate Finance advisory in the UK and Ireland on transactions and equity and debt funding rounds; primarily with innovative early and growth stage SMEs across a wide range of sectors. He holds an MSc Financial Economics (Investment, Banking, and Risk Management) from UCC, and a BA (Hons) International Business from Regents Business School, London. He was motivated to join Moore Stephens as he was looking for a leading commercially focused training firm, where he could build on his previous experience and move into Tax Advisory. Moore Stephens has offered him the chance to work with a large variety of different clients in the tax field, gaining valuable practical experience whilst pursuing the AITI Chartered Tax Advisor qualification.



### **Deirdre O'Sullivan, Senior Associate**

#### **Qualification**

Associate Chartered Certified Accountants

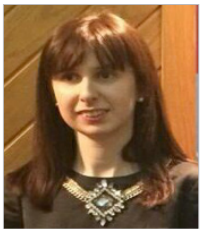
#### **Profile**

Deirdre joined Moore Stephens in 2015 and works in the Medical and Professional Group.

Prior to joining Moore Stephens, Deirdre completed her training contract with Patrick McNamara & Associates, where she gained experience in all areas of accountancy, income tax and corporation tax.

The Medical and Professional group has an extensive and diverse client base and this position has allowed Deirdre to gain invaluable experience working with a large variety of clients within the group.

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## **Áine Lynch, Senior Associate**

### **Qualification**

Associate of Chartered Accountants Ireland

### **Profile**

Áine joined Moore Stephens in June 2016 as a qualified accountant and works with the Business Compliance team.

Prior to joining Moore Stephens, Áine completed her training contract at Declan O'Connell & Co. She gained experience in providing services in payroll, taxation, budgeting and preparing annual accounts to clients in the retail, medical and legal sectors.

Áine has a Bachelor of Business in Accounting (Hons) from Cork Institute of Technology and she also holds a Masters in Accounting from Waterford Institute of Technology. Her role at Moore Stephens involves preparing annual financial accounts for sole traders and small / medium sized companies and also preparing tax returns for companies and individuals. She works with clients in the construction, agriculture, education, hospitality and real estate sectors. Joining Moore Stephens has allowed Áine the opportunity to work with different sectors and to build upon her prior experience and knowledge.



## **Sophie Ward, Intern**

### **Education**


BSc Finance, UCC

### **Profile**

Sophie is currently studying Finance in UCC and is in her third year. Sophie joined Moore Stephens as an Intern in July 2017 where she is carrying out a six month placement in the Corporate Finance department.

By working side-by-side with some of the leading advisors to both the Credit Union Sector and entities with Corporate Finance requirements, Sophie will gain invaluable experience and valuable insights into the operation of a top end consulting firm.



A low-angle shot looking up at a clear blue sky with a few wispy clouds. Several black graduation caps with blue tassels are in mid-air, having been thrown by graduates. The graduates' arms and hands are visible at the bottom of the frame, reaching upwards. They are wearing dark blue graduation gowns.

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Irish accountancy practices with  
8 Partners and over 100 staff"

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