



GERALD  
EDELMAN

Learn, work  
and grow with  
Gerald Edelman





# Why GE?

At GE, we have a mission to empower our employees to be their best selves and reach their full potential. Therefore, you can expect to be challenged, supported and given the opportunities and training you need to succeed.

You will join a forward thinking, innovative business that is seeking to redefine the future of accountancy. As well as traditional accountancy services, we also deliver beyond compliance services, such as corporate finance and asset management. More recently, we have expanded our offering with services for Asian Investors and financial planning. However, breaking boundaries and thinking without limits doesn't stop with our services, we aim to provide our team with the same ambitious and driven environment, helping them to achieve

their individual goals. We offer training and development programs across several departments: audit, business services, tax and corporate finance.

## What does the GE training program involve?

Our apprentice training contracts last three years, during which you will receive a wide range of practical experience whilst studying for your professional examinations. We offer a variety of qualification routes, including ACA, ACCA, ATT/CTA or CFA qualifications.

After the three-year training contract, most of our trainees move into full time employment within their respective departments.

The main benefit of training with GE is that you will be trusted and encouraged to take ownership of key aspects of a project, including direct client contact. You will also work autonomously, with the guidance of managers and partners. This first-hand experience will not only help you put your learning into practice but will equip you for your exams.





# Your benefits

## Lifestyle

- ▶ Hybrid working
- ▶ 25 days annual leave (plus bank holidays)
- ▶ An additional day off to celebrate your birthday
- ▶ Summer Fridays
- ▶ Bank Holiday flexibility
- ▶ Enhanced Maternity and Paternity leave policies
- ▶ Electric and Hybrid Car Scheme\*
- ▶ Regular social events including the GE summer rally, monthly drinks and fortnightly pizza lunches
- ▶ Wine Club
- ▶ Dress for your day policy
- ▶ Perkbox benefits platform – Employee benefits and rewards platform providing deals and discounts at well-known brands.

\*subject to terms

- ▶ A variety of committee's open to join: Sustainability Committee, SIA (Diversity, Equality and Inclusion committee), The Gerald Edelman Foundation Committee and The Team Liaison Committee.

## Growth and development

- ▶ Mentoring and buddy schemes
- ▶ Study loan (if applicable)
- ▶ Bonus scheme

## Health & wellbeing

- ▶ Option to join our private medical scheme
- ▶ Complimentary access to the Work Life Well platform – providing exercise, mental wellbeing and mindfulness workshops.
- ▶ Cycle to work scheme
- ▶ Office wellbeing room

- ▶ Employee Assistance Programme – providing a variety of services to help with physical and emotional health, mini health checks and home life support.
- ▶ Annual health assessment through Bluecrest
- ▶ Various sporting initiatives including sponsored charity runs and weekly five-a-side football

## Finances

- ▶ Annual season ticket loan
- ▶ Introductory fee for client or recruitment referral
- ▶ Professional subscription
- ▶ Support for professional examinations
- ▶ Life assurance







# A people business

## Joanna Loizidou

Joanna joined GE as part of our audit graduate programme and spent seven years in the audit department. Joanna then progressed to our business services team, managing a portfolio of clients and a team of seven people, “It was a big step and challenging at the beginning, but I had received valuable support and guidance that helped me succeed.”

During her time as a manager, Joanna was able to change a lot of the processes within the department making them more efficient.

She also established the Talent Circle Committee, through which she was able to have a bigger impact on the business and improve our employee initiatives, “I have seen the firm grow and become a truly inspiring place full of opportunities.”

Now, as one of the three female partners, Joanna leads the way for female leaders in the finance industry, mentors junior employees and hosts quarterly events for women in business to network and share their successes.

## Lucy Norton

Lucy never set out wanting a role in audit. After studying architecture at university, Lucy spent 15 months working at an architecture practice.

Luckily, Lucy's dad suggested the ACA qualification, "I joined GE as part of their graduate training programme and haven't looked back. I knew I wanted to be at a medium sized practice as I didn't want to

be pigeonholed. I also wanted to be recognised as a person, not just another number."

Lucy has now progressed from a junior trainee to assistant manager and is proactive in the audit team, ensuring the team has a great culture and new trainees have the same positive experience she did, "I feel like there is a real opportunity for trainees to learn and develop quickly at GE if they are motivated and show a keen interest in taking on responsibility. I genuinely believe you wouldn't experience this at a lot of other firms."





# What team should you join?

## Tax

From your first day with us as a tax trainee, you will be assigned your own portfolio of clients to work with and be a part of our friendly and vibrant team.

We strongly believe that fully supported, taking on responsibility from the outset will ease the transition from university to the workplace. Whilst training with us, you will gain exposure to the responsibilities of a tax advisor and the running of our team, as well as enjoying the social and lively culture of a close-knit department.

At the end of three years and if you are successful in your examinations, you will become ATT/CTA qualified, with first-hand experience in handling a multitude of different tax scenarios throughout the graduate program.



**“Since joining GE, I have found the tax team to be very approachable and I have felt fully supported every step of the way. Although I do not have a background in accountancy or tax, I have never felt that this has put me at a disadvantage when working for the firm. Working in the tax team is more than just the job, I have also made lifelong friendships.”**

Jenna Buckle, Tax Trainee





## Audit

As a trainee in our audit department you will gain hands on experience handling client matters and visiting the client sites, all in aid of working towards your ACA/ACCA qualifications. From day one we empower you to take on key responsibilities within the team. This enables you to develop the fundamental skills needed to carry out a high quality and efficient audit from end to end. You will work with clients who operate in a diverse range of sectors and get the opportunity to join a friendly and supportive team who take a genuine interest in the progression and development of each individual.

**“One of the great things about working at GE is that you’re able to work with people across the business and on clients of all types of industry and size. This exposure opens up significant opportunities for development and progression.”**

Alexander Dady, Audit Trainee

## Corporate Finance

Our Corporate Finance team works on business sales, acquisitions, financial due diligence, mergers and more. With two teams now working together as one, you will be able to gain valuable experience from both the buying and selling of a business and what is involved in these processes. Trainees within the corporate finance team will work towards becoming CFA qualified whilst working with the team on their current projects.

**“Whilst at GE, I have been supported in completing all three levels of the CFA® Program and obtaining the CFA charter. The insight of team members who were already CFA charter holders was invaluable, and I was able to apply the knowledge gained whilst studying in my day-to-day work.”**

Thomas Jamieson, Corporate Finance



## Business Services

The Business Services Department (BSD) primarily looks after small to medium sized companies providing all bookkeeping and accounting services that a small company needs.

As a trainee in the BSD, you will build your own relationships with our clients and gain knowledge of their businesses, so that you will be able to advise on accounting and tax strategies. The experience you gain will complement your studies, whilst also drawing on the knowledge and expertise of our team for support as you progress through your ACCA qualification.

“After joining the Business Services Department in January from an economics background, I feel as though I was welcomed into the team immediately, receiving excellent support and training in everything I did, and never feeling like I couldn’t reach out to the team for help. Furthermore, in terms of my day-to-day role in BSD, I am constantly faced with new, varying jobs and responsibilities, meaning it’s a fantastic place to consistently develop my skillset.”

Oliver Lawrence, BSD Trainee



# How we give back

## Employee awards

Once a quarter our Talent Circle Committee open nominations for our employee awards. Based on nominations and feedback, the committee selects three winners for their hard work and dedication. Each winner takes home a £200 voucher of their choice.

## Mentoring and buddy programmes

When starting with us, new team members are assigned a buddy within their team to help them settle into the firm. They will show you around the office, introduce you to members of the team and be a general helping hand to getting started at GE.

To ensure you're working towards your personal goals, our employees can also join our mentoring programme. Meeting with your mentor regularly enables you to discuss any successes or challenges you may be having at work or at home, helping you to achieve your personal goals.

## Study support

We offer full study support including study leave and examination fees. If you wish to study alongside your normal employment, we will cover the costs of training materials and your first attempt at exams.

## Long Service Bonus

We always look for individuals wanting to develop and grow within the team.

For those who stay with us, we offer a Long Service Bonus that increases based on the number of years worked at GE.

## Additional benefits

We offer our employees a range of benefits such as hybrid working, summer Fridays, your birthday off, regular team socials (including the GE rally) and full access to the WorkLifeWell platform that provides workshops, classes and guidance to improving general wellbeing.

We aim to give our employees the best experience at GE, helping them to have a great work life balance and career success.





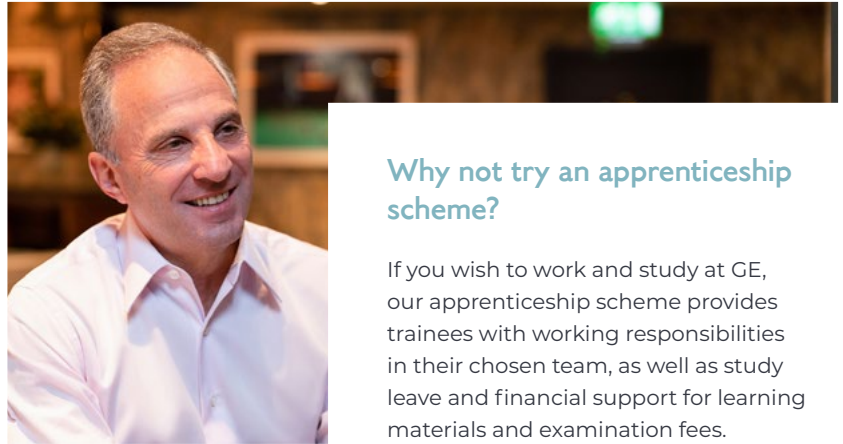
# Who are we looking for?

Whether you are a school leaver or a graduate, we are committed to providing a robust training program for you.

We are looking for individuals that have the same mindset as us and who uphold our values as a brand, including being ambitious, positive and driven.

Although academics are a fantastic indicator of your knowledge and skills as a professional, we also look beyond that searching for individuals that are:

- ▶ Excellent communicators
- ▶ Friendly and approachable
- ▶ Have good time management
- ▶ Are real team players



## Why not try an apprenticeship scheme?

If you wish to work and study at GE, our apprenticeship scheme provides trainees with working responsibilities in their chosen team, as well as study leave and financial support for learning materials and examination fees.

## ▶ START YOUR JOURNEY TODAY

If you are looking for a team that can support you in your development and encourage you to think without limits, join us at GE and see where your drive can take you.

To find out more about our training program or to apply, contact us at [recruitment@geraldedelman.com](mailto:recruitment@geraldedelman.com).







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