

Recruitment pack



Contents

02	Who are we?
03	Our values
05	How big is our team?
06	Working for us
07	Our software
08	Our clients
09	The work
10	Maintaining standards
11	Career progression
12	Benefits





Who are we?

The Accountancy Partnership was founded over 16 years ago, aiming to disrupt an industry much in need of change. Specifically, how accountants and clients interacted with each other.

We aimed to capitalise on this gap in the market by leveraging technology improvements to create a more efficient and collaborative service for our clients, regardless of where they are based or what industry they are in.

Our goal is to provide a simple, convenient online accountancy service with a transparent pricing structure, for all small businesses in the UK.

Growth

Since our inception in 2006, we have continuously grown our client portfolio, and are currently helping over 12,000 businesses in the UK and beyond with their accounting needs.

We also continue to enjoy consistent growth of around 40% per year, making us one of the fastest growing accountancy firms in the UK.

Our values

We are committed to fostering strong, long-term business relationships with our clients by providing an outstanding level of customer service.

Simplicity

Every single aspect of our communications, software and processes have been developed with simplicity in mind.

We aim to make the lives of our clients easier by taking a complex industry and simplifying it for them, so they can focus on making a success of their businesses.

Collaboration

We have invested heavily in collaboration tools to enhance our communication with clients, providing real-time information and quick responses to their queries.

These include live chat support, remote training sessions, screen sharing and simultaneous usage of [Pandle](#), our bookkeeping software.





Affordable fees

As we rarely meet our clients face to face this greatly reduces the amount of time an accountant needs to spend on any one client's accounts. Alongside our efficient internal processes, this allows us to charge a low, fixed monthly fee to our clients.

We found that clients are much happier with this transparent pricing structure as it provides them with clarity over how much their accounts will cost them each year.

It also allows our clients to spread the cost of their fees over a whole year, making it easier for them to pay.

Customer Service

We pride ourselves on the friendly and approachable nature of every single member of staff. We want our clients to feel comfortable enough to ask us anything about their business.

We endeavour to answer every question in plain English, without any accounting jargon which may confuse them. With quick response times and many levels of support available, our service has been very well received by our clients.

This is reflected in the reviews we have gathered on [Trustpilot](#), [Google](#) and [Reviews.co.uk](#), go check them out!

How big is our team?

We currently employ over 100 members of staff in our Wirral office. We are consistently expanding, so there are often plenty of employment opportunities available.



Working for us

Over the last 16 years, we have worked hard to create a relaxed and informal working environment, to encourage collaboration between staff members across all departments.

We believe that this friendly and helpful culture enables us to provide an outstanding level of customer service for our clients.

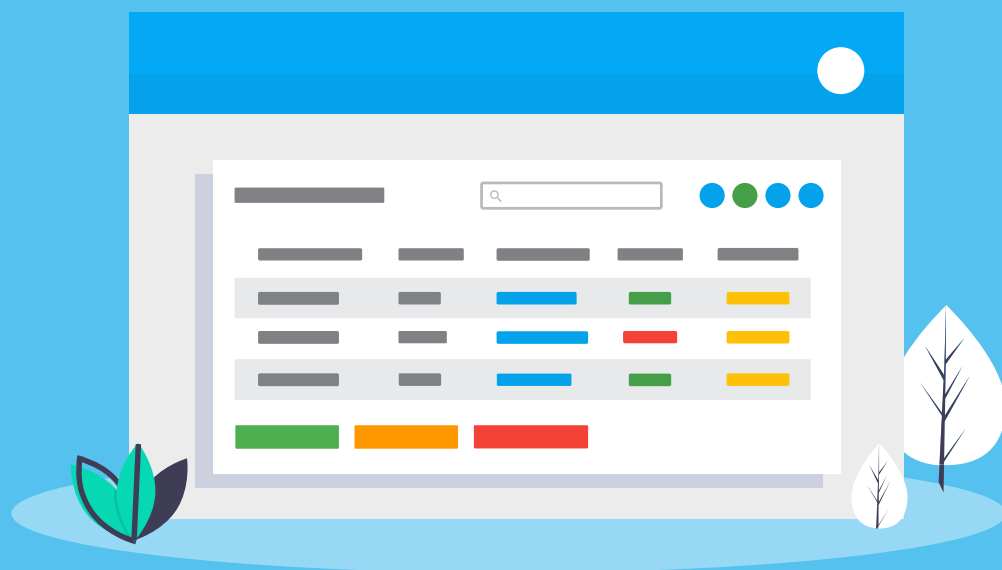
Our team members are split across six departments:

- ✓ Accounts
- ✓ Payroll (including CIS and pensions)
- ✓ Bookkeeping
- ✓ Admin
- ✓ Sales
- ✓ Marketing

We also have an additional team of 15 developers based in Liverpool.

They are dedicated to the development of our bookkeeping software Pandle alongside our other custom built internal systems.





Pandle is available for anyone to use, not just our clients.

Our Software

Before the development of [Pandle](#), we faced a common problem; we would consistently receive records from clients in software such as Xero, Sage or Quickbooks which contained a litany of errors.

This resulted in time consuming back and forth conversations with our clients to fix these errors before any accounts could be produced. We decided that there had to be a better way, so we created Pandle.

Pandle

Simple to use, yet comprehensive in its capabilities, Pandle was developed from the ground up to cater specifically for small businesses owners who complete their own bookkeeping.

Pandle actively works to reduce the number of incorrect entries in our clients' bookkeeping records through preventative measures, real time warning notifications and machine learning algorithms.

We currently have over 70,000 businesses and 3,000 accountancy firms actively using the software. It's fair to say we are very proud of Pandle!

Our clients

Typically our clients are small business owners who are looking for an accountancy service that can help relieve the stress of their accounts and tax compliance, whilst also providing them with support and guidance along the way.

The average turnover of our clients is between £100,000 to £200,000 per annum.

We do have much larger clients, but these only make up a small proportion of our client portfolio.

Offering our accountancy services nationwide has allowed us to develop a very diverse range of clients, in pretty much every industry imaginable.

We love hearing about our clients' success stories and celebrate them with our [client of the month](#) feature.

However, there are a few types of clients which we don't serve, such as solicitors, charities and VAT registered travel agents.



The work

The majority of our accountants' time is spent on accounts production and tax preparation, followed by some VAT work and answering queries from their clients.

We want our accountants to focus on what they enjoy and what they are good at.

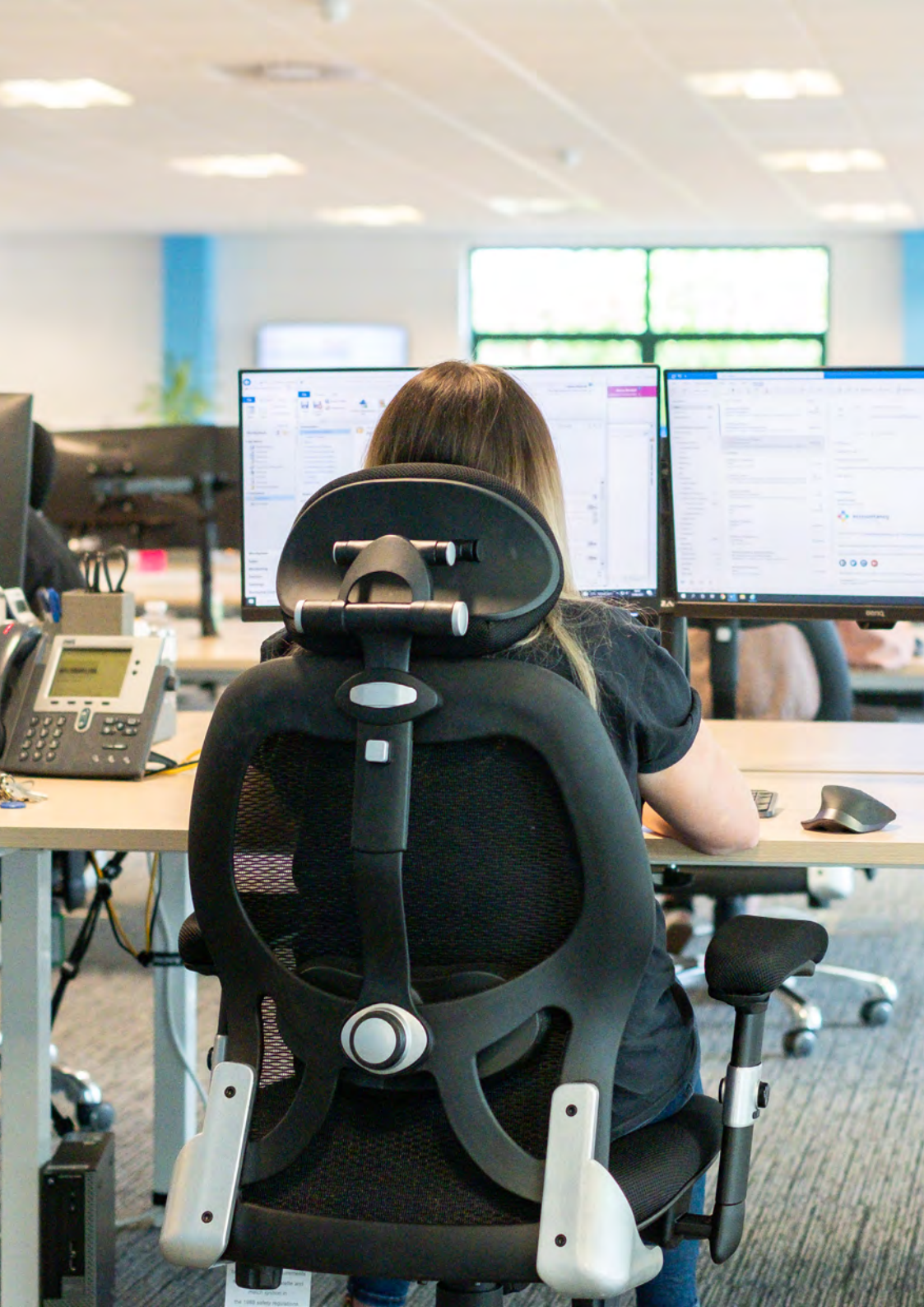
This is why all admin, payroll, pensions and CIS work is handled by separate departments within the company.

Learning new skills

Our diverse client portfolio exposes our accountants to most areas of accounts and tax, enabling them to gain a wealth of experience in a relatively short space of time.

As our clients use a variety of accounting and bookkeeping systems, our accountants quickly develop new skills and ways of working.

We find this diversity creates a uniquely challenging and exciting work environment where no two days are ever the same. Even our most senior accountants are still learning and improving their skills on a regular basis.



Maintaining standards

All work goes through a quality control process whereby it is checked by other accountants in the firm to ensure we're always producing accurate, high quality work for our clients.

Managing your workload

We don't believe in micro-managing our staff. Our accountants are expected to take the initiative when organising the work they undertake on a day to day basis.

We only ask that they consider their clients' upcoming deadlines when prioritising their work.

Building your portfolio

Once accountants have been fully trained and are up to speed with our systems and working processes they will be allocated work from their colleagues.

After a short period of time, they will then start to be assigned clients so they can begin to build up their client portfolio.

This allows our accountants to work regularly with the same clients, providing continuity and a point of contact for any accounts or tax related questions they might have.



Career progression

We strongly believe that training our employees is an investment in the future success of our business. This is why we cover all costs associated with their training and CPD, including any membership fees, both pre and post qualifying.

We are registered ACCA and AAT employers and endeavour to support our employees with whatever qualification or career route they choose to follow.

Training and development

In addition to this, comprehensive training will be provided to all new employees in any systems or areas of accounts, VAT or tax so they can success fully fulfil their new role within the team.

If you join us at either an Accounts Junior or Accounts Semi-Senior level then a clear pathway to becoming an Accounts Senior will be outlined to you.

Your development will also be regularly reviewed by an Accounts Manager to ensure you're happy with the progression rate.

Due to our consistent annual growth rate, there is ample opportunity for career progression. We envisage even more opportunities becoming available moving forward as new roles become defined.



Benefits

As a company we actively strive to create a friendly and collaborative working environment across all of our teams.

Quarterly staff events are paid for by the company to encourage this and suggestions are welcomed from all staff members on the next event. Participation isn't mandatory, but always welcomed!

You will be working in a relaxed atmosphere with a casual dress code, with free lunch and smoothies being provided twice a week.

We also have an onsite gym and games room which staff are more than welcome to use outside of work hours and on breaks.

Other benefits may include:

- An additional days holiday, for each year with the company
- CPD and training costs paid for by the company
- Cycle to work scheme

Free private mental health support

We are committed to supporting our employees mental health, both inside and outside of the workplace.

If you are struggling with your mental health, then you will be able to access free private counselling sessions with a licensed therapist, paid for by the company.





Would you like to join the team?

If you have any questions simply call us on 020 3355 4047 or email your CV and cover letter to lee@theaccountancy.co.uk.

