

Mazars & me



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1. Introduction

“It’s great to be part of a firm so passionate about sustainability..”

Kendra
Executive – Sustainability

My future

Mazars is a leading international professional services firm. We are a united partnership delivering exceptional quality in audit, accounting, tax, financial advisory, outsourcing and consulting. Mazars is also an amazing place to learn and grow. Our business is an engine for rapid and consistent career progression. And we are known for giving ambitious people early responsibility and exposure.

At Mazars, we celebrate individuality and thrive on teamwork. We give people the freedom to make a personal contribution to our shared purpose. We support one another to deliver quality, create change and make an impact, so that everyone can reach their full potential.

That’s why Mazars is the smart choice.

1. Introduction

Mazars & me



2. About us

“At Mazars, I get more exposure to senior leaders and more opportunities to progress.”

Donay
Manager – Tax

A fairer world

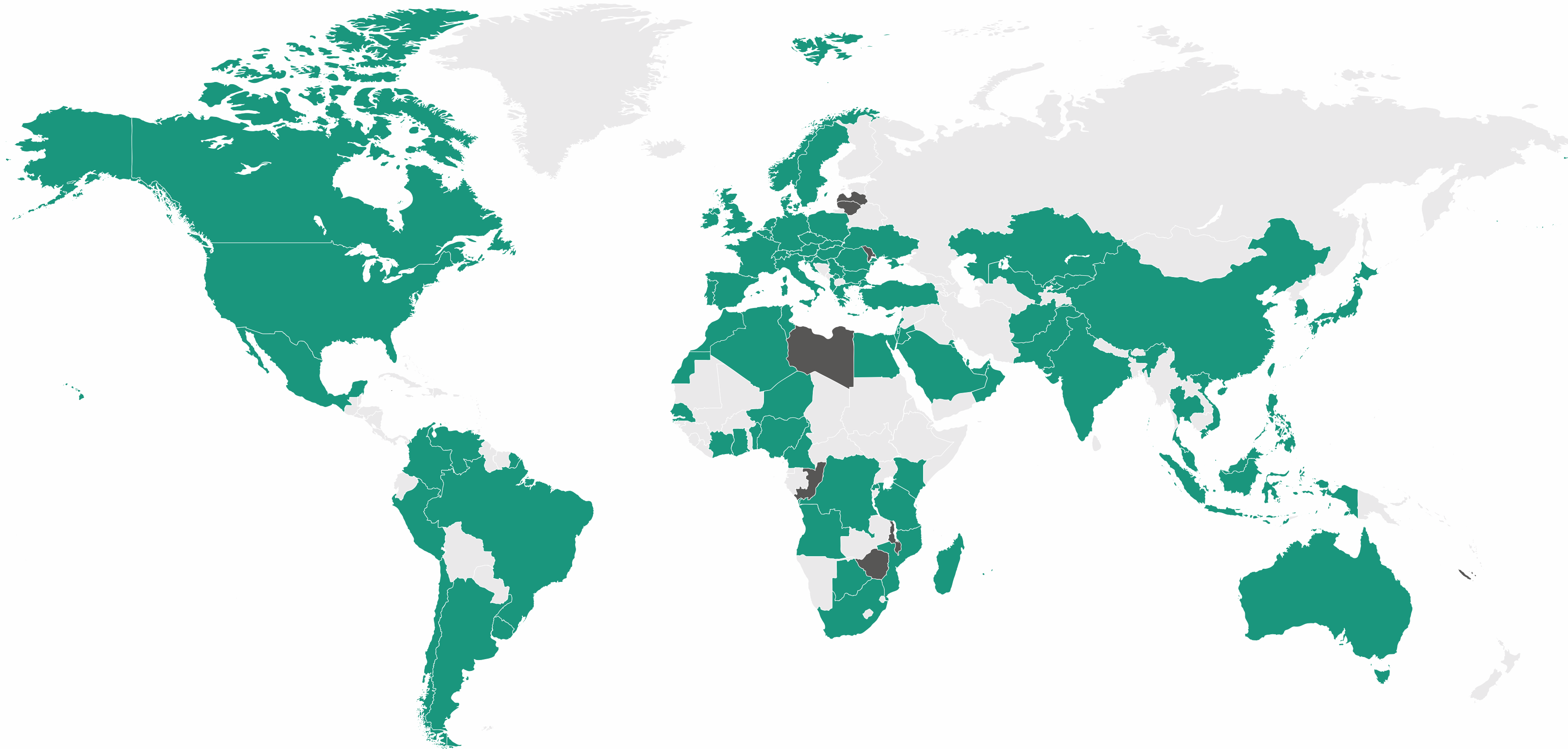
Founded in Europe, Mazars is an international, integrated and independent firm, specialising in audit, accountancy, advisory, consultancy and tax services.

We are present in nearly 100 countries and territories, with 47,000 professionals – 30,000 in our integrated partnership, 17,000 via the Mazars North America Alliance.

Across the globe, we are dedicated to helping clients make the most of business opportunities and building the economic foundations of a fair and prosperous world.

2. About us

- Integrated countries and territories
- Non-integrated countries and territories
Mazars correspondents and representative offices



47,000+

Global professionals

95+

Countries worldwide

1,200+

Global partners

300+

Global offices

€2.45bn

Global fee income

Figures as at 1 January 2023

2. About us

In the UK, Mazars is among the largest firms in its sector and a leading auditor to Public Interest Entities (PIEs). Our team includes over 3,200 people in 15 locations across the UK, providing a balanced perspective and on-the-spot expertise to clients of all sizes, from individuals and start-ups to global corporates and hugely influential public bodies.

Figures as at 1 December 2022
Fee income as at 31 August 2021



3,200+
Professionals

Top 10
Partnership by audit fee

165+
Partners

15
Offices

£235m
UK fee income

3. What we do

“I’ve been supported every step of the way and I want to inspire other women to join the technology industry.”

Laura
Senior Consultant – Technology & Digital Advisory

Expertise

At Mazars, our services are designed around the needs of our clients, helping them to drive long-term sustainable development and growth. We invest in the expertise of our people and constantly develop new skills and perspectives throughout our careers.

3. What we do

These are the service lines that could provide the launchpad for your career.

Accounting & outsourcing

Our Accounting & outsourcing team works to support our clients to better run their finance functions, understand their financial position and performance, and to ensure they are compliant with changing accounting and tax legislation.

Audit

In Audit, a growing team of around 1,350 relationship driven, curious, problem solvers add value to their clients daily. With a focus on quality, our teams provide audit and assurance services which are vital to our clients' business controls and credibility.

Tax

We provide bespoke advice in all areas of taxation, helping our clients to navigate the complexities of tax codes, often in multiple jurisdictions, and to help them ensure they are fulfilling all their obligations and paying the correct amount of tax.

Business services team

Our Business services team is a collective of creative, strategic, forward-thinking business enablers. Together the People & culture, Marketing & communications, IT, Operations, Finance, Quality and risk management and Innovation teams make it their mission to ensure Mazars has the right tools, technology, strategies and services in place to deliver exceptional client service and future-proof our growing business.

Advisory & consulting

The Advisory & consulting service line is a rapidly growing, award winning, global group of successful teams working together to present a go-to-market differentiator whilst delivering the highest quality of work for our clients.

Private client

The Private client service line provides impartial, tailored financial planning, wealth management and tax advice to: Individuals; Business Owner-Managers; and Trustees - Private and Charitable.

Sustainability & ESG

The Sustainability service line is a rapidly growing, global group of successful teams working together to present a go-to-market differentiator whilst delivering the highest quality of work for our clients.

4. The sectors we serve

“ I’ve been given the support to flourish, the tech to innovate and the room to grow.”

Rogin
Manager – Innovation

Markets

To be there for our clients, we need a deep understanding of the sector-specific trends, issues and markets they are facing. By developing strong sector-based expertise, we can anticipate client needs and help them seize opportunities.

We build that expertise through international sector communities, which bring together our experts from across the globe to share profound sector knowledge and a keen understanding of local context and culture. It’s an incredible opportunity to learn about a whole range of industries and sectors direct from your colleagues.

4. The sectors we serve

Energy, infrastructure & environment

Tailored solutions to navigate the future of energy and infrastructure, building resilience, meeting global needs and managing resources effectively.

Financial services industries

Professional services for clients in asset management, banking and capital markets, insurance and real estate.

Public & social sector

Driving excellence in public service delivery through innovation and partnership.

Healthcare & life science

Independent specialist advice to help deliver better, fairer health outcomes for everyone.

Technology, media & telecommunications

Innovative ideas for fast-growing, digitally connected technology, media and telecoms companies.

Industrials

Helping commercial operations in the industrial sector to deal with constant change and embrace the opportunities of transformation.

Transport & logistics

Providing the solutions that help the transport and logistics industry to move forward confidently in the face of complexity, volatility and uncertainty.

5. How we do it

“ It’s great to be part of a firm so passionate about sustainability.”

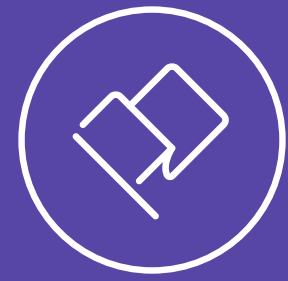
Kendra
Executive – Sustainability

Purpose

At Mazars, we pride ourselves on being different. We’re a purpose-driven firm that contributes to a fair and prosperous world by caring for the success of our people and clients, the health of financial markets, and the integrity of our profession.

We believe in doing the right thing, so we bring authenticity, integrity and a strong ethical compass to our work.

5. How we do it



We believe in:

Making a real difference to our clients by providing quality solutions and unparalleled service.

Building a growing and sustainable business where our people thrive and our values endure.

Playing an active role in the support and development of our communities.



We opened our first office in 1945. Since then, we have grown into a connected global partnership with a presence in nearly 100 countries and territories.

So we have the skills and the scale to serve clients of all sizes, across all industries. But we never forget that our world revolves around people.

We believe in the power of the individual and encourage independent, entrepreneurial spirit. We put open, engaged and collaborative teams at the heart of everything we do. It's our people, their ideas and energy, who keep us agile enough to embrace change and deliver impact.



Mazars for Good

At Mazars, we are passionate about truly making a difference.

Our Mazars for Good agenda supports community projects with a focus on social mobility, inclusion and diversity, sustainability and the environment.

6. Different ways in

Opportunities

Whether you're just leaving school, graduating from university or looking for a placement, at Mazars we have a wide range of opportunities for you to gain experience in a firm that truly cares about your aspirations.

“The awareness and technology in place to support people with a disability has helped me thrive.”

Mike
Manager – Audit

6. Different ways in



School leaver

If you join Mazars straight after school or college, you can enter on our apprenticeship scheme. This route combines study with real hands-on work, first gaining an introductory qualification before studying to qualify as a chartered accountant. There's a competitive starting salary, which increases as you grow and pass your exams. You will be fully qualified within four years, so this is a fantastic opportunity if you want to progress quickly, earning while you learn and avoiding the costs of university life.



Placement

Our undergraduate placement schemes give you the chance to join us between second and third year at university. If your course offers a sandwich year, you can use that time with us to start your professional qualification. There may also be the opportunity to re-join the team onto one of our graduate programmes once you have completed your degree.



Graduate

Joining one of our graduate programmes, you'll be working as part of the team and enjoying responsibility early on. You'll also study for your chartered accountancy exams; it usually takes around three years to qualify. Throughout, you'll benefit from a competitive salary, which increases as you progress and pass your exams.

7. Learning and development

Progression

We offer a diverse range of experiences, with prestigious clients and dynamic projects across a range of sectors and geographies. And we provide lifelong learning, future-proofing your skills to meet the constantly transforming demands of our clients and our business.

“The entrepreneurial spirit I see in my clients inspires me. When they grow, I grow with them.”

Lara
Head of Small and Medium Sized Enterprises

7. Learning and development



We offer individually designed career paths that help you pursue your interests, match your changing needs, and explore your true potential.



We offer an excellent technical grounding and real responsibility from the start, with early exposure to clients and partners. We have a culture of coaching, feedback, mentorship and one-to-one support. So you'll learn from working closely with accessible colleagues and leaders who have so much to share.



Most importantly, we give our people the tools and support they need to take ownership of their careers. As part of your training we offer the opportunity to gain a professional qualification whilst earning a competitive salary and gaining invaluable experience. These include the ACA, AAT, ACCA, ATT/CTA, ACA/CTA, Actuarial, ICAS, and CII, depending on the role.

8. Life at Mazars

“Finding a culture that shared my values was really important to me.”

Ruth
Manager – Audit

Mazars & me

Together

Mazars is a fun, fast-paced, positive place to work and make friends. The amazing people who work here come together to create a unique and vibrant culture that promotes balance and wellbeing. This is a place where you can get involved, believe in yourself and put your ideas into action.

8. Life at Mazars



We are one diverse, multicultural, multi-generational team with a huge sense of connection and belonging.

We put people before processes. And we support one another so that everyone can do their very best.

So you can bring your whole self to work. And you will always feel valued and heard.



We work as one big team across tight-knit departments, and we have an open, accessible management style. So you'll always feel free to ask questions and share ideas. And there's always someone to offer coaching or guidance.

We want everyone to be rewarded and enriched by their professional life. So we come together to pioneer new ways of working; promoting psychological safety, flexibility with how you work – trusting you to make the right choices for the team, clients and the business – in stimulating modern workspaces.

We're always trying to improve our approach. We'll encourage you to innovate and give you a big say in the way your role works. So you can truly influence the direction of the firm.



Our culture

We do the right thing

We take responsibility for our work

We care for each team member

We deliver outstanding quality

We encourage independent thinking

We empower our people to shape the future



9. People videos

Mazars & me

Every individual at Mazars has a personal relationship with working here, and some amazing stories to tell. Here are the experiences of some of the brilliant trainees who've started their career with Mazars.

10. Application process / Who we look for

“There are no limits on the ways you can make an impact at Mazars.”

Prerak

Executive – Advisory Rotation Programme

Passion

We focus our application process on finding people who will thrive at Mazars. This is a unique place to work, so we try to discover if you are right for us, and if Mazars is right for you.

We look for ambitious people with a passion and drive for their chosen career path, and a strong idea of why they want to work at Mazars. We celebrate people who engage well with others and build strong relationships; people who love working amongst diverse teams of people.

10. Application process / Who we look for

Throughout your interview and assessment process we ask ourselves:

1. Can you understand and interpret a range of different types and sources of information?
2. Are you open-minded and committed to lifelong learning and development?
3. Do you enjoy building relationships with others? Are you respectful of others' backgrounds, roles, perspectives and strengths?
4. Are you able to balance multiple demands and meet deadlines?
5. And do you share the same sense of purpose, values and integrity that sets our people apart?



10. Application process / Who we look for

01



Online application

Browse our vacancies to choose a suitable location and opportunity that fits your career goals and complete your online application. Do your research and tailor your application to ensure you demonstrate the skills required to your full potential.



02



Online aptitude assessment

After completing your application, you will be asked to do our online aptitude assessments. This includes a numerical and verbal reasoning test. Afterwards you will receive a report outlining your strengths and areas to focus on.



03



First interview

If you are successful in both our online application and aptitude assessments, you will be invited to a telephone interview. If you are unsuccessful at this stage, you'll be offered a feedback session to help with your development and support your next steps.



04



Assessment centre

If successful in your telephone interview, you will be invited to partake in one of our assessment centres. These are currently run virtually. Prior to the day, we'll offer you a coaching call to help you prepare and we'll connect you with a recent joiner for advice and guidance.

Got any questions? See our FAQs at jobs.mazars.co.uk/jobs/faqs



www.mazarscareers.co.uk

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