



# GRADUATE TRAINEE SCHEME



Chartered Accountancy  
and Tax Adviser  
Training Programmes

**ArmstrongWatson®**

Accountants, Business & Financial Advisers

[www.armstrongwatson.co.uk](http://www.armstrongwatson.co.uk)

# WHY CHOOSE A CAREER IN ACCOUNTANCY?

Chartered accountants and tax advisers hold some of the highest-demanded skills of any profession and take up some of the most senior roles within private companies, professional service firms and public bodies.

Our work has a real impact, driving innovation, providing business confidence, and influencing decisions that can make a real difference worldwide.

Being 'chartered' demonstrates dedication, ambition and willingness to learn and shows that you have practical skills and industry experience, as well as theoretical knowledge.



# WHAT DOES A CAREER IN ACCOUNTANCY OR TAX INVOLVE?

We work with businesses and organisations of all types and sizes as their trusted advisers to help them prosper and succeed.

Our role is to:



## **INNOVATE -**

We drive business strategy and develop future plans



## **MAKE A DIFFERENCE -**

We use our expertise to help businesses and organisations of all sizes make the best business decisions



## **PROBLEM SOLVE -**

We use our skills to unravel complex problems and support businesses



## **INVESTIGATE -**

We use our skills to ensure business dealings are legally abiding



## **CREATE SOLUTIONS -**

We find new ways for businesses to work more effectively



## **COMMUNICATE -**

We explain and translate complex business and financial information

# HOW DO YOU BECOME A CHARTERED ACCOUNTANT OR TAX ADVISER?

You may be surprised to learn that you don't need a degree in accounting, finance, or business to study for the ACA or ATT/CTA qualifications, in fact, most of our trainees come from a non-accountancy higher education background and some join us after completing their Level 4 AAT or ATT qualifications rather than a degree (see separate brochure).



## WHAT DO OUR TRAINEES SAY?

*After completing an Accountancy and Finance degree at Durham University, I joined Armstrong Watson in September 2021. Naturally, starting the graduate scheme was quite daunting at first but my colleagues couldn't have made me feel more welcome and right from day one I have felt like a valued member of the Armstrong Watson team.*

**Audit & Assurance Assistant, Newcastle**





## **WHY CHOOSE ARMSTRONG WATSON FOR YOUR TRAINING?**

We'll support you throughout the programme, from time out to sit exams to full financial provision for all your course costs. You'll also enjoy extensive coaching and mentoring from our dedicated teams with your own counsellor to guide you the whole way.

And as one of the UK's largest (and growing) independent accountancy firms you'll gain hands-on and varied experience you are less likely to find with a smaller or very large firm.

We work with lots of different types of businesses which means you will too, from well-known leisure brands to big tech companies, through to small independent shops and family businesses.

We have 19 offices across the North of England and Scotland with 800 colleagues (and counting) and we've been advising businesses for over 157 years.



## **SALARY AND REWARDS**

You'll receive a competitive basic salary which increases through each year of study. We'll also cover the costs of everything you need for your study package, from overnight accommodation to train travel and time out of the office. We're not like other firms, we won't panic if it takes you a bit longer to get the hang of sitting professional exams. Your success reflects on us, and we'll support you as much as we can to achieve the required results.

# THE ARMSTRONG WATSON TRAINING PROGRAMMES

The Armstrong Watson ACA and ATT/CTA training schemes are 3 -year programmes combining hands-on learning with formal study.

Throughout the training scheme you'll be given the opportunity to work with lots of different types of business in many different sectors. Sitting within our Audit and Assurance or Tax Consultancy Teams, you'll also gain experience across a variety of specialist service lines, which may include Restructuring & Insolvency, Corporate Finance and Financial Planning.

You'll help us to provide market-leading business advice on your own journey to become a professionally qualified business adviser and gain a globally recognised chartered qualification.

## WHAT DO OUR TRAINEES SAY?

*I joined Armstrong Watson in September 2020, having gained an Engineering degree from Exeter University. Training for the ACA qualification is helping me develop skills I gained at university and grow, working within a fast-paced, professional environment. Armstrong Watson supports and guides me throughout my professional journey ensuring that I have the skills to help a range of clients.*

**Audit & Assurance Assistant, Leeds**



# YOUR ACA OR ATT/CTA STUDY PROGRAMME WILL INCLUDE:



## **PRACTICAL WORK EXPERIENCE**

ACA – A minimum of 450 days of relevant 'on-the-job' work experience during your period of approved training.

ATT/CTA – A minimum of 3 years of relevant 'on-the-job' work experience during your period of approved training.



## **ETHICS AND PROFESSIONAL SCEPTICISM**

Essential to being a chartered accountant, you'll follow a structured programme focusing on areas such as integrity, objectivity and independence.



## **STUDY MODULES**

ACA – 14 Accountancy, finance and business modules staged across three levels, each with its own exam and concentrating on core concepts, technical knowledge and experience.

ATT/CTA – 5 different stages, focusing on core knowledge, principles of accounting, law and professional responsibilities and ethics, advanced technical knowledge, and application and professional skills. Includes eligibility for ATT membership after passing exams in stages 1-3.



## **PROFESSIONAL DEVELOPMENT**

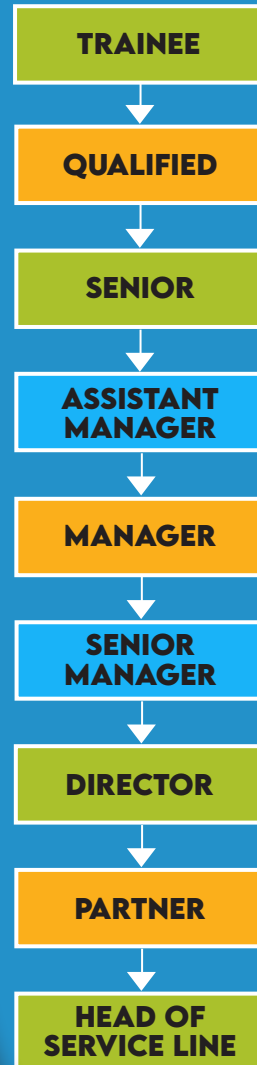
Demonstrate your competence in seven key professional skills (such as communication, team working and decision-making) by providing an example from your work experience.



# OPPORTUNITIES AND CAREER PROGRESSION

A career as a chartered accountant or tax adviser with Armstrong Watson offers a wide scope of opportunity, a clear path of progression and a competitively increasing salary to match too.

Some of our most senior people within the firm started off with our trainee scheme and have progressed right through the route of:





Completing one of graduate training programmes, can lead to a career in one of our many specialisms, which include:

**AUDIT & ASSURANCE**

**CORPORATE TAX**

**RESTRUCTURING &  
INSOLVENCY**

**BUSINESS SERVICES**

**CORPORATE FINANCE**



# WHEN YOU'RE WITH ARMSTRONG WATSON WE'RE WITH YOU

Great training, earning potential and career progression are just 3 of the excellent reasons to join Armstrong Watson, but work/life balance and offering a supportive and fun place to work are important to us too. **A snapshot of some of the ways we show 'we're with you' include:**



- ✓ **EXCELLENT BENEFITS – HEALTHSHIELD CASH PLAN AND RETAIL DISCOUNTS**
- ✓ **COMMISSION BONUSES FOR INTRODUCING NEW CLIENTS AND COLLEAGUES**
- ✓ **FLEXIBLE AND HYBRID WORKING**
- ✓ **SUPPORT FOR EMOTIONAL WELLBEING**
- ✓ **ANNUAL SCHEDULE OF SOCIAL AND CHARITABLE EVENTS**

AW Summer Event 2025 - ACA Graduates



# WHAT SKILLS DO YOU NEED TO JOIN THE ARMSTRONG WATSON CHARTERED TRAINEE SCHEME?

To apply, you'll need either a 2:1 degree or above (achieved or predicted) in any discipline or the full AAT/ATT Level 4 qualification, although we may consider candidates with a 2:2 degree in certain locations if your degree is in a subject relevant to the role.

Skills we're keen to embrace focus around:



**COMMUNICATION**



**TEAM WORKING**



**DECISION-MAKING**



**PROBLEM-SOLVING**



**PROFESSIONALISM**



**COMMERCIAL AWARENESS**

## WHAT DO OUR TRAINEES SAY?

*I applied for the Armstrong Watson chartered Scheme after hearing about the opportunities a friend had been given during her time on the programme. Armstrong Watson are always providing me with a broad range of experience across different offices and departments to help support my chartered studies. Not only has this helped me to put the ACA theory into practice, but it has allowed me to continually build on my professional development in the workplace. I joined the Cumbria Chartered Accountancy Student Society as both ICAEW student Council (ISC) representative and chair and I thoroughly enjoyed the roles, and the firm fully supported my involvement allowing me time out to travel to London and Cambridge to attend quarterly ISC representative meetings for the student council.*

**Audit & Assurance Director,  
Cumbria**



# HOW CAN YOU APPLY?

Visit [armstrongwatson.info/GradCareers](http://armstrongwatson.info/GradCareers)  
or scan the QR code below to submit your  
application.



## WHAT DO OUR TRAINEES SAY?

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**Audit & Assurance Senior Manager,  
Cumbria**

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