

The logo features a stylized 'Z' icon on the left, composed of three parallel diagonal lines. To its right, the word 'DAINS' is written in a bold, white, sans-serif font. The 'D' is notably larger than the other letters.

ZDAINS

Your Future. Figured.

Our Climate Positive Journey

In 2022, we partnered with Play It Green to improve our business' sustainability practices and have a positive impact on the planet.

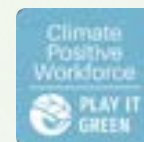
In return for a monthly cost per person, Play it Green plant 13 trees per person per month, instantly rebalancing their personal carbon footprint.

We are also making our business a Climate Positive one by rebalancing our historical and company emissions to become carbon neutral. To reduce our overall business carbon footprint moving forward, we are working with Play it Green's Net Zero Framework, Green Energy, giving us access to a network of sustainability experts.

We can track all the trees planted as they are added to our own Forest Garden.

All trees planted, replace lost ecosystems and the trees are monitored and protected. 10% of all revenue go to a charity of our choice.

The trees that are planted are cared for by Eden Reforestation Projects. Eden is a non-profit organisation based in California, USA, and they work in eight developing countries to reduce extreme poverty and restore healthy forests. Eden operates in eight different nations: Madagascar, Haiti, Nepal, Indonesia, Mozambique, Kenya, Honduras and Nicaragua.



Welcome

At Dains your future matters and we are committed to our graduate recruitment programme.

Our aim is to help you flourish in your accountancy career, gaining hands on experience, complemented by exam success.

We recognise that enjoying your job is key to long term success and we have a wide range of benefits which promote a healthy work/life balance.

We provide every member of the Dains team with the tools to deliver the very highest standards to clients and have a strong sense of culture.

We are ready, for your future.



Richard McNeilly
CEO

Our Vision

To become a
£100 million
turnover
24/7/365
accountancy business,
delivering
tailored services
for
every client
who
values
what we do.

About Us

Dains is a dynamic, modern thinking Professional Services firm with a people-focused culture.

Our strengths and opportunities lie in our independence and reputation for quality and knowledge.

As a business we understand that our employees are our biggest asset and we strive to provide the best working environment from flexible working hours to a fantastic benefits scheme. We listen to our people and evolve to make Dains a great place to work.

- Established 1926
- Founded by Charles Leslie Dain
- Circa 300 employees

Our Services

We deliver a wide range of accountancy related services to SME's, private individuals, charities and large corporate entities.

- ✔ Accountancy & Business Services
- ✔ Audit
- ✔ DAINSevolve
- ✔ Corporate Finance
- ✔ Corporate Tax
- ✔ Customs Duty
- ✔ Employment Tax
- ✔ Forensic Accounting
- ✔ Private Client
- ✔ VAT

INVESTORS IN PEOPLE
We invest in people Gold



Trainee Development - Platinum



OUR DNA



VALUED RELATIONSHIPS

We build positive relationships with our clients and colleagues and are friendly in our approach.

We enjoy what we do and make an effort to be helpful and proactive.

We are respectful of the need to behave professionally and responsibly at all times.



FAIRNESS

We treat people as we would wish to be treated ourselves and do not take clients or colleagues for granted.

We value every individual and are committed to treat everyone fairly.

Whilst we do not treat everyone in exactly the same way, we believe in providing equal opportunities for all.

We keep people informed and aim to communicate in a sensitive and respectful way.

OUR DNA

Our DNA sets out the kind of firm we are and the kind of firm we want to be. Our DNA establishes the standard for the way we behave and the things we believe in.

WORKING & SUCCEEDING TOGETHER



We enjoy working together to achieve success, and it is important to us that our clients enjoy working with us too.

We value teamwork, and empower people in order to ensure they are fulfilled in their role and that their efforts are recognised and appreciated.

We play to our strengths and through doing so, we can help our clients and colleagues achieve their potential.



INTEGRITY

We are honest, trustworthy and straightforward in our approach and adhere to the highest professional standards.

We are accountable, reliable and responsible which leads us to dealing with issues as they arise.

Our Graduate Recruitment Programme

It's in our DNA to build great relationships and to strive for success.

- ✔ Our graduate recruitment programme is designed to ensure we develop individuals with high academic achievement and fantastic people skills, who want to work as part of a great team.
- ✔ At Dains we recognise that our success is dependent on our most important asset - our people. That is why we have developed a training programme to ensure that our trainees are given every opportunity to be the business leaders of tomorrow.
- ✔ Our trainees develop a broad range of experience through working on a variety of clients, whilst working closely with colleagues involved in other disciplines.
- ✔ A commitment to continual professional development is integral to a rewarding career in professional services and post qualification there are further opportunities to develop through secondments and our leadership programme.
- ✔ Our management team is comprised of highly skilled individuals who will help you to forge your career and develop your potential.



Post graduate qualifications

Here at Dains we offer all graduates the opportunity to join us as a trainee.

Our main intake is primarily within our Birmingham, Stoke and Derby offices, working within our audit, evolve and taxation teams. As a trainee, you can study towards one of our post graduate qualifications delivered by a national, market leading training provider. The majority of courses are supported by the government's Apprenticeship Scheme.

This scheme gives you access to the technical and professional development training needed to further your accountancy career, all coordinated via our in-house training team.

ACA

- ✔ ICAEW's official qualification recognised throughout the world.
- ✔ Upon completion, you will be a Chartered Accountant.
- ✔ Focuses on both practical and technical aspects of accountancy.
- ✔ A 3 year course with 3 levels of examinations – Certificate, Professional and Advanced.

This qualification is linked to a role within our Audit team.

ACCA

- ✔ Globally recognised qualification.
- ✔ Flexibility to carve out your own path and specialisms via the optional modules later in the course.
- ✔ A 3 year course with 3 levels of examinations – Applied Knowledge, Applied Skills and Strategic Professional.
- ✔ Dains is an ACCA Platinum Approved Employer.

This qualification is linked to a role within our Evolve team.

CTA

- ✔ The most prestigious chartered qualifications for taxation specialists.
- ✔ Develop a broad understanding of the world of tax whilst being able to specialise in a particular area.
- ✔ Various study combinations meaning you can tailor your study path around a chosen specialism.
- ✔ 2 - 3 year course.

A role within one of our tax teams is required to study this qualification.

What We Offer

- ✔ **Competitive Salaries** – We value our employees and as such will always offer salaries that are fair and in line with market rates.
- ✔ **Looking to take a long break?** – Take up to 4 weeks unpaid leave to enjoy that ‘holiday of a lifetime’ or celebrate that ‘special occasion’.
- ✔ **Need support to Study?** Don’t panic, Dains will finance students attending tuition courses and relevant revision courses as well as the time taken to sit the exams.
- ✔ **We offer a competitive 25 day annual leave allowance** (Plus, additional normal statutory bank holidays and additional 5 days to be obtained for long service).
- ✔ **Need the flexibility to Buy and Sell Annual Leave?** – As part of Dains Flexible Benefits Scheme, you have the ability to buy and sell up to 5 days holiday (pro-rata for part-time employees).
- ✔ **Rewarding Culture** – We believe in our people and as such have a reward and recognition culture that rewards staff for exceptional work over and above their normal duties.
- ✔ **Incentives for Referrals** – We reward employees for making referrals of new clients to Dains from their personal contacts. We also recognise the value of the Firm’s employees as a source of candidates for vacant permanent and fixed term contract positions and offer rewards in this area too.
- ✔ **Need some flexibility to manage your work/life balance?** – At Dains you can utilise the smart working and hybrid working policies. This allows you an opportunity to maintain the balance between professional and personal commitments.

How to Apply



Stage one...

Send over a copy of your CV to our Recruitment Team, applications@dains.com, with the following information:

- ✔ Your office of preference
- ✔ Which area of Accountancy you are interested in (Please see our service lines)
- ✔ Confirmation you are eligible to work in the UK
- ✔ Confirmation of the following grades – B or above in Maths and English and total of 112 UCAS points (Not including General Studies)
- ✔ Whether you have a predicted grade of 2:1 or above

Recruitment Team – applications@dains.com

Stage two...

Successful applicants from stage one will be booked in for a 15-20 minute telephone interview.

Stage three...

Applicants who meet our minimum criteria will be invited to attend a graduate assessment day at our Birmingham office.



Your Future. Figured.

Telephone: 0121 200 7900

Email: applications@dains.com

www.dains.com