



**YOUR CAREER
STARTS HERE**

McConachie Stedman

One of the best ways to get your career started is to apply for a trainee or graduate position. Tailored training, the chance to learn how a business works, and the opportunity to collaborate with other graduates and team members on the job are all positive career steps.

At McConachie Stedman, we understand that your choice of employer is an important one, and an investment in your future. Our firm has a rich history of over 70 years working across Queensland with offices in Toowoomba, Clayfield, Redcliffe, Crows Nest and St George. We place a high value on our people and are proud of their complementary blend of skills across taxation, business advisory, audit, financial planning and superannuation.

We invest time and resources into ensuring our team understand the culture, values, systems and processes that make us who we are.

At McConachie Stedman, we offer trainee and graduate programs which encompass opportunities to apply knowledge from your tertiary studies into the real world, build your professional network, grow your knowledge and determine your interest in different accounting specialities.



WHAT ARE WE LOOKING FOR?

We offer trainee and graduate programs for individuals who have either completed their Bachelor's Degree in Commerce or Business with an Accounting major, or who are very close to graduating. We are looking for applicants who are strong communicators, team players, have a growth mindset and are active learners. Additionally you should have:



CAREER PROGRESSION

Career progression is a priority for most young professionals and it is a journey we will take with you. We offer a genuine career path for talented professionals, with seven of our nine current Directors making their start in the business as a graduate or trainee.

As a trainee or graduate with McConachie Stedman you aren't just being trained for the role you are in, you are being developed as a future leader. We put significant time and resources into shaping our trainees and graduates to be industry leaders, and we provide a pathway for them to have the opportunity to progress to these leadership roles within the firm.



"I joined the firm in 1999, whilst still studying for my degree at the University of Southern Queensland. My initial role with the firm was in the business services team, providing advice on business, taxation and superannuation. In 2003, I became a Certified Practising Accountant with CPA Australia and just three years later, I was able to establish and began managing our specialist Self-Managed Superannuation Fund (SMSF) division.

In 2012, I was offered a place in the firm's team of Directors. Today I mentor the graduates that work within my own team, and provide them with the same opportunities to grow their careers with McConachie Stedman."

>> Scott Maroske, Director

OPPORTUNITIES THROUGHOUT THE BUSINESS

The McConachie Stedman graduate program offers participants the chance to rotate through multiple areas of the firm. Trainees and graduates will initially work within a team for 3-6 months before being considered for an opportunity to move through other areas of the business.

Exposure to different parts of the business not only creates networking opportunities, but it will give you an insight into career paths you may not have previously considered.

TRAINING

As a trainee or graduate, you will receive tailored training that will give you an insight into the various aspects of the accounting industry. Our trainees and graduates work their way through a 12 month on-the-job training program, which gives graduates an understanding of the practical application of skills learned during their degree. Additionally, graduates are encouraged to undertake their CA/CPA programs as soon as possible to complement their on the job training.

We know that studying is a job all on its own, and as such, we provide our staff with support and flexibility while they study, this includes paid study leave, mentoring and reimbursement for successful completion of CA/CPA courses.

EMPLOYMENT BENEFITS

We value our team members by offering a range of workplace and lifestyle benefits designed to ease the cost of living and promote a happy work / life balance. Having a happy and healthy working environment is a priority we stand by. While working with us you will have access to:

Flexible Working Arrangements - We offer flexible working arrangements to meet our employee's diverse career and personal situations. As a graduate, this means we are able to provide flexibility and support around University and other study commitments.

Uniforms - While uniforms are optional attire, employees are entitled to receive two items of uniform at no cost to them each year, with additional items available for purchase at any time throughout the year.

Corporate Gym Membership - Our team members are eligible to receive a discounted, corporate rate gym membership.

Employee Assistance Program (EAP) - Our EAP provides employees and their immediate family with short-term assistance and access to counselling for a range of mental health, work or personal concerns. Starting a career, studying and finding a balance in your new normal can take work but our EAP is here to support you when you need it most.

Accounting and Financial Advice - All team members are eligible to receive free or discounted financial advice including, assistance with tax returns, self-managed superannuation and retirement planning.

Salary Packaging - Opportunity to pay for eligible purchases from pre-tax income.

Employee Discounts - Missing those student discounts? We have you covered with a membership to Reward Gateways Leisure & Lifestyle subscription program, which offers a range of discounts for groceries, travel and gift cards.

Education - Staff who are studying their CPA or CA have the opportunity for reimbursement of their education costs. Additional, role specific, education costs are also considered.

Social Events - We offer a number of social events throughout the year at no or low cost to our staff. Events include our annual End of Financial Year Party, Christmas Party, charity events, and a range of other planned activities throughout the year.



FROM OUR RECENT GRADUATES



Brooke Dunn

Graduate Business & Tax Advisor

"I enjoy working here at McConachie Stedman. They have provided me with many opportunities for growth through both internal and external training. With such a large team and so many specialty areas, it is easy to find assistance when you need it, and to reach out to senior staff for career mentoring and guidance."



Rachel Thompson

Graduate Business & Tax Advisor

"Since starting at McConachie Stedman over 2 years ago, I have gained invaluable experience and knowledge through both the work I have had access to, across a wide range of accounting fields, as well as the numerous training opportunities I have been given. I love working at McConachie Stedman because the career prospects are endless, you have the ability to explore a range of accounting fields and the Directors work with you to find your perfect fit. The workplace at McConachie Stedman is really one of the things that make me enjoy coming to work each day - everyone is so supportive, the culture is fun, achievements are celebrated and everyone is made to feel like they belong. One of the best things about working here is that you are not treated just as an employee, but rather a member of the McConachie Stedman family."



Riley Stone

Graduate Business & Tax Advisor

"McConachie Stedman has a great environment and provide lots of training to assist me in beginning my desired career path."

CONTACT US

Interested in a career with McConachie Stedman? Visit our Careers page on our website or phone **1300 363 866**.

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