



MOORE

**YOUR GRADUATE CAREER  
STARTS HERE**





## From the team at Moore

**At Moore Australia, we believe your career should start with purpose. That's why our graduate program is designed to offer more than just technical training. It's about creating space for growth, both personally and professionally within a team that values you from day one.**

When you join us, you become part of a globally connected network, with access to real clients, real work, and real support. From national development programs to one-on-one mentoring, we build your career on strong foundations. You'll be known by name, not just by job title, and you'll be supported by people who care.

You don't have to choose between opportunity and belonging. With Moore, you get both.

With an exciting vision and strategy for future growth, Moore Australia provide an environment where our team members can thrive!

As an integral member of our team you will be working in a supportive, team environment with access to progressive learning and development programs and ongoing professional development to help ensure you succeed in your career.

We embrace diversity and are committed to providing employment opportunities for all. We celebrate and value the unique perspectives each individual brings.

## Our vision

To help you thrive in a changing world by harnessing the strength of our local, national and global expertise through exceptional service, focused innovation and targeted growth.

## A career with Moore

The final year of university can be tough. Securing a graduate position with us early in your final year means you can focus on finishing your studies, while knowing you have a role waiting for you.

We are always looking for new graduates, starting with university o-week and beyond.

During your graduate program you will be paired with a mentor who will be an excellent support as you move through the program.

You can expect client contact, real-life case studies and networking opportunities.

Our graduate program supports

young professionals to transition from university to full-time employment, underpinned by a framework for career development that supports learning and development, and builds technical knowledge, leadership and communication skills.

Since starting as a graduate accountant, I've had the opportunity to work across a range of fields - from primary production with our regional offices to international tax and transfer pricing. The firm has continually supported my growth, allowing me to work with diverse clients and gain experiences I wouldn't have found anywhere else.

**John Andreatidis**



## Application process

We know beginning your career can be both exciting and overwhelming. That's why we've designed an application process that's clear and straightforward.

We want you to feel comfortable and confident as you explore where a future with Moore could take you.



### **Learn about Moore**

Get to know us better. Talk to us at on-campus and career events, and research our website.



### **Apply**

Submit your application including a well written resume and cover letter. Include any recent university transcripts.



### **Interview**

Once shortlisted you will be invited to attend an interview with one of our managers and HR team.



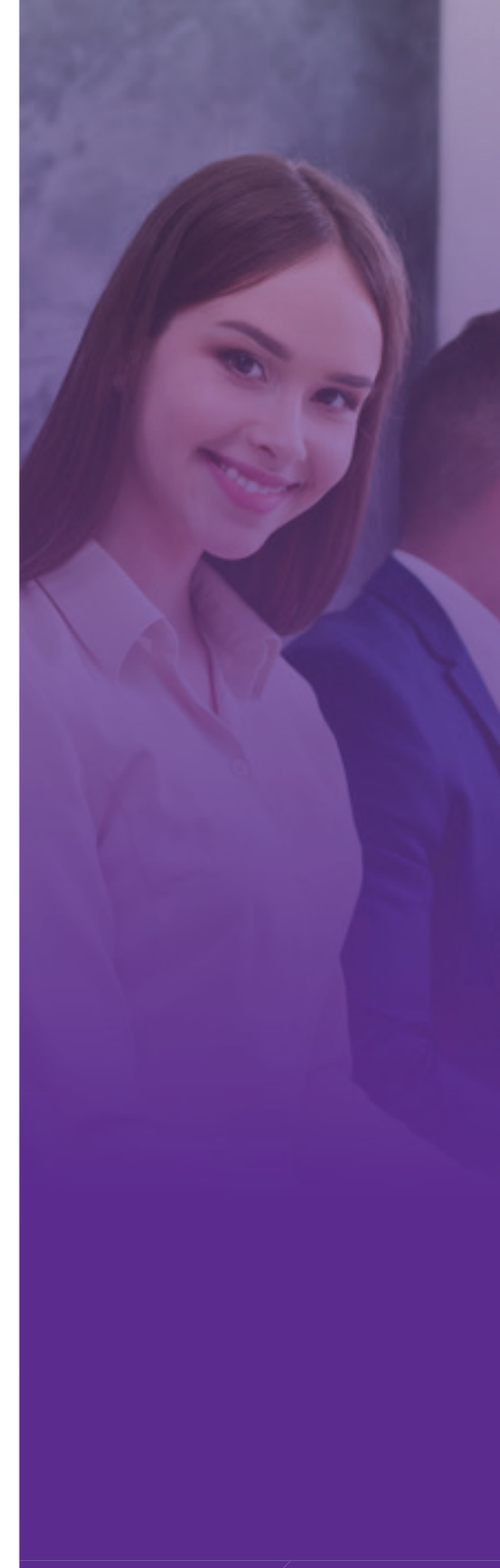
### **Show us you're the right fit**

Come along to your interview, meet our team and ask questions.



### **Offer**

If you're the right fit, you'll receive an offer for a position. We would love to have you on-board Team Moore.



# What to expect

Your professional and personal development is critical to your success, and ours.

We aim to develop your career in an environment that supports and understands you.

Our firm's bespoke 17-week grad program is structured to ensure you have the best start in your career right from day one!

## WEEK 1

Being part of the Moore network, in your first week, you'll connect with other graduates across our firm and the national network - building your foundation from day one including:

- Firm-wide induction.
- National grad conference (capital city location across Australia).

## WEEK 2 - 6

- Team orientation and graduate induction workshop.
- Meet partners and learn about the various specialised service areas across the firm.
- Firm induction of systems and policies.
- Overview of accounting software and administration procedures.
- Attend team workflow meetings.
- Commence working on introductory tasks on client files.

## WEEK 7 - 12

- Understanding budgets and client assignments.
- Complete tasks independently with mentor supervision. EG: ATO forms and applications.
- Attend training sessions as planned and workflow.
- Awareness of your own productivity targets and budgets.

## WEEK 13 - 17

- Managing and communicating your budget.
- Achievement of productivity targets and budgets on client assignments.
- Process and preparation of billing.

This is a guide and not a complete list of tasks. The specific tasks and client work you complete will be dependent on the service team you work within.





## Thrive at Moore

We are committed to creating a workplace where every employee can thrive. By joining our firm you'll be part of a workplace that supports your professional growth and holistic wellbeing.

### Learning and Development

- Career pathways.
- Monthly technical training.
- Mentor and coaching.
- National and Global soft skills training.
- Global personal excellence programs.
- National conferences and networking opportunities.



### Career

- Structure career path.
- Specialised service line options.
- Direct access to leadership members.
- On-going mentorship.



### CA / CPA Support

- Study leave.
- Paid enrolment fees.
- Mentoring.
- Study support from Grad to CA/CPA qualified staff.



### Health and wellbeing

- Free flu vaccinations.
- Social activities.
- Employee Assistance Program (EAP).
- Wellness program.
- Work/life balance.



### Financial

- Flare benefits (discounts and retail perks).
- Paid professional membership.
- Paid parental leave top-up.
- Client referral payment program.
- Employee referral payment program.



### Firm

- Birthday leave.
- Community leave.
- Flexible working arrangement.
- Years of service awards.
- EOFY Function.
- Financial planning and insurance advice.



## Frequently asked questions

### When are applications open?

We run two cycles of recruitment for the following year. They occur in March and October. Please use this as a guide only and keep an eye on our website and socials when applications are open.

### How do I apply?

Once applications open you can apply through our website or seek.

### What does the recruitment process involve?

The flow of our recruitment follows these steps:

1. Applications open / Apply online.
2. Phone screening discussion with HR.
3. Panel Interview with HR and Partners.
4. Meet and greet with the team in the office.
5. Offer - if successful.

### What qualifications do I need?

Bachelor of Commerce (Accounting), Business (Accounting) or Commerce/Law with an Accounting major. Students must be able to complete a CA or CPA qualification or to do one bridging course to enable this.

### Do you take international students?

Unfortunately no. You must be an Australia or New Zealand citizen or permanent resident.

### Which service lines do can I apply for?

Business Advisory, Taxation, Audit and Assurance, and Superannuation.

### Do you provide internships or work experience?

Yes, we currently have a 3 week program through CA achiever program during the unibreaks (June/July and November/December).

Work experience placement is also available to support your high school learning objectives.

If you are interested, contact us for more information.

## About Moore

Moore Australia is a leading independent network of accountants, auditors, and advisors with 550+ professionals across 13 offices nationwide. As part of Moore, we connect with 37,000+ experts in 116 countries.

We provide a comprehensive suite of audit, business, tax, accounting and consulting services. Working with a diverse portfolio of privately owned businesses of all sizes, high net wealth individuals, ASX listed companies and more, we service clients across Australia and internationally, delivering a tailored approach to suit their needs.

Our teams live and work in the communities we serve. With strong local connections and deep knowledge of the region's industries and sectors, they understand the challenges our clients face every day, and are uniquely positioned to help overcome them.

### Moore Australia (QLD/NNSW)



**6**  
Offices



**220+**  
Staff



**\$39m**  
Revenue



**26**  
Partners



## 360 Degree Services

We are a full service professional services network, providing audit, tax and business advisory services for organisations of all sizes, industries and sectors. This is a small selection of the services we offer:



**Audit and Assurance**  
Tailored, actionable advice



**Bookkeeping**  
We tailor solutions for all your needs



**Business Advisory**  
Personal trusted advice



**Corporate Finance**  
Clarity, guidance, support on complex buy/sell transactions



**Consulting**  
Create solutions, improve business performance



**ESG and Sustainability**  
Reporting, Consulting, Assurance and Advisory



**Forensics**  
Professional investigative solutions to get you to the heart of the matter



**Governance and Risk Advisory**  
Know your risks to stay ahead in business



**Human Resources**  
Strategic support for sustainable growth



**Private Clients**  
Bespoke support for high-net wealth circumstances



**Superannuation and SMSF**  
Protect and grow your wealth



**Taxation**  
Tax advice and compliance services to optimise your tax position

## Contact Us

If you'd like to learn more about what it's like to start your career with us, our HR team are available.

E: [hrqnsw@moore-australia.com.au](mailto:hrqnsw@moore-australia.com.au)

T: +61 7 3287 2266

[www.moore-australia.com.au](http://www.moore-australia.com.au)



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