

# Careers at Rouse

*Connect, grow and make your mark*

[www.rousepartners.co.uk/careers](http://www.rousepartners.co.uk/careers)



Welcome

# Connect, grow and make your mark at Rouse

“ At Rouse we are a successful, growing and award-winning accountancy practice in Beaconsfield, which provides an exceptional service and builds strong, long-lasting relationships both in the UK and internationally.

Our success is made possible through the loyalty and professionalism of our employees, with our four values of Respect, Integrity, Care and Excellence, at the core of everything that we do. We prioritise a culture of collaboration and growth, where employees can develop long lasting, fulfilling careers and be themselves.

This is why we are seeking talented and conscientious people who will share our commitment to excellence, whilst at the same time being encouraged to thrive and succeed. If you would like to be a part of our team, please do get in touch. We look forward to welcoming you to Rouse.



Leighton Bower  
Managing Partner

## Who we are

Our team, ethos, clients and services.



## Life at Rouse

What you can expect when joining us.



## Your career with us

Opportunities to grow and progress.



## Take the next step

Let's connect.





# Who we are

*We're not your average accountancy firm. We go further to inspire change, deliver results and make a positive difference every day.*





## Our team

# Combining expertise and innovation

We've been supporting businesses and individuals for 100 years with a full range of audit, accountancy, tax, assurance and advisory services.

Today, we are an award-winning, multi-skilled team of more than 90 experienced team members and industry specialists, and featuring in the Accountancy Age 'Top 100'.

We believe that our size allows us to offer clients the best of both worlds - significant experience, technical skills and specialisms, combined with an approachable, responsive and personable service.

Watch our video on how we partner clients to make a positive difference in their business.



Top 100 accountancy firm



Multi-award winning team



ACCA Platinum Employer



100 years in business



High calibre clients

## Our values

# A supportive environment where you can flourish

At the heart of our team are the core values that we share, to guide our actions and shape our culture.

## Respect

We believe in treating everyone with dignity and respect. This principle extends to our clients, partners, and team members, fostering a collaborative and supportive environment.

## Excellence

We aim big and strive for continuous improvement, embracing innovation, technology and best practices to lead in our profession. We celebrate and recognise the achievements of our team.

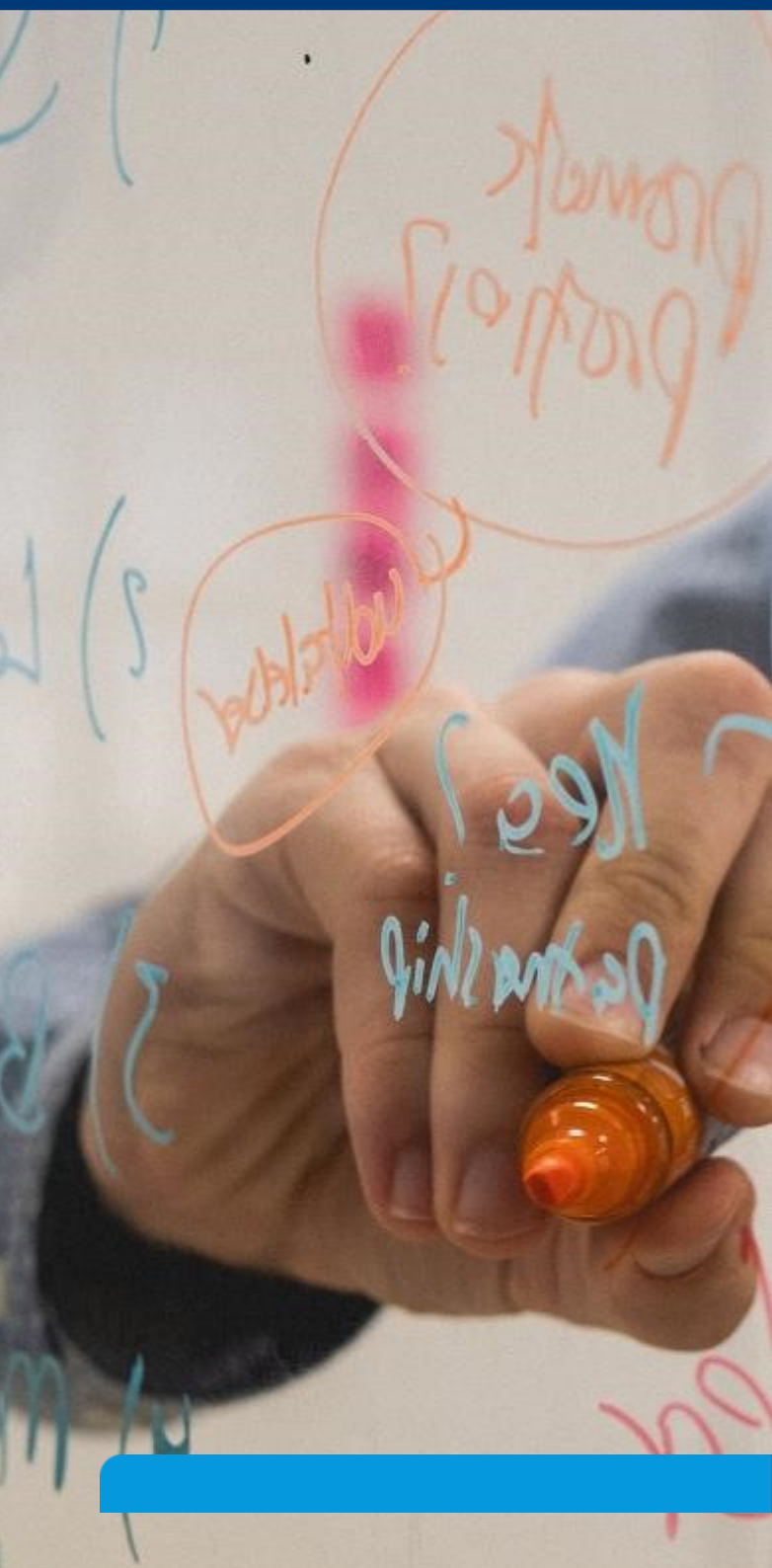


## Integrity

Integrity is the cornerstone of our practice. We are committed to maintaining the highest ethical standards, ensuring transparency and honesty in all our dealings.

## Care

We genuinely care about the well-being of our team, clients and community. This value drives us to go above and beyond in providing high quality services and making a positive impact.



## Our services

# Dedicated teams, delivering quality solutions

Our services encompass everything from year-end filing and financial reporting to management accounts and advisory, ensuring our clients not only stay compliant, but that they have all the information and support to make the right decisions.

With our team all based under one roof, we are in the unique position to easily collaborate, teamwork and learn from one another. So, you will often find our tax team sharing ideas with our accountants, and partners briefing us on new developments.



Accountancy



Audit



Tax



Advisory



Payroll



Bookkeeping



Company secretarial



Corporate finance



Private client services



## Our clients

# We're trusted by clients going places

Our clients encompass a wide range of sizes and industries, from high-calibre, well-known brands to up-and-coming innovators. From the day-to-day financial management and compliance services to complex advisory support, we guide them at every step of their business journey.



Robotics designers



Leading manufacturers



Software developers



Construction firms



Charities and not for profits



Global cosmetics brands

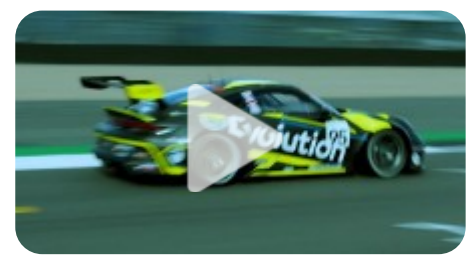


Metal and auto recycling



Restaurant chains

Watch how we've been by the side of Evolution for over a decade, helping them to build and execute ambitious growth plans in a fast-paced industry.



## Our international capability

# We're well connected

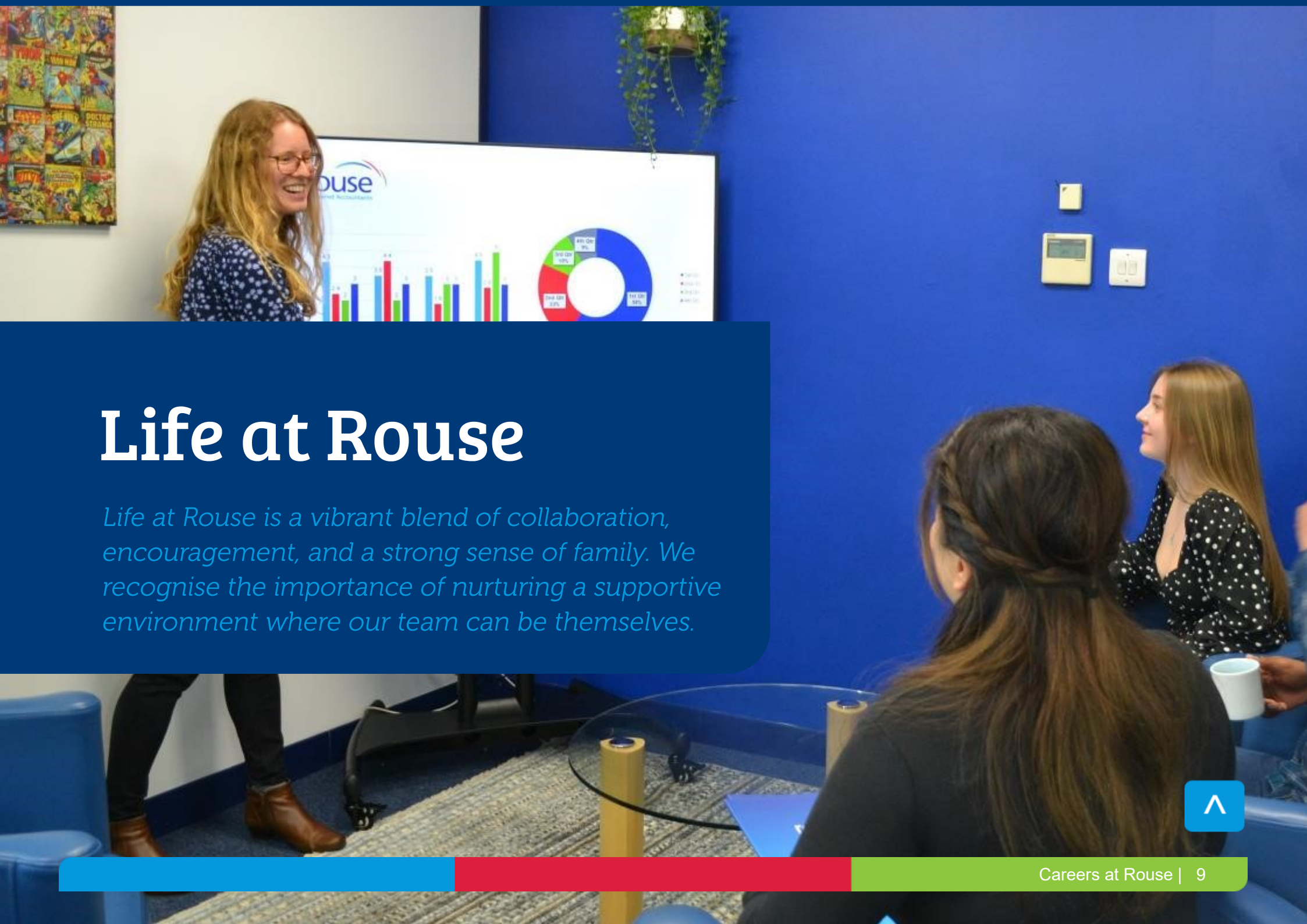
For our clients who have international needs or aspirations, we are members of Praxity, the world's largest alliance of accounting and audit firms. Praxity encompasses 76,000 professionals in more than 120 countries worldwide.



We take an active role within the Praxity alliance, and this includes:

- **Chairing and attending various UK working groups** - Keeping up with industry developments and best practice.
- **Attending conferences and webinars on key topics** - Such as audit updates, technology / AI and cloud accounting.
- **Regularly presenting at international conferences** - Demonstrating our expertise and building our relationships with fellow Praxity member firms.
- **Arranging international secondments (both sending / receiving team members)** - Strengthening our team's experience and knowledge.





# Life at Rouse

*Life at Rouse is a vibrant blend of collaboration, encouragement, and a strong sense of family. We recognise the importance of nurturing a supportive environment where our team can be themselves.*





## Your first week

# A warm welcome awaits you

To help you settle in, you'll receive a personalised induction plan that outlines your training sessions and key activities. Your welcome pack will provide you with essential information and resources to get you started (as well as a few surprise items).

During your first week, we'll host a welcome lunch, giving you a chance to connect with your new colleagues in a relaxed setting. You'll also be paired with a buddy who will guide you through your onboarding process and answer any questions you may have.

We also encourage you to share a few details about your hobbies and interests, so that we can identify fellow enthusiasts within the team and foster connections from day one. We believe that building relationships based on shared interests is key to creating a collaborative and supportive work environment.

## Social programmes

# Building connections beyond work

We believe that a strong team is built on relationships that extend beyond the workplace. Our vibrant social programs are designed to foster camaraderie and create memorable experiences among colleagues.

Our social committee organises regular team events and activities, ensuring there's always something fun to look forward to. Recent examples include a fun escape room evening, team quiz night and sports day themed party.

To promote well-being and relaxation, we also offer monthly massage sessions, giving you a chance to unwind and recharge. Additionally, our weekly fruit and snack deliveries keep everyone fuelled and energised throughout the week.

We also host fun summer and winter parties that bring our whole team together. These events not only strengthen our bonds but also create a welcoming and enjoyable work environment, where everyone feels like part of the family.



We planted 300 trees to support the local environment and wildlife.



Donations from our team to the One Can Trust foodbank charity.



Many local charities and groups are supported via our funding of the Heart of Bucks, Community Investor Fund.



Winter jackets, clothes and food donated by our team to Wycombe Homeless Connection.



Donations to the Pancreatic Cancer Research Fund via various team fundraising activities.



## Social responsibility

# Doing well by doing good

Explore the culture at Rouse, and you'll discover a team that truly cares about one another and the communities we proudly serve.

We are committed to investing in local initiatives that enhance education, health, and economic development, raising living standards and laying the groundwork for future business success.

Our commitments include:

- **Good causes:** We contribute to the Heart of Bucks, Community Investor Fund, where our funding is distributed to local good causes and community groups in need of support, throughout the year.
- **Our people:** We are committed to building a diverse workplace and we will continue to review the diversity across all areas of our team, including gender and ethnicity – to ensure that we are operating a fair and inclusive team.
- **The environment:** We review our environmental impact across our firm's activities, taking steps that allow us to work more sustainably, such as paperless working, renewable energy suppliers and travel policies.
- **Other initiatives:** We organise various fundraising activities for charity causes chosen or suggested by our team.

Journey to / from	Approximate travel distance / time
M25	5 miles, 10 minutes by car
M40	1 mile, 5 minutes by car
London Marylebone Station	25 minutes by train + 3 minute walk from Beaconsfield Station
Heathrow Airport	16 miles, 27 minutes by car

Beaconsfield New Town



Beaconsfield Old Town



## Location

# Welcome to life in Beaconsfield

Our office location provides various commuting options, as well as a place where you can enjoy your time outside of work.

Beaconsfield New Town, where our office is located, has a great range of shops, restaurants, cafes and is home to Bekonscot Model Village. Meanwhile, the nearby Old Town boasts many popular restaurants including the award-winning Spice Merchant, Brasserie Blanc and The Crazy Bear Hotel with its English and Thai restaurants. We have secured our team discounts at several local retailers including hair and beauty salons, clothes shops and restaurants.

So why not take lunchtime walks with your colleagues, to explore and enjoy this picturesque market town.

## Stop press

# Exciting developments ahead

We are currently working on exciting plans to refurbish and upgrade our office. This includes expanding our team social room, breakout areas and kitchen facilities - making our office an inspiring and vibrant place to work and collaborate.

A man with glasses and a woman are sitting at a desk, looking at a laptop. The man is on the left, wearing glasses and a dark sweater. The woman is on the right, smiling, wearing a black top and a necklace. The laptop is a silver Dell. The background is a blue wall with a window on the left and a TV on the right.

# Your career with us

*Whether you're a trainee or an experienced professional, we take a personalised approach to help you enjoy, grow and thrive with us.*





## Starting out

# Launch your career

Are you looking to embark on the first steps in your career? Every year, a number of school leaver, graduate and post-graduate placements are available at Rouse.

We offer different study paths to suit your experience and area of focus. But whichever route you take, we ensure you have the support and time to attend college and complete your development programmes.

As an ICAEW authorised training employer, we offer ACA qualification programmes and we are also an ACCA Platinum approved employer for trainee development and professional development. These accreditations recognise us as a provider of quality training and development, and offering the highest levels of employee support.



Trainee Development - Platinum Professional Development

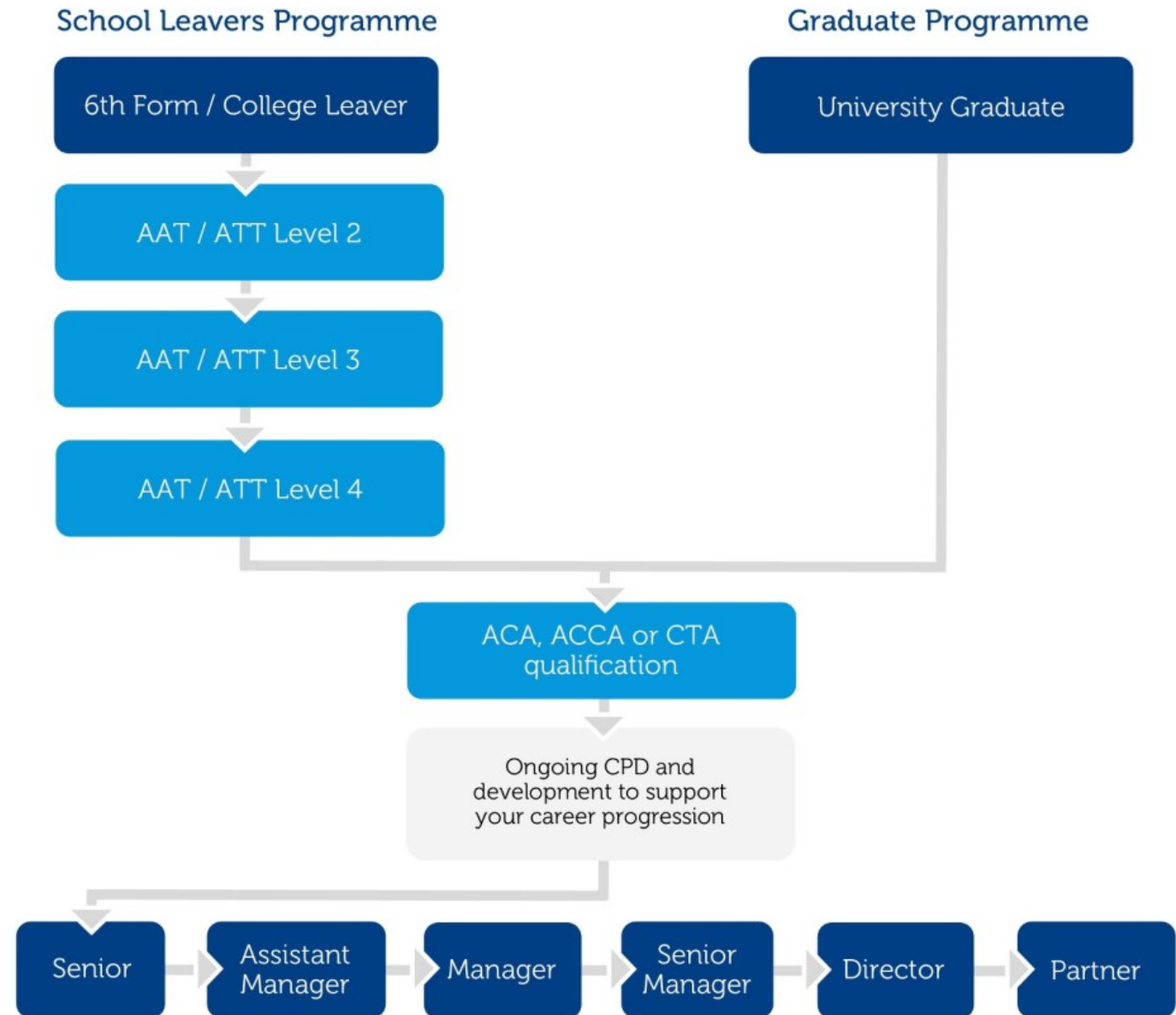
Whilst you're working towards a professional qualification you have the benefit of being able to turn to colleagues who have been through it themselves. This means that they can share their experiences, offer guidance, or just be available a friendly chat whenever you need it, as you progress each level.

## Progress at Rouse

# Career pathways

We offer different study paths to suit your experience and area of focus.

Whether you are joining us as a school leaver, university graduate or making a move from another accounting firm or line of work, we ensure you get the support and training that you need to progress.





## A closer look at the study options

With both options below, you do not need to have studied accounting, maths or business. We welcome variety and if you have a genuine interest in accountancy, we would love to hear from you.

### School Leavers Programme

If university isn't the right choice for you, then our School Leavers Apprenticeship Programme offers a practical way to kick-start an exciting career in accountancy following your sixth form or college studies.

You'll earn a competitive salary, gain valuable work experience and skills, and be fully supported to achieve a professional qualification.

You will also learn about accountancy related business and personal skills and be introduced to the four key themes embedded in the qualification: ethics, technology, communications and sustainability.

The qualification usually takes around one year to complete. Applicants should have at least 112 UCAS points (under the 2017 Tariff), minimum Grade 4 in GCSE Maths and English Language and a valid UK driving licence.

### Graduate Programme

Coming to the end of your degree and considering your first career steps? If you are interested in a career in accounting, audit or tax, our Graduate Programme can lead towards a prestigious ACA, ACCA or CTA qualification, chartered status and a rewarding career ahead.

Alongside your studies, you will be working within the fast-paced team and gaining hands on experience while working with a variety of clients.

These qualifications usually takes around 3-4 years to complete, with two intakes per year (Spring and Autumn). Applicants should have a UK university degree 2:1 or above, Maths and English GCSE Grade A\* – C and a valid UK driving licence.

## Our team

# Meet some of those who have progressed since joining our training programmes

## Hannah



I graduated from University of Surrey in 2020 with a Masters in Chemistry, and no knowledge of accounting or audit at all.



From discussions with friends and other recent Chemistry graduates, I learnt that the skills gained in STEM subjects are easily transferable to the accounting and finance world, so joined Rouse in July 2020 and started my ACA Certificate level exams shortly after.

Three years on, in December 2023, I passed my final ACA Advanced level exam and officially qualified as an ACA Chartered Accountant! I am now an Assistant Manager in the Audit & Accounts team at Rouse, and thoroughly enjoy the diversity of tasks/clients I work on each day.

## Carolyn



I joined Rouse as a school leaver in 2010 and spent the first 2 years working mostly in accounts and completing my AAT levels 2 / 3 / 4.



I then completed my ACA qualification and went on to specialise in Audit, gaining promotions to my current role as Director of Audit & Accounts in which I mentor junior team members and manage a portfolio of clients.

Rouse has a strong student culture, which means that you will be amongst a group of colleagues studying and working together, as well as alongside qualified colleagues, who have been there before.



## Experienced roles

# Further your career

Are you ready to bring your passion, ambition and inspiration?

As a manager or senior leader joining our team, you'll step into an environment that fosters growth and goal achievement, where you'll be supported to tackle stimulating challenges. You'll work with high-calibre clients, cutting-edge technology, and explore global opportunities—ensuring each day is exciting and different from the last.

We ensure that you have the time to focus on your career development and have access to a wide range of learning and development courses. This makes Rouse the perfect place to progress your career and reach your goals, whether that's becoming a manager, senior manager, director or partner.

“ I joined Rouse after spending the majority of my career at BDO. Within two years I was promoted from Audit Director to Partner. We are a firm where we reward talent, hard work and performance with promotion and career development opportunities. Being part of the partner team allows me to help nurture our staff at every point in their career whether that be through technical training or softer skills. We are proud of all the team as they move forward with their careers at Rouse from joining as audit trainees to achieving senior management roles within the firm. **Jo Lovatt, Partner**





## Joining Rouse

### Word from our team

“ Rouse has a strong student culture, which means that you will be amongst a group of colleagues studying and working together, as well as alongside qualified colleagues, who have been there before. I feel that I also benefited from the training support and exam study leave, which helped me focus on my studies. The mix of industries we work in means that you keep on learning and your days are usually varied and interesting. **Carolyn, Director of Audit and Accounts**



“ I get to work closely with the Partners, across varied and interesting clients. I chose Rouse as I didn't want to be a small fish in a big pond at a larger firm. **Emily, Audit and Accounts Manager**



“ We offer our trainees a supportive and collaborative working environment in which you can learn, gain experience and progress. Your training will not only include the specialist knowledge and tools you will need for your role, but we will also coach you in client management, service, personal and business skills, forming a strong foundation to your career. **Nicola, Practice Manager**



“ I liked the idea of working with clients across different industry sectors and developing my own specialisms as I progress within tax. I also knew that I would have experienced colleagues in the tax team who I can call upon for support or assistance with work and studies. **Jamie, Assistant Corporate Tax Manager**



Your business  
performance

# Take the next step

*If you like the sound of Rouse and are interested  
in joining our team...*

Apply now

t: +44 (0)1494 675321

e: [recruitment@rousepartners.co.uk](mailto:recruitment@rousepartners.co.uk)

Rouse Partners, 55 Station Road,  
Beaconsfield, Buckinghamshire, HP9 1QL



[www.rousepartners.co.uk/careers](http://www.rousepartners.co.uk/careers)

