

Talent
doesn't
always live
in cities

**GRADUATE
PROGRAMME**



Ifac locations

Leinster

Carlow, Co. Carlow

Fitzwilliam Place, Dublin 2

Kilkenny, Co. Kilkenny

Enniscorthy, Co. Wexford

Mullingar, Co. Westmeath

Naas, Co. Kildare

Portlaoise, Co. Laois

Trim, Co. Meath

Tullamore, Co. Offaly

Wicklow, Co. Wicklow

Connaught

Athlone, Co. Longford

Ballyvaughan, Co. Galway

Collooney, Co. Sligo

Roscommon, Co. Roscommon

Munster

Bandon, Co. Cork

Blarney, Co. Cork

Charleville, Co. Cork

Cahir, Co. Tipperary

Carrick-on-Suir, Co. Tipperary

Castleisland, Co. Kerry

Dungarvan, Co. Waterford

Ennis, Co. Clare

Limerick, Co. Limerick

Mallow, Co. Cork

Nenagh, Co. Tipperary

Skibbereen, Co. Cork

Templemore, Co. Tipperary

Ulster

Cavan, Co. Cavan

Monaghan, Co. Monaghan

Raphoe, Co. Donegal





Ifac Graduate Programme



FOUNDED IN
1975



30,000
VALUED CLIENTS



TOP **10**
PRACTICE



OFFICES
COUNTRYWIDE

600



DEDICATED
PROFESSIONAL
TEAM MEMBERS



50⁺ YEARS
IN BUSINESS

OUR CEO

John Donoghue

GROW YOUR CAREER WITH US

Congratulations on your graduation! All your hard work has paid off and you've taken the first steps in an important and rewarding journey.

Becoming an accountant isn't easy, but it's an incredibly fulfilling career which is very much worth the effort. Make no mistake, there will be challenges along the way – long hours of study, new and difficult concepts, and clients who need accounts or advice at short notice. But there will also



be significant rewards, like knowing that you've made a difference to your clients' lives and are hugely trusted and valued by them.

With training complete and experience banked, you'll become a qualified accountant with an exciting career ahead of you in professional practice. With your clients' best interests at heart, you'll be committed to going the extra mile and

delivering excellence in everything you do. If you adopt this ethos wholeheartedly, it will lead you to much success.

As we operate in every town and village in the country, looking after real businesses and their interests, we are truly part of the fabric of Irish life.

Graduates who join us gain an understanding of business, and more importantly, they learn to communicate



Ifac's graduate class of 2026



with business leaders and help them rise to the challenges they face in remaining competitive, profitable, and responsive in an ever-changing economic landscape. Our programme is designed to accelerate your development – we want you to become an accountant who matters, an accountant of value. Join us and you won't just train, you'll soar.

John Donoghue, FCPA MSc

A handwritten signature in blue ink, which appears to read 'John Donoghue', is displayed below the name.

OUR PROGRAMME AT A GLANCE

Our graduate programme has been structured in a way to ensure you are supported every step of the way.

YEAR 1

ONBOARDING



Our dedicated onboarding programme is designed to help you quickly get to know our services, accounting software, and key departments.

YEAR 2

TECHNICAL ADVANCEMENTS



From training and exams to personal development, your continuous learning journey is guided by our dedicated Graduate Development Manager.

YEAR 3

CLIENT EXPERIENCE



As you build your knowledge and gain experience, ongoing training and peer-to-peer learning will equip you to advance your career with *ifac*.

SPECIALIST AREAS



ACCOUNTANCY

Our dedicated team of accountants support our clients in optimising their financial performance and making informed decisions with confidence. They work closely to develop practical solutions to support the long-term sustainability of farms and SME's across the country.

CORPORATE FINANCE

Friel Stafford, a well-established Irish firm specialising in corporate recovery and insolvency, was acquired by *ifac* in 2023. This strategic acquisition enables *ifac* to leverage Friel Stafford's expertise in corporate recovery across its 30-office network.

AUDIT

Our experienced audit team deliver more than just compliance, they provide expert guidance and support which is needed to navigate the process with confidence and ease. The audit and assurance services are tailored to both small farming businesses and mid-to-large SMEs.



GROWING MY CAREER, MY WAY.

Aoife O'Connor didn't have to look far to find the right opportunity. She completed a two-month internship with ifac's Mullingar office in 2023, an experience that gave her a valuable insight into life as an accountant and let her put the knowledge she'd built up in college into practice. She returned to ifac in 2024 as a graduate, and her day-to-day work now spans a varied mix of tax work and bookkeeping.

"For me, the message 'Talent doesn't always live in cities' really stood out. In college, there was often a lot of focus

on moving to larger cities for career opportunities. I was attracted to ifac because it offers people who want to stay in their local towns the same opportunities.

"When I first started, I worked closely with my mentor and as I developed, I became responsible for contacting clients directly with queries and bringing accounts through to completion."

"Now, as I enter my third year, I've started building my own client portfolio, which I'm responsible for managing."

Since joining *ifac*, Aoife has completed and passed all of her ACCA exams and is now on track to finish the required practical experience.

"One of the things that stands out to me about working at *ifac* is how far they'll go to give you real experience, I was one of the first two tax secondees in the new tax secondment programme."

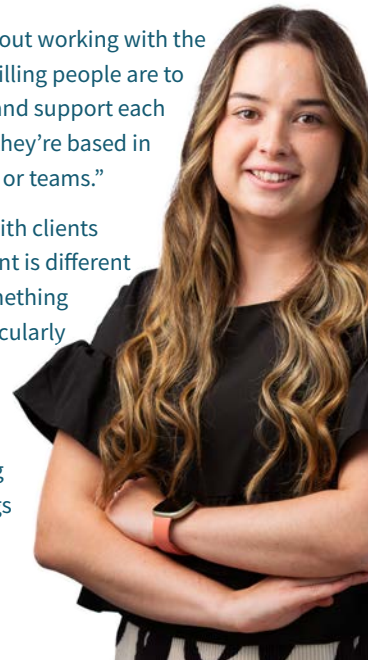
"The secondment strengthened my interest in the tax side of accountancy and gave

me the opportunity to see the wide variety of work the tax team does, as well as how closely they collaborate with local offices."

"What sets *ifac* apart is its strong local presence. Rather than being based only in larger cities, *ifac* gives clients access to advice from people who understand their local communities and the challenges they may face. It has a very collaborative culture and a supportive team environment"

"The best thing about working with the *ifac* team is how willing people are to share knowledge and support each other, even when they're based in different locations or teams."

"I enjoy working with clients because every client is different there's always something new to learn, particularly as someone who didn't come from a farming background. Being able to make things clearer for a client and reduce their



stress is very rewarding, because you know you've made a meaningful difference for them."

"Taking on a new challenge or developing a new skill is especially rewarding. At the beginning, something can feel difficult, but with the right support and guidance, you realise it can be achieved. *Ifac* is a great choice for someone who wants to develop their professional career while also being trusted with responsibility from an early stage."

"In my opinion, you get an even better experience than you would at a city firm, as you're not cornered into just one department, just audit, or just tax. The type of person who thrives here is someone who's willing to take on new tasks, be proactive, and remain open to feedback."

"I really appreciate the support I've received from both my local office and the wider company. From my internship through to the final year of my graduate programme, I've always been encouraged to ask questions and take on new opportunities. I've built strong relationships with colleagues across different departments, and I've learned a great deal from working with a varied workload and a wide range of clients."

Looking ahead, Aoife sees herself progressing to senior staff level at *ifac*, continuing to work alongside the colleagues who have supported and mentored her along the way.



Seán McGovern

Partner in the Cavan Office

Seán joined the *ifac* graduate programme in the summer of 2017 and completed his accounting qualification in the summer of 2020. Seán worked as senior accountant in Cavan office before becoming partner in September 2022.

What drew you to the *ifac* graduate programme?

Ifac has been great for my work-life balance. Being close to

my community means staying involved in my local football team and local activities. We have a sheep and suckler farm, so being local means I work evenings and weekends on the farm. The fact that I can work for an accounting firm that is so highly regarded close to home is fantastic.

Tell us about the mentorship programme?

The mentorship programme is a fantastic part of the *ifac* graduate programme. Every graduate gets a mentor who works closely to ensure they progress through the programme. Mentors have an open door policy, encourage questions, and promote people to have an open mind about what they're doing.



Read more about Aoife and Seán's graduates journey, see www.ifac.ie

HEAD OF HR

Valerie Broadhurst

YOUR FUTURE STARTS HERE!

At *ifac* we want you to become an accountant of excellence. Our programme is designed to enable you to accelerate your development and to achieve this goal.

You will have the opportunity to grow and develop your career in a supportive environment with a collaborative culture and excellent performance standards. Join us and achieve your potential.



Valerie Broadhurst
Head of HR

YOUR APPLICATION

We know how daunting the process can be when you're not in the loop. We've all been there! Here's a snapshot of the application timeline, so you will know what to expect.

Step 1. Prepare your documents

Be sure to have all the information you need to hand, your CV, exam transcripts etc.

Step 2. Complete your online application

Go to the *ifac* website and complete our short online application form providing your personal, educational and professional experience.

Step 3. Complete an online agility test

Following the screening process candidates will be asked to complete a short online agility test.



Step 4. Online interview

You will join us for an online interview to allow us the opportunity to learn more about your experience and skills.

Step 5. Offer to start your career with *ifac*

Successful candidates will receive a competitive offer to start their career with *ifac*.



APPLY NOW

Check out
[ifac.ie/careers/
new-graduates](https://ifac.ie/careers/new-graduates)

TOP TIPS FOR A STANDOUT APPLICATION

- Keep your application clear and concise
- Review your CV to ensure it is accurate and up to date
- Submit your application on time

TOP TIPS FOR A STANDOUT INTERVIEW

- **Time:** Make sure to join your online interview on time
- **Research:** We want to see that you have taken the time to learn more about *ifac*
- **Example:** During your interview we want to learn more about your real-life experience
- **Hobbies:** We want to get to know you! By telling us about your personal interests we get a better understanding of you as a person
- **Questions:** Take some time in advance to prepare some questions for your interview panel



COMMUNITY

Success for us at *ifac* is measured in many different ways, including the opportunities we provide for our people to excel, delivering outstanding services to our clients and making positive contributions to the communities in which we work and live.

Living and working in your own community while being part of a top ten firm is a tremendous advantage. Many of our people remain fully involved in their local sports clubs or other community activities while they pursue their qualification.



PERKS OF JOINING IFAC



Competitive Salary

We value our people and pay a highly competitive salary.



Paid Study and Exam Leave

Benefit from paid study and exam leave, together with financial support towards attaining your professional qualification.



Trainee Induction

Be guided by experts and complete a 3-week induction training programme in our Head Office in Kilkenny.



Dedicated Mentor

You will have your own mentor to guide and support you throughout your programme.



Learning and Development

Build your skills and expertise through our dedicated graduate learning and development pathway.



Client Facing Experience

You will work on client projects and contribute to creating real business solutions.



Subscriptions

Professional subscriptions paid for our graduates to help you stay connected.



Graduation Day Leave

Your college graduation day off to celebrate this milestone with your family and friends.



Secondment Opportunities

Gain hands-on experience in different teams, broadening your skills and career path.



Gillian Willis
Graduate Development Manager

Ifac is a special place to gain your professional qualification. We offer a broad training programme with access to our accounting, audit, advisory, and financial services departments.

LIVING BY OUR VALUES



Commitment

Remember the little things.



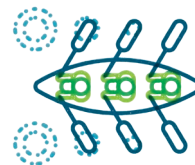
Foresight

Use creativity and flexibility.



Energy

See what's possible.



Collaboration

Work together.



Respect

Treat everyone equally.

We value the diversity of our people and the richness that their unique personalities and experiences bring to our team.

Together, guided by our shared values, we work to be better and do better, every single day. We're unlike any other accountancy firm in Ireland. Our people, our culture, our structure, and most importantly, our dedication to our clients, make us completely unique.

“One of the things that stands out to me about working at *ifac* is the hands-on experience across a wide range of client work, backed up by real support from colleagues through mentoring and guidance.”

Dean Malone, Graduate in the Carlow Office.





Online

www.ifac.ie



Email

careers@ifac.ie

Social Media

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**Ireland's 200
Best Employers**



Certified



Corporation

