

ACCOUNTANCY | PLANNING | ADVICE



# Talent doesn't always live in cities



**GRADUATE  
PROGRAMME**

# Ifac branches

## 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

Athenry, Co. Galway  
Balla, Co. Mayo  
Collooney, Co. Sligo  
Swinford, Co. Mayo  
Roscommon, Co. Roscommon

## Munster

Bandon, Co. Cork  
Blarney, 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



OFFICES  
COUNTRYWIDE



DEDICATED  
PROFESSIONAL  
TEAM MEMBERS



Ifac Graduate Programme



FOUNDED IN  
**1975**



**30,000**  
VALUED CLIENTS



TOP **10**  
PRACTICE

## 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 2025



Training days for our graduates

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.

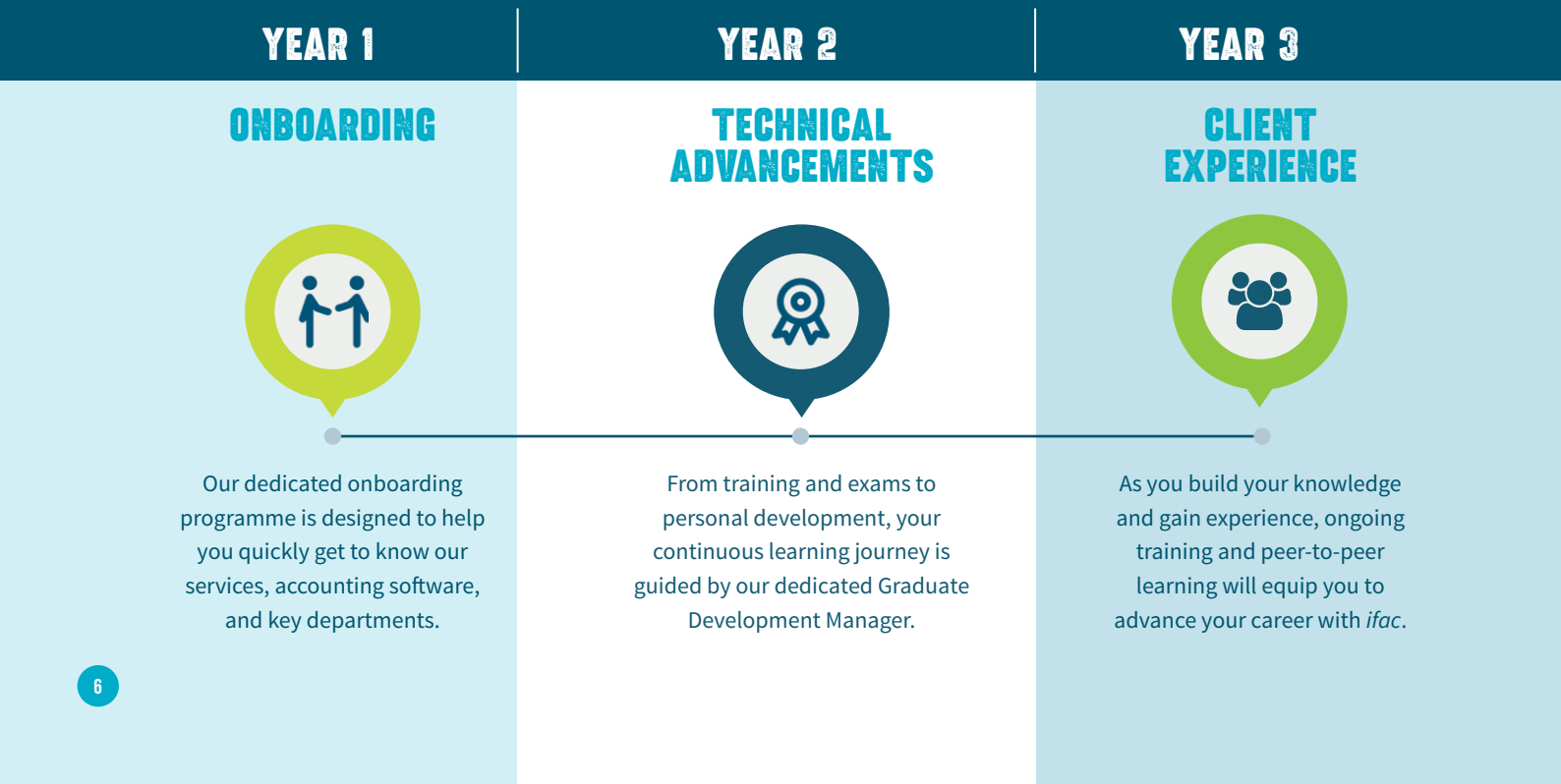
John Donoghue, FCPA MSc

A handwritten signature in blue ink, reading "John Donoghue".



# OUR PROGRAMME AT A GLANCE

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



## 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.

**TAX**

Our trusted tax advisors are the first choice for Ireland’s farming, food, and agribusiness sectors. Our tax services are integrated into a wider advisory framework that includes financial planning, audit, HR & payroll, and succession planning.

**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.



# WHAT OUR PEOPLE SAY

Maria first joined the *ifac* team as an Intern in 2022 before completing her final year of studies returning to join the *ifac* Graduate Programme in 2023.

That initial experience as an intern really helped me understand how the theory you learn at college applies in real life situations. It was a huge help with my accounting course, and I knew wanted to return to *ifac* for my graduate programme.

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My current role is as a trainee accountant on the audit team. When I am given an audit file, I usually spend about a week with the client, getting as much work done as possible. It's on-the-job training, and it can be very varied.

You really get to know the clients, and it's a great feeling when you pick up the phone and can answer a query from your own knowledge. Of course, there is always guidance and support available from colleagues when you need it, but you really feel that you are making a worthwhile contribution to the client's business.

I'm also a member of the Green Team, helping drive *ifac*'s sustainability agenda. Currently, we recently obtained a B Corp certification.

On a typical day, I go to the gym before work and I study in the evenings as my chartered accountancy exams are coming up. I hope to qualify in 2026 and have a keen interest in tax. Our tax team deals with a whole range of businesses, from

**"Ifac helped me to push myself out of my comfort zone"**

**Maria Doyle, Kilkenny Office**

small farms to SMEs, making the work varied and dynamic. The constantly changing tax rules and regulations ensure there is always something new to learn.

*Ifac* is also a great supporter of the local community. Throughout the year, we have opportunities to get involved in local events and to raise money for various charities.

I'm conscious that in the past relatively few women made it to the top of the accountancy profession but *ifac* rewards hard work regardless of who or what you are. I feel lucky to have senior female colleagues who are amazing at what they do. I hope after lots of hard work, maybe one day I'll have a senior role here too!



**Seán McGovern**  
Partner in the  
Cavan Office

**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.

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.



For more about our people, see [www.ifac.ie](http://www.ifac.ie)

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## HEAD OF HR

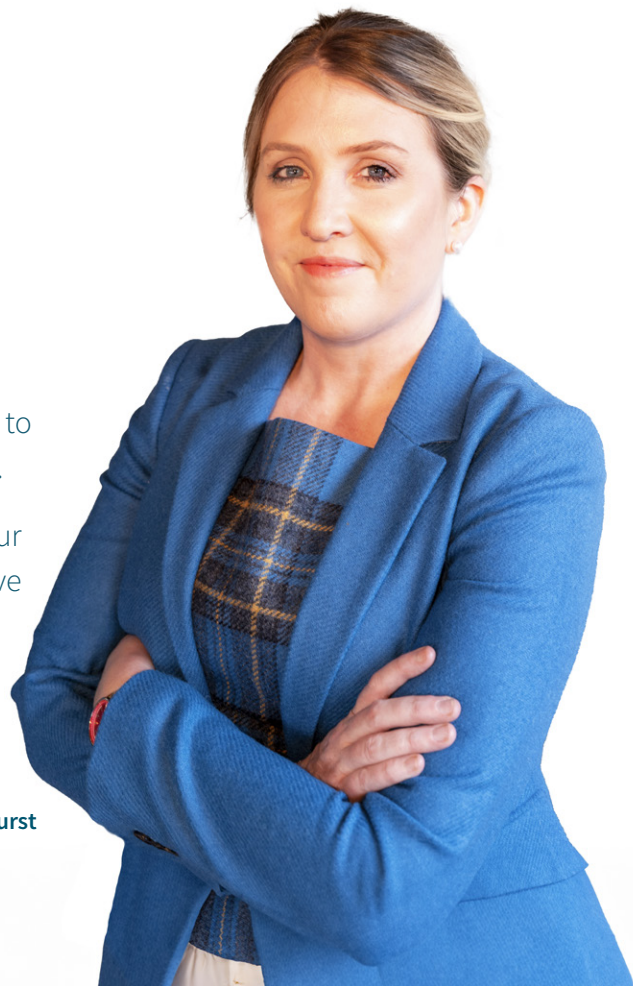
Valerie Broadhurst

# 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

Study leave is provided to help you excel in gaining your 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.



### Ongoing Technical Training

Fast track your growth with ongoing technical training courses, certifications and mentoring opportunities.



### Client Facing Experience

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



### Find your place

Client-facing experience in all areas, including tax, audit, and advisory services.



### 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.



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, tax, audit, advisory, and financial services departments.

# LIVING BY OUR VALUES



## Commitment

Remember the little things.



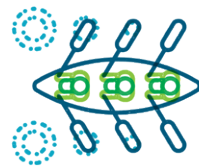
## Foresight

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.

"At *ifac*, every experience I've had with clients or colleagues has been genuinely positive. Working closely with clients I can see the real, tangible impact of what we do. There is a great energy throughout the firm, if you're driven and willing to put in the effort, there are plenty of opportunities here"

**Liam Shaw**

Trainee accountant in the Mullingar Office





# ifac<sup>ie</sup>



**Online**

[www.ifac.ie](http://www.ifac.ie)



**Email**

[careers@ifac.ie](mailto:careers@ifac.ie)

**Social Media**

Follow us and join the conversation.



**Ireland's 200  
Best Employers**

