

Committed to you.

Graduate Training Guide

CAREER OPPORTUNITIES
AND TRAINING PLACEMENTS



About Larking Gowen



Why work with Larking Gowen?

Our Vision is Great People. Great Performance. Great Impact.

Our values underpin everything we do! We are committed to building enduring relationships with our clients; delivering real impact to the wider communities in which we live and work. To achieve this, we look for people who want to be part of a team and want to be part of our continued success story and who will shape the future and ensure the business is sustainable for the long-term.

We are committed to providing inclusive, high-quality career-long training and development programmes, diverse experience and rewarding careers in an environment where individuals continue to make a difference. As soon as you join us, you'll be working hands-on with

clients, and starting to build your own professional relationships.

With approximately 400 professionals working across our five offices, our business is diverse. Our clients include businesses of all types and we have a wide range of services including advisors to businesses, to the medical and healthcare sector, agriculture, audit, specialist tax, corporate transactions and business recovery teams.

We have a range of opportunities available. Whatever your career path, as a member of the Larking Gowen team, you'll be part of something great!

By joining straight from school or college, you will be fast tracking your career in a long-standing and ambitious regional business.



Don't just take our word for it!

Head over to our YouTube
channel and watch our
careers playlist to hear what
some of our people have to
say about working with us.

Watch now



Strategy for Success

At Larking Gowen, we remain committed to retaining our long-standing values, our independence and our pride in being respected members of East Anglia's business community.

As part of our Strategy for Success and Sustainability 2025 to 2030, we remain focused on our mission to be recognised for the great work we do for clients, as a great place to work, and the positive way we run our business as well as the impact we have across Norfolk, Suffolk and Essex.

By staying true to our values of People, Relationships and Community, continuing to innovate and invest in people and our client service proposition, we will be equipped to respond to future challenges and deliver lasting value to all stakeholders and a business that is successful and sustainable for the long-term.



People

To provide inclusive, high-quality training and development programmes, diverse experience and rewarding careers in an environment where individuals continue to make a difference.



Relationships

To build and maintain high-quality relationships with clients, referrers, other members of our global association PrimeGlobal and across all our business relationships.



Community

Our place in East Anglian community, where we all live and work, and the way we are perceived by the wider community, is important to us.



What's important to us at Larking Gowen?

Watch our video



Strategy for Success



What's in the Training Guide?

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What's the training like?

We're one of East Anglia's largest training providers and we're looking for talented people who want to be a part of something bigger who share our vision and values.

From day one, your development is a priority. We'll support and encourage your progression at a pace that suits you.

Your training will include support through coaching and with development of core technical skills as well as communications and other soft skills, which are also important to your continued personal growth and progression.



We provide a strong peer network and an experienced work buddy to support you on a day-to-day basis.



What are my training options?

Every year we welcome many trainees following graduation. We have a flexible approach to academic entry requirements, depending on which area of the business you're interested in.

We'll consider your academic achievements, but your strengths, motivations and connection with us and our values are more important. We're looking for people with a broad range of interests and experiences.

Graduates are enrolled on a programme where you'll be sponsored throughout your period of study. Along with your work experience, this will provide a strong background in the essential areas of accountancy. You'll get hands-on experience and be paid a competitive market salary whilst you learn. In addition to this, we'll give you paid time off to study and flexible

working throughout your training. Regarding leave, for each exam we provide additional paid leave for the working day(s) directly before an exam, so you don't need to use up your holiday to study.

Once you qualify, you'll have the opportunity to take up exciting challenges as you grow your career within the business. There are also opportunities for further study to develop a specialism. You can refer to our 'Recently Qualified' and 'Developing as a Manager' guides to help you consider the options and choices available.

We offer:



ICAEW
Chartered
Accountant
Qualification



Chartered Tax
Adviser



Qualification routes



ICAEW Chartered Accountant Qualification

Awarding Body: ICAEW (Institute of Chartered Accountants in England and Wales)

Duration: Three-years

Training and exams: 450 days of practical work experience; 14 exam modules covering a wide range of topics such as Sustainability and Ethics, Accounting Fundamentals, Business Law, Business and Digital Strategy, Corporate Financial Strategy, Assurance, Risk and Reporting and Business Insight Performance.

Progression: Career opportunities available across accountancy, for example, corporate finance, charities, tax, and business.



Chartered Tax Adviser

Awarding Body: CIOT (Chartered Institute of Taxation)

Duration: Three-years

Training and exams: This is the UK's highest-level tax qualification, covering a variety of different taxes to provide all of the necessary skills and professional attributes required to become a Chartered Tax Adviser.



What about my career progression?



Whichever route you choose you will receive ongoing coaching and support from across the firm.

Once you complete your ACA or CTA exams and qualify, you'll have the opportunity to take up exciting challenges as you grow your career within the business.

We will work with you to develop a career plan that suits you, with support from our experienced professionals. We can help you consider a particular sector and support you in your progression.

As you continue to progress, we offer Management and Leadership Development Programmes.



Meet our senior team

One of our continuing objectives is for more of those joining Larking Gowen as trainees to progress to the most senior levels in the business.



Becky Ames

Partner, Business South

Becky joined Larking Gowen as a graduate in 1997 and was appointed to partner in 2015.



Ian Fitch

Partner, Corporate Audit & Advisory

Ian joined Larking Gowen in 1986 as a trainee and was appointed to partner in 1998.



John Atkins

Partner, Business North

John joined the firm in 2016 as a manager in the Corporate Audit & Advisory team. He was appointed to partner in 2020.



Julie Grimmer

Managing Partner

Julie joined Larking Gowen in 1984 as a trainee and became a partner in 2006. She was appointed as Managing Partner in 2021.



Sally Farrow

Partner, Private Client, Trust & Probate

Sally started her training at Larking Gowen before joining a national firm. She re-joined Larking Gowen in 2018 as a Personal Tax Senior Manager and became a partner in 2020.



Meet some of our trainees

Our trainee intake includes school leavers, university graduates and placement students.

They are currently working across our Norfolk, Suffolk and Essex offices towards a variety of accountancy, taxation and other specialist qualifications. We asked a few of them to share their thoughts on their experiences so far.

"Larking Gowen is a very welcoming and friendly firm. People are at the heart of the organisation and this reflects in the day-to-day workplace and culture."

"I had a few offers, but it was the values of commitment and dedication that drew me to the firm. The assessment process was relaxed and warm, and people seemed genuinely interested in me."

"It's a bit like a family. My colleagues are always emphasising that we can go to anyone and ask anything."

"I already feel like one of the team. We're trusted to get on with our work, but if we can't solve a problem, we know that it's okay to ask for help."

"The training is really good. I was thrown in at the deep end, in a sense, by working on one of the firm's largest clients, but it didn't feel like that, because I was being looked after all the way through."

"LG is a friendly firm with a great training scheme. Although I was very nervous and had a lot of questions, having a buddy made it less overwhelming."

"The training is reviewed every year; the firm is constantly assessing it and asking for our feedback."



Other benefits and the fun stuff

As well as market leading, competitive benefits, we offer an award-winning programme.

Some examples include; flexible benefits and a focus on your total wellbeing and on building resilience to help you face life's challenges, pension investment and mortgage advice, wellbeing webinars and updates. We have Wellbeing Champions and Mental Health First Aiders at every office.

We have a clubs and societies fund, which also supports you getting together with your colleagues whether this is through sports, problem-solving quizzes or crafts. Each team has regular get-togethers and social activities, and we all get together for our annual Big Night Out to celebrate.

Core benefits of the firm include:



Holiday

24 days (+ Bank Holidays) Service accrual
Option to buy more



Employee Assistance Programme

Including
24-hour confidential counselling service



Paid professional subscriptions



Pension

Salary Exchange
(5% employee, 3% employer)
Auto enrol after 2 months



Medicash

Ability to claim back medical expenses e.g. prescriptions, dental, opticians and access to virtual GP

And much more...

New client and employee referral rewards
Suggestion scheme
Recognition awards
Social fund
Retail, cinema, utilities and travel discounts
Local offers



Opportunities to broaden your experience

We have teams of specialists working in different sectors across the firm, giving you the opportunity to work in a variety of areas during your career.



Medical

Dealing with a wide range of individuals and businesses across the medical profession, including employed hospital consultants and GP practices.



Audit and Assurance

Statutory audit, assurance and advisory services for a range of both commercial and Not for Profit sector clients. We are the largest audit practice in East Anglia, providing proactive services to larger owner-managed businesses, registered charities, pension schemes and academy schools.



Private Client, Trusts and Probate

Delivering tax compliance and advisory work, guiding individuals, families and trusts in an ever-changing tax environment. Tax planning for individuals including trusts and estate tax planning, including non-contentious probate services.



Corporate Transactions

Helping business owners buy, sell and value businesses. Whilst every deal is slightly different, it's often the most important transaction each of our clients will ever be involved with, so they need committed advisors they can rely upon. Working with key decision makers and other professional advisors.



Business

Acting for a wide variety of businesses of all sizes through the entire business journey and life cycle. Being the on-hand, trusted advisor to give support and guidance, including digital transformation from start-up businesses through to next generation succession.



Tax Advisory

Expertise across all relevant business and shareholder taxes such as corporation tax, employment taxes and VAT, including capital gains tax and inheritance tax. Giving specialist advice for company and group reorganisations and demergers, business acquisitions and disposals. Dealing with claims for tax reliefs.



Agriculture

Clients range from small family farms to large rural estates. Expertise in farm accounting, including all aspects of accounting, tax planning, succession planning, diversification, trusts, development land and farming tenancy issues.



Insolvency and Recovery

Advice to businesses who find themselves in financial distress. Advising where businesses are placed into a formal insolvency process and taking appointments to oversee the process such as acting as Liquidator or Administrator.





Independent Member of

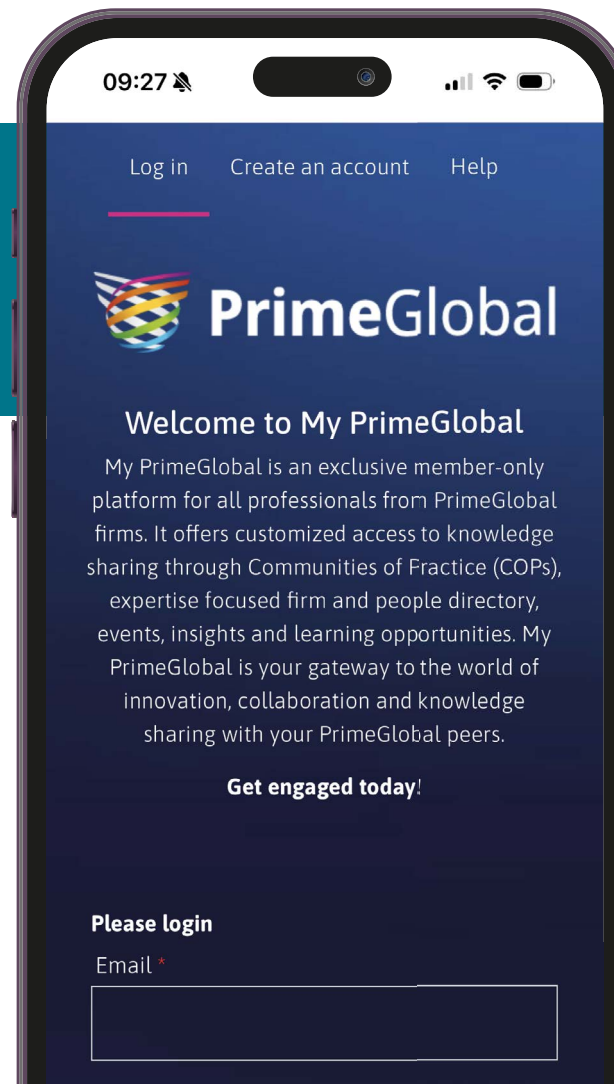
PrimeGlobal

*The Association of Advisory
and Accounting Firms*

**PrimeGlobal is one of the
five largest associations of
independent accounting
firms in the world.**

Their ambition is to make sure that member firms, and professionals within them, connect and collaborate so that they thrive, by attracting and retaining their target clients, and delivering the quality advice and services their clients need.

**All of our people
can sign up to
become a member**



Committed to you.

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