

Trainee Accountant

Job description

Together we are help and hope for everyone living with dementia



Who we are

Dementia is the UK's biggest killer. One in three people born in the UK today will develop dementia in their lifetime.

At Alzheimer's Society, we're the UK's leading dementia charity and the only one to tackle all aspects of dementia by giving help and hope to people living with dementia today and in the future. We give vital support to people facing the most frightening times of their lives, while also funding groundbreaking research and campaigning to make dementia the priority it should be.

Together with our supporters, we're working towards a world where dementia no longer devastates lives.

Our values

Our values tell everyone who we are as an organisation.

Our values make sure that our focus is clear for the challenges and opportunities ahead and remind us of what we all stand for.

Our values are evident in everything we do, how we do it and how we work together.

These are not just words on a wall, we live these every day in all our work. We are determined to make a difference when and where it matters most, by being passionate, focussed and making a lasting impact for people affected by dementia.



Determined to make a difference

We're passionate, we're focused and we make a lasting impact for everyone living with dementia.



Trusted expert

We're listening, we're learning and we use experience and evidence.



Better together

We're open, we combine our strengths and we achieve more together.



Compassionate

We're kind, we're honest and we don't shy away from challenges.

Through our values we will make the greatest difference for people affected by dementia. Whether you are someone living with dementia, a family member or carer, a supporter, a donor, a colleague from another organisation, an employee or a volunteer, these four values will shape your experience with Alzheimer's Society.

Trainee Accountant

Position in the organisation

Reports to the Financial Accountant.

Member of our Finance team.

Part of our Finance & Assurance directorate.

Purpose of this role

At Alzheimer's Society we are advisors, supporters, fundraisers, researchers, influencers, communicators, technical specialist and so much more. We are volunteers, we are employees, and together we are here to make a difference to the lives of people with dementia and their carers.

In Finance & Assurance, our vision is to be the Society's single point of truth. We are trusted partners, credible experts, working as one team to be a true enabler to the organisation as it makes impact to end the devastation of dementia.

Partnership, collaboration, accountability, professionalism and a restless desire to constantly improve are needed in every role across Finance & Assurance. The Trainee Accountant plays an important role in the delivery of a high performing, efficient financial accounting operation with partnership and improvement at its core.

This is an operational and developmental role, offered with the possibility of a formal qualification (e.g. financial accounting apprenticeship or another appropriate finance or administration-related qualification). Under the guidance of experienced Financial Accountants, the Trainee Accountant will learn and deliver the fundamentals of effective accounting. Working alongside other assistants and trainees across Finance & Assurance, this role supports the effective running of our directorate and its success is based on strong collaboration with others across multiple teams.

We are looking for someone who exemplifies our values, someone who is: Determined to make a difference when and where it matters most. A trusted expert who believes in working Better together and demonstrates true Compassion.

Key accountabilities and responsibilities

- Supporting the effective running and performance of the Financial Accounting team and wider directorate.
- Support the maintenance of accurate financial records.
- Support the reconciliation of accounts to ensure accuracy and the identification of discrepancies.
- Support the auditing process where appropriate.
- Undertaking specific individual projects to demonstrate or drive improvements across the directorate, for example around optimising our internal engagement or directorate records/files.

- Monitoring and responding to daily communications from colleagues and role-modelling brilliant partnership and customer service.
- Data entry and supporting with the preparation of reports.
- Identifying ways we can improve and making recommendations to senior colleagues.
- Supporting colleagues across the organisation to operate within best practice when it comes to financial accounting and making suggestions to improve education and engagement.
- Liaising where appropriate with suppliers and other third parties and supporting the preparation and submission of tax returns.
- Supporting the Financial Accountants and Associate Accountants with a range of administrative work, including basic data analysis and presentation.

We are looking for someone who can...

- Understand the critical role of Finance & Assurance as an enabling partner directorate in ultimately creating impact to end the devastation of dementia, linking everything you do back to the ultimate objectives of the Society.
- Work collaboratively and enthusiastically with colleagues across Finance & Assurance and across the Society more widely to deliver first class partnership and expertise.
- Role-model our values and embrace a high challenge, high support, high performing environment.
- Drive continuous improvement, including through bringing best-practice from across the sector and more widely, using horizon-scanning and networks to bring new ideas to the table.
- Have the ability and willingness to travel independently on behalf of the Society on request, including occasional overnight stays as required.
- Adhere to all the Society's service standards, policies and procedures.
- Comply with the data protection regulations, ensuring that information on clients remains confidential.
- Be enthusiastic for personal learning and development, to support the learning and development of others and the whole organisation.
- Work in a manner that facilitates inclusion, particularly of people with dementia.
- Implement the Society's health and safety policy and procedures, ensuring that all practices and procedures are undertaken in accordance with a healthy and safe working environment and that all staff and volunteers for whom you may be responsible are aware of their responsibilities in respect of their role, monitoring data and recommending action as required.
- Administrate and organise own work to ensure that it is accurate and meets quality targets, reasonable deadlines, and reporting requirements.

- Follow the Society's management information guidelines and requirements, including ensuring appropriate monthly measures on service usage levels are collected and submitted on the services database or other systems in accordance with deadlines.

Person specification and selection criteria

Skills & knowledge	Application (A) or Interview (I)
A willingness to learn and develop on the job (including undertaking specialist accountancy training or professional qualifications), sharing those learnings with other colleagues to foster whole-team development.	A
A working interest in quality improvement in processes, analysis, communications or customer service, and experience in supporting it.	A
An enthusiasm for a career in finance and a range of great ideas to help us constantly improve.	A
Strong numerical and analytical skills, and awareness of basic financial principles	A
Experience of problem-solving, preferably in a financial environment, and a willingness to proactively reach across to colleagues in different teams.	I
A good grasp of data and how it can be analysed and presented to improve understanding, engagement and performance.	A
Experience of developing basic financial reports	A
Strong attention to detail	A

Competencies & personal attributes	Application (A) or interview (I)
Takes initiative and is comfortable working independently as well as collaboratively	A
A critical thinker, able to identify and act on ways to work more effectively and efficiently	I
Celebrates progress, solutions and impact rather than activity	I
Delivers effectively to timelines in complex and sometimes ambiguous environments	I
Deeply committed to the development of yourself and others	A
Resilient and adaptable, with a strong work ethic and the ability to navigate changing situations and diverse teams.	I
Welcoming and respectful of diverse perspectives, experiences, and opinions	A

A team player who sees opportunity and energy in working together to solve problems	I
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Follow us on Twitter and Instagram @Alzheimerssoc and Like us on Facebook or check out Alzheimer's Society YouTube channel [youtube.com/AlzheimersSociety](https://www.youtube.com/AlzheimersSociety)

Our benefits



Financial Security

- Group Personal Pension Plan with Scottish Widows – with up to 8% employer contribution rate
- Life Assurance Scheme – two times your annual salary
- Society Plus and Smart Spending App – giving you unbeatable savings at hundreds of retailers



Health & Wellbeing

- Health Cash Plan
- 24/7 Employee Assistance Programme including online and face to face counselling
- Discounted gym membership with Society Plus
- Lived Experience Networks
- Mental health app and unlimited therapy



Personal Development

- Apprenticeships
- Women in Leadership development programme
- Leadership development programme
- Financial support towards relevant professional qualifications



Family & Dependents

- Enhanced family leave – 16 weeks paid for all parents
- Paid time off work for fertility treatments for both partners
- Paid carers leave
- Paid dependants leave
- Paid compassionate and bereavement leave
- Paid time off work to support those transitioning



Recognition

- Annual people awards
- Long service awards
- Thank you eCards
- Values Hero and Society Legend Awards



Work Life Balance

- Annual leave of 27 days increasing to 30, plus bank holidays
- Career breaks of up to 3 months
- Flexible working
- Wellbeing leave

Level 4 Professional Accounting Technician.

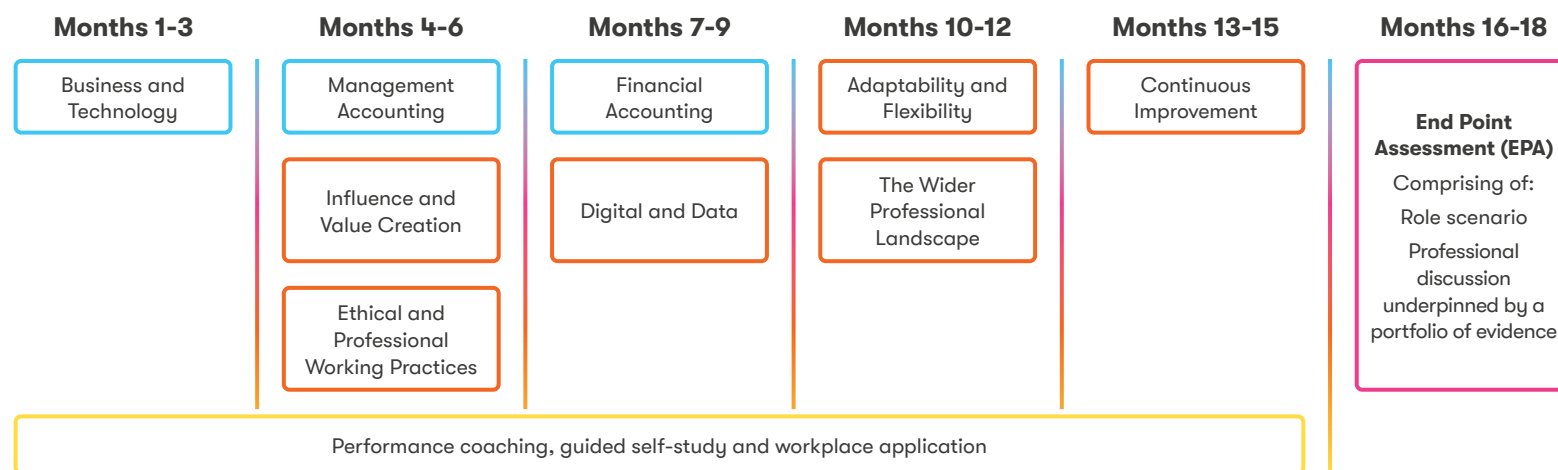
ACCA

Our accounting and tax apprenticeship programmes are designed to equip you with the knowledge to become technically qualified by passing professional exams, as well as developing complementary skills and behaviours to succeed in your career. On successful completion of the apprenticeship, you'll be able to apply for the ACCA Diploma in Accounting and Business.

To apply for this programme you must be employed in a relevant role, and, as a minimum requirement, have:

- Five GCSEs with grades 9 to 4 (A* to C), including English and maths, or equivalent, or
- Relevant work experience

ACCA – 18-month programme (inc. EPA)



Apprenticeship standard

 **Professional Accounting or Taxation Technician**

Structure and commitment

 **Module delivery: Online live**

Three modules delivered via online live lectures, with the option of online on-demand learning where available

 **Coaching: Online**

Performance Coaches to push you further, with three-monthly sessions to review your progress, give constructive feedback, support your studies and identify new challenges and opportunities

 **Guided self-study: Online on-demand**

Our Virtual Learning Platform provides you with 24/7 access to your materials, specialist insights and extra study support from wherever you are

 **Skills and Behaviours (S&B): Online**

Online resources and reflective statements to complete that allow you to demonstrate your skills and behaviours development and help you prepare for End Point Assessment

Additional benefits

- ✓ Recognised qualification included as part of the programme
- ✓ BPP Momentum: prepares you for your exams through a series of individual Achievement Ladder steps to measure performance, test knowledge and focus on personal areas of improvement. Students who follow our Momentum approach are 20% more likely to pass their exam
- ✓ BPP Community: join the online community for exclusive mentoring and networking opportunities, and make social connections with your fellow learners
- ✓ Our programmes are designed in collaboration with top employers and industry leaders, ensuring that your learning makes an immediate impact
- ✓ Progression pathways to take you from entry level to industry specialist



Level 4 Professional Accounting Technician.

AAT

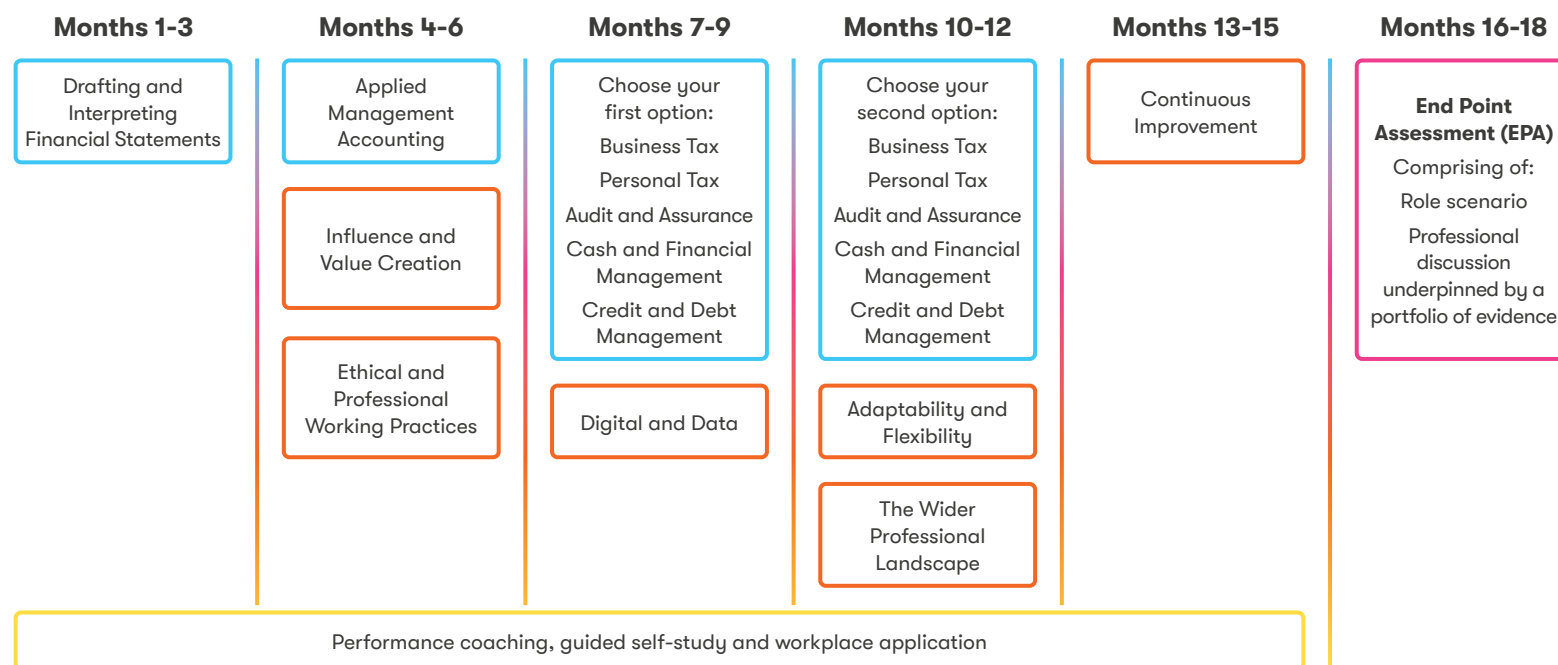
Our accounting and tax apprenticeship programmes are designed to equip you with the knowledge to become technically qualified by passing professional exams, as well as developing complementary skills and behaviours to succeed in your career. On successful completion of the apprenticeship, including all on-programme exams, you'll gain the AAT Diploma in Professional Accounting.

To apply for this programme you must be employed in a relevant role, and, as a minimum requirement, have:

- Five GCSEs with grades 9 to 4 (A* to C), including English and maths, or equivalent, or
- Relevant work experience

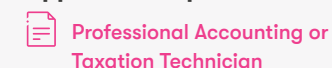
If you choose to study the Level 4 AAT we strongly advise that you complete the Level 3 AAT qualification or apprenticeship first.

AAT – 18-month programme (inc. EPA)



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Apprenticeship standard



Structure and commitment



Four modules delivered via online live lectures, with the option of online on-demand or face-to-face learning where available



Performance Coaches to push you further, with three-monthly sessions to review your progress, give constructive feedback, support your studies and identify new challenges and opportunities



Our Virtual Learning Platform provides you with 24/7 access to your materials, specialist insights and extra study support from wherever you are



Online resources and reflective statements to complete that allow you to demonstrate your skills and behaviours development and help you prepare for End Point Assessment

Additional benefits

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Level 4 Professional Accounting Technician.

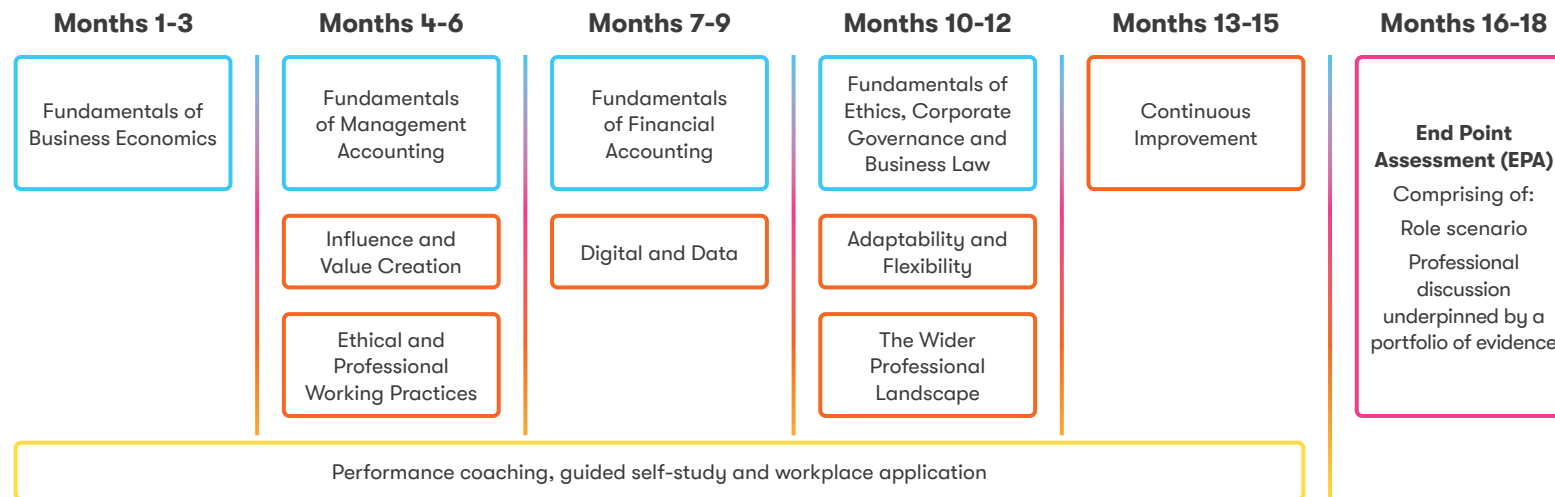
AICPA & CIMA

Our accounting and tax apprenticeship programmes are designed to equip you with the knowledge to become technically qualified by passing professional exams, as well as developing complementary skills and behaviours to succeed in your career. On successful completion of the apprenticeship, you'll be able to apply for the CIMA Certificate in Business Accounting.

To apply for this programme you must be employed in a relevant role, and, as a minimum requirement, have:

- Five GCSEs with grades 9 to 4 (A* to C), including English and maths, or equivalent, or
- Relevant work experience

CIMA – 18-month programme (inc. EPA)



Apprenticeship standard

 **Professional Accounting or Taxation Technician**

Structure and commitment

 **Module delivery: Online live**

Four modules delivered via online live lectures, with the option of online on-demand learning where available

 **Coaching: Online**

Performance Coaches to push you further, with three-monthly sessions to review your progress, give constructive feedback, support your studies and identify new challenges and opportunities

 **Guided self-study: Online on-demand**

Our Virtual Learning Platform provides you with 24/7 access to your materials, specialist insights and extra study support from wherever you are

 **Skills and Behaviours (S&B): Online**

Online resources and reflective statements to complete that allow you to demonstrate your skills and behaviours development and help you prepare for End Point Assessment

Additional benefits

- ✓ Recognised qualification included as part of the programme
- ✓ BPP Momentum: prepares you for your exams through a series of individual Achievement Ladder steps to measure performance, test knowledge and focus on personal areas of improvement. Students who follow our Momentum approach are 20% more likely to pass their exam
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Level 4 Professional Accounting Technician.

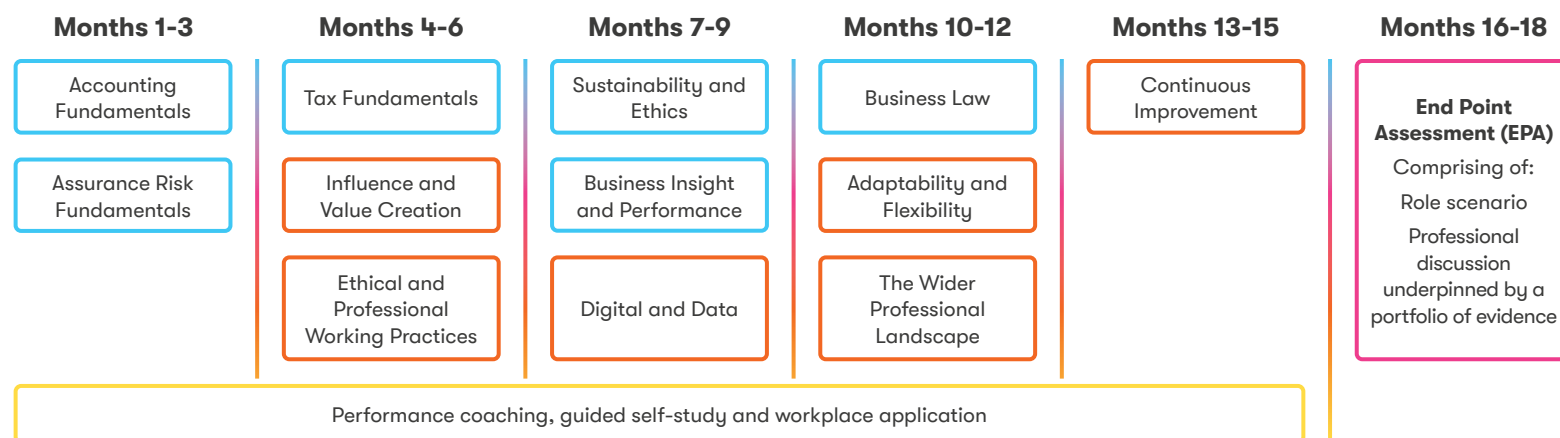
ICAEW

Our accounting and tax apprenticeship programmes are designed to equip you with the knowledge to become technically qualified by passing professional exams, as well as developing complementary skills and behaviours to succeed in your career. On successful completion of the apprenticeship, you'll be able to apply for the ICAEW Certificate in Finance, Accounting and Business.

To apply for this programme you must be employed in a relevant role, and, as a minimum requirement, have:

- Five GCSEs with grades 9 to 4 (A* to C), including English and maths, or equivalent, or
- Relevant work experience

ICAEW – 18-month programme (inc. EPA)



Apprenticeship standard

 **Professional Accounting or Taxation Technician**

Structure and commitment

 **Module delivery: Online live**

Six modules delivered via online live lectures, with the option of online on-demand or face-to-face learning where available

 **Coaching: Online**

Performance Coaches to push you further, with three-monthly sessions to review your progress, give constructive feedback, support your studies and identify new challenges and opportunities

 **Guided self-study: Online on-demand**

Our Virtual Learning Platform provides you with 24/7 access to your materials, specialist insights and extra study support from wherever you are

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Online resources and reflective statements to complete that allow you to demonstrate your skills and behaviours development and help you prepare for End Point Assessment

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