

# BMO Professional Pathways Program

Secure your career path today.



# So, you're about to make the big leap!

So you're about to make the all-important decision about how to launch into your future career.

You might be finishing high-school, be on a gap year, studying full time, or already in a full-time job...If you are at a crossroads ready to dive into a new adventure, then a BMO traineeship might be for you.

At BMO you can have the best of both worlds. We offer you the awesome opportunity to study part-time or online, while working full-time. So why is that an awesome opportunity? You get to join one of Australia's leading business and accounting firms, and you'll get to learn while you earn!

**“I really enjoy the close team environment that BMO has. It helps keep me motivated to get the job done as well as having fun along the way.”**



Joining the BMO team can open the door to a future that is fulfilling — both personally and professionally. We offer:

- The chance to grow and learn in a fun and supportive team.
- Security of a good stable job.
- Lots of job perks like study leave, PD allowance, uniforms, networking and social events.
- Above award wages - which allows you to save for your own car, house or travel.

At BMO we'll provide the environment and support to help you achieve your career aspirations along with your personal goals.



# About BMO

**Our team at BMO is like a family. We support, value, and respect one another and recognise everyone's individuality.**



At BMO, we have a team of over 50 professionals working in a range of roles across three offices in Dalby, Roma and Charleville, along with hybrid and working from home team members. We offer a 360 degree approach to business and financial advice including:

- Accounting & Taxation
- Financial Planning
- Business Development
- Loans & Leasing
- Bookkeeping
- Human Resources
- Marketing & Communication
- Succession Planning
- Self Managed Super Funds
- Conference Facilities

Working with BMO means being part of an organisation that looks at the bigger picture for our clients. BMO offers unique career opportunities within a friendly and flexible workplace. We strive for a professionally and personally rewarding workplace for our team. Training and professional development is something BMO values greatly.

BMO is an enjoyable place to work with open communication, team meetings, morning teas, pool and table tennis competitions, wellness program, flu vaccination, social club, end-of-financial-year and Christmas parties, and laughter all part of the culture. If fitness is of interest, you might like to join in with team members' activities on lunch breaks or after work hours such as touch football, netball, walking, pilates and golf.

There are so many features that make BMO great, whether it's our team, our friendly and quality services, or our spacious team room which would have to be the most impressive staff room in the Western Downs! Head to [www.bmo.com.au](http://www.bmo.com.au) for more information on our services, our building and conference rooms, and the all-round enjoyable BMO culture.

# So what does a BMO Accounting Trainee do?

BMO Trainee Accountants commence their role with us as an Client Services Officer in our Dalby office. This involves working closely with Assistant Accountants, Accountants, Senior Accountants and the Partners in all areas of taxation and accounting work. When you take on the role as a BMO Trainee Accountant, you can be guaranteed you won't just be a "coffee maker" like other larger firms. Our Trainee Accountants are highly respected members of the team, who are given the opportunity to get their teeth into real work very quickly so that they can advance their career. Some of the tasks you will undertake in your first year as a trainee are:



Data input and preparation of documents, forms, letters, emails and registrations.



Completing Business Activity Statements and interacting with clients via email and phone.



Providing administration support to Partners and Senior Accountants.



Learning the system and phones, along with reception, receipting and errands.



Administrative tasks i.e. filing and scanning of clients records, preparation and scanning of legal documents for companies, maintenance of minute books, share registers and other legal records for small companies.

As you become more confident in your role, you will continue to advance on to more complex tasks. How quickly this happens depends on your individual competency and skill development.



## When does it start?

The traineeships officially commence from the end of January 2026.

# Real Stories

So, is a career at BMO really all it's cracked up to be?

Don't take our word for it, here's real stories from some of our team members.



## Kelii Leahy

After completing work experience at BMO in 2022, Kelii Leahy signed up for our Professional Pathways Program and joined the team full time at the beginning of 2023.

While English was his best subject at school, Kelii has a great work ethic and enjoys getting in and getting his jobs done start to finish whether it be administration tasks, coding or completing a BAS. He likes the BMO environment, the leadership, flexibility and can't wait to become a qualified Accountant, which he will achieve at the end of 2025.

"I like having the opportunity to improve and further my knowledge in accounting after graduating from school. I wanted to study, but stay in Dalby, so studying online instead of on campus at university works for me. An online degree can be a great option for those who need flexibility, like studying and working at the same time. You fit study into your life and access learning resources, forums, assessment information and study support from wherever you are.

I enjoyed the variety of different tasks involved with my role as Client Services Officer at BMO and have since advanced to an Assistant Accountant role, completing BAS's and tax returns."

# Real Stories continued...

## From Trainee to Associate



### Ryan Troe

In just eight years since leaving school, Ryan Troe completed his degree, finished his CPA studies, bought a car and a house and is now an Associate, Senior Accountant and part of the Management Team. Professionally, Ryan is a shining example from BMO's Professional Pathways Program, completing his Bachelor of Commerce degree from USQ in just three and half years while working full time.

With experience in Clients Services and Accounting roles, Ryan is building his own client base under the mentorship of the BMO Partners. Ryan started at BMO in 2016 after graduating from Our Lady of the Southern Cross College with excellent accounting results.

"I enjoy working with the close-knit team at BMO. Working with people who were also studying and working full-time was great because there are other people who could give you a hand with particular subjects and help keep you motivated.

I found that nothing they teach you at uni can prepare you for talking with clients and dealing with the range of issues that come up, it's the practical experience I've picked up through BMO that's put me on track professionally. Taking on the traineeship at BMO will never be something I regret as it gave me great experience, financial security and a career path."

# Real Stories continued... From Trainee to Associate

## Jack Staines

Jack Staines joined BMO as part of our Traineeship Program at the beginning of 2016 in the role of Client Services Officer. Straight out of high school, where he attended The Southport School, Jack made the move to Dalby to earn while he learned.

“At school I knew I wanted to work in the accounting industry. Having a passion for rural business and farming, I made the move to Dalby to pursue my career at a regional accounting firm. Receiving a VHA in Accounting at school, put me in good stead to start my career and working at BMO has allowed me to gain real life experience such as client communication that university cannot prepare me for.

I was attracted to the well regarded reputation of BMO as well as the highly considered trainee program. Having completed a Bachelor of Commerce externally through USQ, I then moved into an Accountant role, finished my CPA studies and am now an Associate at BMO, Senior Accountant and member of the Management Team.

Having friendly and experienced team members around me that have also gone through the traineeship and finished their university degrees and CPA really assisted me and gave me the confidence to know that I could also achieve it.”



# Real Stories continued.. From Trainee to Partner

## Adrian Rasmussen

BMO Partner Adrian Rasmussen started his accounting career right where you are now – wondering what avenue he would like to take in life. While he enjoyed farming, he found his flare for maths and problem-solving led him to seek out a career in accounting.

Adrian joined a Dalby accounting firm in 1988 as an Assistant Accountant. That firm later became known as BMO, and Adrian, a quiet achiever, impressively progressed through the ranks to become a partner in 1998.



BMO offered Adrian a great training ground and career path. The culture at BMO also allows for Adrian to achieve a work-life balance meaning he can work his own hobby farm and enjoy family time.

Adrian has always had strong involvement in the school community, being a past President of the Dalby State School P&C and a current joint-treasurer of the Dalby High School P&C.

If a career path like this appeals to you, why not take your first step and apply to join the BMO team.



# Working at BMO is not all about “number crunching”?

The old stereotype of accountants being boring ‘bean counters’ is long gone. Today, accountants have the important role of analysing and presenting information, helping businesses to grow, and assisting individuals achieve their financial goals. A modern accountant is:



A Researcher - reviewing and interpreting legislation and case law.



A Problem Solver - coming up with effective ways to structure business and minimise tax.



A Strategic Advisor - adding value to the organisation by providing key financial information and strategic advice.



A Communicator - working with people, helping families and businesses plan for the future.



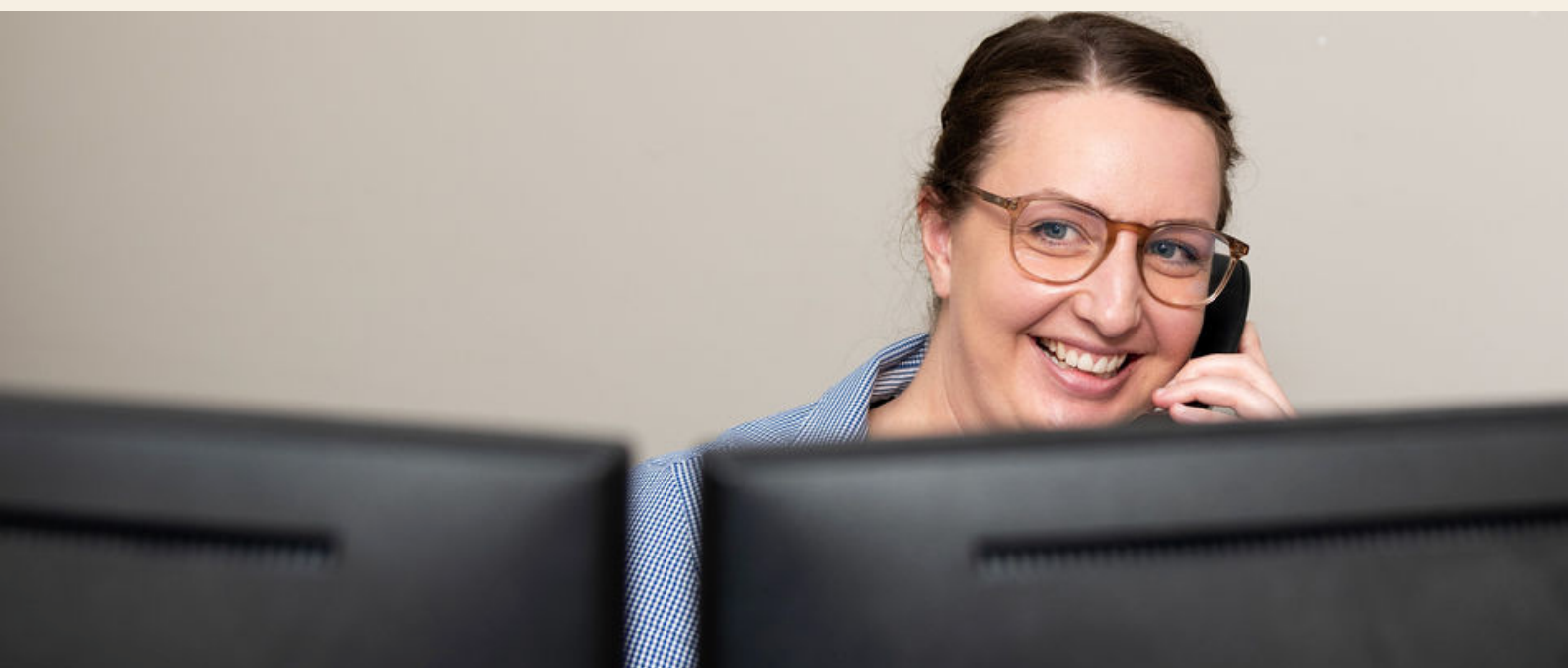
A Visionary - listening to people's goals and dreams, looking at the big picture and helping businesses to grow.



An Expert of Detail - gathering all the information and making the ‘puzzle’ fit together.



A Techno-Whiz - using the latest technology and software for bookwork, coding, running reports, communicating with clients and managing client information.



# The BMO Culture



# The Application Process



Update your resume and cover letter and email it to us via [careers@bmo.com.au](mailto:careers@bmo.com.au) by Monday 8 December 2025.



If accepted you will be contacted to come in for an interview with some of our management team in mid December 2025.



The management team will finalise their candidates and will contact you if successful, by Friday 19 December 2025. We will provide you with a letter of offer for the position.



If you then accept the position, you will complete the necessary paperwork for onboarding and confirm your availability to start on Tuesday 27 January 2026.



Welcome to the BMO Team, your career path starts now!





# Apply now

→ Email your Resume and Cover Letter to  
[careers@bmo.com.au](mailto:careers@bmo.com.au)

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→ Read more about BMO on our website  
[www.bmo.com.au](http://www.bmo.com.au)

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