



# Brentnalls SA

Chartered Accountants and Advisors

## A Career at Brentnalls SA

Undergraduate Program

[brentnalls-sa.com.au](http://brentnalls-sa.com.au)



## Find today what you want for tomorrow

Embarking on a career journey in accounting and advisory presents an exciting prospect for those who appreciate a balanced blend of professional growth and a supportive work environment.

At Brentnalls SA, we take pride in our commitment to the importance of learning and development, people and culture, and building the career you want, and we do it differently from any other firm.

It's not just about the job; it's about cultivating an environment where curiosity is not only encouraged but celebrated.

## Why choose Brentnalls SA?

We love to see our people develop and grow. Like you, we are serious about professional development. We believe that investing in our people is one of the most important aspects of what we do, so we make sure we do it well. Many of our current partners and senior leaders began at Brentnalls SA as undergraduates—just like you.

From flexible working arrangements to paid study leave, team lunches and events, you'll feel right at home as your career grows, while having fun doing so.

Our modern, well appointed office is located in Hindmarsh, just outside the CBD and within easy distance to many university campuses and public transport and access to ample car parking. You will have access to many amenities such as, restaurants, cafes, service station and a 24hr fitness centre next door.

Brentnalls SA supports various charities and community initiatives, so we value people who are enthusiastic about their lives outside of work and study. Applicants are encouraged to discuss any volunteer or community involvement initiatives in their application.

## The career pathway

The career framework at Brentnalls SA clearly outlines the expectations at each career stage and how your contribution will be assessed. More importantly, we support you along the journey by:

- Identifying the competencies required to be successful and, in doing so, any strengths and areas to improve.
- Providing a tool to help you plan and manage your career.
- Providing a consistent framework that aligns with remuneration, reward, and learning and development.

## We invite you

Let's explore the possibilities of a career at Brentnalls SA, while unlocking the power of continuous learning with our exclusive undergraduate program.



**Kurtis Willson, Manager  
BComm (Acc & Corp Fin)**

## What we're looking for

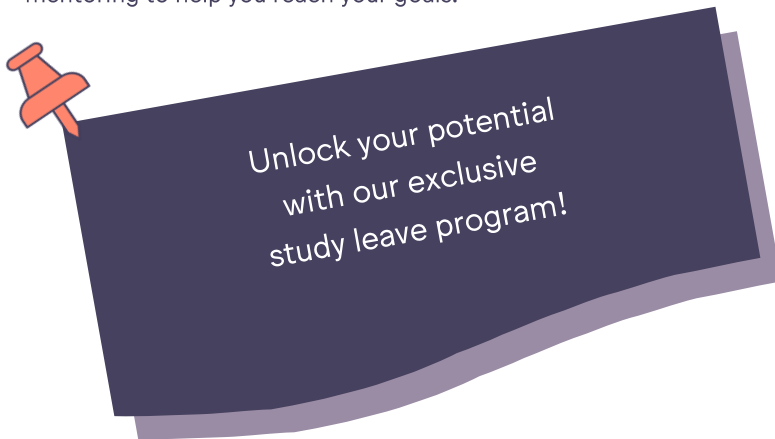
Current university students embarking on a career in commerce, accounting, finance, economics, or a business-related degree or Year 12 students considering a career in commerce. **All applicants must have full Australian or NZ citizenship Working Rights and the ability to travel to our newly built Hindmarsh office for work.** You will need to be an enthusiastic team player with a can-do attitude, willing to learn, organised, and disciplined attitude.

## About the program

By joining our program, you will gain real-life experience while you study for a commerce-related degree. Picture yourself diving into the world of commerce, gaining invaluable real-life experience, and shaping your academic journey.

At our core, we celebrate diversity, bringing together individuals with unique backgrounds and perspectives. As a part of our program, you won't just be a student; you'll be an integral member of a collaborative team, maximising your potential across various practice areas. We're not just interested in your role; we're interested in your skills and strengths, finding ways to amplify your impact on the team, and contributing to our shared purpose.

Step into a working environment that thrives on collaboration, teamwork, and support. When you join us, you're not just an employee; you're a participant in a journey of learning and development. We provide comprehensive training, support, and mentoring to help you reach your goals.



### Study leave allowance

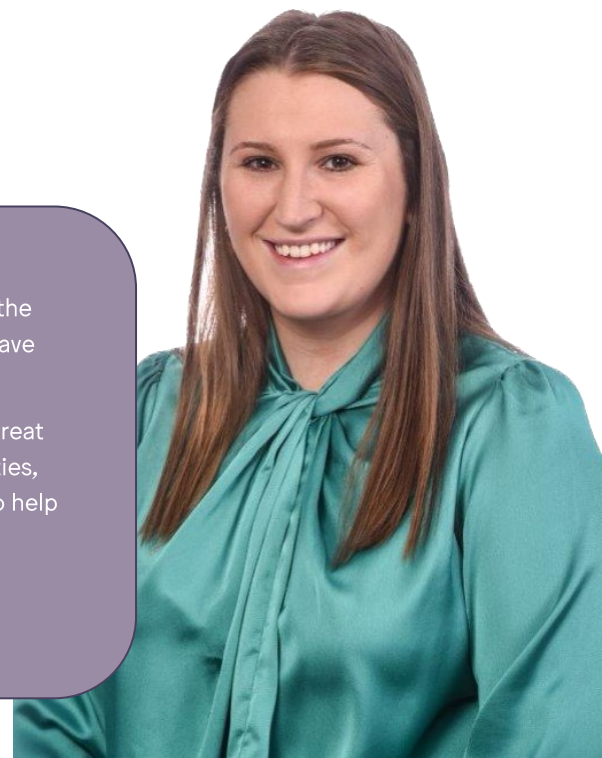
As a valued member of our team, you will have access to an allowance of 60 hours (8 days) per semester dedicated solely to advancing your skills. With an allocation of 30 hours per subject and a maximum yearly entitlement of 120 hours, you will have the freedom to attend university and enhance your expertise while maintaining your work-life balance.

Opportunities to join our program launch both at the beginning of each calendar year and mid-year. Join us, and let's shape your career and future together. Ready to find out about the many **benefits** we offer?

I started working at Brentnalls SA as an undergraduate while studying part-time at the University of South Australia. Since then I have graduated and progressed to supervisor.

I love working at Brentnalls SA. It's been a great career experience with plenty of opportunities, supportive culture and everyone is willing to help out.

**Georgia Lang, Supervisor  
BCom (Acc)**



# What we offer/benefits

You will have access to various programs and initiatives, such as study leave assistance and flexible working to fit with your level of university commitments. All these **benefits** fall under the following framework:

## Remuneration & Benefits



- Paid time off for Uni and CA program
- Training budget
- Employee and client referral bonuses
- Laptop, mobiles and other tech tools\*
- Paid industry & professional memberships
- Salary sacrifice
- Tax returns\*\*
- Income protection insurance
- Flexible working arrangements after 12 months

\* Dependent on level

\*\* All staff and family

## Career Development & Growth



- CA & study leave workplace flexibility
- Supported CA program
- CAANZ and industry networking
- Internal and external training
- Career development pathway
- Performance contribution framework
- Employee recognition program (quarterly Bextraordinary Award)
- Regular informal one-on-one catch ups
- Formal performance salary/reviews
- Monthly practice updates
- Path to partnership program
- Buddy/Mentor support person
- LinkedIn assistance

## Work Life Harmony & Wellbeing



- Annual team-building day
- Team lunches and events
- Beginning of the month drinks (BOM)
- Monthly birthday morning teas
- EOFY and EOY functions
- Mental health support (EAP)
- Adjustable workstations
- Flu vaccinations annually
- Fresh fruit daily
- Annual wellness voucher \$100
- Public holiday swap

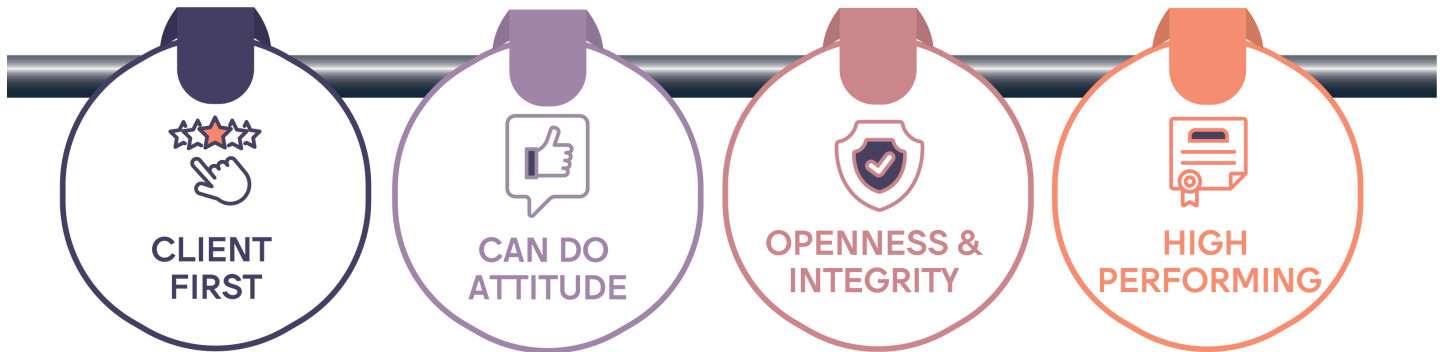
## Social & Community



- Celebration and recognition of Significant Days
- Environment committee
- Community sponsorships
- Charity support
- Volunteering opportunities
- Social club/events

# Our values

Each value is defined by a set of criteria that reflect the extraordinary approach that sets us apart from others. Our values framework embodies attributes for our teams and individuals, all of which fall under the following four core values:



## Client First

- \* By being proactive
- \* Creates a solution
- \* Achieves a great outcome
- \* Delivers value
- \* Who treats the client/business as if it was their own

## Can Do Attitude

- \* Has a growth mindset
- \* Nothing will be a challenge but rather an opportunity
- \* Strives for excellence and is never satisfied
- \* Works well in a team
- \* Everything they do, they do with a sense of urgency

## Openness & Integrity

- \* Operates with honesty
- \* Displays accountability and a manner that instils trust
- \* Responsible for own actions and results

## High Performing

- \* Raises the bar to continually improving
- \* Finds ways to increase efficiencies
- \* Never satisfied with the status quo
- \* Looks to improve innovate

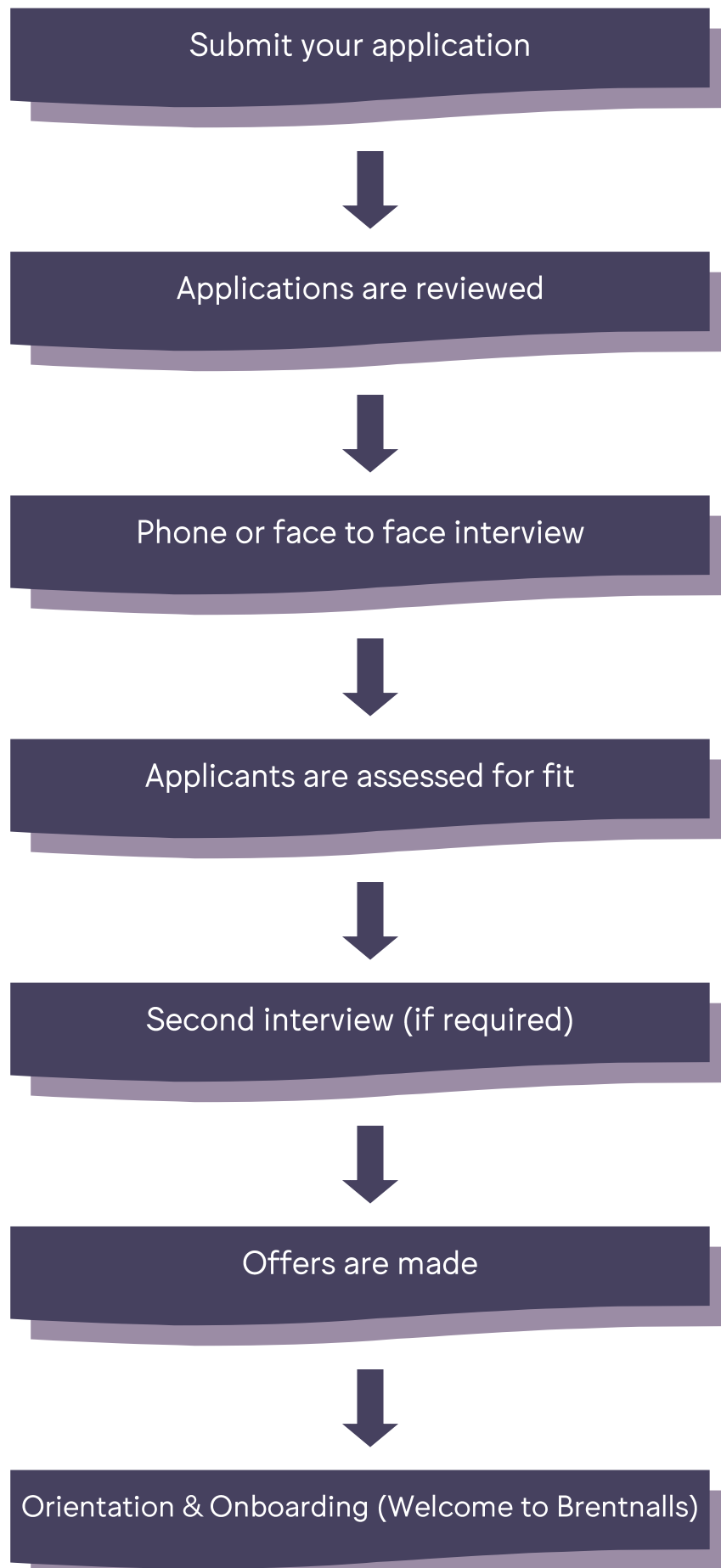


I joined Brentnalls SA as a junior accountant while I was studying a Bachelor of Commerce (Accounting ) at the University of South Australia.

Being part of the Brentnalls team has helped me develop my skills as an accountant and also enabled me to develop relationships with both my colleagues and clients.

**Ryan Buiatti, Manager  
BComm (Acc)**

# The selection process roadmap



## How to apply

Either email [careers@brentnalls-sa.com.au](mailto:careers@brentnalls-sa.com.au) OR

Go to [www.seek.com.au](http://www.seek.com.au) and search Brentnalls SA OR

Go to [www.brentnalls-sa.com.au](http://www.brentnalls-sa.com.au) and apply via the website.

In our application attach your:

1. Cover letter which addresses the following in one page:
  - Reasons why you are interested in joining the Undergraduate Program, and
  - What you intend to study.
2. Current CV which includes:
  - Your personal contact phone number and email address,
  - An overview of your performance at school, any previous work experience, and community or volunteering involvement, and
  - Names and contact phone numbers of 2 work or study related referees, (do not include friends or family).
3. Academic transcript.

## Time frames

Intakes	(First intake) January (Second intake) July
Applications open	(First intake) October (Second intake) April



If you are interested in becoming an accounting professional in a supportive progressive environment where you can earn and learn while working, then apply by sending your application to [careers@brentnalls-sa.com.au](mailto:careers@brentnalls-sa.com.au) through the methods above.

Liability limited by a scheme approved under the Professional Standards Legislation.

The Brentnalls Affiliation is not a partnership or a joint venture. Instead, the business of Brentnalls SA is independently owned and operated and it is an independent member of the Brentnalls Affiliation of Accounting Firms. Individual member firms do not accept responsibility or liability for the actions or inactions of any other individual member firm. Liability limited by a scheme approved under the Professional Standards Legislation.



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