#### Smart farmer

**Agri accountants** work with agri businesses and their owners to manage cash flow and tax obligations, facilitate farm succession, assess acquisitions, and help optimise on-farm outcomes through insights and benchmarking. A great team to be part of.

#### Professional influencer

**Business advisers** use real-time data and great apps to tell business performance stories to owners, building understanding, profit and financial resilience. They mentor business owners, helping solve problems and advising on new strategies.

### Cyber defender

**Cybersecurity analysts** ensure businesses protect sensitive data and identities, and systems are maintained and updated. They actively keep organisations safe from cyber-attack and security breaches.

## Financial investigator

An **auditor** works across the spectrum of business and not for profit sectors – opining on annual financial reporting and business systems, and validating probity and financial wellbeing.

#### Business trailblazer

**Corporate accounting** covers a range of roles and depends on the entity's business model and needs. There will be exposure to analysis, reporting, and planning as well as opportunities to grow with the business

### **Expert mentor**

**Management consultants** drive business performance by solving problems and finding new and improved ways of doing things. They work in teams analysing and reporting on business strategy, structure, management and operations.

## Climate change warrior

**Environmental accountants** help calculate the impact business decisions will have on the environment. They may also collect and analyse data on the impact of carbon emissions or biodiversity loss for external reporting to investors and regulators.

# Financial bodyguard

**Tax practitioners** help businesses interpret and understand tax laws to ensure they meet their legal obligations. The work is wide ranging, including advising on operational matters, strategic business decisions and helping with forward planning.

## Crime fighter

**Forensic accountants** investigate fraud and financial theft or misstatement. They are trained to uncover complex financial webs and work with lawyers to prosecute the criminals who rob others and fund illegal activities. Great work, protecting everyday Kiwis.

# Skilled negotiator

**Corporate finance accountants** focus on how to raise and allocate capital so the business can be ready for investment opportunities as they arise. This includes investment loans, financial backing and restructuring.

#### School subjects

√×

Mathematics



**English** 

#### useful but not essential:



Accounting



**Business studies** 



Technology



**Economics** 

#### Qualifications

NCEA: Level 3 Merit or Excellence

University: Bachelor degree in business Post Grad: CA qualification (CAANZ)

.... see over for pathways



#### **Key Skills**

Accounting is more than just numbers & maths



Great communication



**Teamwork** 



Big picture thinking



Problem solving



Attention to detail

#### Ability to work overseas



The CA qualification is highly sought after worldwide and the skills easily transferrable to any economy, anywhere.

#### Salary

**Yr 1 –** 3:

\$55k - \$70k + CAANZ fees paid

CA qualified:

corporate, CA firm \$70k-\$195k

CFO, CEO, CA Firm: \$225K+

.... see over for where your CA could take you



CHARTERED ACCOUNTANTS



# Fascinated by finance, business or economics? ... take a look at becoming a CA



#### Where do CAs fit in?

CAs get a great grounding in all areas of business and finance and go on to be tomorrow's CFOs, CEOs, consultants and savvy business owners. They make great leaders, drive change and innovation, and many go on to forge satisfying 2<sup>nd</sup> careers as professional directors.

They also contribute to their communities as trusted advisors and valuable members of community organisations and charities, helping navigate the world of business and government.

CAs speak the language of business and spend their time optimising outcomes for people and businesses. They think strategically, analyse deeply and report with integrity.

#### Where will it take you?

CA skills are an asset anywhere and the opportunities to make a difference are wide ranging. You can be a leader in your hometown, a high flyer in the city here or overseas, or working far from home building resilience and economic prosperity in developing nations. See the list on the flip side!

#### Where can CAs end up?

John Ryan FCA, the Auditor General for NZ, signs the annual financial statements for the New Zealand government. He comments on whether or not they give a true and fair view of the government's financial activities for the past year. Wow! What a responsibility.

Typical of many corporate boards, CAs feature prominently in local government commercial subsidiaries. At present, the Chairmen of all four of Dunedin City Council's commercial subsidiaries are CAs or FCAs. They lead City Forests, Aurora Energy, Dunedin International Airport, and the Delta board. The board of Dunedin City Holdings Ltd includes several CAs and FCAs too.

In contrast, the Kapuna hospital, in inland **Papua New Guinea,** recruited a CA to help build a financial system that enables them to operate sustainably and access the funding they need to continue providing health services to their community. Hours from Port Moresby by ski plane and riverboat there is nothing dull about being a CA for Kapuna hospital!

#### Where do CEOs come from?

CFOs are influential members of any company's leadership team (the C-suite), driving financial analysis and planning for large corporates and many go on to become CEOs, leading vibrant companies.

CEOs need great communication skills, advanced critical thinking abilities and the business smarts to understand the numbers. The CFO pathway provides a rich and steady pipeline of potential CEOs and CAs are well represented across NZ and around the world in these roles.

#### What about CA firms?

CA firm principals thrive on the variety and challenges each day brings. From averting a tax crisis, soothing cash flow anxiety, advising on multimillion purchases, and reporting a shyster to the Financial Markets Authority, it is a busy and fulfilling role.

You advise, mentor and help business people with the challenges they face and it is a positive and constructive space full of interesting work and great people. Don't rule this one out!

What is an FCA? The F stands for fellowship – an accolade awarded to CAs who have made an outstanding contribution to their community or the profession.



# Pathways to the CA Program

CA Fundamentals	CA Foundations	CA Program
Workplace Fundamentals  Accounting Fundamentals  Business Fundamentals  Study Skills  Undertaken over 12 months. Must be in approved employment	Financial Accounting  Financial Law (AU/NZ)*  Financial Reporting  Audit & Governance  Management Accounting  Finance  Finance	Graduate Diploma of Chartered Accounting  Ethics & Business  Risk & Tax AU/NZ*  Technology  Financial Accounting & Business Performance  Audit & Risk  ICAP  Elective 1**  Elective 2**  *** Choose 2 Electives from: Sustainability for Accountants, Advanced Tax (AU/NZ) Financial Modelling, AssuranceData Analytics & Insights, Advanced Financial Reporting
1 year work experience	3 years Mentored Practical Experience	





# Earn While You Learn with

# Accountants who know Agri business

#### Qualifications

Shand Thomson is passionate about education and training opportunities. We support team members who study extramurally by paying fees for all successfully completed papers and providing paid study and exam leave.

Business qualifications are a passport to employment in any industry worldwide.

#### **Learning Options**

Extramural options within Massey University, the Open Polytechnic of NZ or the CAANZ Foundations program allow you to study part time to achieve an internationally recognised university or CA qualification, without incurring debt, whilst gaining valuable work experience and financial security.

#### Talk to Us

We're always interested in talking with young people who aspire to a career in commerce, business or executive management, can talk to people of any age and from all walks of life, are interested in business dynamics, are honest, reliable and responsible, have an analytical and inquiring mind.

Our young people like working beside their mentors. We are an approved training employer (ATE) who offer financial support, challenging and interesting work, cutting edge technology, a fantastic team environment and a competitive salary.

#### **Working with Us**

Our clients are real people with real issues that contribute to a challenging and interesting work environment. We will help you achieve your practical experience requirements, provide opportunities to grow your skills and develop your agribusiness knowledge.

#### **Your Challenge**

It is challenging studying while working full time. Members of our Earn While You Learn program need to be self-motivated, disciplined, determined and goal orientated. But it is successful. 100% of our young people have gained their degree or diploma which is recognised worldwide.

### the FACTS



- Work full time
- Study part time
- No student loan
- University qualification
- Course fees paid by us
- Earn a competitive salary



Our people learn real skills, debt free (no student loan) and are well on their way to successful careers as qualified chartered accountants

# how to APPLY

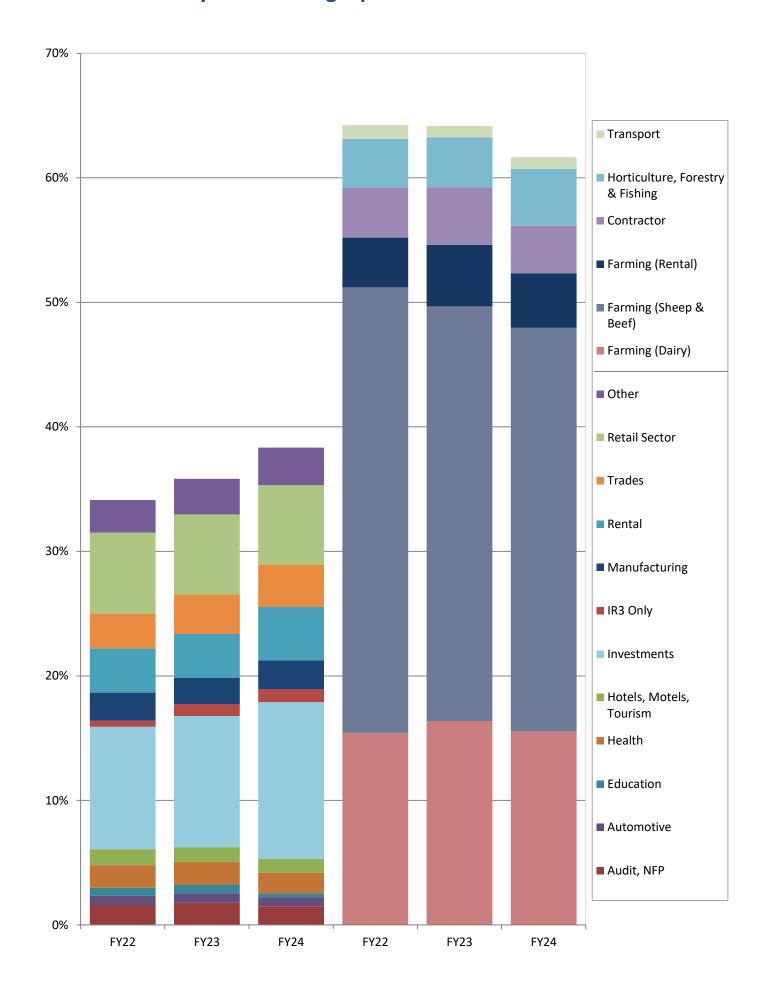
Are you interested in talking with us about our Earn While You Learn program?

Call Maree Milligan on 03 4180020 or email maree@shandthomson.co.nz

Accountants who know Agri business

# **Shand Thomson**

# Industry Variation Agri | Other as at 31st March 2024



# APPENDIX II: Practice Team Structure September 2025

