dfk australia new zealand

LEADING ACCOUNTANTS AND BUSINESS ADVISERS

18
OFFICES IN ANZ

467
OFFICES WORLDWIDE

101
COUNTRIES & TERRITORIES

2.42bn
MEMBERS FEE INCOME

DFK AUSTRALIA NEW ZEALAND

People Development Plan

WHO WE ARE

DFK Australia New Zealand (DFK ANZ) is a leading accounting association, established in 1991. Together, our 13 member firms offer the kind of world-class advice and reach you'd expect from the biggest companies, with the personal service only possible in smaller organisations. Our locations are in the key cities across Australia and New Zealand.

Our independent, fully-accredited firms handle clients' accounting, taxation, audit and assurance requirements. We offer complex business advisory and consultancy services, delivered in a way that makes sense. No jargon. No acronyms. Just the straight-forward presentation of complex concepts that help make businesses successful.

One global organisation. A seamless customer experience.

We tap into the expertise of DFK Asia Pacific and DFK International, in a way that's truly collaborative and efficient. That means whenever your business extends beyond our borders, we've still got you covered.

WHAT WE WILL DO FOR YOU

Your success is our success

Not just the compliance aspects but your pathways to growth. Your success is our success too. We're invested in helping you achieve, at every stage of your career journey from the day you start and onwards.

We'll help grow your expertise

The people development plan has been tailored to provide a strong foundation of learning as you commence your professional journey. This is your personal pathway to development and growth.

The program is a collaboration of the DFK ANZ firms. We understand the importance of relationships and so the learning as part of this cohort is essential to your development from both a technical and building working relationships perspective.

Collectively we will cover the essential services offered by professional accounting firms including:

- Accounting
- Xero accreditation
- Taxation
- Superannuation
- Auditing
- Personal leadership training

Together we will learn more with the knowledge and support of our colleagues through sharing of technical and other business related experiences.

LOCAL KNOWLEDGE.
NATIONAL CONNECTIONS.
GLOBAL REACH.

DFK International

DFK is the 7th largest international association of 220 independent accounting firms and business advisors with 467 offices in 101 countries across the Americas, Asia-Pacific and Europe, the Middle East and Africa. If you have a desire to work in more than one country, we have the contacts to support you.

We are a global tax, audit, and accounting services organisation. You will begin your journey with DFK joined with all of these firms worldwide. Be it at conferences, cohort development or training.

DFK fosters long-standing professional connections and collective knowledge-sharing within a common economic environment covering practice development, local cultural business norms and country-specific regulations.

Stronger together, locally and globally. This is the DFK Difference™

DFK INTERNATIONAL

WHAT WE OFFER

Personal Career Development Plans tailored to your specific needs.

DFK Australia New Zealand offers a variety of opportunities for both Undergraduates and Postgraduates across all of our offices.

- Support with your post graduate professional studies (CA, CPA, TIA);
- Formal training on the key areas of service focus (Taxation, Superannuation, Audit, Xero Accreditation);
- Opportunity to work with a large clientele across multiple industries;
- Internal training workshops and seminars to continuously improve and provide up to date knowledge;
- A balanced and gratifying work environment with WFH flexibility;
- The ability to contribute , support and drive change in community events and organisations;
- Opportunity to work and collaborate with experienced professionals across Australia and New Zealand and throughout the world;
- A diverse and fulfilling workplace;
- Investment in your continual learning and development;
- Mentoring from managers and partners;
- Culminating in a combined DFK ANZ cohort development conference in a major capital city;
- Potential for an international secondment throughout the DFK Network.

BRITTANY MORGAN

Firm: DFK Hirn Newey
Position: Manager
Location: Brisbane

What do you enjoy most about in DFK Hirn Newey?

It's a family friendly environment, giving me the opportunity to work on an interesting and diverse client base. The firm has great systems and have flexible work arrangements.

Why did you choose DFK Hirn Newey?

The cadet program they offered enabled me to commence immediately after year 12, working 3 days a week allowing me to complete a 3 year degree in 4 years and immediately commence my CA.

What advice would you give to aspiring accountants?

Don't be afraid to ask questions in both your study and professional journey. Take every opportunity possible and operate outside your comfort zone.

What impact has the leadership and development program had on your career?

The program provided a forum to discuss concerns and issues and learn how to deal with them from other member firms. It challenged my thinking and gave me a career pathway and leadership training.

MATRIX OF THE PLAN

Year 1 - Graduate/Cadet Program

To be facilitated on the 2nd Tuesday of each month

January

February

Welcome Session (online)
Facilitated by DFKANZ Chairman & HR

CA Program Overview
Facilitated by Chartered Accountants ANZ

March

Cloud Accounting Introduction
Facilitated by Xero

Business Etiquette & Acumen
Facilitated by DFKANZ HR

April

Microsoft Office
Facilitated externally

Tax Foundations 1
Facilitated by Tax Banter

May

Audit Foundations 1
Facilitated by DFKANZ Audit Specialist

June

Xero certification
Facilitated jointly by DFKANZ & Xero

July

Tips & Tricks 1
Facilitated by Xero

Effective communication
Facilitated by DFKANZ HR

August

SMSF Foundations 1
Facilitated by DFKANZ SMSF Specialist

September

Tax Foundations 2
Facilitated by Tax Banter

October

Teamwork
Facilitated by DFKANZ HR

November

Conversions
Facilitated by Xero

Tax Foundations 3
Facilitated by Tax Banter

December

Review of Year 1 Program
Meeting with DFKANZ HR & Feedback via Survey

EST - Perth 11am; Adelaide 12.30pm; Brisbane Melbourne Sydney 1pm; New Zealand 3pm EDT - Perth 10am; Adelaide 12.30pm; Brisbane 12pm; Melbourne Sydney 1pm; New Zealand 3pm

MATRIX OF THE PLAN

Year 2 - Graduate/Cadet Program

To be facilitated on the 2nd Tuesday of each month

January

February

Cadet/Graduate Camp
Facilitated by DFKANZ to be held in Brisbane

CA Program Commences
Facilitated by Chartered Accountants ANZ

March

Presentation Skills
Facilitated by DFKANZ HR

Intro to FBT
Facilitated by DFKANZ FBT Specialist

April

Tips & Tricks 2
Facilitated by Xero

May

Audit Financial Reports 1
Facilitated by DFKANZ Audit Specialist

June

Tax Planning Basics
Facilitated by DFKANZ Tax Specialist

July

Time Management
Facilitated by DFKANZ HR

August

Payroll certification
Facilitated by Xero

September

Stress Management
Facilitated by DFKANZ HR

October

SMSF Foundations 2
Facilitated by DFKANZ SMSF Specialist

November

App Awareness
Facilitated by Xero

December

Review of Year 2 Program
Meeting with DFKANZ HR & Feedback via Survey

EST - Perth 11am; Adelaide 12.30pm; Brisbane Melbourne Sydney 1pm; New Zealand 3pm EDT - Perth 10am; Adelaide 12.30pm; Brisbane 12pm; Melbourne Sydney 1pm; New Zealand 3pm

Road to DFKANZ Emerging Leader

Personal Career Development Plan Timeline

DFK Australia New Zealand offers a variety of opportunities for both Undergraduates and Postgraduates across all of our offices.

Cadet/Graduate	CA/CPA Program	Senior Accountant	Manager	Emerging Leader
Stage 1	***Stage 2***	***Stage 3***	***Stage 4***	***Stage 5***

Stage 6+

MATTHEW TYZACK

Firm: DFK Nugents
Position: Principal
Location: Melbourne

What do you enjoy most about working at DFK Nugents?

The people in the firm are genuine and assist each other. Through DFKANZ there is a collaboration of sharing of knowledge whether technical, IT or HR related, it is great to be involved in ANZ and around the world.

Why did you choose DFK Nugents?

Commencing as a graduate the firm has evolved so much over that time, and with the DFKANZ culture now embedded, it is a great place to grow and develop your professional career.

What advice would you give to aspiring accountants?

Stick to your career path, the rewards will come. Put in the hard work and you will have a fantastic career.

What impact has the leadership and development program had on your career?

With the support of the Nugents partners, I participated in the program which has provided me a structured career development plan. I've met genuine people who want to share and assist each other, and it's helped me get to the next stage of my career.

PARTNERSHIPS

Business Partnerships

In July 2021 DFK International and Xero signed a three-year global agreement and strategic partnership. DFK became a 'Xero Global Partner' and Xero is DFK's preferred cloud accounting solution for member firms and their small business clients.

The formalisation of this relationship adds significant benefits to the DFK member firms, their clients and their teams. Xero is a strategic partner in the DFK Australia New Zealand People Development Plan and is committed to assisting in the development of the teams by providing both formal and informal training sessions as part of the program.

Better *together.*

Making 'doing business' easier.
Leveraging the platform.
Empowering the advisors.

Community Partnerships

DFK Australia New Zealand has been recognised for its contribution to a charity which provides a home away from home for families travelling long distances for the treatment of their seriously ill or injured children.

Ronald McDonald House Charities Australia has thanked DFK ANZ member firms for their donation of $80,000 over eight years.

The funding equates to 437 nights' worth of accommodation for families in need, enabling them to stay close to their children in hospital.

The DFK ANZ Board presents $10,000 to the charity each year at its annual partners conference, with the funding being given to the House based in that location.

The conference also welcomes special guests from the charity as well as family members who have directly benefitted who are able to tell their moving stories.

Lynne Greenaway, Executive Officer at DFK ANZ, said: "We are extremely proud to be a long-standing supporter of such a fantastic charity."

LIFETIME VALUE OF PARTNERSHIP $80,000

IMPACT ON OUR FAMILIES

When a child is diagnosed with a serious illness, it impacts the whole family. Lives can be turned upside down.

RMHC provides a home away from home for families travelling long distances for the treatment of their seriously ill child.

Thank you DFK ANZ for your ongoing support.

Since our partnership began in 2011, your financial contribution has supported over

437 NIGHTS WORTH OF ACCOMODATION FOR OUR FAMILIES.

HOUSE CHAPTER EVENT SUPPORT

2022	Cairns QLD	RMHC Northern Australia	$10,000
2021	Adelaide SA	RMHC South Australia	$10,000
2019	Noosa QLD	RMHC Northern NSW	$10,000
2017	Hamilton Island QLD	RMHC Northern Australia	$10,000
2015	Byron Bay NSW	RMHC South East QLD	$10,000
2014	Broome WA	RMHC Western Australia	$10,000
2012	Hobart TAS	RMHC VIC & TAS	$10,000
2011	Darwin NT	RMHC South Australia	$10,000

"It's been incredibly moving to hear first-hand how much of a difference it makes to the lives of families right across Australia from guests at our conferences. Some of our members have even been lucky enough to visit the Houses and cook dinner for some of the families staying there."

"A large number of DFK ANZ members have children, so it's a cause that is close to all of our hearts."

CULTURE

DFK Australia New Zealand strives to create an inclusive and positive work environment across all our firms.

We emphasise the importance of great teamwork and communication between coworkers in order to create a healthy working environment.

We believe our employees across Australia and New Zealand should arrive and leave their workplace feeling comfortable, happy and safe.

DFK Australia New Zealand hosts many conferences. In 2022, we hosted the DFK ANZ Senior Accountants Leadership Conference at Waterfront in Geelong. Senior Accountants across our National firms were invited to come along to undergo various workshops and team building exercises designed to further their development.

Stephen Bushell

Stephen is the managing partner of DFK Gooding Partners in Perth and he is the current Deputy President of DFK International representing the DFK ANZ region.

In 2023 Stephen will take over as President of DFK International being the 1st in the ANZ region to hold this prestigious role.

Stephen has been instrumental in the professional development of many of the emerging DFK leaders, having pioneered the DFK ANZ Senior Accountants, Manager, Senior Manager and now Emerging Leaders programs over the past 10 years, not only in ANZ but also around the Asia Pacific region.

Stephen takes a very hands-on approach to peoples professional development and he inspires them to push their personal boundaries to achieve success.

“Developing young people and supporting future leaders is something that I have always been very passionate about.”

ABDULLAH CHOWDHURY

Firm: CIB
Position: Partner
Location: Parramatta

What do you enjoy most about working at CIB?

It’s a supportive environment with a growth mindset where I get to collaborate with like-minded professionals that allow me to expand on my knowledge.

Why did you choose CIB?

I joined in 2005 and I chose CIB because of its great reputation. It is rich in history and has great values and also because it was part of DFK.

What advice would you give to aspiring accountants?

At a personal level it’s all about relationships. Find a good mentor, give 110% at an organizational level and choose a firm that is focused on technology, has a good culture and cares for society.

What impact has the leadership and development program had on your career?

It has allowed me to reflect and develop both professionally and personally to be the best leader that I can be. It has provided a different perspective and enhanced my growth when addressing challenges at the different stages of my career.

ARE YOU READY TO JOIN THE DFKANZ TEAM?

How to Apply

If you are interested in applying to one of our DFK firms, please send your resume and cover letter to careers@dfkanz.com. We have many positions and opportunities open ranging from:

- Internship Programs
- Undergraduate Positions
- Postgraduate Positions
- Senior Positions such as supervisors and manager roles

Application Process

1. Resume & cover letter reviewed
2. Interview conducted in office
3. Probationary period

Join Our Team

How to write a resume

Your resume is the key component to the hiring process and is what your employers will look at as a first impression. It is important to ensure your resume is clear and concise, with no spelling errors.

Consider including the following:

- **A good introduction -** a great way to get your employer's attention and stand out amongst other applicants is to include a brief resume summary of usually 1-5 sentences at the beginning.
- **Name and contact details -** your email, home address, and mobile number.
- **Education -** include all previous study you have undertaken, including your secondary and tertiary education and the relevant years you studied for.
- **Work experience -** include all past employments including position title, company, dates of employment, and a brief summary of your responsibilities in the workplace. Include any charities you may have volunteered for.
- **Hobbies and interests -** employers like to see what kind of person you are outside of work. Make sure to include what you like to do in your spare time.
- **References -** It is a good idea to include a reference either from previous employment, education or a personal referee.

How to write a cover letter

Cover letters are an important tool in the application process. A cover letter shows a hiring manager important information such as your interest, communication and suitability.

- **Research -** Your first step should be to research the company you are applying for, taking note of key aspects and the general tone in which the company carries themselves with. This will help you shape the tone of your letter.
- **Tailor to the role -** refer to the job description for the requirements and skills and highlight how you can bring these to the table.
- **Future focus -** Your resume is a reflection of your past experience, so your cover letter should reflect what you wish your future to look like.
- **Watch the tone -** make sure you are enthusiastic, but not too flattering. Hiring managers look for cover letters with an authentic, energetic tone.
- **Keep it short and sweet -** Don't add too much to the letter. One paragraph should be enough. Do not go over a half page.

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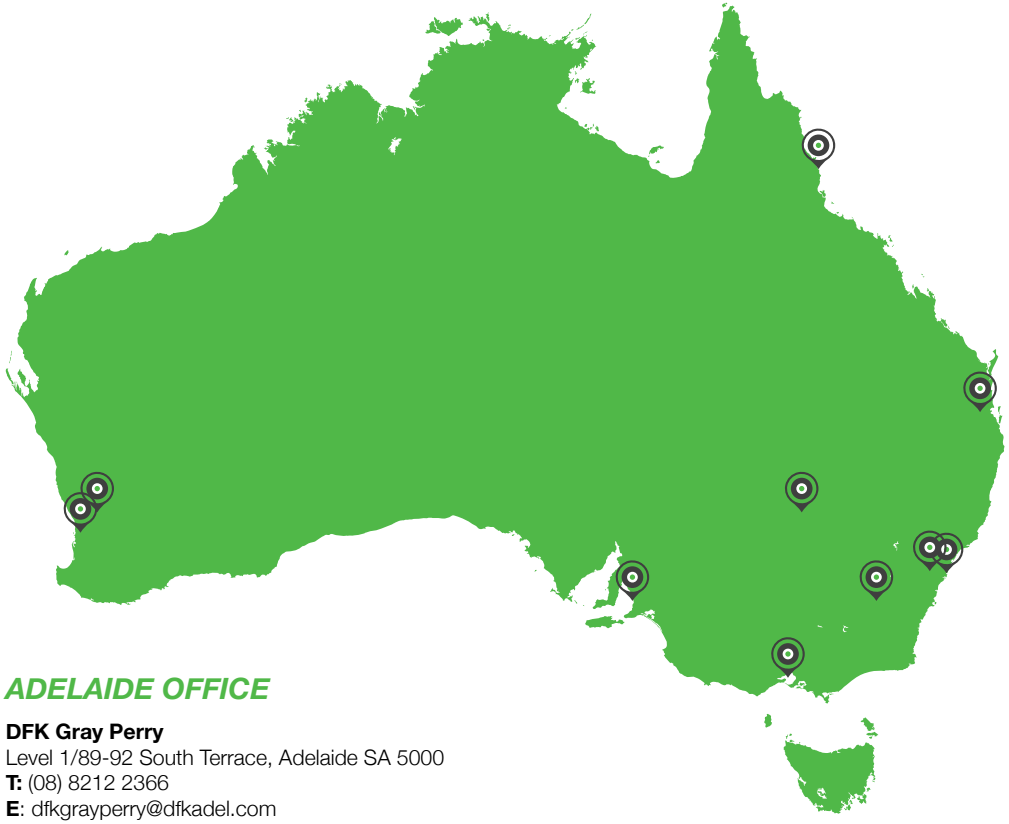
OUR MEMBER FIRMS



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DFKANZ Application Form

dfk australia new zealand

Name

Firm

Email Address

Phone Number

LinkedIn

Days you work

Please tick the weekdays that you work (if not on full time contract)

Mon Tue Wed Thu Fri

Qualifications

Special Skills

Interests & Hobbies

December 2022