

Frequently Asked Questions

What course will be best for me to get a position with Gooding Partners?

Courses which are most suitable to a career at Gooding Partners include:

- Accounting
- Accounting & Finance
- Accounting & Law
- Any Accounting double major

Does Gooding Partners pay for my CA training?

All module fees are paid by the firm. Staff receive 2 days study leave and 1 day exam leave for each technical module, additional annual leave or unpaid leave is also provided on request.

A CA Program Co-ordinator, a mentor and supporting study materials are also provided.

CA Candidates are also required to track their three years of qualifying experience against a set of competencies. To assist all employees to achieve the required competencies, a qualified CA mentor is assigned to each candidate.

New graduates are also enrolled into the Level 1 Foundation Tax session which consists of 8 modules, 8 tests and 1 exam. The sessions provide a good background in basic tax issues and helps bridge the gap between university and CA Tax. One day's study leave is provided prior to the Level 1 Foundation Tax Exam.

What happens when I start work at Gooding Partners?

We pride ourselves on a thorough induction program when new staff will be assigned a "buddy" who, along with their manager, will assist you in the early stages of your career.

We have a full and comprehensive induction program covering systems training, procedures and job briefs and 4 case studies covering the 4 key areas of your early work.

We will get you quickly up to speed and then get you working on client jobs.

What areas will I work in?

Gooding Partners provides services to our clients in the Business Services, Taxation, Corporate Finance, Corporate Tax and Superannuation areas. We also have a Corporate Secretarial department. You will be working across all these business areas from the start, and you will not have to pick a specialisation early on. We do not do Audit.

What's the work environment like?

Our staff, Managers, Directors and Partners are friendly, helpful and supportive. Efficiency and progressive processes are in place to provide an extremely high quality result for our clients. We work with successful businesses, who demand strong results and a consistent output.

All staff work with all managers who work for all Partners. At Gooding Partners we have a one team work culture, where everyone works together, supports each other's development and helps when the workload is high.

Within the office we have an open plan environment, amazing views of the Swan River and modern kitchen and boardroom facilities.

Along with Friday night drinks as a weekly standard, Gooding Partners have 3 staff run committees.

The Health and Wellbeing committee promote activities to encourage good work/life balance, and encourage positive mental and physical activities. We actively participate in inter-firm sporting activities (netball, cricket etc), run lunch-time nutrition seminars and bring specialist (like Beyond Blue) in to discuss topics like stress management.

Our Charity Committee actively pursues a range of activities throughout the year. From blood donation drives, to volunteering at Foodbank and the Samaritans Purse, to 2 'Make a Meal' nights at Ronald McDonald House, our staff actively participate in a range of charitable activities.

Each staff member is entitled to take upto 7.5 hours a year to work at charity event (or multiple events).

Our Social Club develops a range of events during the year to get staff together and have some fun, it might be 10 pin bowling, a wine and cheese night, tennis tournament or day at the races.

What training do you provide?

This is one of the areas that current and former staff consistently say we do best.

Our high focus on high quality service to our clients along with being an effective and trusted Business Advisor we need our staff to keep up with today's changing corporate world and to challenge the norms and come up with new ways of thinking.

To do this we include the following training:

- **Tax Institute of Australia** - All graduates complete the Foundations Tax course at the Tax Institute of Australia.
- **CA Program** - This is a part-time course offered by the Institute of Chartered Accountants in Australia (ICAA). It enhances technical,

intellectual, interpersonal and communication skills. This course leads to your qualification as a Chartered Accountant which is recognised by the world's leading accounting bodies.

In-House Training - Training designed specifically to enhance Tax and Business Advisory skills. Currently we run this training each Thursday morning along with additional fortnightly sessions either covering topics in more detail or expanding into personal development areas and equipping our staff with broader business skills.

- **External Training** - All team members are encouraged and supported to attend external seminars in order to stay abreast of recent developments in our profession and to acquire the skills required to develop their careers.

How do you assess my performance?

Being a team member at Gooding Partners is not just about a job, it's about the journey of reaching aspirations and inspiring everyone around you along the way.

- Productivity Performance is monitored weekly (but our systems can provide a live snapshot at any time)
- New employees are provided with a reduced productivity target in recognition of their learning and development
- Bi-Annual performance reviews provide a constructive and supportive framework to discuss performance strengths and barriers. Professional goals are also set during these reviews
- Regular informal and formal reviews are also conducted directly with your manager to encourage, support your development and if required 'tweak' any performance issues.

Is there parking onsite?

No there isn't, however the office at 1 William Street, Perth is directly opposite the Esplanade Train Station and Busport. Our building is also currently undergoing renovation to increase the amount of secure bike parking, and expand the shower facilities. Car parking is also available less than a block from the office at the Convention Centre.

I've heard at some firms that you are required to work long hours, what is it like at Gooding Partners?

Now don't get me wrong, our staff work very hard, but we firmly believe that a balance between work, CA study and your outside life is important.

We have key times during the year when workloads are very high, and on occasions our staff will put in a long day or come in on the weekend to meet a deadline.

As a firm we work very hard to allocate work between the Accountants based on:

- (a) Your level
- (b) Your current workload – if you are already at full capacity, we will not allocate more to you

- (c) Development goals – if you have advised that you are keen to work on a particular client, in a particular industry or in a particular speciality

Graduates with CA study obligations will generally be able to work at a level which enables them to focus on their studies without spending too many after 5pm hours in the office.

What's your turnover of staff like?

As a mid-sized firm we notice when staff leave, so it is important to our firm that we limit turnover when we can.

Our staff are proudly loyal, almost 60% of our staff have been with the firm for greater than 3 years. In the last 2 years we have averaged less than 10% turnover, the majority of those who have left were due to reasons not related to their role.

Many of our staff finish their CA studies, take some extended time off to travel and eagerly come back to continue their career aspirations.

We work to ensure our staff have every opportunity to pursue a strong and challenging career at Gooding Partners.

What is DFK?

Gooding Partners is one of only a small handful of truly Perth owned and operated mid-tier firms. We wanted to ensure we could offer our clients high quality and leading business advisory services with a national and international feel, whilst remaining Perth based.

DFK International is a top 10 international association of independent accounting firms and business advisers. One of our Partners (Stephen Bushell) currently holds the position of Chairman of DFK Australia New Zealand (ANZ) group.

This relationship means we gain access to a worldwide association of like-minded accounting professionals, national and international resources, industry specialisation, and referrals both nationally and internationally.

For our staff, DFK offers a large resource of contacts and shared training. At a DFK ANZ level we share HR efforts and offer training at Senior Accountant, Manager and Leadership levels. This enables staff early in their career to build networks across Australia and New Zealand and then further afield.

More information regarding DFK can be found at www.dfkanz.com.

How do I apply?

Go to our careers page at www.goodingpartners.com.au.

Applications for Vacation Work and Graduate positions are open all year, however Graduate positions are generally finalised by March each year for the following years intake and Vacation position are finalised by August each year for both the December and January opportunities.

We also will consider July Graduates.

You will be required to submit your application including a covering letter, resume and your latest academic transcript to recruit@gpca.com.au.