

GRADUATE PROGRAMME

START A THRIVING CAREER WITH US



A photograph of two women smiling and talking. The woman on the right is in the foreground, wearing a white polka-dot blouse and glasses, looking towards the other woman. The woman on the left has blonde hair and is seen from the back/side. The background is out of focus, showing large blue and orange letters, possibly 'O'NELL'. A dark blue diagonal graphic element is in the bottom left corner.

We focus on helping you grow,
develop, and build foundations
for a great career.



Welcome

Deciding on the right graduate programme and a potential future career path can be overwhelming. We want to provide you with the information you need to make an informed decision for you.

We never forget that you're an individual with your own aspirations.

In fact, remembering that our team are all individuals has contributed to helping us grow from a small practice to the largest independent accountancy firm in the South East. That's why we put a lot of time and effort into finding the right people to join us and help us become even more successful.

If you want to reach your full potential, doing work you enjoy alongside people you like working with, then we think you've made the right start.

David Walsh
Managing Partner

SO, ABOUT US

O'Neill Foley is a long-established, independent firm with over 50 employees – and we are growing.



Balancing our history with a progressive outlook, we provide a team-based working environment that encourages our people to grow too.

As a progressive Chartered Accountants firm based in Kilkenny, we are committed to valuing our team and creating value for clients is built on the importance of strong relationships.

Our services include audit, accounting, tax, internal audit, corporate governance, payroll, business recovery, company secretarial, business consultancy, wealth management and corporate finance.

Integrity and superior service are central to how we operate, and we promote this culture by looking after the personal and professional development of our team. We offer the range of experience and opportunity you could expect from a bigger firm, but with the informality of a much smaller practice.

Graduates will have exposure to the following sectors:

Family business 		Legal & professional services 	Agri Business 
Technology 	Healthcare 	Retail 	
	Hotel, leisure & tourism 	Small & medium enterprise 	Construction 

WHAT OUR GRADS SAY



Rhona Butler

Bachelor of Business Studies, UL Graduate

"I had been thinking I would have to move to Dublin or Cork to get a great training role, so I was delighted when I found O'Neill Foley at a career fair. I applied and got a call for an interview. I wasn't sure what to expect, and to be honest, I was nervous, but the team were very friendly and welcoming during the interview, and I was delighted to hear I got the job. I now work on a range of clients both large and small, and get lots of time with my manager and partner learning the ropes."



Patrick Moloney

Director Audit & Assurance & UL Graduate

Patrick is originally from Limerick and moved to Kilkenny to take up a position with O'Neill Foley and train as a Chartered Accountant in August 2013. Since joining the ONF team, Patrick was promoted to Assistant Manager in January 2019, Audit Manager in May 2020 and appointed Director in January 2024. He manages and mentors a team of chartered accountants and trainee accountants.

"It was important to me that I got broad-based training as I wanted to see what part of accountancy would suit me best. I wanted to go into a Firm that would allow me to see all departments rather than just be stuck in one section. O'Neill Foley is big enough that I had a great robust training experience but yet not so big that the Partners and senior team didn't know you."



YOUR PATHWAY WITH US

Our graduate programme combines formal training, mentoring and, most importantly, practical on-the-job experience. You will learn a wide range of business, personal and technical skills that will help you take your career to the next level.

1

Year 1

In your first year, you will quickly make meaningful connections that will last. You'll soon learn your way around our services and, most importantly, get to know us. From day one, you will be encouraged to build client connections on the phone or by shadowing.

2

Year 2

Ongoing support will be provided through your training, with paid study leave, exam leave and course fees. As you develop and grow your portfolio, you will build up to client meeting training in year 2.

3

Year 3

We encourage ongoing professional and personal development to bring out the best in you. At the end of your training, you will have developed a range of transferable business, personal and technical skills which will complement your professional accountancy exams and benefit you throughout your career.

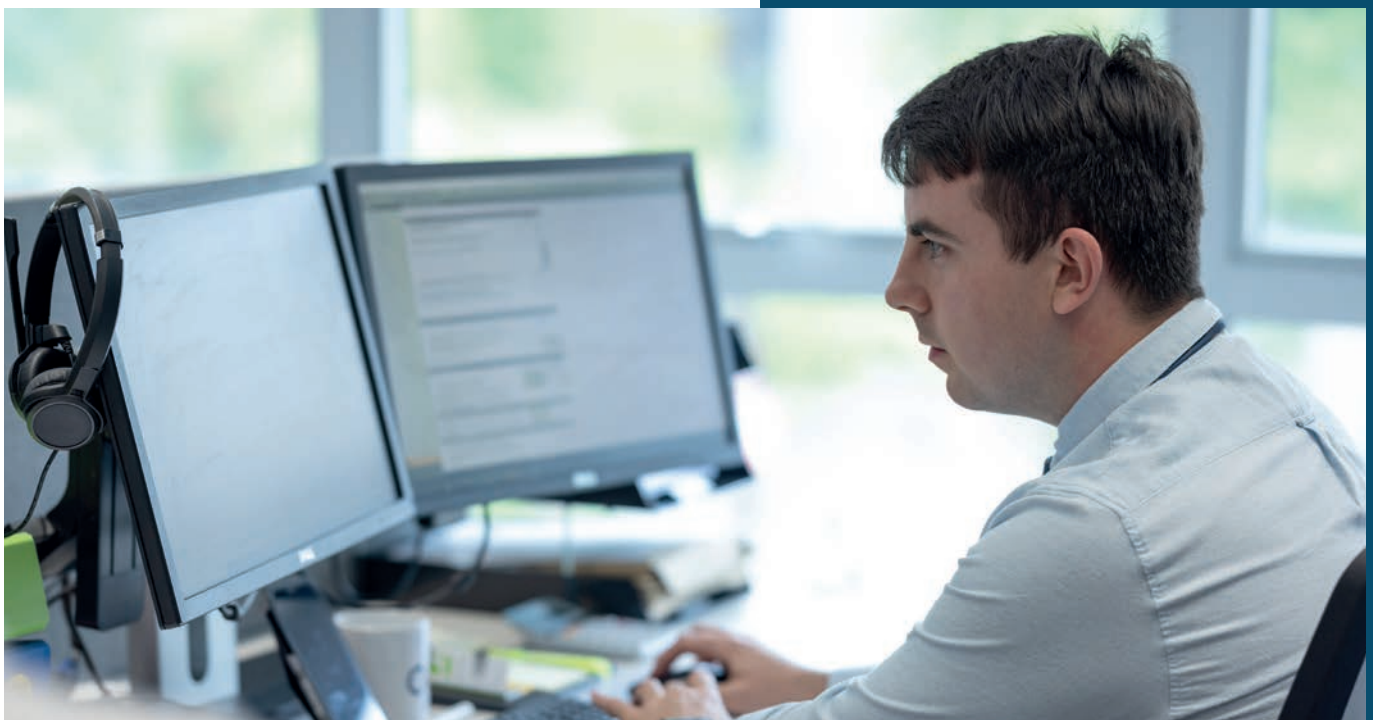
YOUR CAREER YOUR CHOICE

Graduate Trainee Chartered Accountants

Our graduate trainees are not pigeon-holed into audit or tax-only roles. Instead, we offer a comprehensive training programme that incorporates accounts, audit, advisory and compliance. On successful completion of your training contract, you will become a fully qualified Chartered Accountant with extensive experience and well-rounded skills.

Graduate Trainee Chartered Tax Advisers

We provide practical training across many tax heads, not just compliance. Our tiered approach sees you progress to more complex tax issues as your knowledge increases and allows you to develop your consultancy skills. On successful completion of your training contract, you will become a fully qualified Chartered Tax Adviser with significant tax advisory experience.



WHY US

Benefits

Graduate Programme Benefits

- ✓ Comprehensive training
- ✓ Broad and practical experience
- ✓ Working with a large client base
- ✓ Exam and study support
- ✓ Buddy programme
- ✓ Professional subscriptions paid
- ✓ Paid study leave
- ✓ Career development opportunities upon completion of training
- ✓ An open door policy
- ✓ Secondment opportunities
- ✓ Uncapped time off in lieu

Lifestyle Benefits

- ✓ Alternative working patterns
- ✓ Funded sports and social events
- ✓ Early finish Friday
- ✓ Tax-saver commuter travel scheme

Health and Wellbeing Benefits

- ✓ Permanent health insurance
- ✓ Death in service
- ✓ Bike-to-work scheme





HOW TO APPLY

We know how daunting the process can appear, and we have all been there!

We value diverse experience and welcome trainees from any discipline. If you are a final year student expecting a 2.1 or higher, and you're looking for a rewarding, professional career, please get in touch.

Get in touch with our team, and let's start our journey together.

Here's a guideline for the application process.



Step 1: Apply Online

Gather all the information you need to hand (exam results, details of your achievements and work experience, etc.)

Send a full CV and cover letter and if your application is successful, you will be invited to attend an interview.



Step 2: Interview

During the interview, we want to find out more about you and your interests.

It's recommended you prepare some good examples of working in a team and applying your skills. We will be happy to answer any questions you may have for us.



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 Follow us on LinkedIn

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Wishing you
every success!

ONF

O'NEILL FOLEY
CHARTERED ACCOUNTANTS

