

OFFICIAL

HEY LEP Career Aspirations Group: Professional Services CPD Event

Career opportunities in the Legal and Accountancy industries



Driving growth of the Hull and East Yorkshire economy for the benefit of our communities

OFFICIAL

OFFICIAL

Housekeeping

Chris Howell

HEY LEP Employment & Skills Manager



Driving growth of the Hull and East Yorkshire economy for the benefit of our communities

OFFICIAL

Introduction

Andy Crossland
HEY LEP Chair Career Aspirations Group

HEY LEP Career Aspirations Group

Active working group with the remit for all age CEIAG and reporting to the HEY LEP Employment & Skills Board.

5 key objectives:

1. To promote CEIAG quality standards, such as QICS and Matrix
2. **To help support & develop local CEIAG practitioners**
3. To develop and promote Labour Market Information (core CAG theme)
4. To review, develop, and promote Employability Skills passports
5. To review the LEP Skills Pledge

Today's Event

- Perceived gap for **careers and IAG staff** to network and undertake CPD
- Concept = termly short events focused on specific sectors & industries
- Enable networking and sharing best practice / information
- Offer marketplace & access to LMI Information
- Appreciate your feedback / future topics

Agenda

- 09:15** **Rollits: Legal**
- 10:00** **Comfort Break**
- 10:15** **Smailes Goldie Group: Accountancy**
- 11:00** **National Careers Service**
- 11:15** **Plenary & Q&A**
- 11:30** **Networking & Close**

OFFICIAL

Rollits



Driving growth of the Hull and East Yorkshire economy for the benefit of our communities

OFFICIAL

Career opportunities in a law firm



Hello



**Caroline
Hardcastle**

Partner / Head of Education



**Caroline
Neadley**

Partner / Training Principal



**Josh
Hobson**

Trainee Solicitor



**Charlotte
Richardson**

Associate Member of
CILEX

Caroline Hardcastle



Partner
Head of Education

- Woldgate School, Pocklington (A Levels - History, Economics, Maths)
- University College, Oxford - BA Jurisprudence
- York College of Law - LPC
- Kennedys, London - Training Contract
- Rollits LLP - 1999 (Partner in 2010)

Who we are...

- Regional commercial law firm with specialist private client capabilities
- Offices in Hull and York
- Over 180 years old

Sector expertise



Some of our clients ...



Non-Legal Career Opportunities

Finance

- Director of Finance & Operations
- Company accountant
- Legal cashiers

IT

- Director of Information & Technology
- IT Support

Marketing & HR

- Director of Marketing
- Head of HR

Business Support

- Secretarial
- Records
- General Services

Caroline Neadley



Partner
Training Principal

- South Hunsley School, Melton (A Levels - History, Geography, English Literature)
- Sheffield Hallam University, LLB Hons (Law)
- York College of Law –LPC
- Gosschalks Solicitor, Hull -Training Contract to Partner
- Humberside Police - Deputy Force Solicitor
- Rollits LLP - Partner

The path to becoming a lawyer

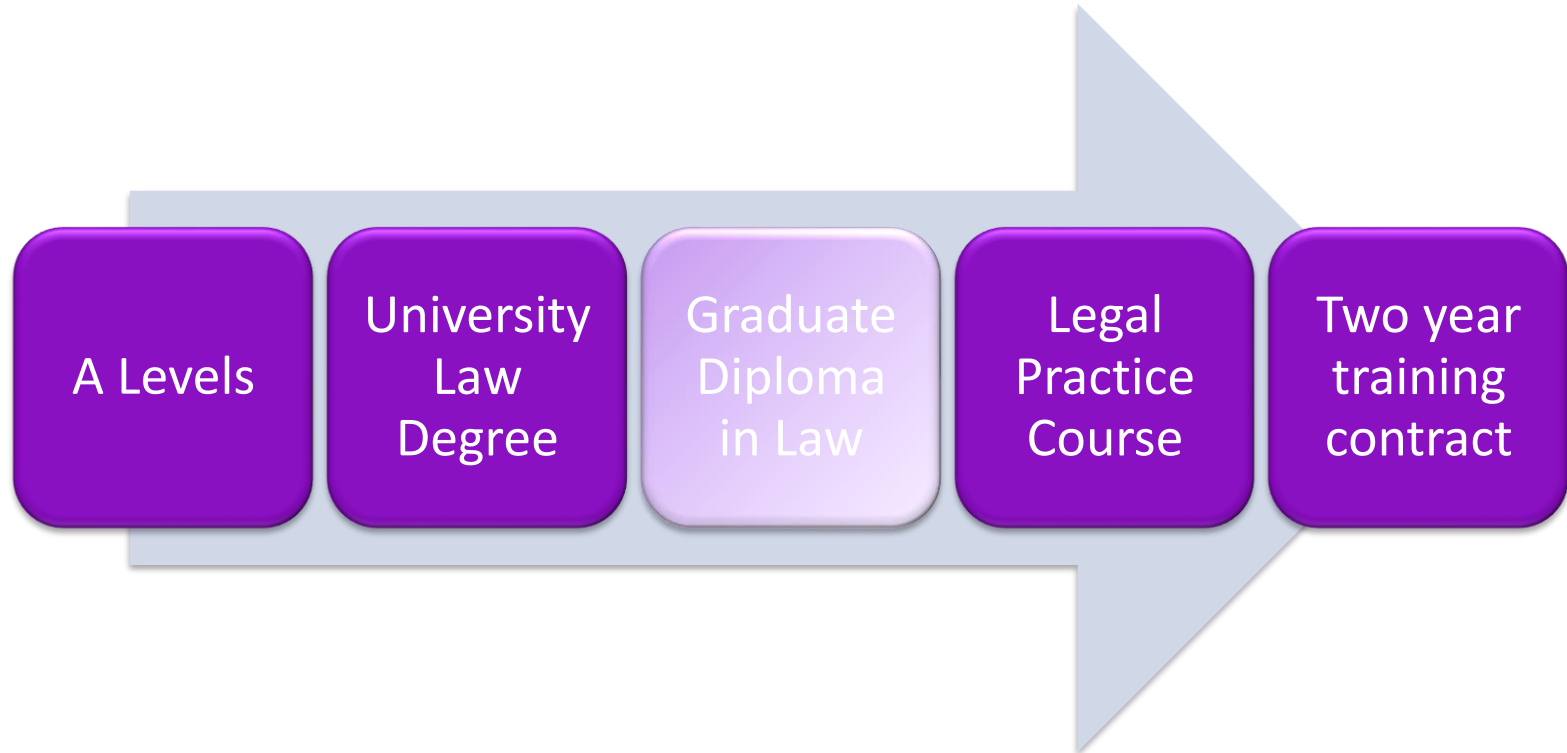
Period of Recognised
Training

CILEx Academic or
Apprenticeship Route

Solicitors Qualifying
Exam

Law Apprenticeship

Traditional route



Period of Recognised Training (Training Contract)

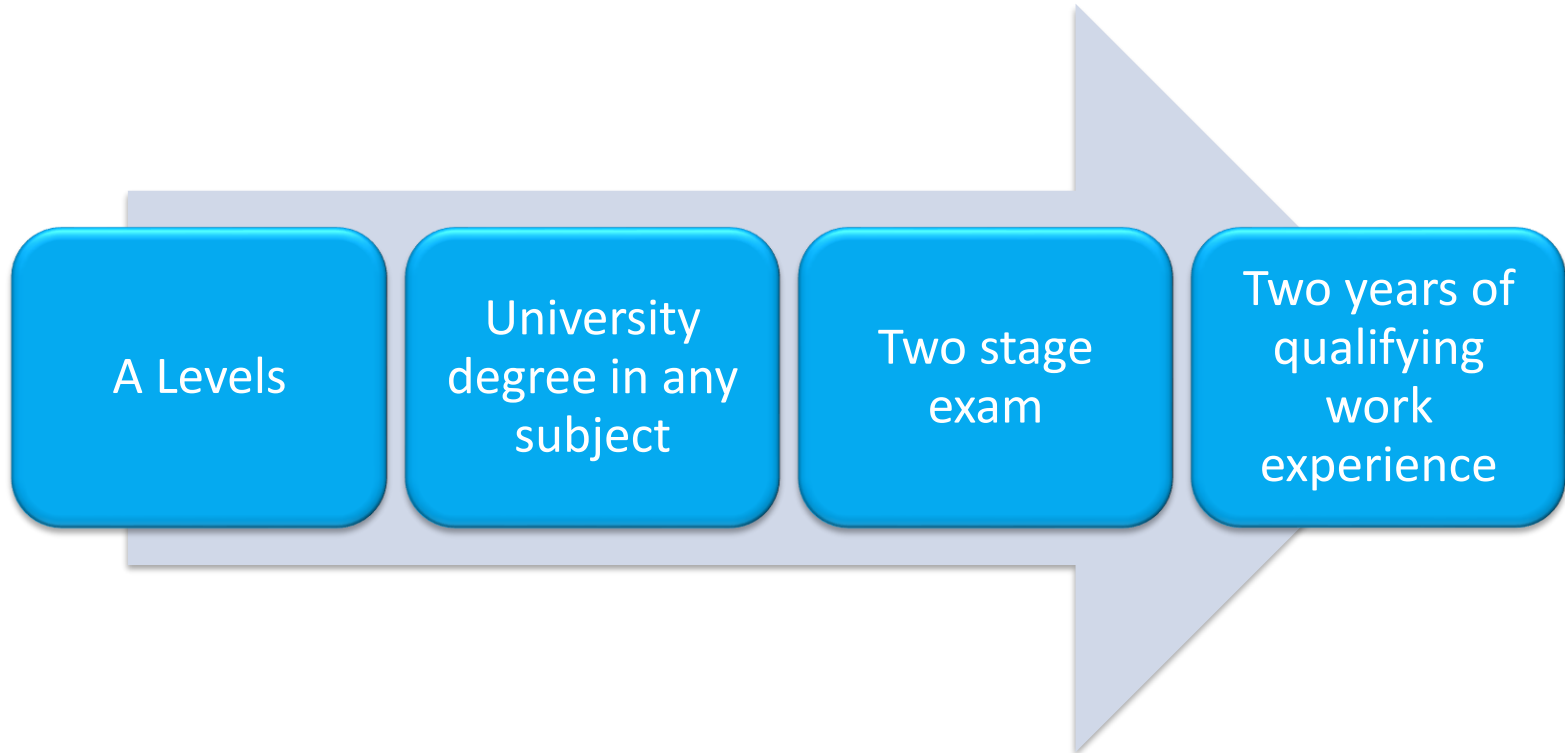
Two years of training typically undertaken in a law firm

Paid a salary and work on a full time basis

Contentious vs Non-Contentious

Time working as a paralegal prior to a training contract may count towards the overall period of training

Solicitors Qualifying Exam (SQE)



The Solicitors Qualifying Examination (SQE)

A single assessment made up of 2 “**super exams**” for those wanting to qualify as a solicitor.


From **1 September 2021** you can qualify as a solicitor by the SQE route. You will need to:

- have a degree in any subject or a qualification or experience that is equivalent to a degree, such as a solicitor apprenticeship
- pass both stages of the SQE assessment
 - SQE1 focuses on legal knowledge
 - SQE2 on practical legal skills
- have two years' full-time (or equivalent) qualifying work experience
- pass the SRA's character and suitability requirements


Qualifying work experience

- The Solicitor's Regulation Authority allows lots of flexibility with how Qualifying Work Experience is gained. Options include
 - Two years of work in one block, like a training contract, or;
 - A total of two years of work gained in up to a maximum of four organisations. The SRA gives the example of six months doing pro-bono work in a legal advice centre, 6 months working as a paralegal in a law firm then 12 months working as a paralegal in a different firm.
 - Work experience undertaken in a legal firm whilst undertaking a law degree can count towards the necessary two years.
- There are no requirements about when to undertake the Qualifying Work Experience. It can be done before, during or after taking the SQE assessments.

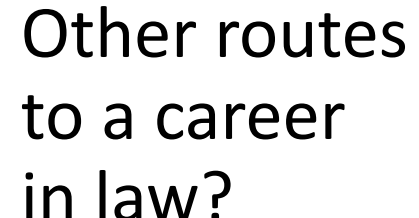
Upon qualification



Which area
of law?



Working in a
law firm vs
working in
house



Other routes
to a career
in law?

What Are Legal Apprenticeships?

- Routes into the legal profession that involve working and studying concurrently
- Work based learning and legal study - 80/20split
- Input from The Solicitors Regulatory Authority (the SRA) and the Chartered Institute of Legal Executives (CILEx)

Types of legal apprenticeships

- Paralegal Apprenticeship - 24 months
- Chartered Legal Executive Apprenticeship - 5 years
- Solicitor Apprenticeship - 6 years

Who Can Apply for Legal Apprenticeships?

The requirements of legal apprenticeships vary depending on which route you want to take and the employer

Most will expect applicants to have

Solicitor Apprenticeships

At least five GCSEs at grade A-C / 7-4 (including Maths and English)

Three A-levels at grade C and above, some firms seek higher grades

What is a Chartered Legal Executive?

- Specialising in a particular area of law (e.g civil/criminal litigation, conveyancing, corporate)
- Same work as a Solicitor
- Fully qualified - own clients, full conduct of cases. Have own code of conduct and required to undertake CPD

Why become a Legal Executive?

- No more full time education
 - earn while you learn and study at your own pace
 - 70 accredited centres in England
- No student debt – employers may pay for your course
- Approximately £10,200 for CILEX qualification
- Job availability as “Trainee Legal Executive”. Foot in the door!
- Can go on to be a partner, independent practitioner or judge

Helpful Websites

- www.lawsociety.org.uk/law-careers
- www.cilexcareers.org.uk
- www.prospects.ac.uk/jobs-and-work-experience/job-sectors/law-sector/law-apprenticeships
- Law careers | Prospects.ac.uk

Josh Hobson



Trainee Solicitor

- Endeavour High School
- St Mary's Sixth Form College (A-Level Law, PE, and Economics)
- The University of Manchester (LLB Law)
- The University of Law (LPC MSc in Law, Business and Management)
- Rollits LLP - 2021

Charlotte Richardson



Associate Member
of CILEx

- South Holderness Technology College
- South Holderness Sixth Form (A-level English, Spanish, Biology & Chemistry)
- University of Hull (BA Hons English) - 2009 to 2012
- Rollits LLP - 2015

CILEx Qualification – Current Route

Level 3 Certificate & Professional Diploma in Law and Practice

- The level 3 range of qualifications are set at A-level equivalent status.
- To achieve full level 3 status you must complete 10 units consisting of a foundation law module, 2 Professional Skills Modules, 5 Law modules and 2 associated Practice modules

CILEX Qualification – Current Route

CILEx Level 6 Qualifications

- The CILEx **Level 6 Diploma in Law and Practice** is set and assessed at level 6, honours degree level. To achieve full level 6 status you must complete 6 units consisting of 2 Professional Skills Modules, 2 Law Modules and 2 associated Practice Modules.
- Once you have completed the Level 6 Diploma in Law and Practice you will need to complete a period of **qualifying employment** and then you will be able to apply to become a Fellow of CILEx and use the designation FCILEx.

CPQ – Future Route

- In 2021, CILEx introduced a new qualification framework – **the CILEx Professional Qualification (CPQ)**
- CPQ will ultimately replace the current CILEx framework – Level 3 will be phased out by November 2023 and level 6 will be phased out by November 2026.

CPQ – Future Route

- CPQ is separated into three levels:
 - Foundation Stage
 - Advanced Stage – if you have completed the full level 3 qualification you begin CPQ at this stage
 - Professional Stage
- If you begin one of the current qualifications now, you will have the right to transition to the CPQ framework at any time during this transition period, which will last until 2026

OFFICIAL

A day in the life... of Rollits



Driving growth of the Hull and East Yorkshire economy for the benefit of our communities

OFFICIAL



Thank you

OFFICIAL

Comfort Break

15 minutes

OFFICIAL

OFFICIAL

Smailes Goldie Group



Driving growth of the Hull and East Yorkshire economy for the benefit of our communities

OFFICIAL

OFFICIAL

A day in the life... of the Smailes Goldie Group



Driving growth of the Hull and East Yorkshire economy for the benefit of our communities

OFFICIAL



Pursuing a Career in Accounting & Finance

 **Smailes Goldie Group**
CREATING ADVANTAGE

OFFICIAL



Luke Taylor
Partner



Megan Foster
HR Advisor

Introduction

- Σ What does Smailes Goldie Group do?
- Σ Our History
- Σ Our Departments, Offices, and Clients
- Σ Our Partners
- Σ Why pursue a career in accounting & finance?
- Σ What makes a good accountant?
- Σ What can Smailes Goldie offer?
- Σ What qualifications and skills do I need?
- Σ Apprenticeships
- Σ What does the Recruitment process look like?
- Σ Dates for the Diary
- Σ Q&A session

OFFICIAL

What does Smailes Goldie do?

Smailes Goldie are one of the region's leading firm of accountants, tax and business advisors in the Yorkshire and North Lincolnshire regions.

Our clients include all forms of business from sole traders to large corporates and we work in all sectors of the economy however, we specialise in agriculture & landed estates; the not for profit sector; healthcare and legal. We provide a full range of services including compliance; accounts; bookkeeping; management accounting; payroll; business and personal tax planning; corporate finance and strategy advice.

We invest our time with the aim of building long lasting relationships. This approach leads to a deeper understanding of the issues you face and enables us to support your aspirations.

Our History...

- Σ Smailes Goldie was formed in 1972 following the merger of Smailes, Holtby & Grey (1900), and Goldie, Campbell & Robins (1910)
- Σ In 1977 Ian Lamb, our current Managing Partner, joined Smailes Goldie
- Σ Smailes Goldie moved to our current site at Regents Court
- Σ In 2013 we acquired David Turner & Co
- Σ In 2022 we acquired Moore Stephens North Yorkshire

Our Departments

- Σ Audit
- Σ Accounts
- Σ Agriculture and Landed Estates
- Σ Personal Tax
- Σ Corporate Tax
- Σ Corporate Finance
- Σ Payroll
- Σ Management Accountants

Our Offices



- Σ 1 – Hull (Head Office)
- Σ 2 – Scarborough
- Σ 3 – Pickering
- Σ 4 – Kirkbymoorside
- Σ 5 – Barton

Our Clients...

OFFICIAL



Advanced Plastics Ltd



integra
buildings

SANGWIN



VICTORY
LEISURE HOMES



HULL GOLF CLUB
OVER A CENTURY OF CHALLENGE



JOHN GOOD
GROUP

Our Partners

- Σ 11 Partners within the firm
- Σ 9 of our Partners started their career and trained at the firm before becoming Partner
- Σ The Average age of our Partners is 43

Spotlight on our Partners...

OFFICIAL



Matt Fox – joined the firm as Partner in 2022, after previously working for EY as Associate Partner



Victoria Shannon – Came from PWC to Smailes Goldie Turner, and became Partner on 2019



Ben Thiim – Trained with the firm, relocated to London and specialised in IHT – returned to SG and became Partner with the firm in 2021



Mike Stocks – joined the firm from College in 2009, trained with the firm and became Partner in 2017



Nicki Shipley – trained with the firm and became the youngest employee to make Partner



Luke Taylor – joined the firm from University in 2009, trained with the firm and became Partner in 2017

Why Pursue a Career in Accounting & Finance?

18% of business leaders/directors in the UK's biggest businesses have an accounting qualification

Over half of the CEOs in the UK's biggest businesses have a background in finance

Finance is at the heart of every business

Qualifications can give you the opportunity to work in any sector anywhere in the world

Rewarding both in terms of development and progression opportunities

Flexible Professional qualifications give you a solid grounding to grow and develop your career in any direction.

What Makes a Good Accountant?

There is no one size fits all approach and no set skill set.
We look to recruit individuals that fit our business ethos.
Not just a number cruncher or an IT expert although these are key skills

You also need to:

- Be a good communicator
- Be innovative
- Have good/strong initiative
- Be resilient

For us it is about getting the right individuals
GCSE and/or A-Levels in Maths and English are also a requirement for most of the professional qualifications

OFFICIAL What can Smailes Goldie offer?

Local independent firm that can offer the flexibility and variety of client work essential for your career development

Despite our size we have a family run business ethos – employees are part of our team and are much more than just a number

Excellent links with training providers and the regions largest clients

Its not just about work and exams we also have fun!

Other benefits we pride ourselves on:

Flexible Working

Full Study Support for professional exams

Opportunities for secondments to other departments

Quarterly social events

Staff Commission Structure

Involvement in project teams

Massive opportunities for progression to those who deliver

Central Hull location with car parking

Forward thinking working environment

OFFICIAL

What's your favourite part of the job?



OFFICIAL

What qualifications and skills do I need?

We are looking for enthusiastic and reliable candidates who are finishing college, graduating university or looking for a career change.

The required qualifications or exam grades are 3 A-Level grades between A-C, 2:1 in any degree or with previous experience.

Skills we look out for:

Born Achievers

Representatives

Tactical Thinkers

Problem Solvers

Business Advisors

Mentors

Apprenticeships

An apprenticeship is a funded, work-based method of learning new skills, developing career experience, and putting these skills into practice in a workplace environment. Apprenticeships offer the chance to gain recognised qualifications whilst also gaining valuable workplace experience together.

Smailes main apprenticeships:

- ∑ Level 3 AAT – introduction to accounting at A-level standard. Covers various areas within accounting.
- ∑ Level 4 AAT – more advanced following on from the level 3 course.
- ∑ ACA– 15 exams and the final stage in becoming a fully qualified accountant. This is split into 3 areas, certificate, professional, and advanced.

We do also offer a couple other courses such as ACCA, ATT and CTA.

Our Trainee intake...^{OFFICIAL}

- Σ In 2020 we took on 11 trainees that joined the firm during the global pandemic and began their training programme with us working remotely
- Σ In 2021 we took on another 11 trainees who started with us as we were transitioning into a new Hybrid working environment
- Σ In 2022 we took on 15 trainees in all of our departments, studying a range of AAT, ACA, and CTA qualifications.
- Σ In 2023 we are hoping to take on approximately 15 trainees to join our departments, and have already welcomed 2 new trainees to the firm in the past month!

OFFICIAL

Meet some of our trainees...



Harry Giles – joined from South Holderness Academy in 2019 and qualified in 2022 – working in both Audit and –



Connor Rigg – joined from College in 2016, qualified in 2022 and is now Assistant Manager in our Agricultural department



Patrycja Chmielinska – joined the firm in 2022 as Tax Trainee after studying Accountancy at Hull University



Harry Pitts - joined from Hull University in 2022 as our first Corporate Finance Trainee, after completing a degree in Accountancy



Ellie Brennan - left Wolfreton and joined the firm in 2020, starting during lockdown, and is currently studying towards her ACA. Ellie was also a finalist for Women in Business Apprentice



Gemma Edwards joined in 2019 after previously working in management roles and qualified to Audit Senior in 2022

What does the Recruitment Process look like?

We hold an annual recruitment open evening early in the calendar year, which provides all information about who we are and what we do and in addition you will have the opportunity to speak to current trainees and qualified staff about their day to day role, study and any other questions that you may have.

Applications for trainee/graduate roles usually end around the middle of March and any interview offers will be made thereafter. First interviews will take place at the start of April.

Successful candidates will then participate in an Assessment Day (interview 2) during May. The Assessment Day is filled with testing, activities (group and individual), a 5 minute presentation on a topic which we will give you and you will have more time to speak to any of our current staff.

Our 2023 Recruitment Open Evening is being held on Thursday 16th February at 6pm, If you would like further information please email recruitment@smalegoldie.co.uk or call our Hull Office on 01482 326916

Dates for the diary...

- Σ Smailes Goldie open evening – 16th February, 6pm – 8pm at our Hull Office
- Σ Application window opens – closing date 31st March
- Σ First stage interviews – week commencing 17th April
- Σ Second stage assessment day – week commencing 15th May
- Σ Offers made – end of May
- Σ Start dates – between July and September

CV's and covering letters to be sent to
recruitment@smailsgoldie.co.uk

Questions?

If you have any further questions that you would like to ask after this presentation please contact recruitment@smailsgoldie.co.uk

OFFICIAL

National Careers Service



Driving growth of the Hull and East Yorkshire economy for the benefit of our communities

OFFICIAL

OFFICIAL

National
Careers
Service



EdDevTrust2020

Introduction to the National Careers Service

nationalcareers.service.gov.uk

OFFICIAL

What is the National Careers Service?



Advice &
Guidance

13 – 18
offer via
0800 100
900

Adults
Offer
18 NEET
19+



Careers and
the job
market



Learning
options



Training
courses



Understandin
g your skills

OFFICIAL

National
Careers
Service

Our digital service offer

Explore careers

access over 800 Job Profiles that tell you about the required skills and qualifications in roles, what you'll do each day, salary, and where the job can lead to in the long-term

Skills Assessment

identify your career skills, motivations, and strengths, matching these to recommended job roles and sectors

Find a course

search for learning and training opportunities in your area and online

Help to get a job

get advice on the different stages of a job hunt, including how to improve your interview technique and write an effective CV

OFFICIAL

OFFICIAL

**National
Careers
Service**

Demonstration of National Career Service
website to follow:

<https://nationalcareers.service.gov.uk/>

0800 100 900

nationalcareers.service.gov.uk

Follow us on social media:

Twitter - [National Careers Service](#)

Facebook - [National Careers Service](#)

LinkedIn - [National Careers Service](#)

OFFICIAL

OFFICIAL

Plenary & Q&A

Andy Crossland
HEY LEP Chair Career Aspirations Group



Driving growth of the Hull and East Yorkshire economy for the benefit of our communities

OFFICIAL

OFFICIAL

Networking and Close



Driving growth of the Hull and East Yorkshire economy for the benefit of our communities

OFFICIAL