



**DUBLIN CITY UNIVERSITY  
(DCU Commercial Ltd)**

**FINANCE OFFICE**

**Graduate Trainee Accountant Programme**

**Programme:**

The DCU Trainee Accountant Programme is an exciting opportunity which affords the graduate the experience of working in all areas of a finance department in a complex and progressive organisation. The graduate will have the opportunity of gaining vital experience in all aspects of accountancy, working in different areas to benefit their training and development and undertaking more challenging and responsible work as the programme progresses. Exposure to and day to day use of modern Financial and Management Accounting Software tools are an essential part of the programme.

**Eligibility:**

To qualify applicants must be:

- An honours Graduate in a relevant discipline,

Candidates must have excellent communication skills, the ability to work as a team member or on his/her own initiative and possess a highly numeric aptitude.

**Qualifications:**

The Accountancy qualifications covered under this programme are;

- ACA Chartered Association of Accountants,
- ACCA Chartered Association of Certified Accountants,
- CIMA Chartered Institute of Management Accountants,

**Number of Positions:**

We have 2 positions within our current headcount.

**Remuneration:**

- Salary Scale €23,750 to 39,691 (See table)
- Exam, Course and Revision Fees are paid upfront, but subject to re-imburement if studies are discontinued,
- Repeat Fees are re-imbursed on the first occasion,
- Study and Exam leave are available in accordance with DCU policies.

### **Salary Scale – subject to National Wage Agreements**

<b>Status</b>	<b>Progression</b>	<b>Point</b>	<b>Salary</b>
<b>Entrance</b>	0	1	23,750
<b>Level 1</b>	1	2	26,403
<b>Level 2</b>	2	3	29,457
<b>Finalist</b>	3	4	34,342
<b>PQ</b>	3.5	5	39,691

Progression on the scale will be annually dependent on progress in both academic qualification and work experience programme. Trainees will be eligible to progress to the 5<sup>th</sup> point of the scale within the last 6 months of the 4 year programme subject to satisfactory performance and completion of professional qualification exams.

### **Performance Reviews;**

Performance reviews will take place on a 6 month basis by the Finance Operations Manager or by his/her nominee. Trainees will be assessed on their performance in both their work experience and progress to academic qualification.

### **Duration**

The Programme will be a maximum of 4 years in duration. A lesser period may be agreed if the successful applicant has been granted exemptions under the relevant accountancy qualification. The Programme will automatically terminate at the end of the 4 year /agreed period unless it has come to an end for other reasons as outlined below.

### **Cessation of Training Programme**

The programme will be terminated if;

1. Trainee does not undertake appropriate studies and exams,
2. Trainee fails to progress to a satisfactory level in their educational qualifications within a satisfactory time period which is in line with the Programme duration.
3. Trainee does not perform allocated duties to the required standard.

At the end of the programme, the graduate will be equipped with the relevant experience and qualifications to enable them to pursue a professional career. They may at that time, if they wish, apply for suitable vacant positions within DCU which are subject to public competition guidelines. The programme will be automatically terminated at the end of the 4 year time period and no extension can be granted.

### **Work Programme:**

The Training Programme will cover a period of 4 years  
It will involve exposure to work within the following areas;

- Accounts payables 6 months
- Payroll 6 months
- Finance Systems 6 months
- Accounts Receivable/Fees 6 months
- General Accounts, FAR and Payroll 9 months
- Financial and Management Accounts and Operations 15 months

**Accounts Payable:**

The post holders will experience posting and paying all supplier invoices, reviewing and processing of staff expenses, completion of reconciliations on supplier accounts, completion of tax returns. During this period the trainee will acquire the knowledge to enable him/her run an accounts payable section and have knowledge of the latest best practice in this area.

**Accounts Receivable/Fees:**

The post holders will experience the issuing of invoices and statements to third parties for services provided, ensuring all services are invoiced for, allocation of and reconciling receipts . During this period the trainee will acquire skills to enable him/her to manage a credit control department and introduce modern credit control techniques.

**Accounts, FAR and Payroll:**

The post holders will experience accounting for all capital expenditure, reconciling the Fixed Asset register, reporting on PO's, Payroll and analysis of expenditure within certain areas and ensure that balance sheet accounts are reconciled to the appropriate schedules. During this period, the trainee will assist in the year end, deal with auditors queries and Assist in the development of finance systems.

**Finance Systems:**

The post holders will experience support for modern financial systems on a day to day basis. During this period, the trainee will assist in the system trouble shooting and testing and assist in the development of finance systems.

**Financial and Management Accounts:**

The post holder will have responsibility for the preparation and completion of both management and financial accounts, preparation of monthly reports and forecasting in relation to income, capital and operating expenditure, ensuring compliance with all regulatory and statutory provisions, assist in the Preparation of Business cases for both Capital and recurring expenditure. The trainee will experience the full reporting responsibility and the implementation of financial controls.

**Training & Development**

Trainees will also have the opportunity to attend relevant training programmes as advertised by the DCU Training & Development Section.

**Salary Scale:** €23,750 - €39,691

**Closing Date:** 30th June 2017

**Please clearly state the role that you are applying for in your application and email subject line: Job Ref # 587 Trainee Accountant Programme**

Applications should be submitted by email to [hr.applications@dcu.ie](mailto:hr.applications@dcu.ie) or by post to the Human Resources Department, Dublin City University, Dublin 9.

All applications must arrive on or before the closing date.

Application forms and further details may be obtained on the DCU vacancies web site: <http://www.dcu.ie/vacancies/index.shtml> and from the Human Resources Department, Dublin City University, Dublin 9. Tel: +353 1 700 5149; Fax: +353 1 700 5500 Email: [hr.applications@dcu.ie](mailto:hr.applications@dcu.ie)

***Dublin City University is an equal opportunities employer***