

Training ACA students with Chartered Accountants Ireland

CASE STUDY



About

An Post is one of Ireland's leading and most trusted organisations, offering financial, postal and logistics services across multiple channels as well being a trusted gateway to government services. We are transforming from the old world of traditional letters and cash to the new digital world of e-commerce parcels and financial services. An Post's core purpose is to act for the common good, improving the lives of people in Ireland, now and for generations to come. We put Sustainability at the centre of everything we do and we're an equal opportunity employer, celebrating diversity and championing inclusivity. The An Post Corporate Centre supports and drives the bold strategic moves we're taking as a sustainable, profitable business in the digital world.

An Post Commerce is rapidly growing its national and international eCommerce parcels, logistics and mail marketing businesses, while delivering the highest quality postal service to every home and business in Ireland. The business plays a fundamental role in Irish economic life as the backbone of eCommerce, making sure that all Irish shippers and shoppers including SMEs can access goods and markets across the world.

An Post Retail manages more cash than any other organisation in Ireland and continues to expand the An Post Money range of Financial Services in an omni-channel environment. An Post Retail also provides a trusted gateway to government services for customers, both online and in person. We're re-invigorating the 950-strong post office network through investment in collocation, technology, people and refreshed marketing.



The student training experience

The breadth and scale of An Post's business requires a sizeable team of qualified accountants working across a variety of roles and projects, covering periodic statutory and management reporting, performance analysis, project appraisal, strategic planning, forecasting and regulatory accounting.

The students work in small teams and are always guided by a qualified accountant, most of whom have lots of experience in dealing with complex financial issues. The students rotate around different areas annually, and therefore get varied experience of management styles, operational environments, IT systems and financial processes.

The Flexible Route pathway

We understand the importance of work-life balance as students' juggle work, life and educational commitments. **We weighed up the different training options available to us then chose to train via the Flexible Route – this model suited our organisation best.** We believe it is important for our trainees to be able to fully embrace the programme while also balancing their own individual lives outside of work. Allowing for this extra element of flexibility has enabled our students to maintain other personal non-work-related commitments while also ensuring exceptional training is provided by Chartered Accountants Ireland and An Post mentors.

Talent recruitment

We source candidates both internally, encouraging internal promotional opportunities and externally via our career's webpage, jobs boards and social media. We start the recruitment process in April each year, with our trainees commencing on the Flexible Route training programme in September.

We encourage applications from a wide range of undergraduate backgrounds, who demonstrate the drive, passion, skills and capability to commit and succeed in their role with the support of their teams and programme mentors.

Why train?

For many years, the Company's trainee accountant programme was limited to internal candidates. This enabled An Post to develop the careers of talented individuals, some of whom progressed to senior accounting roles in the organisation.

Trainees who gain experience of our systems and processes from an early stage in their professional career are soon able to make a significant contribution to the operation of the business. We have seen the benefit of training students in-house in experience, and we came to the conclusion that partnering with Chartered Accountants Ireland for our current programme would offer additional benefits for both An Post and the trainees.

Training ACA students with Chartered Accountants Ireland

CASE STUDY



**CHARTERED
ACCOUNTANTS
IRELAND**

Choosing Chartered

We considered all the main accountancy bodies before deciding on Chartered Accountants Ireland.

Our choice was based on the impressive support network for the students and mentors, and the enthusiastic support and assistance shown by the Institute when we first discussed the possibility of running a training scheme in An Post.

There's no doubt that the fact that 80% of the most senior accountants in An Post are ACA trained also had a bearing on our decision. With regards to initial set-up, we have been very fortunate to have had the support of our dedicated Relationship Manager, who has guided us through each step of the process. Our trainees have also praised the support they receive from Chartered Accountants Ireland, ensuring that their queries are answered, and assistance provided when required.

Dedicated local employer support

The help we have received from our Relationship Manager and other staff at the Institute has been invaluable right from the outset of the process. From the early stages when we started to consider how we would train Chartered Accountants in An Post, to establishing our programme and having our trainees on the ground, doing great work and making a real difference to the business.

Benefits of training ACA's

The benefits are immense for a company such as An Post, on a rapid transformation journey, in an industry that is changing so quickly.

We certainly recommend Chartered Accountants Ireland as a training provider. Trainees receive appropriate tutoring delivered effectively in excellent training facilities or online. Mentors have access to clear documentation as well as online tutorials to help guide them through the training process.

Our partnership with Chartered Accountants Ireland has enabled us to attract high calibre candidates interested in gaining accounting experience in a commercial industry setting while achieving an esteemed and highly sought-after qualification. These trainees bring new life, ideas and talent into An Post as they help to improve reporting and monitoring of our business in its ongoing evolution.

To find out more, contact our Client Relationship Team today

Robert Crosbie

Relationship Manager

Phone: +353 1 637 7345

Email: Robert.Crosbie@charteredaccountants.ie

Sinead Fox-Hamilton ACA

Relationship Manager

Phone: +353 1 523 3975 / +44 7719 531 735

Email: Sinead.Fox-Hamilton@charteredaccountants.ie

Chartered Accountants are Ireland's leading business professionals, recognised around the world as experts in finance, accountancy, audit and tax. They are trusted business advisors. Today, Chartered Accountants provide essential strategic guidance across all sectors.

www.charteredaccountants.ie