

## **MARK HOLT & CO**

### **CAREER BENEFITS**

Our mission statement features two prominent words – “ACHIEVE” and “FUN”. Work needn't be boring and we strive to ensure that we have fun and reward contribution. We value good relationships and enjoy a good culture within the firm.

We are one of the most innovative accountancy firms in the SW and offer a reward package that reflects our desire to recognise and value the contribution our team members make, whilst providing a rewarding career.

As a member of the Mark Holt & Co Team, you will receive:

#### **Core Package**

- Competitive salary
- Competitive Bonuses sharing the Firm's success through gifts, events or monetary
- Up to 30 days annual holiday leave plus Bank Holidays
- 6 monthly pay reviews whilst training and annual pay reviews thereafter
- Excellent study packages, both financial and paid time off, recognised by ICAEW as an 'Approved Employer' and ACCA as a 'Gold Employer'
- Continuing Professional Development through internal technical updates and external courses
- Structured Career Development programmes from Assistant level through to Partner
- Senior Managers receive a free mobile phone package and an amount to cover the costs of occasional working from home
- 6 monthly structured Personal Development Review (PDR) programme to help achieve your goals
- Inter-department secondments and a vast spectrum of project work to build commercial and technical experience
- Flexible working around core hours
- Payment of primary professional institute subscriptions
- Generous introducer rewards for client and new staff introductions
- Career and family milestone awards
- Access to advice from Financial Planning team at Mark Holt & Co Wealth Management

#### **Daily Life**

- Fun, creative working environment and team culture
- Free car parking
- Childcare voucher scheme member
- Cycle to Work scheme member
- Charitable Giving scheme member

#### **Health**

- Free Private Medical after completion of a loyalty period
- Free Employee Support and Care and access to Professional Counselling expertise for work and personal needs
- Subsidised eye care

#### **Retirement Planning**

- Personal pension with tiered employer contributions and option to boost contributions further through salary exchange