

As a business we are clear that how we treat our clients is just as important as the advice we deliver. We provide a wide range of services and high-value advice to clients but it is how we support our clients is what sets us apart. Our goal is to become a net contributor, be commercial and creative, provide solutions to problems, be passionate and proactive, and be the trusted advisor and not just an accountant. Ultimately our goal is to make an impact.

This is just one part of the business, the second key area is you and our team. The business cannot perform without your skills, your talents, your expertise which is why we have the same desire to not only achieve the 'what' but the 'how' with our team.

The culture and DNA is engrained in us to create an environment where you and all of the team can thrive. It doesn't matter what you want to achieve the key point is that we have a genuine passion to help you achieve it too. We are of a size where we are big enough to have exciting, interesting and varied work available yet small enough where you have the opportunity to be part of it if you wish.

We understand that there is not one action that will support our team, it takes multiple actions which is why we empower our team to help shape the business for them. We host a monthly development board where a group will meet and then share their thoughts, opinions, ideas with the business leadership. Our team do not fret about it or worry about this because we have purposely created the session to be relaxed and sociable with a bit of lunch too. Each member of the team has their own turn to express their feedback without judgement.

What would you say to us? What would your feedback be?

"We want to give our team a closer connection to the Board to help us shape not only the priorities but the direction of the firm for them." Said Neil Huntley, Managing Director. "We want to hear their voice and ideas as ultimately we are a family who work together closely who we want to ensure are happy."

Monthly development board meetings is one route. To improve the firm and create the environment, experiences and enjoyment our team desire, we have created 9 focus groups which the team can influence the shape and style of the firm. Not only are the team creating the firm for them but they also get to learn and develop new skills through the focus groups.

We understand that everyone has passions outside of their role and these focus groups give the team the opportunity to spend time on these areas that can help support the firm make a fundamental difference to our team, our clients and our community.

The areas covered are: Charity, Environment, Fun, Health & Wellbeing, Sports & Social, Client Service, Culture, Digital technology and Knowledge sharing. These groups run and own each part of the business so the firm can be defined by the team.



Which focus group would you like to join?

Choosing a new role and what it entails is key but the environment you are working in can be even more important. At Mark Holt & Co Group you are involved, as much or as little as you like. So for your new job, what matters to you and what can we do to help make it a reality?

Get in touch with us today to discuss potential career options and find out what roles we have that can suit your skills and interests.

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