

Professional Qualification Scheme (PQS)



Trainee auditor

Our vision is to be a world-class audit organisation that improves the use of public money



If you're looking for a world-class business career that offers prestige, respect, great prospects and excellent financial rewards, qualifying as a CA with Audit Scotland is the perfect place to start.

Audit Scotland is a statutory body that carries out audits and investigations for the Auditor General for Scotland and the Accounts Commission.

Audit Scotland provides independent assurance to the people of Scotland that public money is spent properly and provides value for money. We aim to achieve this by:

- carrying out relevant and timely audits of the way the public sector manages and spends money
- reporting our findings and conclusions in public
- identifying risks, making clear and relevant recommendations and help improve outcomes for the people of Scotland.



Professional Qualification Scheme (PQS)

As part of a commitment to deliver work of the highest quality and to adopt the best professional standards and practices, Audit Scotland offers a Professional Qualification Scheme (PQS) for trainee auditors.

Our scheme provides training and development, both in terms of practical work experience and support for academic studies. Successful completion of the programme will lead to a recognised accountancy qualification and membership of ICAS (the Institute of Chartered Accountants of Scotland).

From day one you'll have the opportunity to contribute to a number of audits and meet different clients, building upon your experience and skills along the way. You will work alongside experienced auditors, using your professional expertise and technical experience to challenge and support audited bodies.

All our trainees spend a significant amount of their time working as financial auditors. Some of our students will also spend time working as performance auditors.



Financial auditors (Audit Services Group)

Work on annual audits and across our business group.



Performance auditors (Performance Audit & Best Value Group)

Contribute to our programme of performance audits and Best Value audit work and also work on annual audits.

The people

Don't just take our word for it, here is what some of our current trainees have to say about the PQS journey.

First Year

Morgan Jordan



I was recruited into Audit Scotland in October 2015, after graduating with an Accounting degree that summer. I was always interested in the auditing modules at university and thought there would be no better place to start out than Audit Scotland. The recruitment process may seem long on paper but the process itself flies by.

I will be going on to start my ICAS training in September 2016. So far, I have been based on Central Government audits which provides a great introduction and challenge to my career as an Auditor. You get a wide variety of work in auditing for the public sector – which you may not think there is from an outside perspective (I certainly didn't think so). The Audit Scotland team are all very supportive and will ensure that if you have any issues/problems they won't go unnoticed.

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Why work for Audit Scotland? Why not! You will experience working in an organisation with great benefits, flexible working and most of all a job you will enjoy. Good luck to all applying!



Second Year

Emma Keggans

My first 18 months at Audit Scotland has flown by! I have been involved in a wide range of different audit work, developing new skills and learning more about the public sector in Scotland while doing so.

There is a real team spirit in Audit Scotland, and a great support network for ICAS studying and exams. It's an exciting time to be a trainee with Audit Scotland, and it is only set to get better with the introduction of the new financial powers for Scotland.

Third Year

Mahrouf Shafi



Three years in at Audit Scotland as a trainee and I have to say it's been an enjoyable and challenging time. I have been lucky enough to work on a number of different clients, which has given me an excellent opportunity to put my ICAS knowledge into practice.

The work-life balance at Audit Scotland is brilliant and has kept me motivated and energised during the busy periods, which is definitely the best part of the year!

To find out more please visit:



Our Graduate page

www.audit-scotland.gov.uk/careers/graduates



Our LinkedIn page

www.linkedin.com/company/audit-scotland



Entry requirements

- 2:1 degree or above in any discipline
- Strong numerical and analysis skills
- Eligibility to work in the UK.

Salary benefits and support package

Audit Scotland recognises the importance of providing our trainees with the best opportunity for success in the professional qualification scheme. When you start studying with us, you will be given support every step of the way, including:

- up to four years relevant on-the-job experience
- three-year fully sponsored training package with ICAS
- paid study and examination leave
- mentor guidance and support
- ongoing career development and training opportunities
- financial support for relevant technical and personal training events
- cash bonus when you achieve key exam milestones (in first sitting)
- holidays and flexi-leave: up to 42 days leave each year plus flexi-leave
- keeping fit and healthy: annual wellness checks, access to counselling and Cycle-2-Work scheme
- security for your future pension and dependants: career average pension scheme with 17.2 per cent employer contributions.

Visit www.audit-scotland.gov.uk/careers  for a full list of benefits.

The qualification (CA)

Audit Scotland offers a full sponsorship package towards becoming an ICAS Chartered Accountant (CA). The CA qualification comprises exams and work experience over a three-year period, covering the following stages:



Test of Competence (TC)

TC covers the basic concepts and knowledge:

- Business Law
- Business Management
- Finance
- Financial Accounting
- Principles of Auditing and Reporting
- Principles of Tax.



Test of Professional Skills (TPS)

TPS equips students with the practical skills in the core areas necessary for an entry level professional accountant:

- Advanced Finance
- Assurance and Business Systems
- Financial Reporting
- Taxation.



Test of Professional Expertise (TPE)

TPE aims to combine your knowledge and skills from the previous levels, into a multi-disciplinary case study where you are expected to provide professional advice to people in real life situations.



Business ethics

In addition to the above three levels, business ethics forms a stand-alone subject and assessment.

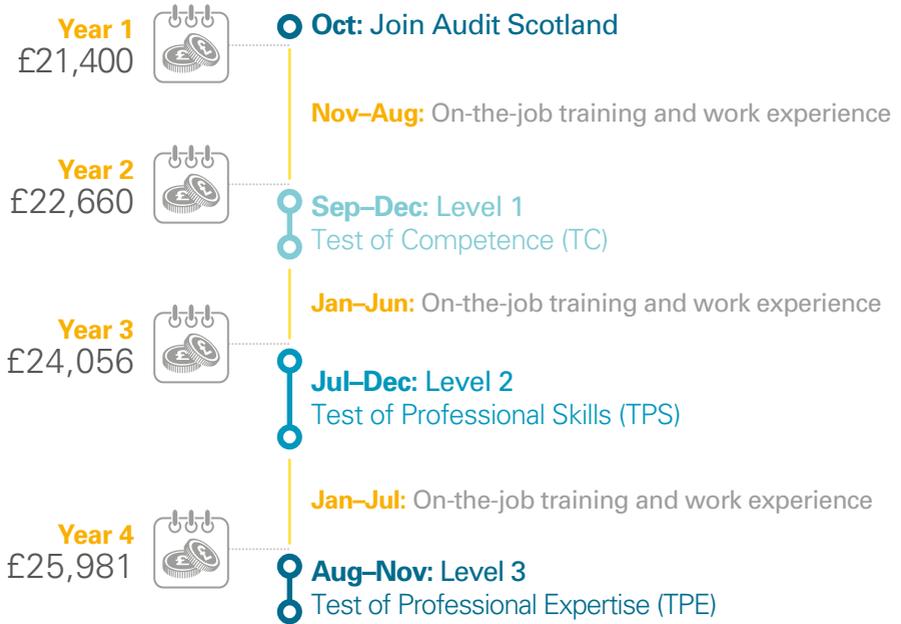


Work experience

Each trainee must also obtain at least 450 days relevant work experience. The achievement log is used to record and demonstrate relevant work experience, compliance with ethical standards and achievement of a range of required competencies.

Illustration

This is an illustrative example of the qualification route and expected salary progression. Salaries are based on 2016/2017 rates. Salary ranges and rates are subject to annual revalorisation from 1 April each year.





The training provider (ICAS)

ICAS is a professional body for over 20,000 world-class business professionals who work in the UK and more than 100 countries around the world.

ICAS uses a specialised team of lecturers from a diverse range of industry, academic, financial and legal backgrounds who all deliver high-quality tuition. The majority of teaching is carried out in a classroom setting, combining lectures and workshop exercises. Trainees will be released from Audit Scotland on a block release basis.

Training with ICAS through Audit Scotland puts you on the fast track to a rewarding career with Audit Scotland as qualified public sector auditors. In addition, as a CA you hold the most prestigious professional accountancy qualification available. This carries weight and opens the door to a range of opportunities and organisations the world over.

For more information on becoming an ICAS Chartered Accountant, visit www.icas.org.uk 



Join us

Now is a great time to join Scotland's main public sector auditor. We employ around 270 people to help public sector bodies across Scotland to deliver more effective services. The opportunity for you to develop your career in partnership with us could not be better. For us there are six main reasons why you should join:



Help make a difference

Public bodies are facing continued reductions in resources, alongside rising demand and expectations for services. Making the best use of public money and the need for independent and effective audit are more important than ever. Join Audit Scotland and you can help make a difference to the way public sector bodies are run in Scotland by holding them to account and helping them improve.



Gain hands-on experience

Whichever area of audit you join, you'll help assist in the annual audits of a range of public sector bodies, supporting the delivery of financial and governance audits on time, within budget and to a high standard.



Build your network

We audit about 200 organisations and as a graduate trainee, you'll be learning and training alongside experienced colleagues across our business from a wide range of different disciplines.



Clear path to future promotion

We have an enviable track record of our qualified trainees securing permanent positions with Audit Scotland. You'll be able to explore promotional opportunities internally with Audit Scotland or externally in the wider business world.



Earn the best rewards

As a trainee, when you join us you'll enjoy these rewards straight away. You'll have a competitive starting salary that you can boost through your examination performance and access to the very best learning and development.



Staff testimonials

We are proud to have retained the Sunday Times Best Companies' survey 'One to Watch 2016' status for the fifth year running. The results show that our staff feel they can make a valuable contribution to the success of Audit Scotland and are proud to work for us. Don't take our word for it: www.b.co.uk/Company/Profile/300744  for more detail.

Apply

Online application will be available from June 2016.

Keep up to date with latest vacancies available on our careers page:



<https://apply.audit-scotland.gov.uk>



careers@audit-scotland.gov.uk



0131 625 1625

Working at Audit Scotland



Visit our website to watch our 'Working at Audit Scotland' video:



www.audit-scotland.gov.uk/careers

Keep in touch

Follow us on social media to find out more about our recruitment.



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