

A guide to coming to Ireland: Video transcript

SUMMARY KEYWORDS

Visa, ireland, acca, cv, interview, irish, employer, important, qualification, people, linkedin profile, questions, organisation, support, interviewer, job, ifrs, working, company, role, recruitment firms

00:01

Hello, and welcome to this presentation about the support and information available to ACCA students and members who would like to move to Ireland. My name is Caitriona Ellis, and I am head of ACCA in Ireland. I'm here to tell you that ACCA in Ireland stands ready to welcome you, should you make the decision to come here. We support an existing thriving community of over 11,000 ACCA members, and over 10,000 ACCA students in Ireland, many of whom originally came from all parts of the globe.

Employment Opportunities are buoyant and there is a shortage of accountants, particularly accountants with practice and audit experience. We will start the presentation with an introduction to Ireland from ACCA. And this includes links to the resources you may need when preparing to come here. We will then welcome Brightwater recruitment a local Irish recruitment agency to speak about how to prepare a curriculum vitae or resume for an Irish employer and how to apply for Irish jobs from abroad. I now hand you over to Aidan Clifford Advisory Services and Public Affairs Manager for ACCA in Ireland, thank you.

01:10

Thank you, Katrina. And I'm delighted to be here to talk to you today. My contact details are on screen if you need to follow up on anything after this. Apologies that this is something you're already aware of. But you should be aware that there are two parts to Ireland, Northern Ireland is governed by the UK, and sterling is used there. However, IFRS is also used in Northern Ireland, as it is used in the Republic. But the Republic is governed by the Irish parliament, we use the euro, not Sterling. And it's Irish company law and Irish tax that is used here. Audit in the UK and Ireland are substantively the same. Accounting in the UK and Ireland are also substantively the same. But most of you, if you're coming to Ireland, will probably be coming to Dublin, and you will be dealing with the Republic of Ireland. Ireland is a very vibrant economy, we have a very large number of multinational companies, a large proportion of the aircraft leasing in the world, is leased through Ireland, about half of the pensions in the world are managed to Ireland. About 20% of the baby formula in the world is manufactured in Ireland. But you can see (from the slide) that Microsoft and Google, Twitter, eBay, Accenture; all of these main big multinational companies all have very large operations in Ireland with maybe 5,000 or 6,000 employees working in some of these entities and they all employ large numbers of accountants. So there is huge opportunity in Ireland and when you comes to Ireland, we will support you.

I looked at the ACCA Career website, and I saw 840 vacancies today for accountants with the key word Ireland in the title. There are lots of opportunities. But Ireland is a good place to come at the moment and we will support you when you come. I'll talk to you later about visa information. It is also probably a

good idea to upskill to some of the specific Irish skills that you will need before you travel. I'll talk about the local support we have for you in Dublin after you arrive and some of the communities that you can join when you come to Ireland. And just to say that in terms of ACCA itself, we've full recognition in Ireland: ACCA has mentioned that the Irish Companies Act, we are statutory auditors in Ireland. We have about 11,000 members and 10,000 students in Ireland, your qualification will be fully recognised. Everybody in Ireland is aware of the qualification and the robustness of that qualification.

The slides are available on the same web page as you got this link. And you will be able to click directly from the slides and the links are on the slides. But if you can't find the slides, then just Google "moving abroad Ireland ACCA". And it will show you this page, we have all the information you need pretty much on this one page. You'll note that there's an additional piece of information there about Ukraine, where the visa rearrangements have been made easier for people moving from Ukraine. But all of the information you pretty much need is on this page. We also have a dedicated page on visas and these are most mostly student visas, but in very summary, you can come to Ireland and study ACCA full time and work part time in a job and unrelated to accounting. Or you can come to Ireland and work in a related accounting employment and accounting type job and study part time. All of the details on those visas are on the web page. There's a lot more terms and conditions that I've just mentioned. But all the details are there. If you are an EEA student, you can come here automatically there's no restriction. This is just information for non-EEA who have to apply for a visa. The visa for students is relatively easy to apply for. If you're a member of ACCA and you're an EEA resident or national, then you can come to Ireland freely, there's no visa requirements. If you're non-EEA, then I would point out that there's an employment permit scheme called the critical skills employment permits. Again, there's a link on screen, or you can just Google "critical skills employment permits Ireland", those employment permits are given to people who earn at least €32,000 and have a two year employment contract with an Irish employer. ACCA is specifically listed as one of the critical skill shortages. So if you are an ACCA member, then you will be able to get one of these critical skills employment permits, as I say they last for two years, but you do need a job offer to get one of these. And that's what Brightwater will talk to us about in a few minutes: how to get those all critical job offers. I would point out again that Ukraine nationals have a special status, they're entitled to apply as if they were an EEA, resident or national.

06:13

Before you come to Ireland, I would suggest that you consider just upskilling for specific Irish technical issues. While Ireland uses IFRS, and you would have studied that in your exams, we also have some local GAAP standards. Ireland also uses FRS 102 and FRs 105 and courses on these is a free on demand, it'll take you about two hours to go through it. Once you have that done, then you need to put that on your CV as continuing professional development. And once you have that on your CV, the employer, the Irish employer, will be quite impressed and be willing more willing to engage with you if they can see that you are have made the effort to get up to speak on Irish GAAP. Having said that, if you go to a large company, such as the multinational companies, they all use IFRS. That is something you would have studied in your ACCA exams anyway, IFRS at the same here, as they are in every country around the world. As for Irish tax; you may not be working in a tax role, you probably won't be working in tax role, but there is a two hour on demand free webinar on this topic. The webinar talks about all the different Irish taxes, it gives you a basic understanding of Irish tax. And that will be useful no matter what work you go for. If you're going into practice, you certainly should have a look at it. I

think it's still worth looking at but perhaps not as important as if you're going into industry. In Ireland, we have very strict anti money laundering regulations. So if you're going into practice, you will be obliged to undertake certain training. And if you have done that training before you arrive in Ireland, that will certainly encourage an employer to take you on. And you'll see on the right hand side of the screen, there's anti money laundering and Irish practice link, that is a link to a free on demand online course. And that training is actually a legal requirement in Ireland. So please do this training. If you're going into financial services, you'll be obliged to do similar training as well once you get here. But money laundering is considered a very important area in Ireland and you need to make sure that you're very familiar with the requirements. It is an EU requirement that has been brought into local law. But it is something that you will not get a job in practice our financial services, unless you're familiar with these rules. So those resources will get you up to date on the skills you need when you actually arrive in Ireland, we will support you here in Ireland we have lots of events for members: social events, we have CPD events, both online and physical. We have an accounting and business magazine that's specifically for Ireland, we will do local newsletters and E-News letters. We have some networks and panels which you'll be invited to get involved in lots of different panels. We have an advisory service, if you have a technical query, when you come here, you can contact me and ask and I will hopefully be able to help you with your auditing and accounting. We will also support you with career events. We have supports for SMP for people who are working in small and medium sized practices. And we also support employers who are recruiting and employing ACCA members and students. So in terms of staying in touch, there's some generic information there (on the slide) to get in contact with us. We're delighted to be able to welcome you we would love if you're able to get to Ireland to make contact when you come here. And can I wish you the best of luck. If you're applying for one of the visas, best of luck in your application. They do take some time. They're not easy applications to make. But we have a large number of members who have come through that route. If you need specific assistance with the visa application do contact us and we can put you in contact with other members who've gone through the process. So that's all for me. I'm going to hand you over now to Clinton from Brightwater.

10:08

Hi, I'm Clinton from Brightwater. And I'm here today in conjunction with ACCA. Ireland to talk about how to secure a position as an ACCA professional working in the Irish market. We'll start by taking a quick overview of the Irish market, and then talk through some of the specifics, tips and tricks things you should be aware of as an ACCA. professional looking to make a move into the Irish market. Starting with an overview, we look at what employers are looking for, what to do after the interview, how to prepare for an interview, what you can expect, and what the final stages of the process are in securing a position in Ireland. If we look at the wider Irish employment market, we've seen the unemployment rate falling pretty consistently for the last number of years, the main cities for ACCA qualified people in Ireland would be Dublin, cork, Galway, and Limerick. And the salary ranges for newly qualified ACCA's would range anywhere from 45,000 to 55,000 Euro.

There are three eight ways of securing a role in Ireland, working through recruitment firms, you can apply directly to companies who are advertising jobs, or even companies who aren't advertising jobs that you're interested in working for. And also you can work through your personal referral network or take a personal recommendation into a company. If you're going to choose to partner with recruitment firms, I'd recommend very strongly getting in touch with agencies who specialize in the accounting field.

That way, they're better qualified, they're better understand your market, they understand your qualification. And indeed, they'll have live positions ready for you to talk through. If you're if you're going to apply directly to companies, make sure to keep a record of exactly who you're applying to and where you're applying to. And when it's really important that you keep a full record of that. personal recommendations and personal referrals are really important and a fantastic way to secure a position and also a good way to be introduced to an organisation. Make sure that you're using your full LinkedIn contacts. And it could even be a great place to start by having a look through your LinkedIn contacts and see who you might know working in a particular organisation that you're interested in joining.

In Ireland, employers are looking for a number of different things. But the first and foremost is to have a clear, clear current and concise CV. So your CV should be between two and three pages, it should have very clear information, it should also include a link to your LinkedIn profile. And when we're thinking about your LinkedIn profile, that's pretty much got to reflect your CV. It's like a live CV, and somewhere where somebody can see your professional network. Also very important, the same dates are reflected across your CV and your LinkedIn profile. In short, to make sure that you are familiar with your current situation. So where are you going? Where are you currently located? Where do you want to be located? What are your salary guides, or what's your current salary, your salary guides your citizenship, your desired location and your potential availability to start in a new position.

It's really important that when you're dealing with both agencies and with employers, that you are punctual and timely in your responses. So if somebody's coming back to you with requests for an interview, or request for more information, be sure to follow up with them within 24 hours, and always offer to have a phone call or set that extra meeting as well. If somebody's suggesting to meet with you for an interview, at the moment, it's going to be a mixture of both teams and in person interview or online and in person interviews. So be sure to have good availability, have a nice quiet space where you're available. And you can you can get online and do those virtual interviews before then following up with face to face meetings.

13:55

preparing for an interview is quite simple. There's a couple of key steps and really what it is be ready. So how and when you're starting your job search, what sort of jobs are you looking for what sort of employers you want to join? Make sure as we said, your CV, your LinkedIn profile and your social media presence is all consistent and concise going through your interview preparation. So if you're working with a with a recruitment professional, make sure that they have provided you with the jobs, specifications and backgrounds, the organisation and even have a look at the LinkedIn profiles of the people who are going to be interviewing you on the day of the interview. If it's a virtual or online interview, be sure to have a nice quiet space somewhere where there's no interruptions, no cars, or hopefully no ambulances going past where you can just focus on the interview, focus on the questions that you're going through and do your absolute best at the interview. Obviously, if it's an in person interview, make sure you know exactly where you're going. Make sure that you know how long it's going to take. If you need public transport. Be sure to check out the times on the day before and even if it's not too much of a hassle, maybe do a dry run test run out to that location. See if it does suit you, see how long it will take, what the traffic is like at different times, or what the bus routes or train times are like at those particular times, post interview, it's really important to consider your feedback. And this

is all about adding momentum to the process. So if you're working through a recruitment professional, make sure you get in touch with them, as soon as you walk out of that interview, or as soon as you click off from that interview call, give them your feedback, let them know exactly what you think how it went. If it went well, say exactly why it went well, say why you're keen to join. Why you're keen to progress with that process. If you've got reservations, if you could have answered some questions a bit better, maybe let that recruitment person know that indeed, you know, there's a couple of areas where you felt you could have responded a little bit better to those questions. With some more preparation, and something you can maybe address at a second round should things progress to it.

Let's have a look now at a sample of a typical Irish CV, and it's pretty straightforward. There's some key things that we look for. The most important thing is to keep your CV in a very standard format, because people will be looking through and they want to see things in a really nice, organized and concise manner. So the top of the CV, your contact details, they're easy and visible. If you're looking to relocate into Ireland, or from another state or jurisdiction, make sure you have your current location. And then you can also include your desired location as well, just to give some context and some further background, a quick profile, there should be no more than two paragraphs. As you can see, in the example here, major achievements, this isn't 100% vital. But absolutely, if you've got some really good key achievements that you've managed to tick off in your career to date, make sure you put them down, it's good to see them. Point four here is your education and professional qualifications. This is utmost important you have the full details of the year you completed it or the year qualified, and then exactly what the qualification is. And you can even include the name of the university or college that you started in. And then we start into your career history. So again, we're looking at start dates, and the name of the organisation and the position you held over that time.,

17:17

A really important thing here is that if you're relocating into a different jurisdiction or you're in a company that may not be a household name, or a well known organisation, it's a really good idea to put a quick brief of that company or descriptor of that organisation down again, it gives the interviewer and the CV reader a bit of context as to the background. So the size of the company, how many staff, what sort of countries they operate across, etc. It's really important if you have taken time out of the workplace to make sure those gaps are explained in the CV. It's really straightforward. And I think it's the thing that we're seeing more and more as a norm these days as people like to go travelling, post qualification, etc. Or time off for family. But make sure it's just explained in there.

So we're answering a question that's going to pop up in a CV reader's head: hobbies and interests are a personal thing to add into the CV, I sort of recommend that I like to see it. And again, it's about starting that building that rapport in that relationship with the interviewer or CV reader, because they might find that they are into walking or hill walking, cycling, running rugby, whatever that interest may be, but it forms a common conversation point as well at the start of the interview. And then other skills and interests, we may not have a full opportunity to discuss your skills and interests that you acquire from outside of the traditional workplace. And this is a good place at the end of the CV to have another heading or title there before references. And it just again gives you another chance to show another side of your broader skill set, which may not necessarily be from within the work environment. Now look at what to avoid on your CV, things that we don't need or what wouldn't be considered as the typical

norms in an Irish CV. Number one is make sure you've done a spell checker the document. We do not need a photo on the CV. Okay, make sure you have a link to your LinkedIn profile and then make sure that has your picture on it because that's considered to be the live version of your CV. Always make sure you've got an email address which reflects your name as opposed to something to attach to maybe a sporting club or something like that. It has to obviously be a personal email address. Within Ireland, one of the norms would be not to have your marital status on the CV. And again, making sure you've done a good spell check. We do not need to break down any degree or qualification into each result throughout the number of years. Your professional qualifications again, make sure they're highlighted make sure they're detailed. Understand your relevant points from your experience throughout your CV. And as well as that making sure you're explaining any gaps or you're travelling And if you're again, relocating across a different or into a different jurisdiction makes you put in your availability and times to relocate. An important thing to consider when you're in the job search market is your social media presence. And this includes your LinkedIn profile, Instagram, Facebook, Twitter, etc. But when you're active and in the job search market, you've got to make sure that everything lines up in terms of dates, in terms of locations, because that is one thing is a reference point that a lot of CV readers, recruiters or potential employers will look at. And we'll read through to make sure that everything adds up. And there is no, I guess, questions popping up from their own mind.

Ensure that before you finish it, that you have connected to your broader network of existing colleagues, clients and contacts, make sure your alert school alumni or University alumni connections are up to date, and then ensure that your previous posts are all professional and have a standing that would be considered appropriate within a work environment. When making an application, it's really important to research and apply for the roles that are suitable to your skill set. Your CV has a value and that value is increased by its scarcity. So be careful the positions you apply to make sure you record exactly where you apply to and when. And make sure you keep that list fully up to date. Always find mutual connections and always include a cover letter or some details to support your CV as a document.

21:35

Within the interview, it's typical, you'd spend the first two to five minutes building rapport with the interviewers. And it may be a one on one or it might be a panel interview. So it's really important. And again, this is where your personal interests and skills will come out from the CV, they may ask you, in relation to those about your travelling to the office today. A good one, of course, is always the weather. And, and those sorts of little details, then be prepared to give some background to yourself some context around your work history, your current role, your achievements. And when we're talking about achievements, it's really important to understand are they individual achievements? Or are they achievements that you that you had as a team? And it's really clear that you're able to understand and talk through the differences between those. Be prepared to talk through your key stakeholders who were your stake stakeholders in your last role? And why? How did you manage them? Be sure to research as we talked about before the company you're interviewing with, and the interviewers, the people you're meeting, check out their LinkedIn profile, check out their profiles on the company website. Again, you're giving yourself as much opportunity to build that relationship and build that rapport and interview. Be able to talk through your IT systems experience. Again, when we're working remotely or in a hybrid situation, it's really important to be able to demonstrate that you're familiar and

comfortable working with those mediums, most employers will incorporate what's called competency based questions into their interview process. And these are very, very simple questions that just require a little bit of thinking and preparation to get 100% perfect answers. And what we're looking for here is examples of Organisational awareness, your ability for strategic thinking, your examples of your innovation, and your communication style. Other competency based questions employers may focus on include examples of your leadership ability, how you work as a team, and also looking for examples of your time management skills. Closing the interview is a very important phase of the interview. Make sure you have three to four good quality questions to ask the interviewer or interviewers. Now, if these questions have been asked during the interview, it's okay to simply say we've actually covered off on a lot of what are on the prepared questions that I had. But then you may also have another question which was formed during the course of the interview. So obviously, feel free to ask that. Be ready to discuss your salary, your current notice period, and your availability, just start and make sure you are clear about the next step in the process. If you feel the interview has gone well, make sure you tell them I think the interview is going well today, I really look forward to hearing your feedback. And make sure of course, to thank the interviewer for their time post interview, it's really important you maintain the momentum to the process. And this starts immediately by feeding back how you went with the interview to your recruitment consultant, or your internal recruiter. So if the interview went well make sure you get in touch them straight away. Tell them exactly how it went. Did you enjoy the conversation? Was there any tricky questions? Is there any questions you feel need a bit of refinement through your recruiter? Or and how did you get on with the people you met? Did you find them as nice people? Could you see yourself working with them? Did you like the location of the office? Was it convenient for you to get to all those little things which will be fed back to an employer and someone who's just walked out of an interview with you for them to get a really clear understanding of exactly how you felt. It is very, very empowering and puts you in the best position possible for securing that position. To find out more More about ACCA jobs in Ireland check out ACCA jobs or brightwater.ie