Bishop Fleming

Audit · Accountancy · Tax · Advisory

Looking for an outstanding career?

Introducing our graduate programme

Great Place To Work. Certified MAR 2025-MAR 2026 UK

It all adds up

It all adds up+

Hello!

Bishop Fleming is a dynamic audit, accounting, tax and advisory business - our strength lies in our people and the relationships they build with our clients and with each other.

That's why we are, alongside numerous other awards,

Great Place to Work certified!

Fresh off the back of recruiting a record number of graduate and school leaver trainees over the last few years, we continue in our quest to attract great talent to support our ambitious growth plans.

We know that by recruiting the best people and giving them every opportunity to develop, we'll continue to be a leading accountancy firm – and a great place to work.

Our approach to recruitment focuses on long term investment. We look for aspiring managers, directors and partners who will contribute to the growth and success of our business whilst developing their own rewarding careers.

Andrew Sandiford
Managing Partner

Interested in knowing more? Have a look at our current vacancies page or get in touch.

We are recruiting across all our offices in Bath, Birmingham, Bristol, Cheltenham, Exeter, Plymouth, Torquay, Truro, Worcester.

For all our latest vacancies visit our website
www.bishopfleming.co.uk/careers

Great Place To Work. Certified MAR 2025-MAR 2026 UK

Ofsted Outstanding Provider

Apprenticeships Top 100 Employers 2024

Expertise + reach

Depth of talent

With nearly 50 Partners and over 500+ people, we've got the capacity and expertise to meet your needs.

Continued growth

Our firm saw fee growth of over £48m - 15% increase over the previous 12 months.

9,000+ Clients

including 1,500 new clients in the last 12 months.

Award winning

We're ranked 5th in the Mid-Tier Power Index from Accountancy Age and have won multiple awards.

Leaders in our field

No.1 firm in the UK to Multi Academy Trusts and we audit more Academy schools than anyone else.

Employer of choice

We are certified and recognised as a Great Place to Work® in 2025.

Exceptional Client Service

We have an above average industry net promoter score based on client feedback on our service delivery.

1% for Communities

Our pledge to give back 1% of turnover through impactful volunteering and fundraising activities.

National focus, international reach

Through our membership of Kreston Global, we have access to an international network of independent accounting firms.

Responsible Business

We're committed to having a positive impact on our communities, environment and people and are proactive members of BITC.

9 UK Offices

Bath | Bristol | Birmingham | Cheltenham | Exeter | Plymouth | Torquay | Truro | Worcester

Owner-Managed Business Specialists

As an owner-managed business ourselves, we understand the unique challenges, needs and ambitions that come with running a business.

Engaging work + interesting clients

To help us achieve our ambitious growth plans, we are always on the lookout for both new and experienced talent to join our teams and develop their careers with us.

The audit team examine financial records and transactions to ensure that they are accurate, complete, and comply with relevant laws and regulations. They play a crucial role in ensuring the integrity of financial information, which helps stakeholders make informed decisions about the financial health of a business.

Click here to find out more about working in our Audit team

The accountancy team work closely with clients to help them prepare and understand their accounts, stay compliant and appreciate the financial implications of their decisions. They also provide guidance on how to optimise the use of resources and manage costs effectively.

Click here to find out more about working in our Accountancy team

The tax team help personal and business clients navigate the complexities of the tax system, helping them to remain compliant whilst taking advantage of the numerous tax reliefs and allowances available.

Click here to find out more about working in our Tax team

The advisory team support businesses with advice, guidance and intelligence throughout the business life-cycle, enabling businesses to achieve their objectives through mergers and acquisitions, due diligence, exit planning, financial analysis, business valuation, forensic accounting, and strategic planning.

Click here to find out more about working in our Advisory team

Our ambition is...

"To be the most rewarding firm in the UK, for our clients, our people and our communities."

Ambition + values

As attitudes to work shift, we know that people joining our business like you are looking for more from their working lives as well as a place of work. Our ambition gives us the ability to reframe rewarding for a new era of purpose-led performance.

Underpinning our ambition is a set of values - the culture and behaviour we adopt in our business:

We think client

We know that we only truly succeed when our clients, whether internal or external, are successful. Putting ourselves in the clients' shoes at every opportunity means we are more likely to deliver the service, advice and solutions that consistently exceed their expectations.

We put relationships at the heart

We value the relationships we build with our clients and with each other. We listen to and learn what people need and want, respecting their opinions and always making them feel part of something special.

We have the courage to be different

We value our differences and are open to new ideas, wherever they come from. We aren't afraid to set a different course, if it's the right one - and we never stop learning or finding ways to keep each other, and the business moving forward.

We do the right thing

We value our ability to stay grounded, keep our promises and take responsibility for our actions. We'll always do what we believe is the right thing to do, working to build trust and maintain the high standards we set ourselves.

We work as one team

We value our willingness to work together, support each other and partner with others to achieve more, irrespective of location. We recognise and reward great work, and invest in our team to further our reputation.

Past + present

2025
We opened our new office in Birmingham, extending our reach into the West Midlands

2022
Bespoke Tax Accountants is merged into Bishop Fleming adding a Cheltenham base to our offices.

2019
In 2019 Bishop Fleming entered its centenary year – a fantastic milestone that provided us and our clients with a wonderful opportunity to reflect and celebrate.

2013
We're the fastest growing top 50 firm of accountants in the UK.

2011
More expansion, with the acquisition of Rabjohns in Worcester and Target in Bath.

1990s
The firm expands rapidly beyond Devon. Opening offices in Truro and Bristol.

1970s
The firm's partners plan to computerise accountancy. It's the kind of commercial foresight that still drives us today.

1951
Our founder, Frank Bishop, retires. He'd built a strong reputation in the local business community.

1946
After the Second World War, the firm took off. Opening offices throughout Devon and taking on new partners.

1919
Bishop Fleming is launched by Frank Bishop. He'd worked in the Ministry of Munitions in London with a partner called Fleming during the First World War. And after the war, he set up his own business in Torquay.

It's what we bring together..... that sets us apart.

What can you expect when you join Bishop Fleming?

Plenty of variety, for a start. Which means lots of opportunities. Because we work with everyone from small to medium size businesses, large corporates, private enterprises, charities, schools and public sector clients. And with fee growth of 15% in 2025, we're growing fast. It's not just about the exciting variety of work we offer you.

You'll find a supportive workplace that genuinely cares about your wellbeing. Not to mention somewhere that encourages you to be entrepreneurial and empowers you to grow at every opportunity. We're also proud to be Great Place to Work® certified, and ranked as a Best Workplace™ for Women.

What makes Bishop Fleming different?

Simple. We genuinely put our people first. That's not just something we say. It's something we do, every day. We have Wellbeing Ambassadors in all our offices. Every office has a social committee too. There's always something to get involved in, including initiatives to support local communities.

Join us and you'll find plenty of opportunities to learn and grow. From apprenticeships to professional qualifications, learning from the experts around you, to putting your own ideas into practice. It's all about giving you everything you need so you can reach your full potential.

WINNER
Bishop Fleming
Bishop Fleming
Supporting Pride
Empowering Our People

Professional development + personal support

What we can offer you

Initiatives to support your local community + Award winning development + Individual mentors and supervisors + Hands-on experience in the workplace + A diverse and inclusive workplace culture + An environment that values new ideas, experimentation, and problem-solving + Personal fulfilment beyond just financial security

As well as all the rewards and benefits you would expect to see from a business like ours.

https://careers.bishopfleming.co.uk/what-we-can-offer-you

We'll help you to develop the skills and experience you need to become a business advisor to our clients, with some of our clients partnering with us to support your training and development, through Q and A sessions, site visits and live case studies.

You can join us via the following five programmes:

School Leaver	University Students	Graduates
Launchpad Rotational ACA and ACA/CTA	12-Month Industrial Placement	Graduate ACA
Launchpad Audit ACA	*And it doesn't stop there.*	Graduate ACA/CTA

In all five programmes, you will gain knowledge, skills and develop your learning across five key areas.

- Commercial and business acumen
- Leadership and management
- Personal effectiveness
- Technical expertise
- Staying safe and wellbeing

Your journey + our support

We are here to help you on your journey to success. From day one, we will provide you with the tools, career options and support so that you can focus on deciding what your route will be.

Certificate Level

Six exams

Subjects include:

- Accounting Fundamentals
- Assurance Risk Fundamentals
- Business Insight and Performance
- Business Law
- Sustainability and Ethics
- Tax Law
- CTA Professional Responsibilities and Ethics CBE (ACA/CTA joint pathway)

Professional Level

Six exams

Subjects include:

- Assurance, Risk and Reporting
- Business and Digital Strategy
- Corporate Financial Strategy
- Corporate Reporting, Data and Assurance
- Tax Compliance and Planning
- Fundamental Case Study
- CTA Tax Knowledge and Skills (ACA/CTA joint pathway)

Advanced Level

Two exams

Subjects include:

- Strategic Case Study
- Technical Case Study
- Advanced Technical (ACA/CTA joint pathway, sat in Year 4)

Associate

Executive

Part qualification

Increase in salary

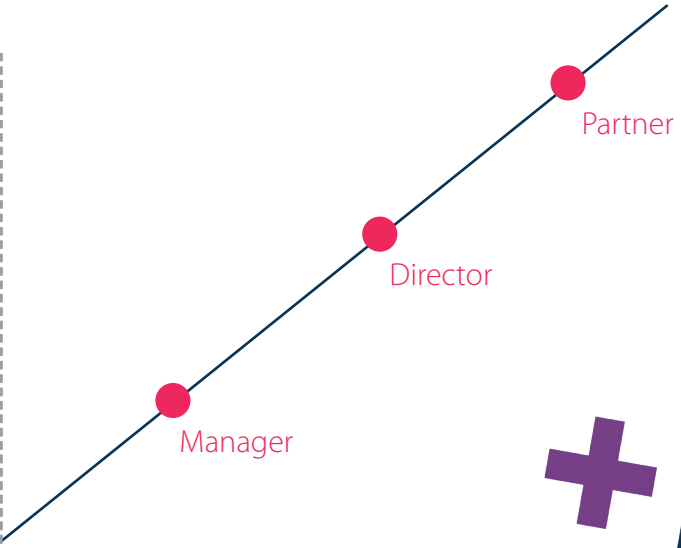
Increase in salary

Soft skills coaching including networking, negotiation, personal branding and professional ethics

Year 1

Year 2

Year 3



Becky Branch
Senior Manager
Audit

Application process

Prepare

Go online and do your homework about our business, our programmes, and the opportunity. This will help you to decide if you're right for us - and if our programme's right for you. If you decide to apply, think about what we'll want to know about you and what you'll bring to our business. Then come up with examples to show us that you know your stuff and what you could add.

Apply

To be considered, you'll need to apply online: our process includes online assessments, a pre-recorded video interview and finally an assessment centre. The initial application is quick and easy to complete, you'll need to upload your CV and answer a few questions. This is your chance to sell yourself! Tell us why you want to train in accountancy, why you'd like to join us specifically and why you want to become a Chartered Accountant.

Top Tip: Your CV should be a brief overview of you, your experience and your ambitions.

Selection

If shortlisted, you will be invited to an Assessment Centre where you will complete a case study and interview, as well as meet some of our current trainees. Ahead of this, you'll have a prep call with a member of our recruitment team where they'll talk you through what to expect at the Assessment Centre, how to prepare and also go through some feedback from your video interview.

Top Tip:

- Find out all you can about our business and this opportunity, from our teams to our locations and the way we work. Most of all, show us just how much you want to join us as a Trainee.
- Make sure you are on-time for your assessment centre and if you're delayed, please let us know.
- In your interview, try to make eye contact. Speak clearly, positively and enthusiastically, but don't overdo it - keep your answers relevant and to the point.
- Remember to turn off your phone before it starts!

Offer

You will be informed soon after the assessment day if you have been successful in securing a position with us.

Before your first day

The People team will keep in touch with you between your offer and start date. Closer to September, you'll be assigned a buddy and added to a WhatsApp group so that you can get to know the other Trainees joining the same office as you.

Your future starts here…

After attending an induction week, you will be assigned a buddy who will support you through the early stages of your Bishop Fleming career. You can look forward to being part of a vibrant, friendly team.

A little Q ✚ A

While we've tried to answer all the questions that you may have about the programme, we're sure to have missed a couple.

That said, here are a few answers to the most common questions that our resourcing team are asked. And remember, if the answer isn't here you can always contact the team.

When do you begin recruiting for your graduate intake?

We'll be advertising our Graduate and Placement opportunities from early October, and announce when we're open for applications on our social media channels, so keep an eye out there..

What training provider would I study with for my ACA or ACA/CTA qualification?

You'll study for your professional qualifications at First Intuition.

When do your graduate roles start?

Most of our graduates start in September. You may be able to start earlier, depending on our business needs.

What's the closing date for your graduate roles?

We don't have a closing date. Once applications go live, we recruit until we've filled all the roles. That means the sooner you apply, the more likely you are to be accepted.

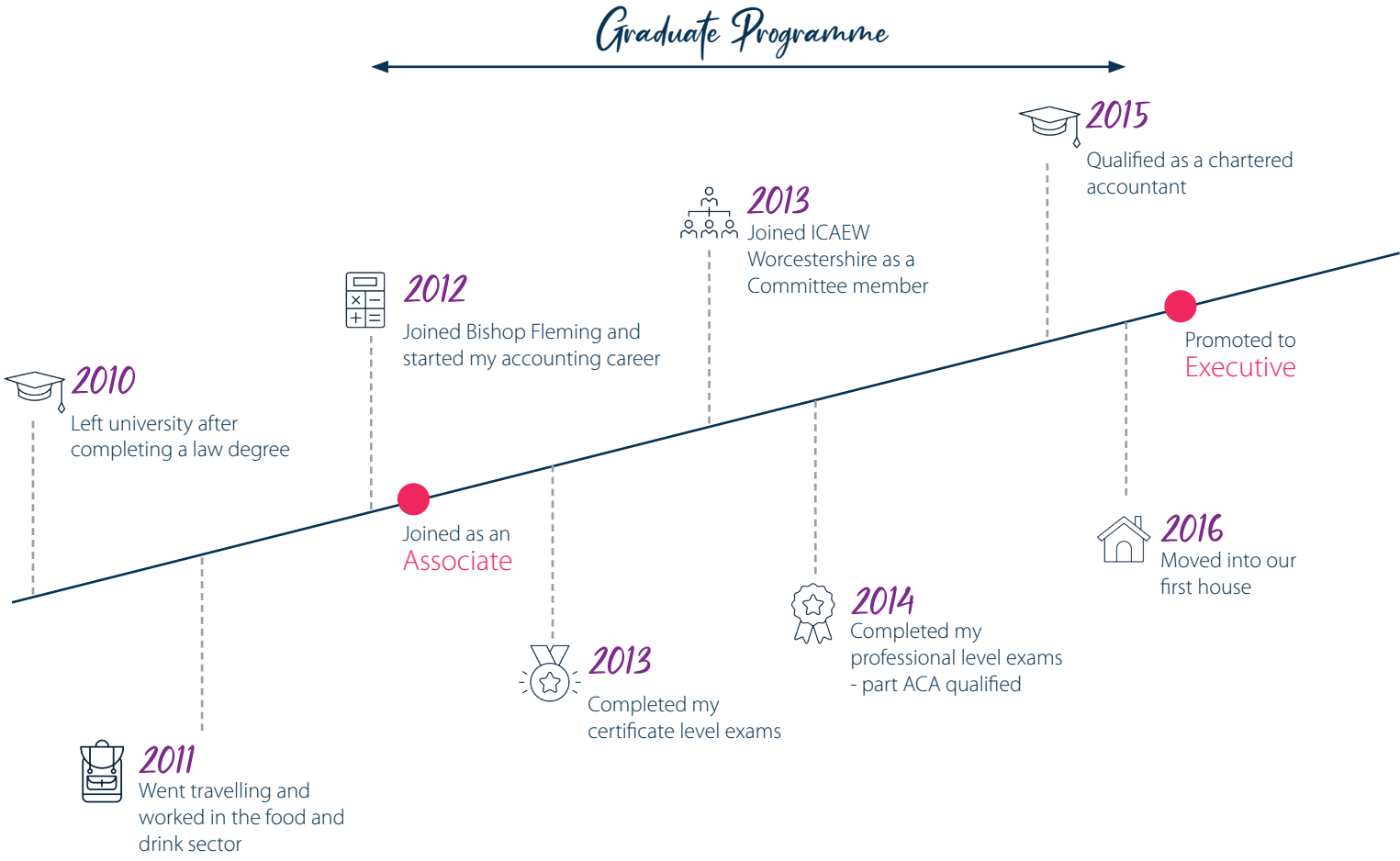
Aside from the ACA qualification, what other training opportunities do you offer?

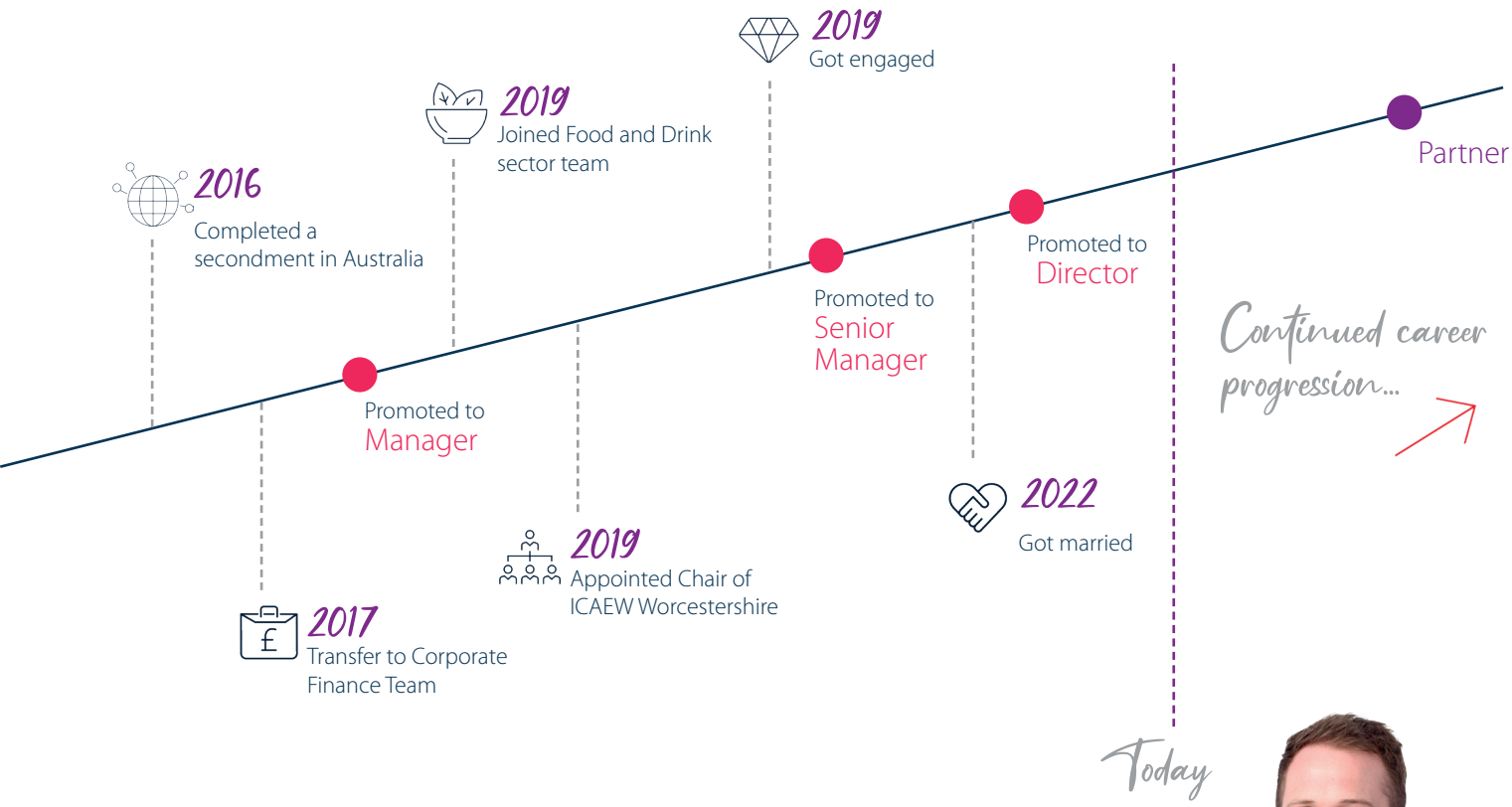
In addition to professional qualifications such as ACA, we offer a broad range of training opportunities designed to support your development across key areas of your role:

- Technical Training – Focused on enhancing your core accountancy and tax knowledge to meet the technical demands of your role.
- Skills Development – Designed to build commercial awareness, communication, and strategic thinking.
- Risk and Compliance Training – Ensures you understand regulatory frameworks and can apply best practices in governance and ethical standards.
- IT and Digital Skills – Covers essential tools and systems, including data analysis, Excel, and finance-specific software.

Your career + aspirations

Meet Phil, who joined Bishop Fleming after completing a university degree...





I joined as a graduate trainee in Audit & Assurance. After qualifying I was given the opportunity to spend 6 months on secondment with an international firm in Australia which was personally and professionally a very rewarding experience.

Work environment ✚ local offices

Well-established and entrepreneurial, we're driven by a passion for progress.

Everything we do is informed by long-held values and principles and every contribution is valued and recognised. So here you'll enjoy a career-building diversity of interesting, challenging client work that will test your abilities and lead you to your full potential. We'll make sure of it by empowering you, trusting you and developing you professionally.

You'll do it all in an environment that is collaborative and friendly, open and energised, personal and professional, forming close bonds and friendships along the way. And your progress will be underpinned by our focus on enabling your wellbeing, a flexible approach to balancing life and work, and a clear commitment to enjoying what we do as part of one proud team.

We champion self-responsibility

This may sound obvious but what this actually means is that we have a simple common-sense approach to the way we run our business.

We feel it is important to trust our people to do the job they are recruited to do. You'll be given the responsibility to manage your own job effectively and help us identify ways to improve what we do.

Our dress code is pretty simple – dress appropriately. That means if you are going to a smart, corporate client or a factory, we would expect you to dress for the occasion, but whilst you are in the office we're a bit more relaxed.

Where you work

Our policy is that our people choose when, where and how they work, to balance client, team, business, and individual needs. It is about finding the right balance for you, the business, your colleagues, and our clients, recognising that different arrangements will work for different people to meet client expectations in the best possible way.

Your Wellbeing

Your wellbeing is of paramount important to us – ensuring you are fighting fit means you'll do great work; it also means you'll enjoy what you're doing and stay healthy. The Health and Wellbeing group is made up of Wellbeing Ambassadors, who are spread across our offices and promote wellbeing around four pillars:

Mental **Physical** **Financial** **Social**

We provide free fruit in every office, and you will find activities like yoga sessions, lunchtime walks and running groups. Our Wellbeing Ambassadors also put on challenges and activities such as lunchtime talks and step challenges, and we engage in lots of national activities around mental health and wellbeing. And we have mental health first aiders in every office too.

The social scene

We're a sociable bunch and we love bringing people together. No matter your interests, there'll be a social event for you! From theatre trips, to sports competitions, art classes to quiz nights and bake sales. Each office has a social committee who are always thinking up new activities to connect and have fun.

We love being a responsible business

As proactive members of Business In The Community (BITC), we are proud of our commitment to Environmental Social Governance (ESG) activities and there are lots of opportunities for our people to get involved. As part of our commitment to community collaboration, we pledge to give back the equivalent of 1% of turnover through impactful volunteering and fundraising activities. Whether that's volunteering with Young Enterprise or with other community groups, through to running the Great West Run or walking the Yorkshire Three Peaks for charity, we participate in a wide range of Responsible Business initiatives throughout the year. We believe our people really benefit from being able to give something back to the community that they work in, which is why we give them one day a year to participate in a volunteering activity of their choice.

BUSINESS IN THE COMMUNITY

Inclusive + agile

We aspire to have an inclusive and diverse workplace, underpinned by the physical and mental health and wellbeing of our people.

Our Inclusion & Diversity (I&D) and Health & Wellbeing (H&W) workgroups have been created with the remit to develop and implement strategic and focused plans against a responsible business framework. With a diverse mix of voices leading to better discussions, decisions, and outcomes for everyone, these working groups are sponsored at partner level and report to the management board on a quarterly basis.

Inclusion & Diversity

Our I&D strategy is focused on five key areas:

- Improved representation of women at senior levels
- Greater need of ethnic diversity
- Social mobility and widening access to our workplace
- Better recognition of the LGBTQIA+ community
- Recognition and support for those with neuro diversity, disabilities and carers.

We're passionate about creating an inclusive workplace that promotes and values inclusion, diversity, and equity, and we know businesses that are diverse are proven to be better businesses. In doing so, we will continually challenge any discriminatory practices or unconscious bias, along with constantly reviewing how we engage with all of our people so they feel valued, appreciated and free to be who they are at work, regardless of gender identity or expression, sexual orientation, race, religion, ethnicity, age, disability status or any other aspect that makes them unique.

Diversity is all about the mix of people we have in the firm – and the differences they bring to the firm. We already have nearly 500 people who are completely different, with each one bringing something unique to the collective mix.

Ethnic Diversity

Strive Internship Programme

We were delighted once again to support the Strive Internship initiative in conjunction with University of the West of England, Sanderson, and Bristol City Council to provide a paid summer internship for students from Black, Asian and Minority Ethnic backgrounds living in Bristol and South Gloucestershire.

National Inclusion Week

We embraced this year's theme, 'Cultural Intelligence: Inclusion Across Cultures' to raise awareness and celebrate the incredible work of our inclusion groups. Activities included a firm-wide webinar featuring DE&I expert Aasif Sadiq, an update on unconscious bias, local office activities such as cultural exchange events and food exhibitions, as well as updates from the Neurodiversity and LGBTQIA+ Groups.

Social Mobility

Bristol Future Talent Partnership

We continue to support this work experience week for Black, Asian and Minority Ethnic sixth form students to introduce them to a professional career that they may not have previously considered.

BITC Opening Doors

We have joined Business in the Community's Opening Doors campaign to underpin our inclusive recruitment practices. In addition to work already underway, both our main and careers websites are more accessible and inclusive via a new Accessibility Toolbar for visitors with accessibility requirements, vision impairment, and neurodivergent needs. Both sites can also be translated into over 100 languages by a single click.

We are in the process of introducing new psychometric assessment software designed to support neurodiverse candidates through inclusive design, research-led adjustments, and personalised feedback. This will ensure a fairer, more engaging recruitment experience for all.

Recognition of the LGBTQIA+ Community

Awareness Campaigns

Once again, our BF Voices group have been extremely proactive in maintaining a healthy ongoing dialogue through insights and articles, as well as celebrating Transgender Awareness Week, Pride Month, and International Day Against Homophobia, Transphobia and Biphobia.

Bristol Pride

We were proud to support and sponsor a place at the 2024 Bristol Pride Parade and have done so again in 2025. As part of Pride Month, our BF Voices group also promoted a Wear it Rainbow Day to raise funds and awareness of the Stonewall charity.

#LifeatBishopFleming

Social media is a powerful tool for people and businesses to tell their story, grow their audience and connect with people.

We encourage you to follow, share and engage with our content and business activities on social media. To get you started and to find out more about what life is like at Bishop Fleming, please connect with our social media accounts.

LinkedIn: Follow our LinkedIn page to join our professional network of colleagues and clients, engage with industry insights, and explore business collaborations that will help your career growth. Search 'Bishop Fleming Chartered Accountants' on LinkedIn to follow.

Instagram: Follow us on Instagram to be part of our vibrant company culture, team events, and behind-the-scenes moments. Be part of our visual storytelling and stay connected with our dynamic and diverse workforce. Search 'bishopfleminguk' on Instagram to follow.

Facebook: Like our Facebook page to receive updates, news, and event invitations. Engage with our posts, share your thoughts, and be part of our interactive community. Search 'Life at Bishop Fleming' to like.

YouTube: Subscribe to our YouTube channel to access a wide range of videos, including industry panels, webinars, and inspiring talks. Learn from our industry experts, hear from our leadership, and immerse yourself in our multimedia content. Search 'Bishop Fleming Chartered Accountants' to subscribe.

MILLION
MILE
CLEAN
SURFERS
AGAINST SEWAGE
PLEASE DON'T
THROW ME AWAY,
I'M REUSABLE AND
RECYCLABLE
Dispose of the rubbish
appropriately and
reuse me as much as
possible before recycling
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Your singular talents ✚ our collective opportunities

If you have any questions about the recruitment process or our programme, please contact a member of our Resourcing Team.

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We are recruiting across all our offices in Bath, Birmingham, Bristol, Cheltenham, Exeter, Plymouth, Torquay, Truro, Worcester.

For all our latest vacancies visit our website: www.bishopfleming.co.uk/careers

It all adds up+

Bishop Fleming

Audit · Accountancy · Tax · Advisory

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It all adds up

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