

Looking for an outstanding apprenticeship?

Introducing our Launchpad programme



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 please visit our website:

www.bishopfleming.co.uk/careers

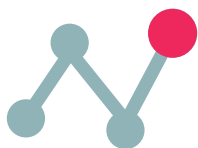


Expertise + reach



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

A group of people in business attire are socializing on a rooftop terrace. In the foreground, a man in a dark suit and glasses is talking to a woman in a polka-dot top. To his right, another woman in a red and white patterned dress is seen from the back. Other people are visible in the background, some looking towards the camera and others engaged in conversation. The terrace has a glass railing and potted plants. The background shows a cityscape under a cloudy sky.

Our ambition is...

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

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

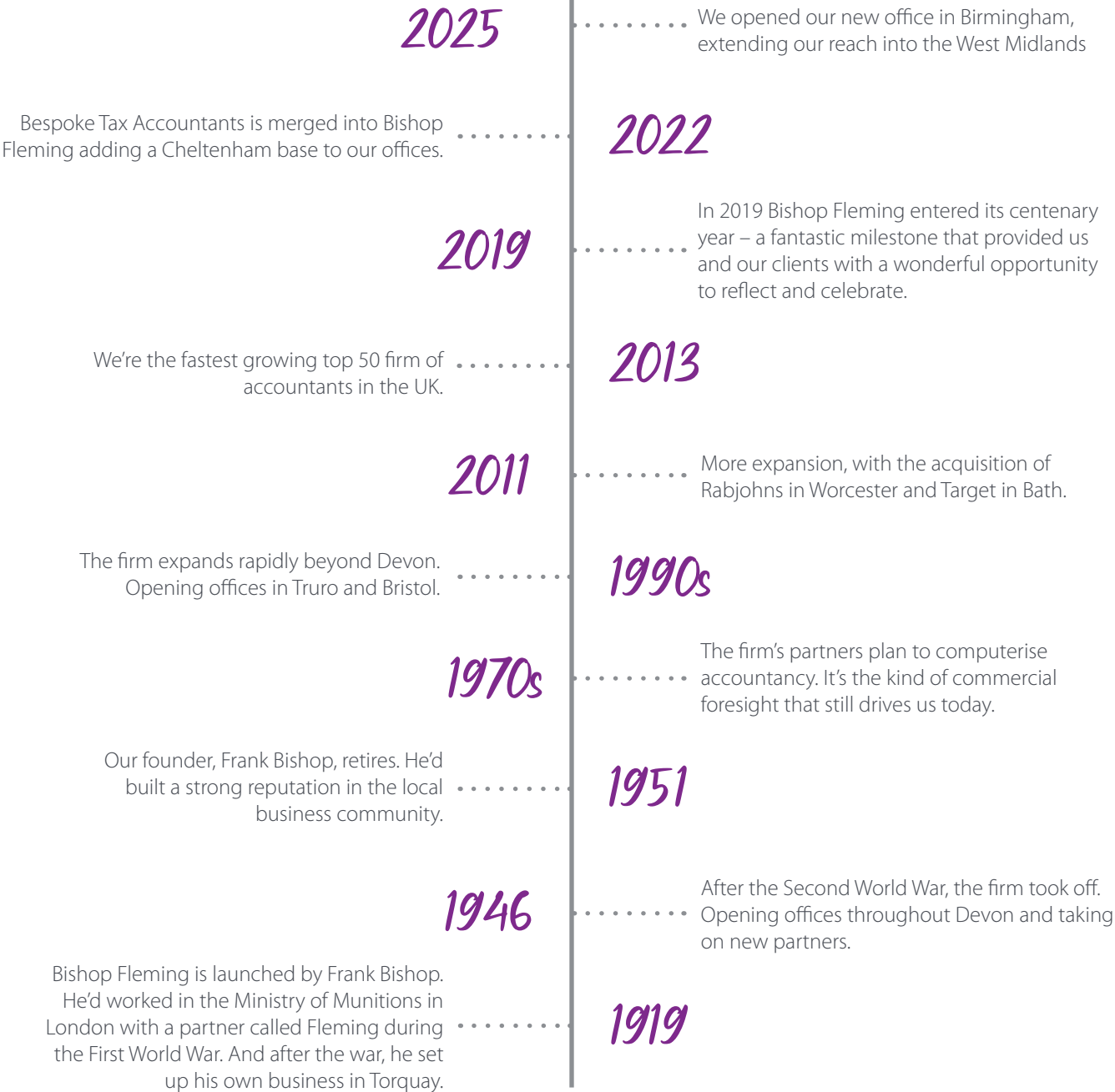
We value our ability to stay grounded, keep our promises and take responsibility for our actions. We'll always do what we believe is the right thing to do, working to build trust and maintain the high standards we set ourselves.



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



*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. So, it's no wonder our apprenticeship programme was ranked 11th in the [Sunday Times Top 100 Apprenticeship Employers 2025](#). We're also proud to be [Great Place to Work®](#) certified, and ranked as a [Best Workplace™ for Women](#).

What makes Bishop Fleming different?

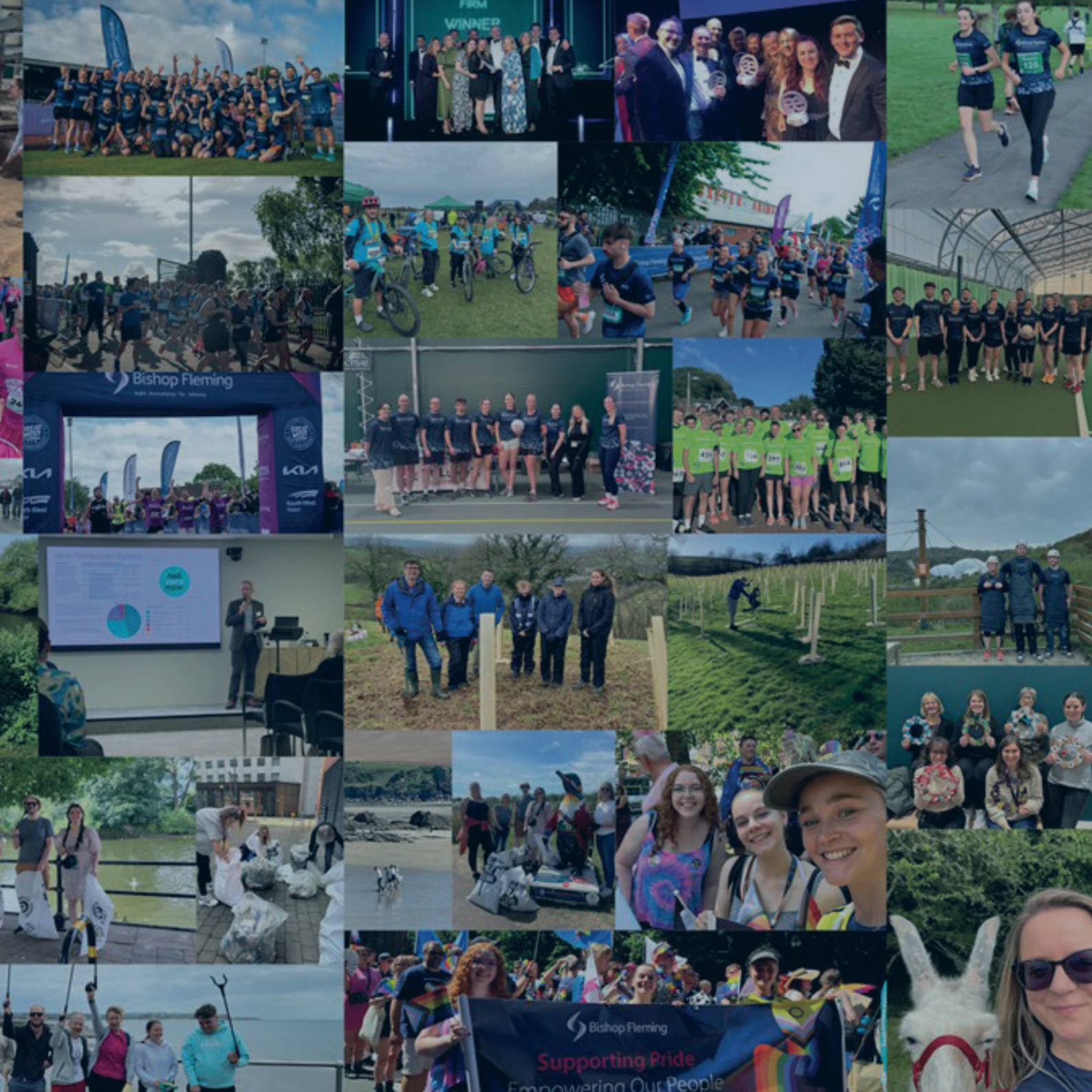
Simple. We genuinely put our people first. That's not just something we say. It's something we do, every day. We have Wellbeing Ambassadors in all our offices. Every office has a social committee too. There's always something to get involved in, including initiatives to support local communities.

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.



We're proud to be featured in
**The Sunday Times Top 100
Apprenticeship Employers 2025**





Professional development + personal support

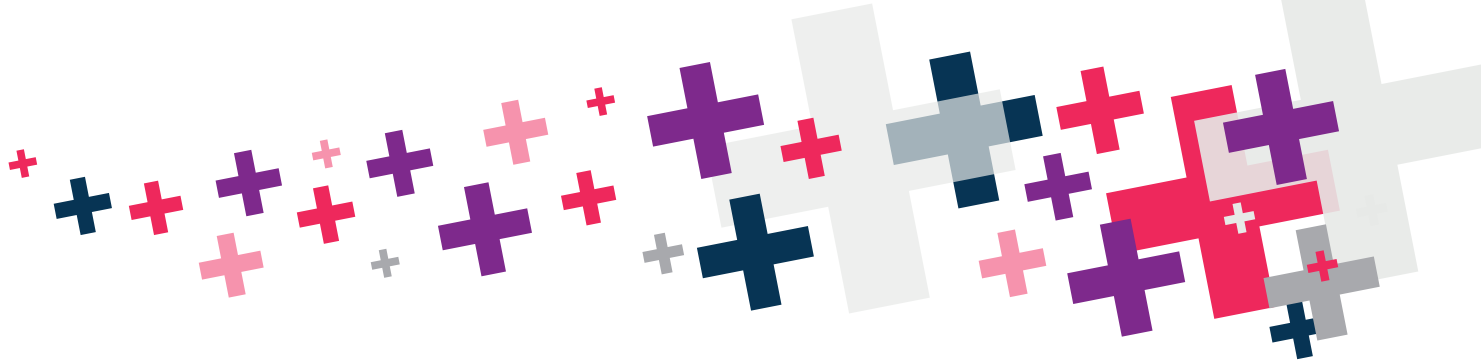
What we can offer you

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.

For a full list please visit our website:

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

**Launchpad Rotational
ACA and ACA/CTA**

Launchpad Audit ACA

University Students

**12-Month Industrial
Placement**

And it doesn't stop there.

Graduates

Graduate ACA

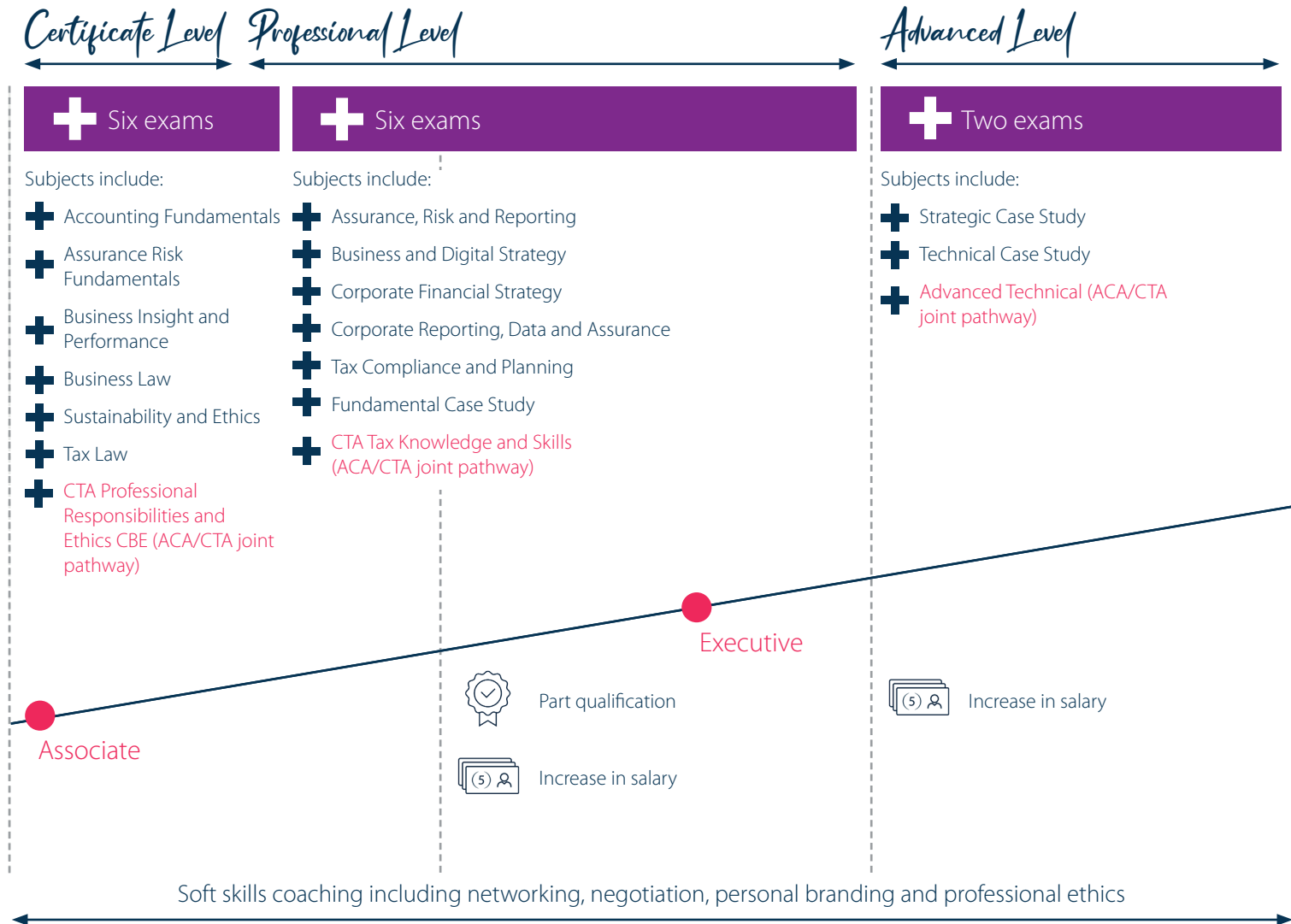
Graduate ACA/CTA

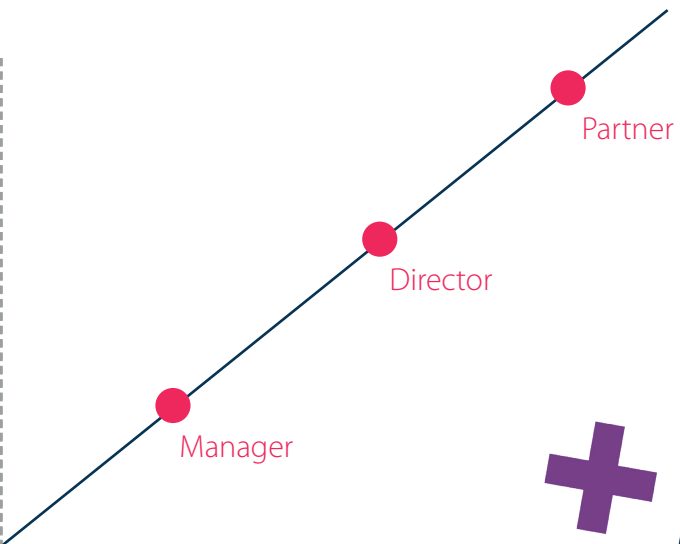
In all five programmes, you will gain knowledge, skills and develop your learning across five key areas.

- + 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.





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.

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 school leaver trainee intake?

We usually start recruiting our school leaver trainee roles in mid-November. We'll announce when we're open for applications on our social media channels, so look out for it there.

Do I have to complete an apprenticeship?

Yes, you'll join the Level 7 Accountancy Apprenticeship. That's the equivalent of a Masters Degree. This gives you the chance to gain the technical knowledge you need to become a chartered accountant. At the same time, you're working on real client projects. So, you'll develop the skills, behaviours and commercial understanding you need to become a future business adviser.

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

Your apprenticeship provider is Bishop Fleming. You'll study for your professional qualifications at First Intuition.

When do your school leaver trainee roles start?

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

What's the closing date for your school-leaver roles?

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

Martha Whittle

Why did you choose the apprenticeship route?

I really enjoyed maths and technology and knew I wanted to go into some kind of problem-solving career. But, I wasn't really sure I wanted to go down the path of university and was more interested in getting into something more hands on.

My apprentice journey

My Journey with Bishop Fleming started a year and a half before I joined the Launch Pad programme. During my first year of Sixth Form, I learnt about the apprenticeships that the firm had on offer and worked with my careers advisor to determine which path I wanted to follow.

I went along to the Bishop Fleming open evening and found it really interesting. I got to talk to people from all of the different departments and learnt about how my career could develop as a school leaver. This route meant that I could jump start my career without going to university, and in fact would be qualified about a year faster than if I did attend university.

I attended Bishop Fleming's work experience week, which provided an insight into how supportive the team were. They provided career advice and even reviewed our CVs, offering suggestions for future job applications. They also gave us insights into the field of accountancy and what to expect if pursuing a career in this field. We then did a mock interview at the end of the week which I found incredibly helpful.

After such a positive experience, I applied for Bishop Fleming and went for my interview. I was slightly worried that most of my friends were following the more traditional university route, whereas I had opted to apply for an apprenticeship instead. Thankfully, my application was accepted.



What have you learnt that has surprised you?

As part of the school leaver's Launchpad programme, I have rotated around the different departments to experience all parts of the firm. I have found this to be really beneficial as I was able to gain a good understanding of each department and decide my preferred career path.

What have you got out of your apprenticeship so far?

In my first couple of years, I completed rotations in Tax, Audit and Accountancy. Since joining Bishop Fleming I have met lots of new people, and developed a well-rounded understanding of each department. This has helped immensely with my studies, as the exams relate to all areas of accounting.

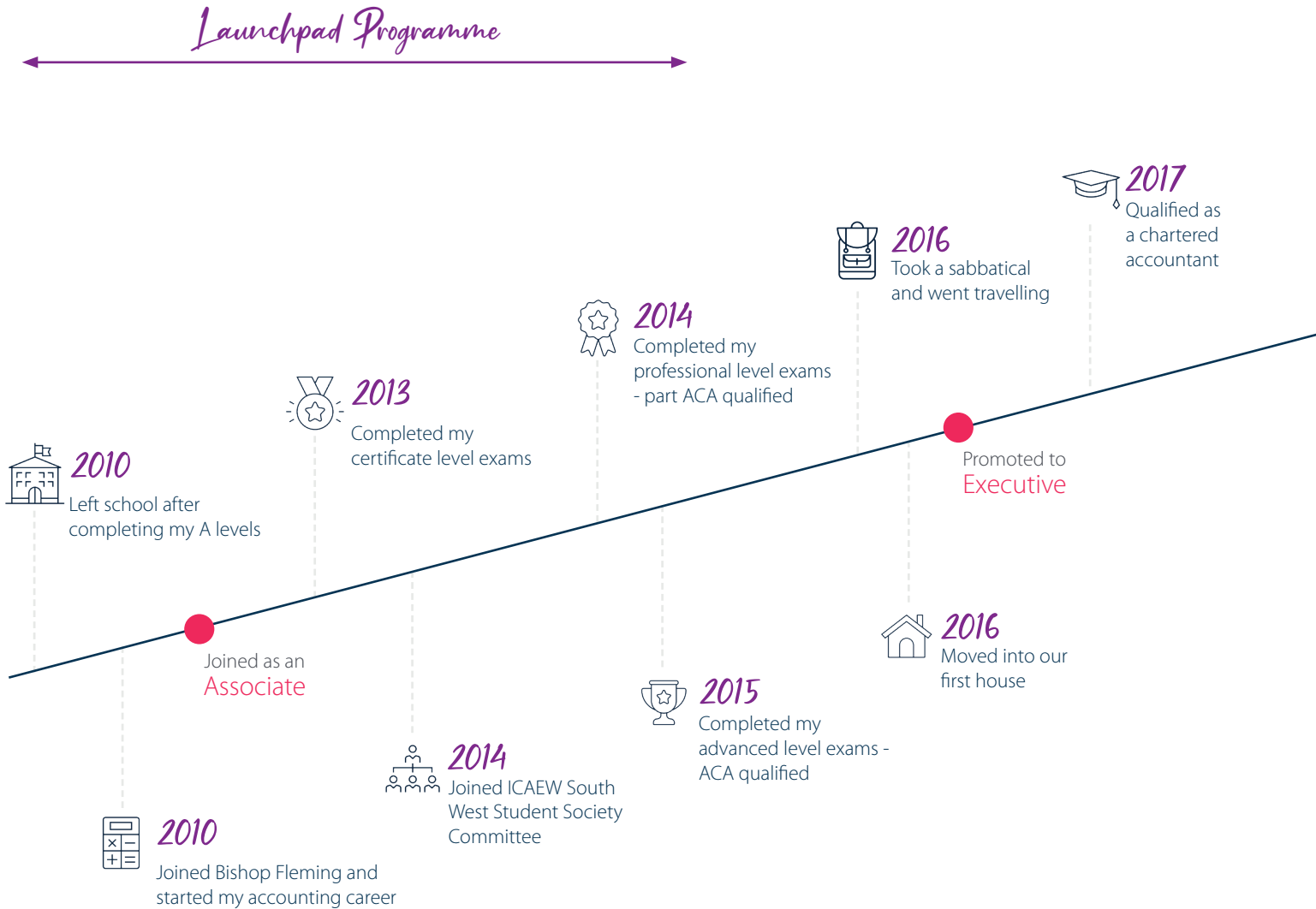
I have gained so much experience at Bishop Fleming. Not just through my work, but also from the social events and fun experiences I've had with the team. We went paddle boarding along Bristol harbour (I may have fallen in once or twice), two amazing Christmas parties, a visit to Thatchers Cider headquarters for a tour, an all-firm event at Ashton Gate and an apprenticeship ball. I have passed all of my exams so far, with just the case study remaining. I've also made some amazing friends along the way, and I feel like Bishop Fleming has provided me with an amazing start to my career.

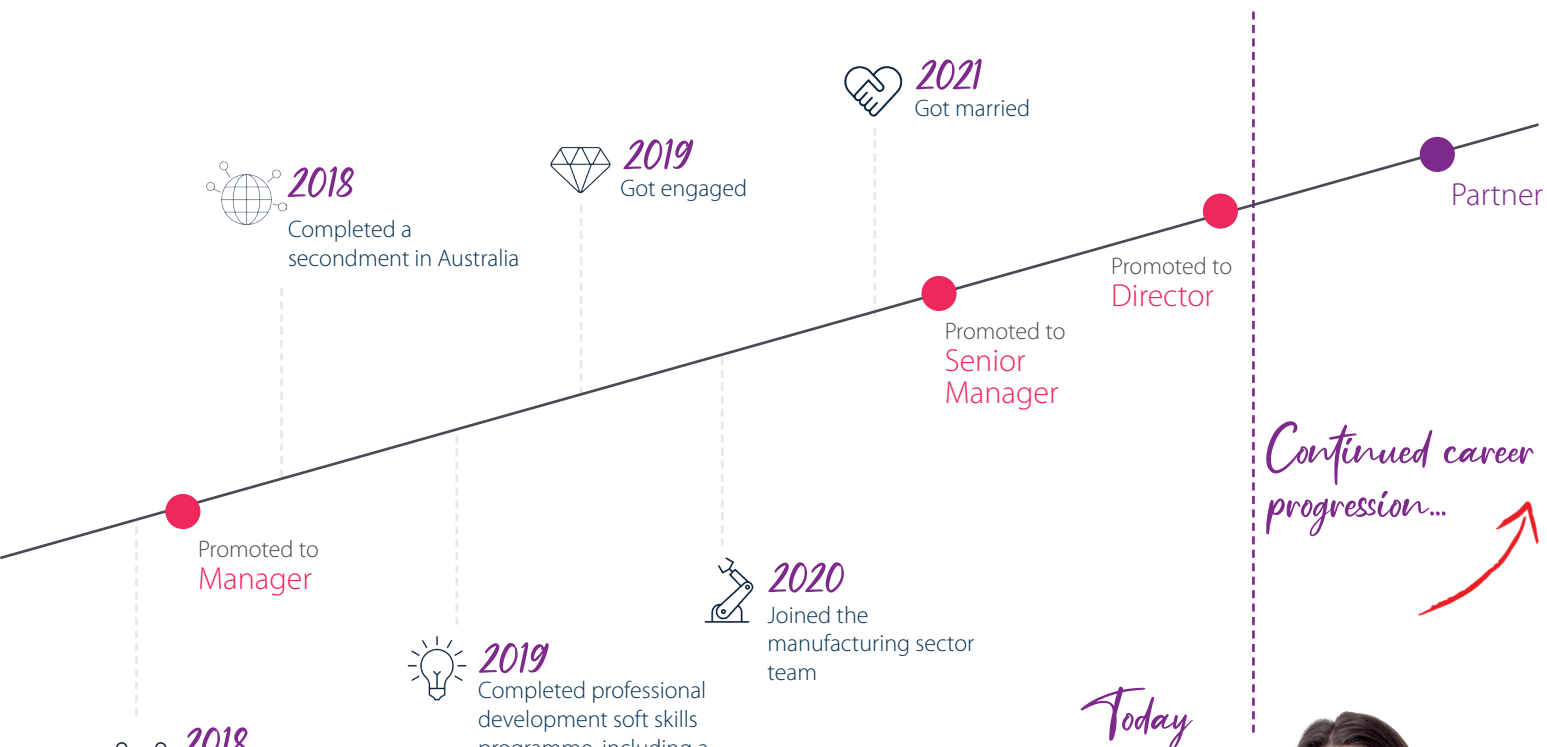
The apprentice route meant that I could jump start my career without going to university, and in fact would be qualified about a year faster than if I did attend university.



Your career + aspirations

Meet Freya, who joined Bishop Fleming after completing her A-Levels...





I wanted to complete an accounting qualification whilst working instead of going to university. The technical knowledge I gained from my studies complemented the invaluable practical experience I gained from working.



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 importance 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.



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](#).

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.



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⁺

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f www.facebook.com/people/Life-at-Bishop-Fleming
@ [@BishopFlemingSW](#)

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