

Careers

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Tips for candidates



Accuracy

careers.accuracy.com

The quality of human relationships is of paramount importance at Accuracy. Transparency, a flexible team structure, the availability of partners and seamless communication are key features of these relationships. In order for us to continue developing whilst maintaining our values, excellence, independence, courage and loyalty, we pay particular attention to recruitment.

We have been drawn by both your profile and personality and you are now invited to come and meet us at interviews.

When we invite candidates for interviews, we are looking to identify and welcome anyone whose talent, personality and potential seem to meet our model and people whom we would want to work with.

There is no recruitment quota: our targets are only qualitative to guarantee our clients and teams the level of excellence they are entitled to expect.

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What are we looking for?

Our teams work in demanding environments. Our consultants enjoy the challenging and stimulating atmosphere in which we operate. We are looking for candidates with the following qualities:

- **Excellent analytical skills and the ability to summarise**

Our added value comes from solving complex and strategic issues for our clients, based on our fields of expertise. We look for consultants who not only can perform detailed and thorough analysis, but also summarise their work in a structured and concise manner.

- **Close involvement and dedication**

You will work for top-level clients on a frequent basis, who expect high-quality work from you. You will need to be committed to addressing their concerns, expectations and needs.

- **An aptitude for teamwork and team spirit**

We always work in teams. Our consultants have to work together and take everyone's views into account, as well as know their own role within the team. This allows our projects to run smoothly. We appreciate good teamwork and team spirit in beginners and more experienced consultants.

- **A desire to learn and teach**

We look for consultants who are curious and have a desire to learn. This helps consultants work autonomously, think outside of the box, and pass on their knowledge to fellow team members.

- **An entrepreneurial spirit**

Accuracy is still a relatively young company, experiencing strong growth. Consultants are involved in developing our brand and the tools required to sustain our growth: business development, communication, recruitment, training etc.

- **Great flexibility**

You will work in diverse contexts – transactions, disputes, turnarounds, decisions – for diverse clients of all sizes. We look for consultants who can adapt to these different environments and can manage the pressure put on them by demanding clients.

02

What happens during the recruitment process?

The aim of your interviews at Accuracy is twofold:

- *For us, to identify your skills and qualities and to see if we want to work with you*
- *For you, to get to know us better and to make sure that you are choosing the right path for your professional life*

Our recruitment process consists of a series of one-hour interviews and is carried out by one or two Accuracy consultants. By the end of the process, you will have met between six to eight experienced consultants, including one or more partners.

The different interview stages at Accuracy may vary but they typically consist of:

- An **introductory** interview: we want to know who you are, what skills you have, what you are looking for, and if your profile matches the Accuracy culture.
- **Numerical, writing and critical reasoning** tests: for us to ascertain your financial and business knowledge, your language skills and your ability to think.
- A **case study**, which you will prepare based on a number of documents, and then discuss with the interviewers.
- A meeting with a couple of our partners and you may be asked to prepare in advance and give a **short presentation**.

As you will meet different consultants during each round, be prepared to go over some of the same points again from one interview to the next.

03

**How can
you prepare?**

Make a good first impression!

Our first impression of you will be through your cover letter and CV. Make sure you tell us why you want to work with us, why we should want to work with you, and be prepared to cover any topic in the interviews.

• Do your research on Accuracy

It is always a good idea to research our business – get an idea of who we are and what we do. You can use our website (www.accuracy.com) and the brochures handed out at recruitment fairs.

• Know yourself

Consider whether you have the qualities we expect from our consultants and be prepared to provide examples of how you have demonstrated these qualities in the past.

• Believe in yourself

We are more interested in your ability to think, reason and learn rapidly than in whether you know your finance courses off by heart. On the day of the interview, stay calm, and be ready to answer and to ask questions. This is the best way for us to get to know you and to assess your fit within Accuracy.

Careers

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For further information and to apply,
please visit: careers.accuracy.com

