



ACCURACY

Careers

**WELCOME
TO
THE
WORLD
OF
ACCURACY!**



01 WHY CHOOSE US?

02 OUR WORLD

03 WHO WE ARE

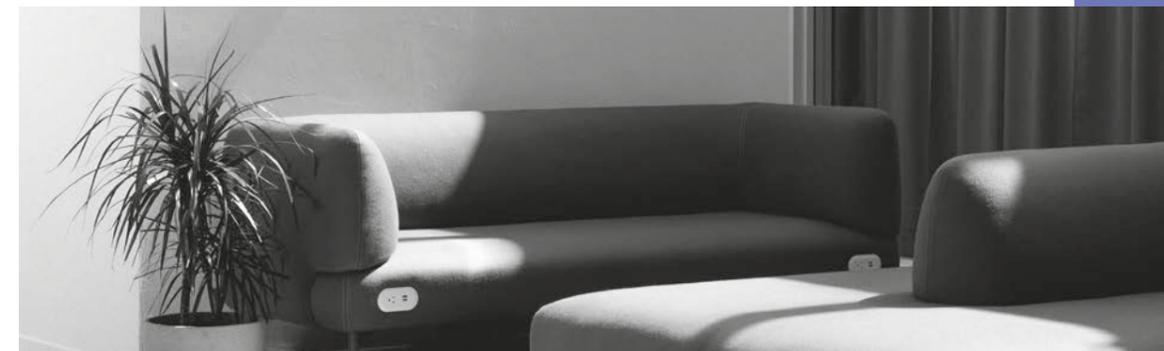
**04 YOUR CAREER PATH
AT ACCURACY**

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LOOKING FOR?**

**07 HOW CAN
YOU PREPARE?**

**WELCOME
TO
THE
WORLD
OF
ACCURACY!**





**“AT ACCURACY,
WE HAVE SEVERAL
SCHOOLS, SEMINARS,
AND GATHERING
EVENTS
THROUGHOUT
THE YEAR FOR
ACCURACIANS
TO MEET UP,
LEARN, AND
BROADEN
THEIR NETWORK.
I HAVE NEVER SEEN
SUCH INVESTMENT
IN PEOPLE IN MY
CAREER.”
MINH-VAN**

01

**WHY
CHOOSE
US?**

**YOUR
CAREER
AT ACCURACY.**

02

OUR WORLD.

**WHAT IS
THE WORLD
OF ACCURACY?**

**“MORE THAN
DEALING WITH
FIGURES,
OUR JOB AT
ACCURACY
RELIES ON
RELATIONSHIPS
OF TRUST AND
WELL-BEING
WITH BOTH
COLLEAGUES
AND
CLIENTS.”
CÔME**

Strong dynamism demonstrated by continuous development since its foundation

- Continued growth and global expansion
- Ongoing recruitment of new analysts each year
- Offering innovative approaches to our work through technological expertise: Artificial intelligence, Cyber security, Data science, Advanced analytics, Green Finance, Forensic technologies.

One firm globally

No matter where you join Accuracy, be it London, Paris, Frankfurt, Amsterdam, Madrid, Milan, Montreal, Toronto, New Delhi, Singapore, Beijing, Casablanca or Dubai, you'll be joining a unique firm where everything is shared: the training, seminars, teams and assignments. Mixing profiles, nationalities, backgrounds and languages reflects Accuracy's approach to continuously enrich the development of our consultants by working in a culturally diverse and international environment.

An exceptional client portfolio

Our portfolio includes large international corporate groups. However, Accuracy also works with smaller sized companies, investment funds, family-run businesses, law firms and many other types of companies. Our client portfolio truly covers all sectors.

Our people are our priority

Accuracians are what make up our exceptional strength, and at Accuracy, our people come first. We are more than just a group of competent individuals; we are a team of accomplished talents.

**“THE FREEDOM
TO DISCOVER
NEW AREAS OF WORK,
FROM CONSTRUCTION
DISPUTES TO
BUSINESS
PERFORMANCE,
IS WHAT MAKES
ACCURACY
A GREAT PLACE
TO WORK.”
NICHOLAS**

03

**WHO WE
ARE.**

**WHAT WE
DO.**



We are a truly independent consulting firm that supports our clients in making their strategic decisions.

We work in a collaborative, high-growth and entrepreneurial environment where we connect strategy, facts and figures.

We recruit our consultants from the best: our teams are international, multicultural and diverse, combining various skills to provide bespoke services to our clients.

Accuracy operates in the following challenging business areas:

- ▶ Transactions & Investments
- ▶ Disputes & Crises
- ▶ Corporate Strategy & Finance
- ▶ Business Performance

For you, it is a chance to learn about:

- ▶ Financial analysis
- ▶ Business and share valuation
- ▶ Business plan modelling
- ▶ Due diligence
- ▶ Economic and business analysis
- ▶ Strategic market reviews
- ▶ Damages assessment
- ▶ Delayed projects time and cost analysis
- ▶ Making investment decisions
- ▶ Building powerful business models
- ▶ Strengthening competitiveness levers

We are innovating in the following areas:

- ▶ Advanced data analytics
- ▶ Forensic technology
- ▶ Artificial intelligence
- ▶ Cyber security
- ▶ Blockchain
- ▶ Open innovation



04

YOUR CAREER PATH AT ACCURACY.

WHAT PATH WILL YOU FOLLOW?

**“ACCURACY HAS GIVEN ME
UNIQUE CONDITIONS TO THRIVE
BOTH PROFESSIONALLY AND
PERSONALLY AND TO DESIGN
MY OWN CAREER PATH
WITH PURPOSE.”**

ROMAIN

AND AFTER?

Mentoring

You are supervised by a mentor, and your career progression, aspirations, performance and promotions are looked at and discussed in an open, friendly and personalised manner.

Promotions

We have a clear path for career progression at Accuracy and it is driven by you. Your progression through the roles of analyst, associate, senior associate, manager, senior manager, director and partner is guided by your performance, with promotions based on merit.

Assignments

The absence of barriers between our different areas of expertise allows you to explore a diverse range of assignments. In line with your aspirations, you will be able to work in different fields, sectors and countries.

The international advantage

Our international coverage and our numerous assignments abroad mean regular opportunities to work in different countries. These assignments are frequently carried out by a multinational team of Accuracy consultants. Secondments and transfers are encouraged to fit your personal preferences.

The recruitment process

At Accuracy, the recruitment process is challenging, but fair. Only a small percentage of candidates seen in the first interview are offered positions at Accuracy. Such selectivity ensures the successful future of our consultants. Intellectual skills, commercial potential and the desire to be part of the team are key characteristics of a successful candidate.



The Accuracy School

Two weeks of intensive training take place each summer for our new analysts and associates from all Accuracy offices. These two weeks include theoretical training, team case studies and, of course, socialising and meeting new colleagues.

Ongoing training

As well as the assurance of continuous support on your assignments, you are constantly encouraged to develop your career at Accuracy through intensive seminars, technical training sessions, communication skills workshops, active listening, self-training modules and much more. Professional qualifications are also encouraged and supported.

EARLY STAGES.



Our 7 business principles

These principles reflect our underlying strategy. Discover their meanings in detail on our website:

1. Client first
2. Independence: our *raison d'être*
3. Think straight, talk straight
4. Not the biggest one, the only one
5. One firm, one partnership
6. Experience, expertise & innovation
7. A great firm for great careers

Regular internal meetings

Training seminars, informative meetings and cultural and sporting events: bringing Accuracy consultants from across the world together. The better we know each other, the better we work together.

Social responsibility

Accuracy is committed to being a responsible corporate citizen and works actively with a variety of charities and associations in the following areas: childcare, education, social integration and health. Our internal ESG group, ACC'tion, consists of a dedicated group of international Accuracians, aimed at meeting our goals regarding our global footprint.

The Accuracy Experience

- ▶ Excellent rankings in the Great Place to Work® awards
- ▶ Regular social and sporting activities
- ▶ International experience: work on a project abroad or request temporary and permanent transfers between international Accuracy offices
- ▶ Flexible working arrangements: possibility to alternate remote working and working at the office
- ▶ Accuracy development projects: allocate time to develop an internal Accuracy project
- ▶ Sabbaticals: take a sabbatical break for a personal project
- ▶ Charity projects: be supported by Accuracy in your volunteering and charity projects
- ▶ Externships: diversify your career with a professional experience outside Accuracy

**“ONE OF
ACCURACY’S
GREATEST
ADVANTAGES
IS THE FLEXIBILITY
IT OFFERS TO ITS
CONSULTANTS:
AS AN ANALYST IN
THE PARIS OFFICE,
I WAS OFFERED TO
WORK FOR SIX
MONTHS IN
MONTREAL AND
SIX MONTHS IN
MADRID, LEARNING
DIFFERENT
LANGUAGES
AND MEETING
DIFFERENT TEAMS!”
QUITTERIE**





06

WHAT ARE WE LOOKING FOR?

Our teams work in demanding situations and they enjoy this challenging and stimulating environment. 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.

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), the brochures handed out at recruitment fairs, follow us on Instagram or even get in touch with our consultants on LinkedIn.

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.

07

HOW CAN YOU PREPARE?





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

