



## Careers at Boyce

**Unexpected paths  
lead to undiscovered treasures**



[www.boycecareers.com](http://www.boycecareers.com)

Cooma | Dubbo | Goulburn | Moree | Wagga Wagga

# Discover real work-life balance.



Boyce Chartered Accountants has five offices in regional NSW.



## Careers at Boyce



- Career Pathways
- Supporting Aspiring Accountants: Scholarship, Study Support & Benefits
- You can “Have it All”
- What Regional NSW has to offer
- My Boyce Journey - Employee Stories

# Career pathways...

## Cadet Program

A foot on the career ladder before you graduate

If you are currently studying a degree in accounting, or relevant field including business and commerce, our cadet program is an opportunity to earn whilst you learn, start progress with a clearly defined career path.

- Receive **financial support** for textbooks and generous paid study leave
- Benefit from **flexible working arrangements** that fit around your full time or part time studies, working a minimum of 3 days per week or up to 5 days
- You'll have endless opportunities to **learn from our experts**, participating in weekly learning and development sessions, being paired with a buddy and working in a collaborative team

## Graduate Program

Your first step to a rewarding career

Each year we offer graduates of accounting, commerce, business or economic disciplines the opportunity to join our Graduate Program.

- Receive generous financial assistance and **paid study leave** for post-graduate studies, including the CA and CPA programs
- Being paired with a buddy and working in a **collaborative team**, you'll have endless opportunities to learn from our experts
- Participate in weekly learning and development sessions to **fast track your development**

## Internship

Gain experience while you study

Internship opportunities are open to tertiary students who are currently enrolled in a business related tertiary course and to school students who are studying a business subject and seriously considering a career in accounting.

The Boyce Internship Program provides students a unique opportunity to delve into the world of business, accounting and advisory services and is a paid opportunity for you to meet us, gain insight into what we do and how we can help to shape your successful career.

Our Internship timeframes are flexible to suit your university or school break, and students may choose from the following internships, subject to availability and location.

- Business Advisory
- Tax
- Audit & Assurance
- Superannuation
- Technology
- Financial Advisory

Follow us



Apply now

For further information please email us at [careers@boyceca.com](mailto:careers@boyceca.com) or apply on our website [boycecareers.com](http://boycecareers.com)

# Supporting Aspiring Accountants

## Scholarship

### Tony Quirk (TQ) Scholarship

The Tony Quirk Scholarship is open for University students studying at UNE seeking a career in accounting and enrolled in a relevant degree.

You will have a demonstrated desire for a career in accounting in regional NSW, share our vision of genuine care for our clients and be passionate about maximising our clients' wealth and making a real difference in our communities.

#### Scholarship recipients will receive:

- A scholarship of **\$2,000** during your second and third year of study
- A **\$500** text book allowance during your first year of study
- **Paid vacation** placement opportunities during University breaks
- **Full time employment** as a graduate accountant following completion of studies

## Study Support & Benefits

- Financial Support for post-graduate study
- Paid exam leave
- Paid study leave
- Professional memberships paid
- Secondment opportunities
- Relocation assistance
- Salary packaging option
- Additional week paid leave if you work in our Moree office.

## A word from some of our employees...

"Working at Boyce for just a short period of time, I can already see the ample opportunities that exist at the firm. There are real opportunities to make a life-long career from Cadet to Director, as I have seen firsthand. Boyce rank third in NSW for number of female Directors. It's great to see so many in prominent decision making positions."

*Scholarship student in Dubbo, 2019*

"The icing on the cake was that the work I complete at Boyce would help with my degree."

*Cadet Accountant, Cooma*

"I completed a month of vacation placement in my summer Uni holidays and continued to come back every holiday break after that."

*Accountant, Dubbo*

"I ended up completing my degree on a Friday and starting at Boyce as a Graduate Accountant on the Monday."

*Accountant, Goulburn*

"I attended a CAANZ event at the university campus, where I was fortunate enough to meet two Directors from the Moree Office."

*Accountant, Dubbo*

#### Follow us



#### Apply now

For further information please email us at [careers@boyceca.com](mailto:careers@boyceca.com) or apply on our website [boycecareers.com](http://boycecareers.com)



# You can “Have it All”...

## Regional NSW has much to offer and Boyce is no exception.

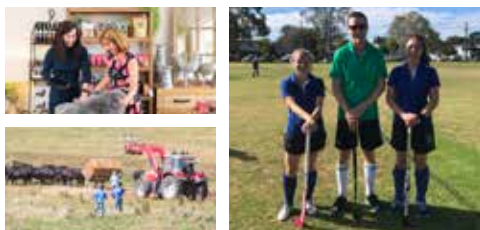
We know our people are our greatest asset and we are passionate about providing interesting and challenging careers.

From agriculture, manufacturing, retail, professional services, hospitality and health, our client base is varied and ranges from small business and family partnerships to large international companies.

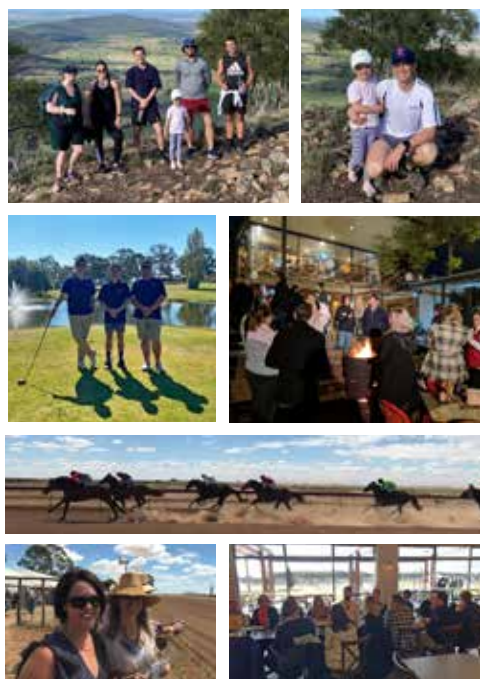
Boyce offers the opportunity to have a professional career with the added benefits of flexible working arrangements in fabulous locations in regional NSW.

Our team is very inclusive and enjoys getting together for events, activities and being part of our local communities.

*Lifestyle*



*Team gatherings and activities*



*Company events*



Life at Boyce

# Launch your career with Boyce and discover real work-life balance.

## Working in regional NSW opens up new opportunities such as:

- Less time commuting
- Time to spend with family and friends
- Joining and participating in a local sports team
- Unearthing new hobbies
- Getting involved in the community or community groups
- Exploring agricultural interests

## What sets Boyce apart:

- Ongoing learning and development
- Support for study
- A great team and great team events
- Company events, office activities and gatherings
- Community involvement and fundraising
- A company that truly cares about their team
- Internal company awards and scholarships





# Discover... what regional NSW has to offer

### Boyce Office Locations

	to Sydney	to Canberra	to Brisbane
Cooma	397km	117km	
Dubbo	395km	408km	
Goulburn	195km	91km	
Moree	625km	751km	480km
Wagga Wagga	461km	245km	

## Dubbo

Known as one of the friendliest destinations in NSW, Dubbo is home to world-class attractions and larger-than-life experiences.

Population 54,044

Location (by car)

- 5 hours to Sydney
- 5 hours to Canberra

Visit Dubbo website: [www.dubbo.com.au](http://www.dubbo.com.au)

Images: Dubbo Regional Council

## Cooma

The largest town in the alpine region, Cooma is set amongst rolling plains, legendary rivers and snow capped peaks.

Population 6,742

Location (by car)

- 5 hours to Sydney
- 1.5 hours to Canberra
- Just over 1 hour to the coast

Visit Cooma website: [www.visitcooma.com.au](http://www.visitcooma.com.au)

Images: Tourism Snowy Mountains

## Goulburn

A blend of city facilities and a country lifestyle. This thriving regional city is rich in heritage, culture, natural beauty and adventure.

Population 31,554

Location (by car)

- 2 hours to Sydney
- 1 hour to Canberra
- Just under 2 hours to the coast

Visit Goulburn website: [www.goulburnaustralia.com.au](http://www.goulburnaustralia.com.au)

Images: Goulburn Mulwaree Council





Images: Tourism Moree/Destination NSW/Rabbit Hop Films

## Moree

A progressive town located on the NSW and QLD border, Moree is rich in culture, heritage, agriculture and natural assets.



Population 14,500

Location (by car)

- 7.5 hours to Sydney
- 5.5 hours to Brisbane

Visit Moree website: [www.moreetourism.com.au](http://www.moreetourism.com.au)

## Wagga Wagga

A city with regional charm yet beautiful in nature. Large enough to be urban in a landscape that leads itself to be country.



Population 65,770

Location (by car)

- 5 hours to Sydney
- 2.5 hours to Canberra

Visit Wagga website: [www.visitwagga.com](http://www.visitwagga.com)



Images: Visit Wagga Wagga

# my Boyce journey

Hear from our staff how they started their Boyce journey and where they are today.





## my Boyce journey

### Sean Bourke

Cadet Accountant - Cooma



Sean always had a keen interest in numbers and a desire to study accounting. Originally from Melbourne, Sean had relocated to the Snowy Mountains as a ski instructor after finishing school. Deciding that country life was for him with a traffic free drive to work, surrounded by the natural environment and an easy going lifestyle in a great community, he applied for a job with Boyce in Cooma. The icing on the cake was the work he completed at Boyce would help with his degree!

#### 1. What sparked your interest in a career with Boyce?

The biggest drawcard to me for Boyce, was being able to work in a professional and engaging environment away from the major cities. Having seen the hour long commutes (at least) that people go through in the city I didn't want to spend half a day every week transporting myself to work and back. Throughout Cooma people have often spoken well of Boyce, the training, the people and given I was going to start a degree in Commerce with a major in accounting I thought it would be a great fit.

#### 2. What do you love about your job?

Often I say I love the people I work with the most, everyone is engaged, happy to give things a go and importantly train you to be the best in the role that you are involved in. The work itself is great, I personally have contact with a few clients myself which is a great learning opportunity, and there is such a vast variety of work that I complete. I feel I often only spend 4-5% of my time filling out tax returns which is what everyone pictures we do. It also feels great to be involved in many small to medium business across the region, especially when it comes to helping them with their tax, government assistance especially during COVID and having guidance from senior team members on how to navigate these puzzles.

#### 3. What do you love about living and working in your town?

I love the short commute to work. It's great to have a 3 minute drive or a 15 minute walk, no traffic and no need to be up at 6am just to make sure you're there on time. Further to that, the sense of community is great in our small town of Cooma, you often can't walk down the street without running into someone you know. There is plenty of cafes and pubs to enjoy some good food and it's only a short drive to the ski fields. Also, if I do want to go visit the "big smoke" Canberra is only just over an hour away.

#### 4. What do you enjoy doing in your spare time outside of work hours?

I'm a big sports fan, happy to give anything a go and often end up playing a mix of AFL (the real footy), basketball, tennis, squash, netball, touch footy and skiing depending on how much time I have outside of studying and work. Other than that, I'm the treasurer for the local AFL team in town, currently studying at ANU in Canberra and enjoy watching motor sport, especially the Supercars. I feel that living and working in a regional location really enables me to enjoy all my hobbies/sporting pursuits by giving me that time back from those long commutes and really contributes to a great work/life balance.

“

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## my Boyce journey

### Tom Hobbs

Cadet Accountant - Wagga Wagga



Tom was introduced to Boyce by a former employee and after meeting one of the Directors, he decided that when he went back to studying Boyce was the employer that would help him along his career path. Before he started working at Boyce he wasn't quite sure what the experience would be like - he was worried it might be like the stereotypical accounting office. After working at Boyce for over a year, he couldn't be happier and believes that the team and culture help form one of the best working environments he has ever been a part of.

#### 1. What sparked your interest in a career with Boyce?

My previous employer introduced me to one of the Directors when I told them I was planning on going back to start studying again. After meeting him and talking to a previous employee (who was my rugby coach), I decided I wanted a career with Boyce as all the people I knew who worked here were really great people.

#### 2. What do you love about your job?

The other employees. I enjoy working with everyone at Boyce and everyone here makes each day that much better. I also enjoy the variety of work. Although the process are similar, each client is different and learning about different practices and business is quite interesting.

#### 3. What do you love about living and working in your town?

My favourite part of living and working in Wagga is that it is large enough to have everything I need whilst being small enough to still have the small town country feel about it.

#### 4. What do you enjoy doing in your spare time outside of work hours?

I enjoy playing golf and working around the house either in the garden or on DIY projects.

“

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## my Boyce journey

### Georgina Drew

Cadet Accountant - Wagga Wagga



Georgina came across the position at Boyce online. After doing some more online research, Georgina started reading about the company's values and different office locations. It was this that sparked Georgina's bold move to apply for the position, which lead to her moving to Wagga Wagga on her own from regional Victoria, away from her family and the farm she had grown up on. Being a strong and independent woman with the ability to take on anything, Georgina took the approach of "if there's no risk then there's no reward" and "if I didn't do it now then when would I do it?".

#### 1. What sparked your interest in a career with Boyce?

Boyce sparked my interest because they serve a large amount of agricultural clients, and I grew up on a dairy, beef and broiler farm. I understand the challenges that farmers are continually facing. It has also allowed me to work on different forms of farming and learn about how they operate. I hope that into the future I can help provide the information required to help support farming businesses to grow and develop to be successful. I think that the farming background can help to understand the urgencies and pressures farmers are faced with, as well as how busy they are and what is going on at different times of the year.

#### 2. What do you love about your job?

I love my job, because I come to work and am provided with the opportunity to always be doing something different. I work with happy, helpful and encouraging peers that are always willing to answer my questions and provide feedback on my work. I am very grateful for the opportunities that they offer and the responsibility that they provide me, enabling me to grown and develop as an accountant but also as an individual. I also really love the flexibility that can be provided to allow me to go home and see my family and friends when possible.

#### 3. What do you love about living and working in your town?

I really enjoy working and living in Wagga Wagga because it is a big town which still has the country feel about it with "cowboys" walking down the streets to dogs barking on the back of utes. It is a town which has a lot to offer to the community, it also has everything here without having to drive to another town. I like to learn about the local areas and develop a greater understanding of what areas are known for along with what they have on offer.

#### 4. What do you enjoy doing in your spare time outside of work hours?

In my spare time I enjoy going to the gym, running, and hanging out with friends, which I have made since moving here from Gippsland. I enjoy being outside and going for weekend drives to look at the country landscape and what is around the area.

“

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## my Boyce journey

### Shannon Bow

Accountant - Dubbo



Being raised on a property in Dubbo has meant that Shannon's heart has always been in the country. The values that Boyce has are similar to the values that are instilled in her which made Boyce a perfect fit for her when choosing her career path. She first heard of Boyce in one of her early university lectures when one of the Directors and a Cadet spoke about the TQ (Tony Quirk) Scholarship and the opportunities Boyce provided. Since then she kept up with Boyce and the opportunities that were available.

#### 1. What sparked your interest in a career with Boyce?

I was nearing the completion of my Bachelor of Accounting at The University of New England in 2018, when I attended a CAANZ event at the university campus, where I was fortunate enough to meet two Directors from the Moree Office. They encouraged me to apply to Boyce, and after some further research and following the firm on social media, I did! Growing up in regional NSW, I am passionate about the region and the people. One of the core values of Boyce is having genuine care for clients and their needs and seeing as Boyce is ranked as the number one regional accounting firm in NSW, it was the perfect fit for me.

#### 2. What do you love about your job?

I love our clients, our collaborative and enthusiastic team and the ever-growing career opportunities at Boyce. It's a privilege to be able to help clients grow their business, such as recently playing a crucial role in helping them qualify for Government stimulus, such as JobKeeper, in response to the Covid 19 pandemic. There are real opportunities to make a life-long career from cadet to director at Boyce. I love the core values of Boyce that come alive through the team, including the importance they place on balancing work, community, family and having fun!

#### 3. What do you love about living and working in your town?

Having grown up on a property at Dubbo, my goal is to live in the country and work with rural clients. I envision in my career helping rural people and farmers make the most of their finances - especially when times on the land are hard. I know that the best way for me to be able to achieve my goals and help rural and country people, is by living and working in the country. When the time comes, I could not imagine raising family or living anywhere other than country NSW. Dubbo is a vibrant community, with fantastic cafes and pubs, with many young graduates coming to the town for jobs in health or agricultural, so it has a fantastic social scene in addition to ample career opportunities.

#### 4. What do you enjoy doing in your spare time outside of work hours?

I am currently completing the Chartered Accountant program, so a lot of my spare time at the moment involves study! When I am not studying, I love being active, and seeing friends on the weekends. Working at Boyce means that I can enjoy a really positive work/life balance.

“

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# my Boyce journey

## Alicia McCarten

Accountant - Dubbo



Alicia started her career with Boyce on vacation placement while she was at university. She loved it so much she just kept coming back! From humble beginnings starting with vacation placement, Alicia is now an Accountant with a Bachelor of Agribusiness Majoring in Accounting. She is also continuing her studies, currently completing her CA.

### 1. What sparked your interest in a career with Boyce?

When I was completing my degree in Armidale at the University of New England and completing my first accounting unit, we had two Boyce representatives come into one of our lectures and show us a short film on what life at Boyce was like and the aspect of accounting in rural areas. After seeing this film and the values that Boyce held, I knew this was the type of environment and workplace I wanted to be a part of. I completed a month of vacation placement in my summer Uni holidays and continued to come back every holiday break after that, I was hooked.

### 2. What do you love about your job?

I love the diversity of work that I get to do daily. There is not one job or client that is the same which allows me to learn new aspects of accounting and grow my experience and depth of knowledge in all different areas. I love that there is always something different I am doing, and no day is the same as the last. I also love the environment that we have in the office. The people that I work with in the office are all so great and I think this is what makes the environment so fantastic in the office. Working at Boyce really does allow a great balance between work, community and family and friends.

### 3. What do you love about living and working in your town?

I love how central Dubbo is to everything. Growing up in the Riverina it is very accessible to drive home for the weekend to catch up with friends and family. I am also very lucky to have a lot of friends from university now living in or around Dubbo, so we are continuously catching up for breaky, lunch or dinner.

### 4. What do you enjoy doing in your spare time outside of work hours?

In the summertime I enjoy competing in the social touch competition that runs in Dubbo and catching up for a social dinner and drinks after a win (or sometimes a loss). I also love to go water skiing at either Burrendong Dam or Lake Cargelligo when I am home with my family. Dubbo is a short 3 hours from my family's property in Rankins Springs so it is nice to get home and enjoy catching up with the family. In the wintertime I spend my spare time riding my horses and competing in Campdrafts around the region. On the other weekends I enjoy watching the rugby with my friends and catching up afterwards for some dinner and drinks.

“

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”

# my Boyce journey

## Kate Jones

Technology Graduate - Dubbo



Kate had always heard positive things about Boyce so when she saw a job come up in her home town she was keen to apply. Originally applying for an admin role, Boyce noticed the field that Kate was studying in and offered her a position in her field, Information Technology.

### 1. What sparked your interest in a career with Boyce?

Word of mouth about Boyce as an employer in Dubbo has always been really positive, so when I saw a job on Seek with them I was very keen to apply. I actually applied for an Admin Role, but when the Boyce team noticed I was studying a Bachelor of Information Technology at Charles Sturt University, they offered me the Tech Cadetship.

### 2. What do you love about your job?

The things I love about my job is the people. Being in tech, I get to interact with people from all across the firm. When you speak to the team, they are often happy to have a chat and are easy to get along with! I also love that my job offers a variety of work, from support to working on up-and-coming projects which ultimately, make a difference to the firm.

### 3. What do you love about living and working in your town?

I am a Dubbo girl at heart - having been born and raised here. I really enjoy that everything is within minutes drive of each other and the facilities the city has to offer.

### 4. What do you enjoy doing in your spare time outside of work hours?

I spend my time training at my powerlifting gym and socialising with friends.

“

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