

## **HOW TO GET INTO INTERNSHIP AND TRAINING IN NEXIA AUDIT ADVICE**

Auditing and consulting firm Nexia Audit Advice, one of the leading companies in the industry, representing the international network Nexia International in Latvia, has been conducting annual recruitment of last year students and recent graduates of higher education institutions for training programs and internship.

The recruitment is constant, during the academic year and in the summer. Training and internships allow you to combine work with study - the amount of workload and the schedule of work are determined taking into account the schedule of candidates. Training programs and internship are conducted in the following areas: the practice of audit services, the practice of reporting on the International Financial Reporting Standards (IFRS), internships in the training of consulting services (tax and accounting advice, transaction advisory services, financial and business consulting, evaluation, internal audit and risk management services, as well as legal advice).

Candidates, who successfully passed the training/ internship are invited to continue working in Nexia Audit Advice. Every year, students and young specialists graduate from leading Latvian universities, most of whom are interns in the training of auditing services.

### **Andrejs Ponomarjovs, head and partner of Nexia Audit Advice:**

“Traditionally, Nexia Audit Advice organizes trainings and internships to attract young specialists to the company. The company constantly attracts young specialists due to its specifics of the activities and the rapid career growth of the staff. Continuous process of training and raising the level of qualification in the process of work allows young specialists in a short time to become professionals and represent the interests of the company at a higher level. Almost all team leaders originally came to the Nexia Audit Advice some time ago to the positions of trainees and grew inside the company, so they remember themselves in the initial period of work and easily come into contact with new generations of trainees. Trainees and interns are involved in practical work on projects, which allows them to quickly gain the necessary skills of work. Generally, trainees perform separate tasks. At the same time, they get the opportunity to apply the knowledge gained in higher education institutions in practice, get acquainted with the specifics of the business of a particular client, work in a team of professionals. During the internship, students acquire an irreplaceable experience in the team and the operational performance of specific tasks in a timely manner, and also receive the first experience of communicating with clients at a professional level. Upon completion of the internship, it is assumed that the young specialist will acquire the necessary skills of working on projects, as well as basic knowledge that will help him in future to independently perform certain tasks within the ongoing projects and become a full member of the team of professionals. In the case of a successful internship, he will receive a proposal to work on the position of a specialist in our company on an ongoing basis.”

### **Duties:**

During the internship there is work on educational and practical tasks, a significant role is given to attending seminars and lectures, communication with professional colleagues. The duration of the internship depends on the area of the internship, the volume and complexity of the tasks.

The duties of an intern in an audit practice may vary depending on the skills and abilities already available, but usually include the analysis of certain accounting accounts, the understanding of the business process in the company associated with this account or a number of accounts, the implementation of appropriate audit procedures and assistance to managers and senior managers of audit projects.

**Place:** interns and trainees work in the central office of Nexia Audit Advice (Riga, Grecinieku street, 9), but visits to the clients and business trips to the other cities are possible.

**Contacts:** In order to undertake a training/ internship in the company, it is necessary to send an application according to the proposed form (see the website [www.auditadvice.lv](http://www.auditadvice.lv), section "Career"), attaching a CV, as well as a motivation letter to the e-mail address [info@auditadvice.lv](mailto:info@auditadvice.lv) (with the note "prakse"), which will be considered within 2 weeks.

**Tests:** when selecting candidates for internship on the training of audit services, candidates who received an invitation are tested, including a test for professional knowledge in the specialized field and knowledge of the English language. In addition to the test, candidates are interviewed by a senior manager and a partner in the audit practice.

**Bonuses:** internship is paid: trainees receive an official salary on a monthly basis.