



djh

Together
we can
achieve great
things

Building a

great future

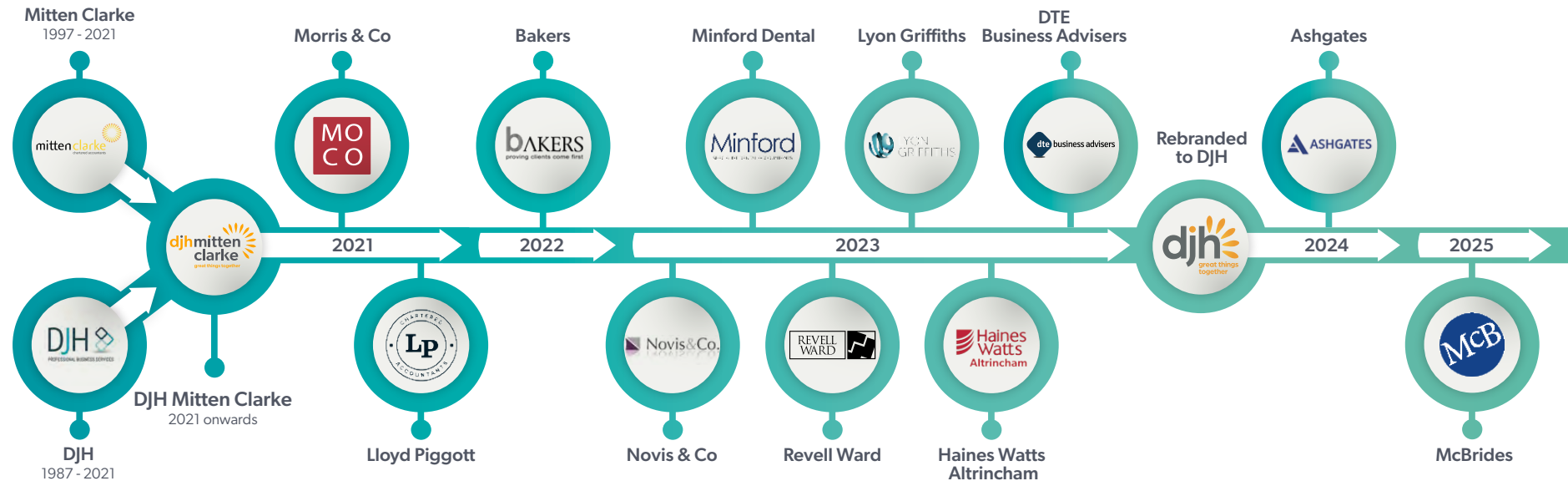
together

djh

The Road to DJH

We've done some pretty BIG things over the last couple of years, with the merger of Mitten Clarke and DJH, and more like-minded firms joining us on our mission to achieve great things.

The decision to come together was surprisingly easy. Collectively we're an experienced and ambitious market-leading team, providing exceptional and specialist business support to our clients. We share the same values and ambitions, and joining forces has not only enhanced the expert advice that we offer our clients, it's also meant we've been able create an even better place to work for our team.



Our *partnerships*

We believe in partnerships that offer even greater advice to our clients, help save the planet, or ultimately create personal development opportunities for everyone across the team.



We are members of the world-leading professional body that ensure our work is delivered at the very highest standard.



We partner with a leading firm of chartered financial planners helping clients plan for their future and achieve their financial goals.



We are experts in Xero's cloud-based technology, not only offering the highest level of support, but also creating bespoke solutions for our clients.



We belong to this international network which provides access to prominent professional services firms, opening up new markets with local knowledge and expertise.

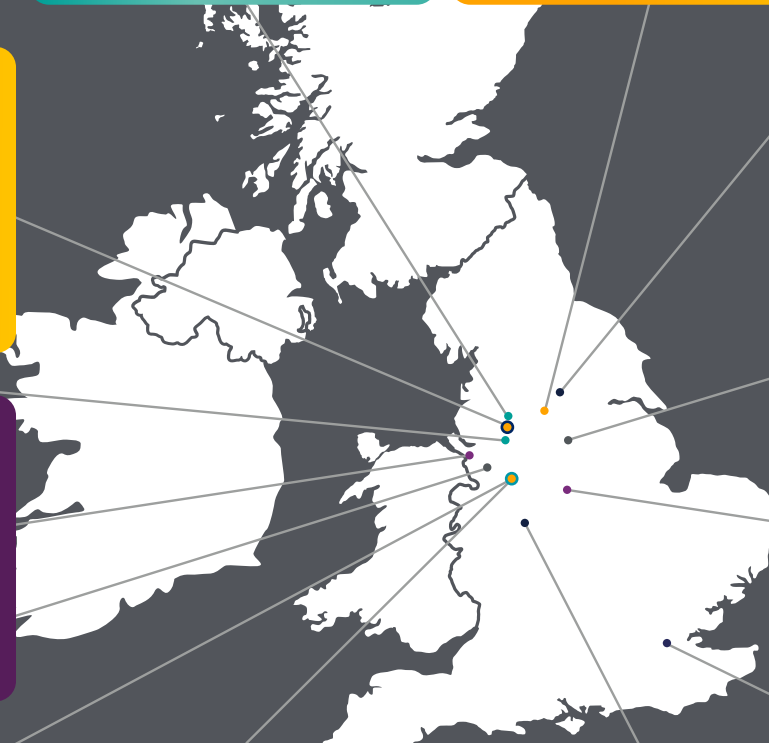


We are a carbon neutral company, pledging a commitment to the planet by measuring and offsetting our emissions to help secure a better future.

Our locations

Our thirteen offices are based across the Midlands, North-West, Yorkshire and South-East London enabling us to work with a range of amazing businesses.

This also provides options for our team, allowing them the flexibility to work from offices across the region.



A man in a white shirt is smiling and looking towards the camera. He is standing in front of a group of people who are also smiling. The background is a dimly lit room with hanging plants and warm lighting. The overall atmosphere is positive and professional.

Our **vision**

A great future together

We have big ideas and even bigger plans.

We know exactly where we're going, especially when it comes to our team.

We spend a lot of time at work, don't we? So, we work really hard to create a place our team enjoy coming to and can collaborate in a trusted and caring environment.

Yes, we're potentially going to be your boss. But we don't want to be just your boss, simply paying your salary and booking you on an occasional training course.

Our aim is to have a people first approach, focusing on each of them. So, they:

- Love what they do and are proud to work with us.
- Develop in all parts of their lives – personally and professionally.
- Live and breathe our core values.

Together we achieve great things

Our **culture**

Our people are our biggest asset. We've built a team that we're extremely proud of. They're talented, they're passionate and they're ambitious - they're the life blood of our business. And no matter how much we grow, looking after our team will always be our #1 priority.

So, if you like what you've read so far, keep reading on!



Our *values*

To understand a bit more about what we're about, our values are a great place to start. They run through everything that we do. They set the tone and our team live and breathe them.

Whether we're recruiting fresh new talent like you, or talking to a potential new client, we always look to partner with people who value the same things as us:

teamwork

We achieve great things together. We are a team, and we encourage and support each other.

passion

We care - about our clients, our work and above all, each other.

ambition

We recognise potential. We will be the very best employer, inspiring our people to flourish and grow.

community

We give back. We support our local communities, playing our part as a responsible business for a sustainable world.

honesty

We do the right thing. We create an environment which is built on trust, transparency and respect.



Our *flexible* working

Getting a sensible work-life balance is important, so we offer flexible and agile working. Just like Google and Apple, we've rolled with a 60/40 approach, where you can split your time between the office and home, our only ask is that you're in for your office's 'Innovation & Collaboration Day'.

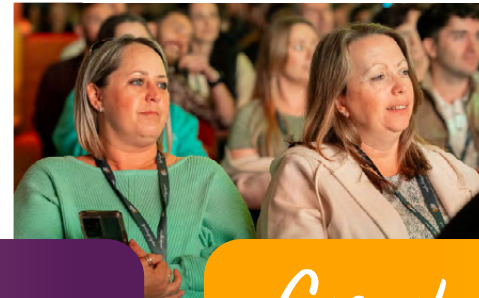
We have a flexible approach to hours too. You're free to work your 7 1/2 hours anytime between 8am and 6pm, so you really get the balance right.



Our **approach** to *looking the part*

Our **"Dress for Your Day"** policy empowers you to dress based on your schedule and plans.

Professionalism isn't about wearing a suit—it's about confidence and authenticity. This policy gives you the freedom to choose an outfit that fits both your day's demands and represents the DJH brand with pride.



Professional



Suits, blazers or jackets paired with tailored trousers, skirts, or dresses, and dress shirts or blouses. Finish with dress shoes or smart boots - flats or heels work well.

Smart Casual



Collared shirts, smart tops with smart jeans, chinos, or knee-length skirts. Light-knit sweaters or cardigans and smart boots or sandals complete the look.

Casual



Polo or casual shirts, t-shirts teamed with casual jeans, trousers, or skirts. Casual jackets, sweaters, or cardigans paired with clean boots, shoes, or trainers keep it relaxed yet tidy.

Supporting you on your family journey



We are dedicated to creating a supportive workplace that **values the importance of family**. Our family-friendly policies are designed to ensure that **all parents have the time and flexibility needed** to embrace and enjoy life's most important moments.

Whether through maternity leave, adoption leave, shared parental leave, or paternity leave, **we provide comprehensive support to help you focus on building your family while maintaining your career**. These policies reflect our commitment to fostering an inclusive environment where every parent feels supported and empowered.



Maternity

We offer 13 weeks of full pay to support new mothers.



Adoption Leave

We provide 13 weeks of paid leave for your adoption journey.



Shared Parental Leave

We provide 52 weeks of shared parental leave, with 13 weeks fully paid, for those with primary childcare responsibilities.

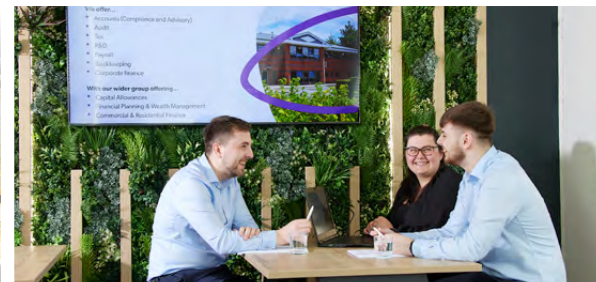


Paternity Leave

2 weeks full pay that can be taken together or split.

Our *facilities*

We want to create the very best place to work, so it's essential the physical environment matches this goal. We've invested heavily in our facilities, but we're always looking at ways to make our offices even greater places to be so that on your office days you really enjoy spending time here.



HQ features includes:

- Light, open plan office space with dual screens at every station.
- State of the art meeting pods.
- Break-out, meeting and events space known as The Hangout.
- Lakeside garden space and bar for summer socials.





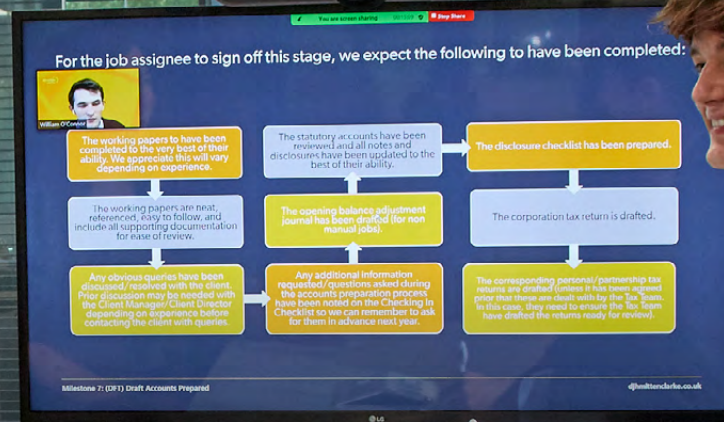
Our *learning* & development

Supporting our team to be the best they can be, so they develop both personally and professionally, is the key to our success. We will invest time, effort and money in you, tailoring the support to help you achieve your ambitions and reach your true potential. We're currently a top 40 firm, and as we grow it creates even more opportunity for the team to grow with us.

Some of the best bits include:

- Fully scheduled CPD calendar.
- Leadership & Management Academy.
- Ambition Academy.
- 1-2-1 mentoring for all across the business.
- Career ladders to provide steps to progress.
- Annual team conference with guest speaker and team building games.

Our *training* package



We love to grow talent through the ranks and supporting our team through their professional studies plays a big part of this. We offer fully funded packages throughout each stage of your accountancy career, from AAT, ACCA, ACA (ICAEW), ATT, or CTA you will be supported by our dedicated Learning & Development Team.

Package includes:

- Fully funded course and exam fees.
- Professional memberships.
- Paid time off to attend courses.
- Career ladders to provide steps to progress.
- A paid study day prior to an exam.

 **Apprenticeships**
Top 50 SME Employers 2024

NUMBER
1

Supporting early careers



accelerate
academy

launch
academy

The Accelerate Academy and Launch Academy are our internal early careers training programmes.

They introduce trainees to key topics early on, helping them to launch their career and accelerate their learning.



Our wellbeing

We work hard but we also love having fun. We try to make sure everyone feels happy and supported both mentally and physically, so we have a jam-packed calendar that focuses on health, wellbeing, and of course, socials.

From Health MOTs to Stress Awareness, Summer Team Days to epic Christmas Parties, you'll definitely want to get involved.

spectrum
life

We've also launched a game-changer for our teams' mental health. Through our friends at Spectrum Life, we offer 24/7 mental health counselling and therapy, plus wellbeing support and career coaching.



Our community

Giving back to the community is in our DNA and as a team we've been able to make a real difference over the years. Aside from it being lots of fun to try out new activities, we've met some great people and charities along the way. Whether it's volunteering, running marathons or holding charity events, you'll be encouraged to roll up your sleeves up and get stuck in.

We've also committed £20,000 a year for our 'Great Ideas Grants', where you can apply for small one-off grants, to support our communities with environmental, education, physical health, mental health, social and charitable projects.



Our *communication*

Keeping you in the loop on how we're doing as a business, the latest developments and our plans for the future is fundamental to our people-first approach. Each year we host our annual group-wide conference, the Summer Summit, where we all come together to hear the latest strategy for the business and hear from a keynote speaker on a subject that supports our goals.

To be as transparent as possible, you'll also be invited to quarterly team updates at a local level so you're kept update throughout the year.

Communication works two ways, and your feedback plays a huge part of shaping our future approach. We'll also ask you how we're doing at intervals through the year through our Gallup employee engagement survey.



Hear from our team



Since joining audit team, I have been working with great people and great clients, no two days are the same. It's a group going places, and I am excited to be a part this journey.

Azher Karim
Senior Audit & Accounts Manager



DJH provides a fantastic opportunity to learn and develop surrounded by a team that are the best at what they do. Alongside a fully subsidised study package, time off to revise and internal courses, there is no better place to excel into the industry.

Josh Bagnall
Semi-Senior Accountant



Since joining DJH I have had so many opportunities, not only to learn new things, but to develop my skills in other ways. I have been taking part in the Ambition Academy for aspiring managers where you learn all about people management as I was promoted to an Assistant Client Manager within a year of joining the team. DJH truly care about their team with a monthly wellbeing calendar and events to keep that teamwork going.

Beckie Wright
Client Services Manager



The team is incredibly close-knit, building an open and supportive environment where everyone encourages one another to develop. Building upon my knowledge and confidence has been made easier by exposure to a variety of business sectors and clients as well as the experience of senior members of the team.

Connor Jewsbury
Audit Junior, Huddersfield



I work with incredible people who have motivated me to be the best version of myself as I develop in my career and ACCA studies. I look forward to my career progression with DJH as there are always an abundance of opportunities to develop.

Samara Davies
Semi Senior Accountant, Chester



Building a
great future
together

Find out more, contact...
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