



BUILDING RELATIONSHIPS



▶ AT BDO, YOU WON'T JUST MAKE CONNECTIONS. YOU'LL BUILD RELATIONSHIPS.

With many opportunities to work and grow in the accounting profession, BDO is a solid place to develop and advance your career. Many of our professionals spend their entire careers at BDO because of what we can offer:

- Diverse career streams in multiple practice areas and industries
- Collaborations with other professionals in the firm
- Direct working relationships with partners and clients
- A global presence with offices across Canada and around the world

BDO is one of the leading accounting and advisory firms in Canada, proudly serving more than 50,000 business clients coast to coast. We offer value-added services to a broad range of clients, with a strong focus on business and community relationships, as well as partner involvement. As a member firm of the international BDO network, we have access to global expertise and resources to serve clients from over 1,000 offices in more than 100 countries.

Our accounting and advisory services

- Assurance and accounting
- Financial advisory services
- Risk advisory services
- BDO Solutions
- Taxation
- Financial recovery services
- Business transition services



Vision, values and expectations

BDO is one firm engaged to make a difference through valued relationships with our people, clients and communities.

We value honesty and integrity, quality, respect and accountability, while emphasizing:

- Communicating effectively
- Leading towards a common goal, no matter your role
- Collaborating to accomplish common goals and objectives
- Solving problems and recommending/implementing solutions
- Acting with professionalism
- Completing quality work that is effective and timely
- Developing business in your area
- Serving internal and external clients by providing excellent service and fulfilling client expectations

What you can expect from us

- Well-rounded client work experience
- A high-performing firm that is stable, growing, and successful
- Partner involvement and opportunities
- A work environment that suits you
- Competitive rewards
- Support for learning, development and advancement

What we expect from you

- Commitment to our "one firm" vision
- Demonstration of our values in your everyday work
- Contribution to the strength of our business
- Making a difference in our clients' business
- Demonstration of strong people skills
- Accountability for your career growth and development



Key people initiatives

BDO is shaped by the valuable people who work here. As such, we provide a variety of programs and initiatives that support our team.

Communication: Our comprehensive, national internal communications program updates employees on different aspects of the firm — such as goals, decisions, and news.

Engagement: As part of our strategic plan, our annual engagement survey is designed to allow all employees to give feedback about the firm.

Performance: Our single-access portal offers performance management tools to help employees understand their performance expectations and manage their personal information.

Recognition: Our firm-wide recognition program, “You Make the Difference”, is a venue for everyone to thank and recognize colleagues who go above and beyond to make BDO better.

People leadership: As part of our leadership development initiatives, we offer our “people leaders” a training program that equips them with the skills to lead, motivate, inspire, coach, train and encourage their teams.

Training

Our learning and development programs are focused on building competencies that will help you achieve personal and professional success.

We place significant emphasis on training in the accounting profession. Our specifications vary from person to person, depending on your professional experience. In order to ensure that you are appropriately trained to do your job, we provide programs that will enhance your skills and propel your career development.

Secondment opportunities

Our international secondment program lets employees gain national or international work experience with a temporary employment position in one of the participating BDO offices around the world. These opportunities can last between six months and two years. They help employees develop key transferable skills, while building their awareness of multinational clients.

Students and new graduates

Your career at BDO is supported by both education and training to help shape your professional career. Our training is focused on enabling our professionals to experience each step involved in the accounting process — from beginning to end — rather than concentrating on strictly one area.

In your first year at BDO, you will be part of a team that provides assurance and other related services. You will receive applicable and practical experience — also beneficial for your professional exams — early in your career, including preparing an entire file that you will see through to completion.

Having already faced the same issues that many accountants do, our partners consequently understand your position. They take an active interest in your progress, offering continuous guidance and feedback through which every team member can assess his/her growth within the firm.

Although your individual experience will depend on the unique factors of the office and practice area in which you work, the following is an average timeline for your career path at BDO:

Year 1	Year 2	Year 3 - 5
Staff Accountant	Intermediate Accountant	Senior Accountant

Our UFE program

Our Uniform Evaluation (UFE) preparatory program is designed to help you enhance your technical knowledge, case writing skills and understanding of core CA competencies. BDO offers workshops, seminars and counselling led by highly qualified internal and external facilitators. We also enlist an experienced exam marker to independently evaluate your practice exams.

The buddy system

Our UFE buddy system provides upcoming UFE writers with a newly qualified CA who will mentor you, provide guidance, help you prepare a study plan, and answer any questions you may have. BDO’s preparation process also includes exam library access with sample simulations for individual or customized study sessions.

UFE support

We support you financially throughout the UFE process. You may enroll in the CA School of Business (CASB), Core Knowledge Exam (CKE) and the School of Accountancy (SOA), Professional Education Program (PEP), and/or the Atlantic School of Chartered Accountancy (ASCA) preparatory programs. For students participating in the CA program in Quebec, the firm will financially support your studies through DESS (Diplôme d’études supérieures spécialisées).

www.bdo.ca/careers



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