

MOORE STEPHENS LLP

CHARTERED ACCOUNTANTS OF SINGAPORE

Moore Stephens LLP, Singapore

Your Career, Your Choice

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Discover... Life at Moore Stephens



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Moore Stephens LLP Singapore

Moore Stephens LLP Singapore is one of the top 10 accounting firms in Singapore. We are a member firm of Moore Stephens International Limited, which is regarded as one of the world's leading accounting and professional service association.

People are the cornerstone of Moore Stephens LLP Singapore. We believe in creating an empowering and supportive work environment for our employees.

Our client base is varied, consisting mostly of large corporations which will provide exposure to different industry types and system processes. You will gain significant audit experience within practice, and be involved in the design of audit plans to satisfy our audit objectives.

The growth of Moore Stephens LLP Singapore has and continues to be based on our vision to be the best in our chosen markets.

What's with Moore Stephens LLP Singapore?

- We have an open door policy.
- We encourage employee constructive input at all levels.
- We operate a supportive, partner-led culture.
- We create a flexible plan to enable you to grow and develop.
- We identify and develop your professional talents and interests while allowing you to gain exposure to a wide variety of work across many industries and sectors.

What Differentiates Moore Stephens LLP Singapore?

- **Training** – We have full-time training resources and we offer structured training to arm you with the knowledge and skills necessary to drive the business forward.
- **Progression** – We offer clear career development and promotion prospects and opportunities to broaden your knowledge through secondment within the member firm offices in more than 100 countries.
- **Methodology** – Our risk-based audit approach ensures audit quality and is updated periodically to ensure audit effectiveness and efficiency.

- **Variety** – We work with a lot of clients across different industries. No two clients are the same, thus providing a challenging environment where we stretch our potential and your skills will be nurtured.
- **Work-life Balance** – We believe in achieving a healthy work-life balance that makes real-life success possible.

Beyond academic excellence and leadership qualities, we look for people who are "original", well-read, and have collaborative mindsets; we look for people who are sincere in wanting to learn and contribute to their personal development as well as the firm's overall success.

Who We Are

Our Objectives

To be viewed by clients as the first point-of-contact for all their financial advisory and compliance needs.

By providing sensible advice and tailored solutions to help clients achieve their business goals.

By delivering quality service, strong relationships, operating as a team and giving leading edge advice.

By providing personal partner led client service. Each client's affairs are handled by an individual partner, who provides the focal point for client enquiries.

This engagement philosophy ensures that work undertaken for a client both in the routine side and by specialist departments is fulfilled to the highest quality.

Our Values

Strong Relationships

It is important to us that we develop a strong client relationship. Vital to such a relationship is good communication, honesty, commitment, mutual trust and respect. We put a lot of effort into developing these elements of strong relationships so we can anticipate and resolve business issues for our clients.

Quality

Quality to us means service professionalism to achieve client satisfaction via:

- Providing excellent technical advice, with highly effective and efficient service delivery.
- Giving our clients the best, tapping best practice and applying it to their specific needs.

Teamwork

Moore Stephens LLP Singapore team is multi-disciplinary. We function to give you a greater holistic solution.

Working on the basis that the whole is greater than the sum of the parts, Moore Stephens LLP Singapore works as a team.

We use integrated client service teams to deliver a total solution that add value to your business. Where necessary, we will draw on our expertise internationally to meet your needs.

Leadership

Leadership to us means – innovation, flexibility and vision. To meet clients' business needs, we work hard to bring these qualities to their business.

Common Values

Our member firms across the globe share common values; integrity, personal service, quality, knowledge and a global view.



This is our commitment to clients, which ensures we provide value added services to them as well as a stimulating career for our people.

Capabilities

- Audit and Assurance
- Business Advisory Services
- Business Outsourcing Services
- Corporate Finance
- Corporate Recovery, Restructuring and Insolvency
- Corporate Secretarial
- Executive Search
- Financial Reporting Advisory
- IT Solutions
- Risk Management
- Scrutineer Services / Electronic Polling
- Taxation
- Valuation Services

Career at Moore Stephens LLP Singapore

Internship

Moore Stephens LLP Singapore welcomes applications to our Internship Program from all local universities and foreign institutions.

Our Internship Programme provides undergraduates with the opportunity to experience actual work life and gain insights into the accounting profession.

You will enjoy our open and friendly culture, and the chance to work with and learn from our outstanding professionals. It is also a platform for us to evaluate candidates who may potentially join us.

Offers of employment will be made to interns who have positively demonstrated their suitability to a career in professional accounting

Graduate Opportunities

A career with Moore Stephens LLP Singapore gives you the unparalleled advantage to work in a truly international organisation whose clients are industry leaders and whose professionals are recognised as experts in their field. As an employer of choice, we dare you to be different and rise up to our challenge.

Our graduate programme is tailor-made for graduates who are keen to pursue a career in assurance service line. You will enjoy our open and friendly culture, and the chance to work with and learn from our outstanding professionals. You will



also gain access to the finest training and best practice methods and tools. In addition, you will interact and work with top tier clients and seek out the latest and best solutions for our clients.

From the supportive and collaborative culture to the progressive learning and development, it is easy to see why Moore Stephens LLP Singapore is the firm of choice.

Experienced Opportunities

Moore Stephens LLP Singapore provides industry-focused assurance and advisory services to build public trust and enhance value for its clients and their stakeholders. Our combined resources and culture offer unparalleled breadth and depth of expertise for our valued clients.

Professionalism and positive people relationships are characteristics we look for in the individuals to be part of our service team. Our goal is to establish long term relationship with you and you will

find a challenging career path that is clearly pointed towards growth and opportunity. Wherever your aspirations lie, if you have the drive and determination to help our clients succeed, we will help you realise your professional and individual ambitions.

At Moore Stephens LLP Singapore, we recognise that your contributions will drive our success to greater heights. As our commitment to help you advance in your career, we offer:

- Challenging work opportunities
- Continuous learning to grow individually and professionally
- Attractive and competitive compensation and rewards
- A high performance work culture

You will be part of a culture that is focused, collaborative and inspirational. Together, we will work to make a difference for our clients.

Work Culture & Career Development



Work Culture

At Moore Stephens LLP Singapore, our ethical principles are our values in action. They offer guidance on appropriate ethical and professional conduct with respect to integrity, objectivity, confidentiality, competence and fair business practices, fundamentals that are critical in our business dealings. These shared values unite and provide us with the foundation upon which we can build mutual respect and concern for one another.

We are committed to help you chart your career path based on your strengths. The diverse perspectives, skills and talents of our people all contribute to Moore Stephens LLP Singapore's overall success. Nothing is more satisfying when you are part of a closely knit community of committed and talented colleagues who care about quality, doing the right thing, and one another. After all, when you are happy, you will be able to produce the quality work that keeps our clients happy.

We encourage a culture in which the partners, managers and seniors serve not only as supervisors, but also as coaches and mentors to everyone who joins the firm. Our goal is to ensure that Moore Stephens LLP Singapore is a workplace where everyone can contribute, grow and thrive.

We encourage open-minded, collaborative mindsets which foster fresh thinking and inspire visionary solutions to client problems. We believe in life beyond work

and we respect your personal goals and responsibilities.

Initiatives have been implemented, allowing you, as an individual, to achieve a healthy work-life balance that makes real-life success possible in achieving professional goals while meeting personal commitments.

More importantly, we listen to your needs. This is the key to the vibrant synergy which characterises the corporate culture in Moore Stephens LLP Singapore.

Career Development

At Moore Stephens LLP Singapore, we see you as our most precious assets. We understand that as an individual, you will want a clear career path. As such, we will strive to provide you with opportunities to achieve your goals. We are also aware that everyone's career goals and aspirations are unique. Hence we are committed to use a variety of means to ensure that your needs are constantly met.

We acknowledge that it is the quality and commitment of our people that have made us one of the world's leading professional service firms. Indeed, our reputation depends on our people's ability to provide excellent services to our clients. As such, we place great emphasis on recruiting, training and developing our talent. When we recruit, we look for well-rounded, confident individuals who have the commitment and determination to excel.

We see your career as a personal partnership, one in which we will invest as much energy and commitment.

We provide a supportive environment, one that will equip you with the skills, and the room for personal and professional growth.

Mentor and Coaching Scheme

You will be assigned a mentor who is either a manager or partner. He will be responsible for your individual development. Your mentor will provide ongoing counselling and coaching throughout your career with the Firm. He will also share with you his technical expertise and knowledge of the Firm.

Performance and Promotion

We are committed to building the professional careers of our people. To ensure that you are on track, your supervisor and partner will provide regular feedback on your performance for the various assignments. Areas of strengths will be highlighted and further developed. We will also work on areas that require improvement. Promotion is based strictly on merit. The time taken to progress through the different grades will depend on your ability. Opportunities for promotion to managerial or partnership level are available for all staff.



Learning Philosophy

Learning Philosophy

Nurturing and sustaining a vibrant culture that celebrates our values of teamwork, excellence and leadership remain our priorities. At Moore Stephens LLP Singapore, we recognise people as our assets that drive our ongoing success. We are, therefore, committed to attracting, retaining and motivating high calibre people. We encourage individual development and growth via ample learning opportunities and progression through our well-defined career development structure.

We endeavour to inspire our people to greater achievement and provide a continuous learning environment that will help you recognise and fully develop your potential. We also encourage open-minded and collaborative mindsets that foster creativity and inspire visionary solutions to issues.

Learning is a continuous process. Our learning approach involves:

Job Mentoring

Consistent with our aim of creating a continuous learning environment, you will be assigned a mentor who will work closely with you to help shape your career development and maximise your full potential within the Firm. Components of our job mentoring includes appropriate work allocation and regular performance feedback to ensure your success in the Firm.

Formal Structured Programmes

The formal classroom programmes are intended to supplement job mentoring.



Our training curriculum is a customised blend of technical and soft-skills courses.

Participation in these programmes is based upon your professional needs and objectives and those of the Firm, taking into consideration your required competencies, experience, capabilities and work assignment.

Where necessary, we also collaborate with subject matter experts that will allow you to benefit from their practical experience and technical expertise.

Continuous Professional Education (CPE)

Significant investments are made in training activities. The effectiveness of training is greatly dependent on the concerted efforts put in by the Firm, the trainers and the learners. It is our policy that all our professionals should obtain at least 40 hours of continuing professional education per calendar year, of which at least 25 hours must be structured CPE hours per calendar year.

A formal training directory consisting of learning maps and available courses for each level are issued every year to enable our people to go beyond the minimum CPE requirements and build their core expertise.

Attendance at the Firm's core training courses is compulsory unless special approval has been obtained from any Audit Partner, on approved annual leave, or when you are certified unfit for work.

Singapore Chartered Accountant (CA) Qualification

Moore Stephens LLP Singapore is recognised as one of Singapore's pioneering cohort of Accredited Training Organisations (ATOs) for the Singapore CA Qualification. With more than ten Approved Mentors attached to Moore Stephens LLP, Singapore and a comprehensive training curriculum, our Firm is committed to providing a conducive learning environment and on-the-job learning and development opportunities for the candidates.

Moore Stephens LLP Singapore

Moore Stephens LLP Singapore is a member firm of Moore Stephens International Limited, which is regarded as one of the world's leading accounting and consulting association with more than 620 offices in 108 countries and more than 27,000 partners and professionals with billing in excess of US\$2.7 billion per annum.

We provide our services to a diverse range of clients, from large corporations, listed companies to private businesses, entrepreneurs and individuals across a broad array of industry sectors.

At Moore Stephens LLP Singapore, our goal is to look beyond numbers and compliance issues, to provide our clients with practical advice to resolve problems and help them achieve their business goals.

Moore Stephens Globally

Moore Stephens International Limited is a global accountancy and consulting association.

With our global network spanning 108 countries, you can be confident that we have access to the resources and capabilities to meet your needs. Moore Stephens International independent member firms share common values: integrity, personal service, quality, knowledge and a global view.

By combining local expertise and experience with the breadth of our worldwide network, clients can be confident that, whatever their requirements, Moore Stephens will provide the right solution to their local, national and international needs.

Contact Information

If you would like further information on any item within this publication, or information on our services please contact:



Mick Aw - Senior Partner and Head,
Corporate Finance and Corporate Restructuring
T +65 6329 2701
mickaw@moorestephens.com.sg



Chris Johnson - Partner and Head,
Shipping Group and IT Solutions
T +65 6329 2703
chrisjohnson@moorestephens.com.sg



Neo Keng Jin - Partner and Head,
Audit and Assurance and Initial Public Offerings
T +65 6329 2707
neo-kj@moorestephens.com.sg



Willy Ng - Partner and Head,
China Services
T +65 6329 2708
willyng@moorestephens.com.sg



Lao Mei Leng - Partner and Head,
Risk Management
T +65 6329 2706
laomeileng@moorestephens.com.sg



Wong Koon Min - Partner and Head,
Professional Standards
T +65 6329 2723
wongkoonmin@moorestephens.com.sg



Chan Rouh Ting - Partner and Head,
Audit Methodology
T +65 6329 2700
chanrt@moorestephens.com.sg



Bernard Juay - Director,
Corporate Finance and Corporate Restructuring
T +65 6329 2760
bernardjuay@moorestephens.com.sg



Michelle Chong - Director,
Audit and Assurance
T +65 6329 2775
michellechong@moorestephens.com.sg

MOORE STEPHENS LLP

CHARTERED ACCOUNTANTS OF SINGAPORE

10 Anson Road #29-15, International Plaza, Singapore 079903

T +65 6221 3771

F +65 6221 3815

E email@moorestephens.com.sg

www.moorestephens.com.sg

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