



MOORE

DISCOVER MOORE  
CAREERS

Moore Stephens LLP

# COMPANY OVERVIEW

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

## MOORE STEPHENS LLP, SINGAPORE

Moore Stephens LLP, Singapore is ranked as one of the top 10 accounting firms in Singapore.

Established in Singapore for more than 30 years, Moore Stephens LLP, Singapore is a member firm of Moore Global Network Limited, which is regarded as one of the world’s leading accounting and consulting association with 29,000 people in approximately 550 offices across the world and with fees of more than US\$3 billion per annum.

## MOORE GLOBAL NETWORK

Moore Global Network Limited, is a global accountancy and advisory network with its headquarters in London.

Since it was founded a century ago, Moore Global Network Limited has grown to be one of the largest international accounting and consulting groups worldwide. Today the network comprises of over 29,000 people in 113 countries throughout the world. You can be confident that we have the resources and capabilities to meet your needs.

## YOUR PREFERRED EMPLOYER

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 predominantly of large corporations which provides 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.

## OUR WORKPLACE ENVIRONMENT

At Moore we do things a little differently:

- We have an open-door policy
- We encourage employee constructive input at all levels
- We create flexible planning 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



>110

Countries



>250

Firms



≈600

Offices



>30,000

People

# WHAT MAKES US DIFFERENT

“We offer clear career development and promotion prospects and opportunities to broaden your knowledge...”

## 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.

# OUR OBJECTIVES

“Our goal is to ensure that Moore Stephens LLP is a place where everyone can contribute, grow and thrive. We encourage open-minded, collaborative mindsets which foster fresh thinking and inspire visionary solutions to client problems...”

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 strong client relationships. 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's 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.

## OUR 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

# CAREER DEVELOPMENT

“Leadership to us means - innovation, flexibility and vision. To meet clients’ business needs, we work hard to bring these qualities to their business...”

At Moore Stephens LLP Singapore, we see you as our most precious asset of which we strive to provide the right environment and career development opportunities that are in line with your career goals and aspirations. Recognising that every individual is unique, we remain committed to use a variety of means to ensure that your needs are constantly met.

We acknowledge that the quality and commitment of our employees have made us one of the world’s leading professional service firm.

Indeed, our reputation depends on our employees’ 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.

Your career is a personal partnership to us where we invest as much energy and commitment to provide you a supportive environment to equip you with the skills and the room for your 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.





HELPING YOU THRIVE  
IN A CHANGING  
WORLD

## OUR WORK CULTURE

“We encourage a culture where not only 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 is a work place where everyone can contribute, grow and thrive...”

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, competence and fair business practices, fundamentals which are critical to 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 close-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.






▶ JOB MENTORING



▶ FORMAL STRUCTURED PROGRAMMES



▶ CONTINUOUS PROFESSIONAL EDUCATION (CPE)



▶ SINGAPORE CHARTERED ACCOUNTANT (CA) QUALIFICATION



# LEARNING PHILOSOPHY

“We encourage individual development and growth via ample learning opportunities and progression through our well-defined career development structure. We endeavour to inspire our employees to greater achievement and provide a continuous learning environment to help you recognise and develop your potential...”

Nurturing and sustaining a vibrant culture which celebrates our values of teamwork, excellence and leadership remain as our priority. 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 also encourage openminded 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 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.

## Continuous Professional Education (CPE)

Significant investments are made in training and the effectiveness of which is greatly dependent on the concerted efforts put in by the Firm, our trainers and our 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 is issued every year to enable our employees to go beyond the minimum CPE requirements and build their core expertise.

## Formal Structured Programmes

Our formal classroom programmes are intended to supplement job mentoring at work. 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 assignments. Where necessary, we also collaborate with subject matter experts that will allow you to benefit from their practical experience and technical expertise.

## 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 alongside 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.



OPPORTUNITIES  
ARE ENDLESS

# CAREER PATHWAYS

“You will be part of a culture that is focused, collaborative and inspirational...”

## 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 a 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. In our commitment to help you advance in your career, we offer:

- Challenging work opportunities
- Continuously 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.

**For more information on career opportunities or available job positions with us, visit:**

[www.mooresingapore.com/careers](http://www.mooresingapore.com/careers)

## MOORE STEPHENS LLP, SINGAPORE

Moore Stephens LLP, Singapore has been established in Singapore for more than 30 years. We are a member firm of Moore Global Network Limited, which is regarded as one of the world's leading accounting and consulting association in the world.

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 GLOBAL NETWORK

**At Moore, our purpose is to help people thrive – our clients, our people and the communities they live and work in. We're a global accounting and advisory family of over 30,000 people in 502 offices across 114 countries, connecting and collaborating to take care of your needs – local, national and international.**

When you work with Moore firms, you'll work with people who care deeply about your success and who have the drive and dedication to deliver results for you and your business. You'll have greater access to senior expertise than with many firms. We'll be here for you whenever you need us – to help you see through the maze of information, to guide you in your decisions and to make sure you take advantage of every opportunity. To help you thrive in a changing world.

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