



cottons group

Business Advisors | Taxation Advisors | Chartered Accountants

Where talent
meets
opportunity

About Cottons Group



First of all, thank you for taking an interest in our company.

Here at Cottons, we always want to offer each candidate the opportunity to learn a bit about us so they can decide whether we are the right fit for the next step up in their career.

Our clients value us for our knowledge, transparency and good communication skills so it only makes sense we lead by these principles in our hiring process too.

We started in 1983, with a small office in Daventry and grown to be one of the leading independent Chartered Accountants in the Midlands. Our offices now extend to 6 locations, with more than 100 staff and 15 partners.

We are a member firm of the Institute of Chartered Accountants in England & Wales and a certified ACA and ACCA training partner. We have a very diverse portfolio of clients and offer much more than just accountancy services we're experts in complex tax matters, we are auditors, and provide a very broad range of business advice.

No two days are ever the same. And we value this about our business as it makes us agile, curious and ambitious. These are exactly the skills we look for in any candidate, regardless of where they are in their career journey So if this sounds like the right mix for you, we'd love to hear from you.

Good luck!

Will Smart
Managing Partner



What we offer our people



Focus on your development



Friendly and relaxed working environment



Excellent financial package and benefits



Transparent and clear career path



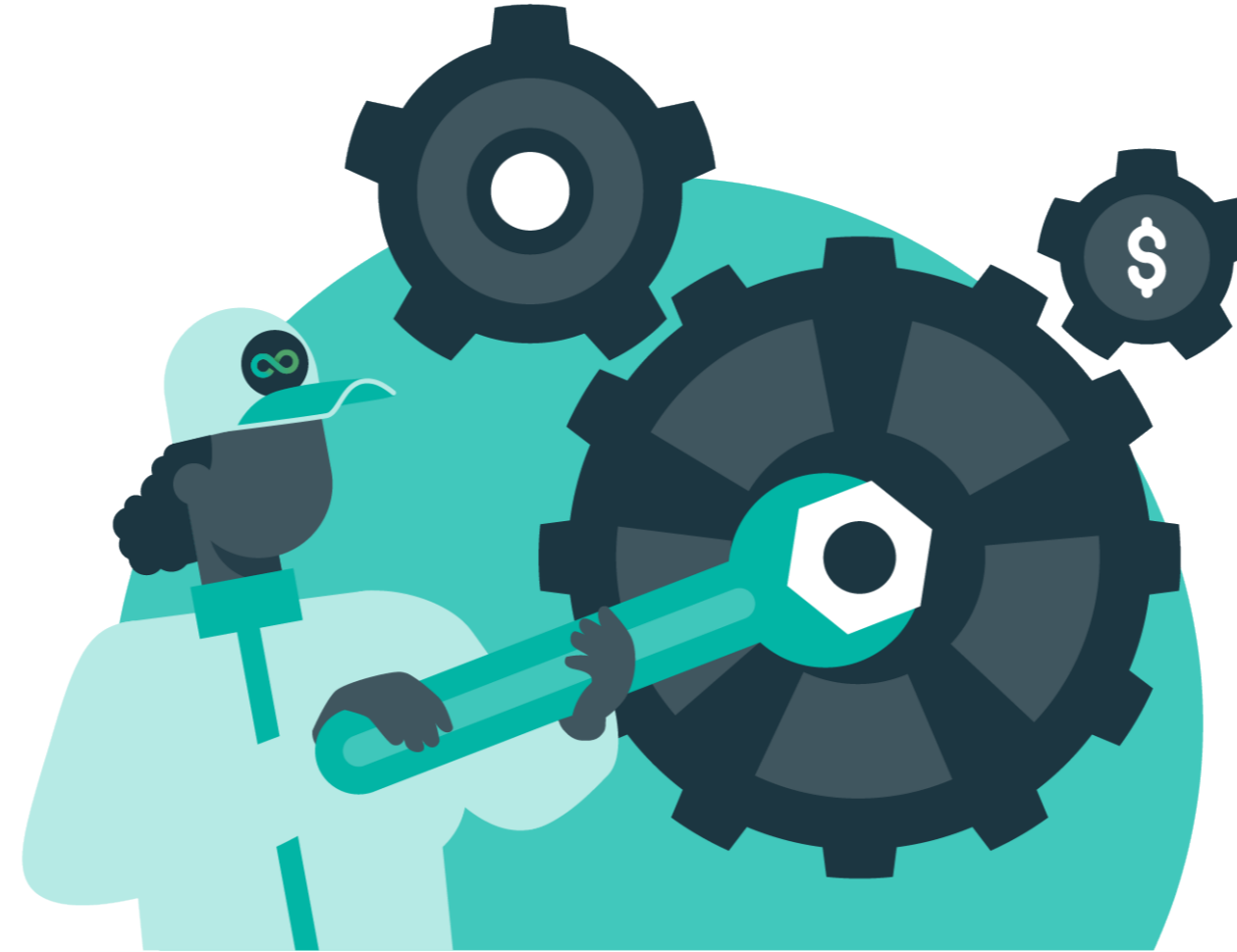
Why work for us?



We provide tailored approach to your career

We recognise that each person is an individual, as are their career goals and ambitions.

Whether you are at the start of your journey, right in the thick of it or nearing retirement, we want the team to feel valued and happy at work.



We have the right tools

We continuously invest in our staff and our accounting software so the work we deliver is the most cost efficient solution for our clients but also to the highest professional standard.



We've got the stats to prove our expertise

We provide services to over 10,000 clients across a wide range of industries, including manufacturing, professional services, retail, property, agriculture, non-profit and so much more.

We have an excellent retention record.

We score highly on staff feedback reviews.

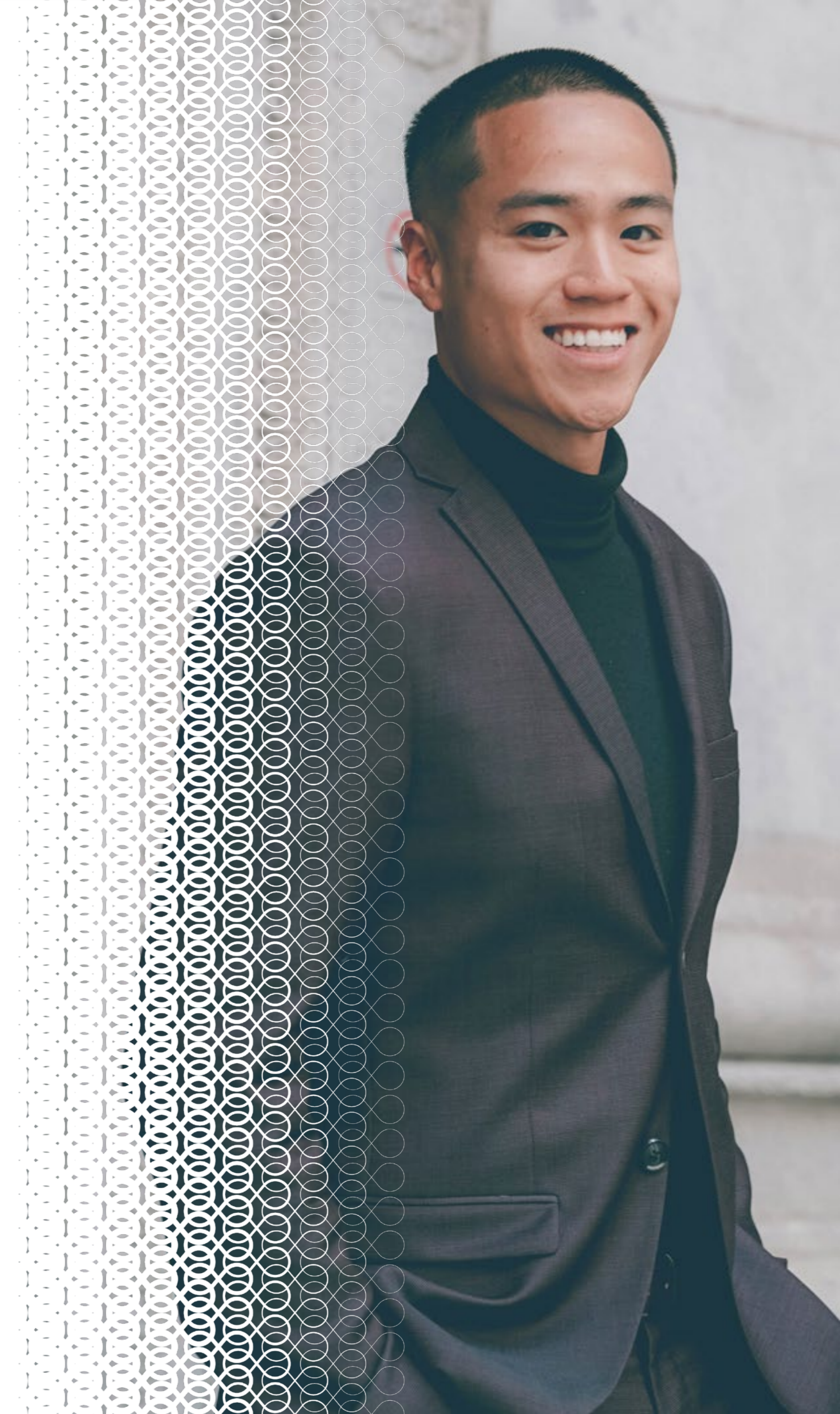


Our people mission statement

Our purpose is much more than just number crunching – it's looking beyond that, at how we help one another. We know that to provide clients with the suite of services that has become synonymous with Cottons Group we need great people to deliver them.

So we're committed to:

- Attracting and retaining talented people by developing a culture based on a mutual investment of effort that will directly determine success and reward
- Recognising and nurturing talent and constantly developing knowledge and skills to provide all members of the team a platform on which to thrive
- Understanding each individual's professional goals are different and supporting them in achieving them
- Being an inclusive, diverse employer that takes our peoples' health & wellbeing seriously



Our commitment to our people

We champion internal promotion and want to see our people reach their full potential.

We offer flexible working hours because we recognise the importance of a healthy work/life balance.

We offer outstanding training & development for all levels of staff across the firm; nurturing talent and supporting areas of development with personalised career mapping for each member of the team.

We believe our biggest asset is our people - without them, we would not be the firm we are so proud to be.

We provide a supportive and friendly working environment, with an open door policy to our Partners, for all our staff.



Our values

ATTENTIVE

We treat people the way we want to be treated.

We're kind, warm and open-minded as it's the first thing that connects us to the people around us and opens doors.

AMBITIOUS

We dare to challenge the norm, the numbers and ourselves. Ideas and innovation are the brethren of ambition. We are bold enough to ask the difficult questions and to stand tall to defend our decisions.

ANALYTICAL

We live the numbers and are born problem solvers.

We are thorough and resilient, and work hard to deliver the best solutions for our clients.

ACCOUNTABLE

Being given a clients' trust is not taken lightly, we embrace being responsible for our recommendations and own our decisions. Might sound like it should be a given but if we say it, we own it.

ASSURED

We are cognisant and assured of the financial laws, we are knowledgeable and confident to tackle any challenge with energy and positivity.



Career pathway Accounts Team



“

“I am so glad I made the move to Cottons when I did. I enjoyed my previous role but wanted more opportunity to progress. I have learnt so much in the last year and have never looked back.”

Senior Accountant – Northampton office



It's all about you!

We ensure you receive the best technical training. We invest heavily in technology and adapt as it evolves.

We nurture your abilities to help you grow and develop. We give all the team a voice to share ideas, thoughts and concerns.

Grow your technical knowledge



Use the best technology



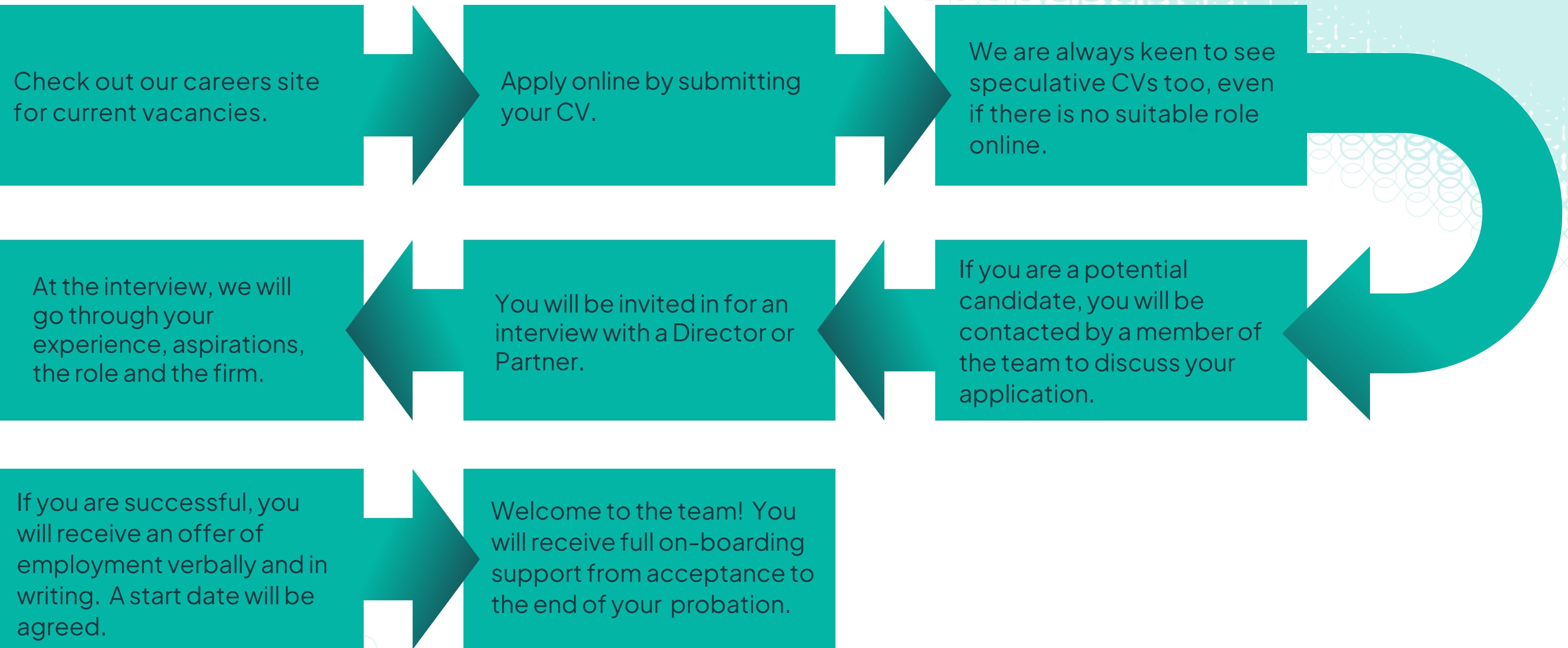
Nurture your skills



Share your ideas



Application Process



Pay & Benefits

We pay well because we know the value of our team.

We also see the value in non-financial compensation and the impact that can have on our people.

What we offer:

- Annual discretionary bonus
- Hybrid working
- Flexible working program
- 28 +2 days annual leave (Inc. bank hols & increasing with service)
- Option to buy additional holiday days
- Birthday off
- Contributory pension
- Private healthcare
- External health & wellbeing support
- Subsidised gym membership
- Fully funded professional training
- Regular social events
- Regular funded lunches
- Free parking at all sites



Locations

Daventry

The Stables, Church Walk,
Daventry, NN11 4BL

Northampton

1 Billing Road,
Northampton, NN1 5AL

Rugby

Chestnut Field House, Chestnut Field,
Rugby, CV21 2PD

Market Harborough – in partnership with ETP

21 The Point,
Market Harborough LE16 7NU

London

Studio 4
224 Shoreditch High Street, London E1 6PJ

Milton Keynes

The Pinnacle, Midsummer Boulevard,
Milton Keynes MK9 1BP





Interested?

Get in touch for your next career move!

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