



cottonsgroup

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 14 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



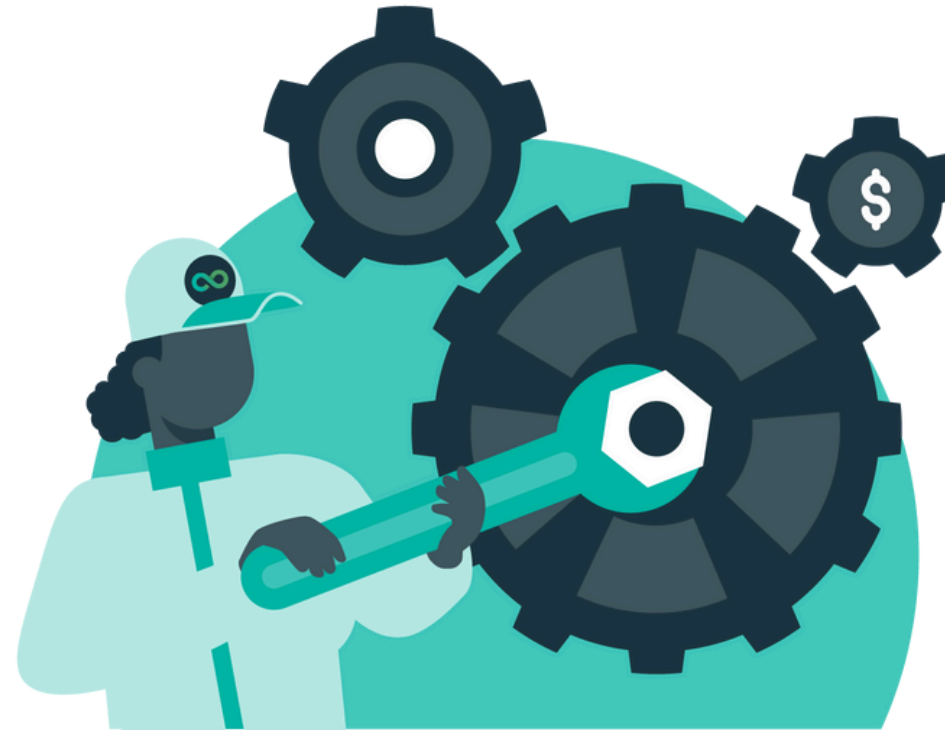
Why work for us?



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 path Accounts Team

Boost your skills while on the job, with practical experience and training to level up like a boss.





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Working for Cottons has given me lots of opportunities to develop and progress with my career, all whilst still feeling part of a supportive and friendly team. I look forward to coming to work each day and I am so glad I joined Cottons when I did – it's a great place to work and I would recommend to anyone who is thinking about their next career move.

Alice Markham
Senior Accountant
Northampton office

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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

Check out our careers site for current vacancies.

Apply online by submitting your CV.

We are always keen to see speculative CVs too, even if there is no suitable role online.

If you are a potential candidate, you will be contacted by a member of the team to discuss your application.

You will be invited in for an interview with a Director or Partner.

At the interview, we will go through your experience, aspirations, the role and the firm.

If you are successful, you will receive an offer of employment verbally and in writing. A start date will be agreed.

Welcome to the team! You will receive full on-boarding support from acceptance to the end of your probation.



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
- 22 + 8 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
- Free parking at all sites
- Death in service



Locations

Daventry

The Stables, Church Walk,
Daventry, NN11 4BL

London

Studio 4
224 Shoreditch High Street, London E1 6PJ

Lutterworth

21 High St, Lutterworth LE17 4AT

Market Harborough – in partnership with ETP

21 The Point,
Market Harborough LE16 7NU

Milton Keynes (satellite office)

The Pinnacle, Midsummer Boulevard,
Milton Keynes MK9 1BP

Northampton

1 Billing Road,
Northampton, NN1 5AL

Rugby

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





Interested?

Get in touch for your next career move!

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