

♡ TIPS FOR APPLI- CANTS



Figures for decision

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The quality of human relationships is of paramount importance at Accuracy. Transparency, a flexible team structure, the availability of partners and seamless communication are key features of these relationships. In order for us to continue developing whilst maintaining our values, excellence, independence, courage and loyalty, we pay particular attention to recruitment.

We have been drawn by both your profile and personality and you are now invited to come and meet us at interviews.

When we invite candidates for interviews, we are looking to identify and welcome anyone whose talent, personality and potential seem to meet our model and people whom we would want to work with.

There is no recruitment quota: our targets are only qualitative to guarantee our clients and teams the level of excellence they are entitled to expect.

1.

WHAT ARE WE LOOKING FOR?

**In order to work together
in a demanding environment,
both in terms of quality and lead-times,
in an atmosphere which is pleasant
and stimulating for everyone,
we expect the following qualities
from you:**

- **Excellent analytical skills and the ability to summarise**

Our added value, in all our business lines, mainly involves making documents and figures – which may seem initially confusing – both clear and understandable. This requires a detailed and thorough analysis of each element followed by a summary of all analyses carried out.

- **Close involvement and dedication**

You will work for demanding clients every day, under pressure owing to the size of the risks involved in the challenging situations they are facing. They will expect total commitment from you. You will have to show dedication in addressing their concerns, their expectations and their needs.

- **An aptitude for teamwork and team spirit**

You will always work in a team. You will have to work with other people, take their opinions into account, know your role in order to contribute to smooth teamwork, whether as a beginner or at a more experienced level. It is therefore essential that you thrive on teamwork and have team spirit.

- **A constant desire to learn and teach**

Your curiosity and your desire to learn will enable you to move forward and encourage others to help you in this respect. Then, in turn, you will pass your knowledge to more junior team members.

- **An entrepreneurial spirit**

Accuracy is a young company, experiencing strong growth. You will be involved in developing the tools required for our growth: business development, communication, recruitment, training, internal organisation...

- **Great flexibility**

You will work in different contexts – sales, buyouts, receiverships, disputes, valuations – for very diverse clients, ranging from family-run companies to multinationals, as well as both domestic and international investment funds. You will have to adapt to all these clients, taking account of their priorities and their specific languages.

2.

WHAT HAPPENS DURING THE RECRUITMENT PROCESS?

The aim of your four interviews at Accuracy is twofold:

- For us, to identify your skills and qualities and to see if we feel comfortable working with you.
- For you, to get to know us better and to make sure that you are choosing not only a profession, but also and above all, Accuracy.

On average, an interview lasts one hour and is carried out by two Accuracy consultants. Each interview determines whether or not you will continue to the next step of the recruitment process. If you are recruited, this therefore means that by the end of the four rounds you will have met eight experienced consultants, including one or more partners.

The first stage is an introductory interview: who you are, what your skills are, what you are looking for, and who we are, what we do, what we are looking for...

The second stage involves a series of tests, numerical and critical thinking: for us to test your accounting and financial knowledge, your language skills and your ability to think.

The third interview is focussed on your personality.

The fourth interview has no predefined content and will depend on the outcome of your previous interviews.

As you will meet different consultants during each round, be prepared to go over some of the same points again from one interview to the next.

3.

**HOW SHOULD
YOU PREPARE
YOURSELF?**

- **Do research**

It is always a good idea to research our business. You can use our website (www.accuracy.com) and the recruitment brochures handed out at recruitment fairs on campuses and available on the website.

- **Know yourself**

Consider whether you have the qualities we expect from our consultants and prepare to provide examples of how you have used these qualities in your daily life and in previous jobs.

- **Believe in yourself**

You do not have to comprehensively revise all your accounting and finance lessons. We are not interested in the fact that you know your finance manuals off by heart but that, regardless of your current knowledge, you are able to think, reason and learn rapidly.

- **Be yourself**

Always be honest, both with yourself and us: it is the best favour that you can do yourself.

On the day of the interview, be natural, relaxed and ready to ask questions. This is the best way for us to get to know you and to assess your various qualities.

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