



PKF
Francis Clark

**Belong.
Be Brilliant.
Be You.**

Tax careers

Our tax people shine and so can you



**Top 100 Apprenticeship
Employers 2026**



Winner of
Tolley's TAXATION
Awards 2026

Welcome

It's an exciting time to be working in tax. Whether you're starting out in your career or an experienced professional, it's safe to say your job will look very different in the years ahead.

The way we serve our clients is evolving in response to enhanced regulation and the rapid development of artificial intelligence tools. To remain relevant as trusted tax advisers in this era of profound change, we know people skills will be as important as technical knowledge.

As technology takes on more routine work, the value of tax professionals increasingly lies in judgement, insight and relationships. That's why we're building an advisory-led team that helps clients make confident, well-informed decisions, with adaptability, learning and development central to our approach at PKF Francis Clark.

We're looking for people who are curious, collaborative and committed to building strong relationships with clients and colleagues. We offer flexibility through hybrid working, while recognising the value of regular time together, learning from each other, sharing ideas and strengthening the relationships that lead to better client outcomes. Sometimes delivering a quality service means going the extra mile, but that flexibility works both ways.

In return, we offer a collaborative and supportive culture where you can be yourself, grow professionally and find a healthy work-life balance. We believe the only limits to what you can achieve should be your ability and ambition.

You'll find no shortage of opportunity within one of the largest tax practices of any regional firm in the UK. Our specialist tax department is made up of around 150 colleagues, from trainees to partners, within a firm of nearly 1,000 people across nine offices in the South and South West of England.

Our three specialist tax teams focus on businesses, individuals and VAT and customs. Our trainees are based in a number of those teams, where a mix of compliance and advisory work provides a strong technical tax training, with increasing exposure to advisory work as people progress - all within a supportive environment.

Don't just take my word for it. Thanks to feedback from our people, PKF Francis Clark has been certified as a Great Place to Work for the past four years – and we're now ranked number six of the UK's Top 20 Best Large Workplaces 2026. We're also won Best Employer in Tax at Tolley's Taxation Awards 2026.

If all this sounds appealing, come and talk to us to find out more.



Faye Howard
Partner and head of tax

Our team



Our tax team is recognised nationally, not just for technical excellence but for how we support our people. As part of our tax team, you'll work within one of three specialist areas, each bringing its own expertise.

- **Business tax:** growth/funding, acquisitions/exits, restructures, group structuring
- **Private client:** succession planning, wealth structuring, international considerations
- **VAT/customs:** supply chain, margin/pricing impact, risk management, international trade

Business tax

Working with businesses at every stage, from ambitious owner-managed companies to international groups, this team brings together deep technical expertise with real commercial insight. You'll get involved in everything from transactions and restructuring to innovation and growth. It's complex, varied work where collaboration is key and where you can make a genuine impact on client outcomes.

What does the business tax team get involved with?

- Growth and funding
- Acquisitions and exits
- Restructures and group structuring

Private client

Trusted advisers to individuals, families and entrepreneurs, this team supports clients with some of their most important decisions. From wealth structuring to succession planning and international matters, the work is personal, long-term and often multi-generational. It's about building relationships, understanding what matters and delivering advice that stands the test of time.

What does the private client tax team get involved with?

- Succession planning
- Wealth structuring
- International considerations

VAT

A specialist team advising on indirect tax across sectors and borders. From fast-growing businesses to large corporates, the work combines technical depth with practical problem-solving – helping clients navigate complexity.

What does the VAT and customs team get involved with?

- Supply chain
- Margin/pricing impact
- Risk management
- International trade



Working better, together

Great tax advice is built on collaboration

Across our teams, you'll find a strong sense of shared purpose – people who support each other, challenge ideas and take pride in delivering the right outcomes for clients.

You won't work in isolation. Whether you're deep in technical detail or shaping client strategy, there's always someone to sense-check, share experience or offer a fresh perspective. That openness is part of how we work. Our flexible approach combines in-person and hybrid working, frequently bringing the team together to support learning, tackle complex tax issues or shape advisory solutions.

A team you can rely on

We build teams with the right mix of strengths, experience and perspectives.

That means:

- High-performing teams that learn from each other
- Better decisions through shared expertise
- Consistently strong client service

You'll be trusted to take ownership, with support close by when you need it.

Connected across the firm

Collaboration goes beyond tax.

You'll work closely with colleagues in audit, deals, business advisory and financial planning, broadening your experience and helping clients see the bigger picture. It keeps the work varied and your development moving forward. For example, you might support a business owner planning an exit, advise on the tax implications of a transaction, or help a growing company structure for the future.

Time to connect

We make time to come together.

Team away days and shared sessions create space to step back, exchange ideas and recognise success, strengthening the relationships that make day-to-day work better. That connection runs through everything from regular sub-team meetings to our firmwide tax conference.

Recognised as a great place to build your career

Because great work starts with a great place to belong

- Highest ranked accountancy firm in Great Place to Work – Best Workplaces in Consulting & Professional Services
- Named in Best Workplaces for Women
- Named in Best Workplaces for Wellbeing
- Named in Best Workplaces for Development
- Best Employer in Tax at Tolley's Taxation Awards 2026

Hybrid working approach

The best of both

Home provides space for focused work. The office brings learning and collaboration. We make the most of both.

Our approach to hybrid working is shaped by what enables us to deliver the best possible service to our clients. While we offer flexibility in how and where work is carried out, we also recognise the value of spending time together in person.

As a result, our teams typically work from the office at least three days a week. This regular face-to-face time helps us work together effectively, solve complex tax challenges and support each other's development.

You'll have flexibility in how you structure your week, balanced with meaningful time in the office to build relationships, exchange ideas and learn from experienced colleagues.



Connected teams

Being together still matters.

From day-to-day collaboration to coaching and development, time in the office helps teams stay connected and perform at their best. Teams schedule a regular in-office rhythm for collaboration, coaching and development – and hold regular team days to bring everyone together.

Supporting how you work

We trust our people to find the right balance.

With the right technology, open communication and a focus on outcomes, you'll have the flexibility you need, alongside the support, to keep developing and delivering excellent client service.

Flexible. Connected. Built around high-performing teams.



Volunteering day



FC cricket team



Beach clean



Tolley's Taxation Awards 2026 winner for best employer



Michelmores charity run



Soup kitchen



Tax team



Rhiannon
Tax senior manager

“I work with great people - knowledgeable, supportive, and sociable. The team works with a very wide range of clients from large corporates to SMEs, this means a wide variety of issues come up for us so there is always something interesting to do!

“We’re actively encouraged to pursue development and learning. The firm has a leadership development programme for managers at all levels and you can also pursue your own interests. For example I recently completed the Advanced Diploma in International Tax and felt well supported to do so. The firm truly invests in developing its people.”



Anthony
Tax senior manager

“I have been working for the firm for just over 20 years, having previously worked at a big 4 firm in a specialist corporate tax department. I now manage a portfolio of high net-worth individuals both locally and further afield nationally and internationally.

“A lot of the day-to-day work is a form of problem solving and I am lucky to have incredibly knowledgeable peers who are always happy to talk through a particular tax. Our teams have a very broad range of technical abilities, so we can draw on other specialists within the wider tax team to assist with specialist matters such as employment taxes, EIS, VAT, offshore trusts and HMRC enquiries.”



Karen
Tax assistant

“I was nervous about starting as a trainee due to my age. I knew most of the people I’d be training with would be fresh out of university. But everyone has been amazingly welcoming.

I’ve found the firm to be supportive, open, friendly, caring, and fully resourced. The best thing about working here is my team. Coming to work in the morning is enjoyable, although we may laugh a little too much!

I can’t see myself working anywhere else. I know that I am fully supported by all my colleagues, and they’re always there to help with my studies and my work tasks. They go out of their way to explain things and to give me opportunities to try something new. I love my job and the people I work with.”

My age has not held me back. I soon found that at PKF Francis Clark it’s not about what you look like, but about how you engage with the job and with the people. It’s who you are that matters here.”

Developing your career

Whether you want to deepen a specialism, broaden your experience or move into leadership, you'll have the support to get there. Your development isn't one-size-fits-all. It's shaped around your strengths, your interests and where you want to go next.

Our focus on development is recognised externally we're named as one of the UK's Best Workplaces for Development.

Because investing in your development is how we build high-performing teams and continue to deliver excellent client service. We develop future-focused tax advisers with the full package: technical excellence, commercial thinking, confident communication and client leadership.



Nick Crandon, recently promoted to tax director

Keep learning. Keep growing

You'll be supported to deepen your technical expertise, build a specialism or broaden your experience. That might come through formal learning, on-the-job development or working alongside specialists across the firm.

Alongside technical skills, we focus on what matters as you progress commercial awareness, communication and leading client relationships.

Clear paths, real progression

You'll have a clear progression path, with expectations and support at every stage.

Regular feedback, structured reviews and career conversations mean you'll always know where you stand and what's next. And when you're ready, there are real opportunities to step up, lead and shape your future within the team.

Building confident leaders

As you progress, we'll support you to develop as a leader not just technically, but in how you work with and through others.

Our leadership programmes are designed around real situations you'll face day to day, building skills in coaching, communication and managing performance. Whether you're stepping into leadership for the first time or developing further, you'll have structured support to grow with confidence.

Learning from each other

We learn best together.

You'll be part of a team where knowledge is shared openly across grades, specialisms and locations, with learning built into how we work every day.

Health and wellbeing



Doing your best work starts with feeling at your best. Wellbeing isn't an add-on. It's part of day-to-day life here.

That means planning work thoughtfully, setting realistic expectations and keeping conversations open when priorities or pressures change.

We focus on creating a working environment where people can do their best work, feel supported and switch off when they need to.

Support when it matters

There's a range of support in place, whether you need it every day or at a particular moment.

This includes:

- Mental health first aiders and wellbeing champions across the firm
- Access to counselling, virtual GP services and financial guidance
- Regular wellbeing initiatives focusing on physical, mental and financial health
- Mediacash plan that provides money back on your routine health costs

A culture that looks out for each other

Just as important as formal support is how we work together.

We create a culture where people check in, speak openly and support each other whether that's around workload, life outside work or simply having the space to step back when needed.



Reward and recognition

We believe people should feel valued for the work they do. Our approach combines a competitive salary and benefits package with meaningful recognition of the contribution people make to the team.

Recognising what matters

Recognition isn't just about the big milestones. It's about:

- Progression - with clear, transparent pathways
- Contribution - recognising the impact individuals and teams make
- Commitment - celebrating long service and key life moments

Alongside formal reviews and promotions, we encourage everyday recognition from peer nominations to simple, genuine thank-yous that reflect how we work together.

Fair, open and evolving

We continue to build greater transparency around pay, progression and reward.

Shaped by regular feedback and open conversations, our approach is designed to be fair, consistent and reflective of the contribution people make.

Doing the right thing together

B Corp certification gives you confidence in the kind of employer you'll be joining. It means we're a firm that looks beyond the bottom line, invests in its people and strives to make a positive difference in the communities it serves.

We've embedded consideration of our people, communities and the environment into decision-making, alongside commercial performance and we're committed to improving continuously. For us, B Corp is not about a label. It's about how we run the firm day to day.

Why it matters to you

It shapes the experience of working here.

- A long-term view - investing in sustainable growth, not short-term gain
- A supportive culture - with continued focus on wellbeing, development and fairness
- A sense of purpose - knowing the work we do contributes positively beyond the firm

It also creates opportunities to get involved, from volunteering and community initiatives to environmental action through our green teams.





Ade Olszewski
Tax trainee

“After leaving university, I was fortunate to join PKF Francis Clark as a trainee tax assistant in August 2025. I work within the private client team, focusing on individual tax matters such as income tax and capital gains tax.

As I approach my first anniversary with the firm, it is encouraging to reflect on how much I have learned and how my confidence has grown.

When I first joined, my focus was on settling in, understanding the fundamentals of the role and getting to know colleagues across the tax team. The induction sessions and initial training provided the foundations I needed, while the support of colleagues across the firm made the transition into a professional working environment much smoother.

Over time, I have become more comfortable taking on routine compliance tasks and completing work independently.

As workloads have increased, I have also learned the importance of staying organised, communicating clearly and remaining resilient when working under time constraints.

One of the aspects I enjoy most about my role is that I am constantly developing, both technically and professionally. The training is closely linked to the work we undertake each day, making it easier to put theory into practice. I also appreciate the firm’s focus on technology and continuous improvement, as this gives trainees opportunities to contribute ideas and consider how we can deliver an efficient, high-quality service to our clients.

The culture at PKF Francis Clark has played an important part in shaping my professional development. By connecting with colleagues across different offices and departments, I have been able to build genuine working relationships in an environment where effort is recognised and support is readily available. Having relocated to the area, I have also found the personal support of colleagues, together with the firm’s social events, genuinely helpful in enabling me to settle in.

My advice to new trainees would be to make the most of every opportunity, whether that means asking questions, attending events or spending time with other teams. These experiences help you build relationships, grow in confidence and feel part of the wider firm.”

Meet more of our tax team



Joe
Employment tax manager

“I joined in 2022 after having worked for two of the big six accountancy firms. The biggest difference here is that the focus is far more on the people and providing good quality advice to clients versus just bringing in the money and hitting targets.

I’m treated as an individual and there’s a lot more focus on career development and your own wellbeing and work-life balance.

The environmental and social agenda is prominent and it’s not just lip service – it’s a really important part of the firm’s culture. I’m impressed with how these topics are included in our monthly comms updates and with the regular advice posted on the Intranet. We also get volunteering days, and many people choose to use them in support of local environmental causes.”



Vicky
Tax senior

“I joined in 2022 as a trainee to study the ATT/CTA qualification to become a Chartered Tax Adviser. I have loved my time at the firm so far. I was surprised at the standard and high level of support from the training provider.

I have a good work-study balance and have been able to apply some of my study to my work in the office, helping me gain a better practical understanding. I feel like a valued member of the firm and have loved having an active role in big projects, working with a variety of different teams and colleagues.”



PKF
Francis Clark



See what our team have to
say about working here!

Bristol

0117 403 9800

Southampton

02380 012890

Exeter

01392 667000

Taunton

01823 275925

Plymouth

01752 301010

Torquay

01803 320100

Poole

01202 663600

Truro

01872 276477

Salisbury

01722 337661

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