

ACCOUNTANCY
ACTION

**ABOUT
US**

WHO ARE ACCOUNTANCY ACTION?

Our Purpose

“To provide a success lead environment for the next generation of Recruiters to continue to innovate and strive to improve the perception of the recruitment industry whilst having fun and travelling the world”

Our History

- We are incredibly proud that even after 20 years we continue to do things a little differently.
- We buck trends.
- We challenge the norms and we want you to too.
- We don't work crazy hours (9-5.30 so long as you can get the job done).
- We have an incredible career path that allows you to progress as quickly as you want.
- We pay well (and offer a market leading bonus).
- We even have a private club for our top performers –The Presidents Club.
- We travelLOTS.
- So much in fact the whole of the next few pages is dedicated to places we have been in the last few years.

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OUR INCENTIVES

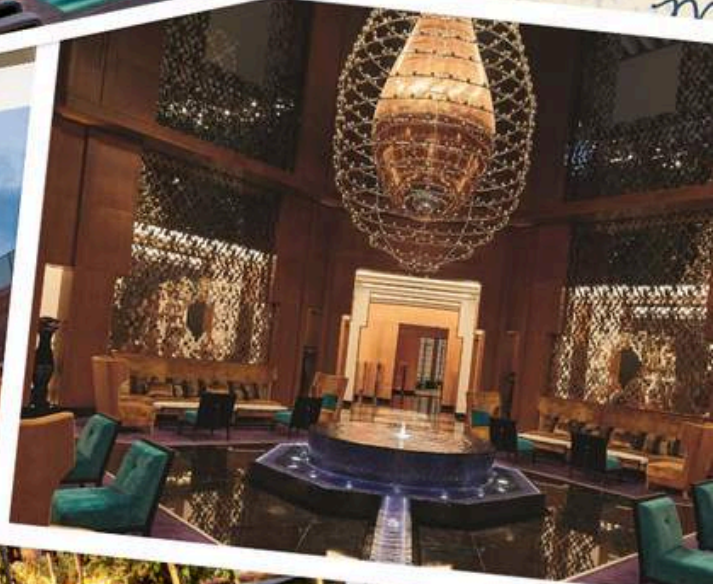


Mystical Marrakesh

Enjoy a 2 night luxury stay at Movenpick Hotel in Marrakesh centre for your Quarter 3 incentive



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Spring / Summer 2024



NCL CRUISE *Trip*

**Travel to -
Barcelona Spain,
Cannes France,
Livorno Italy,
Rome Italy!**



July 14th - 18th 2024

Accountancy Action Annual Trip

You won't want to miss this one! Let's get smashing those targets!

Join us at

Oktober Fest

Friday 20th October 2023 - London

Bierfest

Live music,
unlimited beer
steins, dancing,
authentic German
catering, and
entertainment.

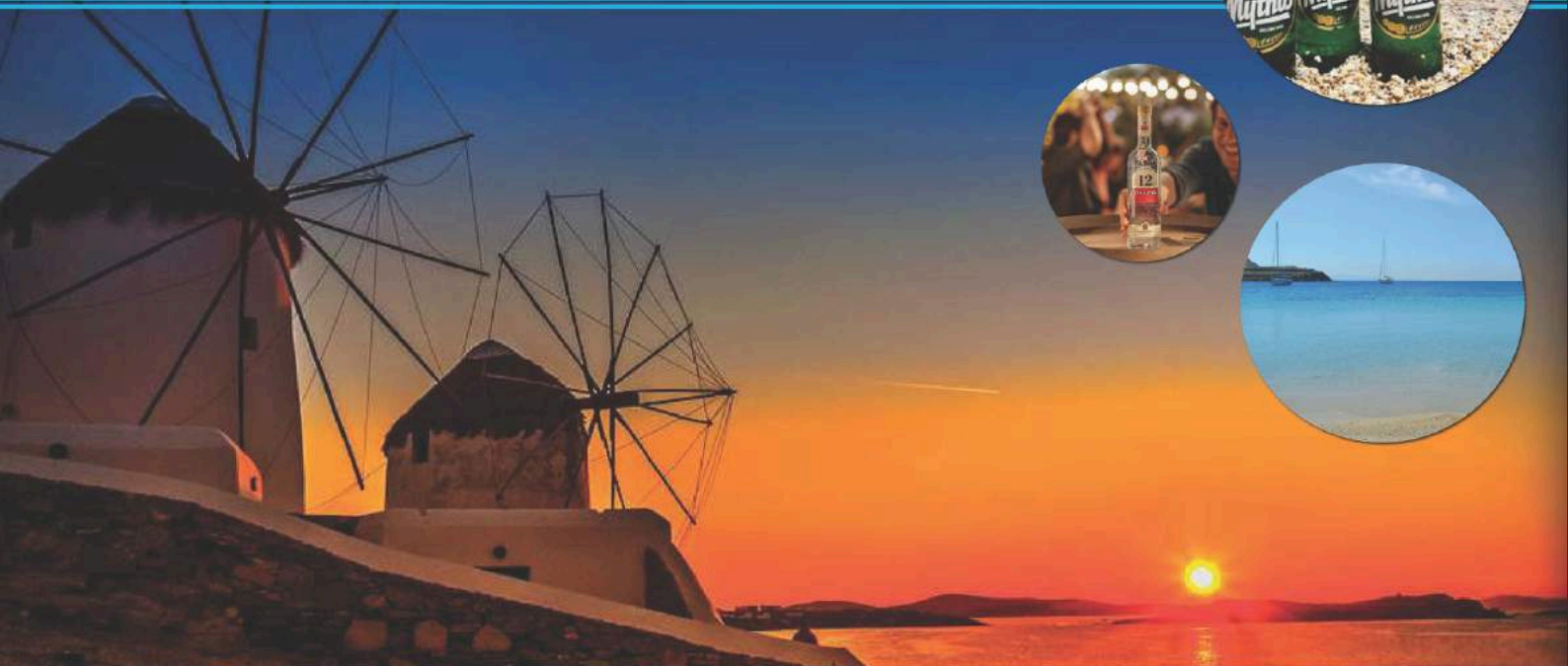


SUMMER 2023!



5 star - 2 night stay

Get ready to say **YAMAS** to Mykonos!
Famous as being
'THE' GREEK PARTY ISLAND
plus top-notch **cuisine**, shimmering shores,
and **unforgettable sunsets**.
You won't want to miss this.



GET US TO THE GREEK - YOU GOTTA HIT THOSE TARGETS THOUGH! **5.**

BARCELONA!

6
Period
Target



5 star - 2 night stay

Freddie didn't sing about her for nothing!
Barcelona is a seaside city
with boundless culture
and a **world-class drinking**
and dining scene.
(And don't forget the **football!**)



GET READY TO RAMBLE DOWN LAS RAMBLAS **SPRING 2026.**

Your Quarter 4 Incentive is...

Dublin Ireland



4-5 STAR HOTEL



IRISH
ACTIVITIES



NIGHT OUT IN
DUBLIN

Escape to the Irish Capital for 2 nights in a 4-5* central hotel in September / October!

Whether you want to relax or go out and party, Dublin is the place for everyone.

Choose from different tours / bars and restaurants for an amazing 2 nights away!

NEW ANNUAL TRIP

America's most popular
bachelor & bachelorette **PARTY** destination

Seven days a week the **neon lights** and **beer-perfumed** air of
Lower Broadway draw crowds to it's **Honky-tonk bars**.

Plus it's the home of **Music City USA** and the mighty **Tennessee Titans**!



NASHVILLE - WE ARE COMING FOR YOU! **AUTUMN 2023**

WHY WORK FOR AN SME OVER A LARGE CORPORATION?

Click this link to watch our video!

<https://app.hint.video/EaQOmb>



EVENTS

As well as our own incentives and events we put on for staff, we also like to treat our clients well and come up with innovative ideas to gain more business such as putting on unique events!

An example of some events weve done is

- Great British Bake Off
- Virtual Shooting
- Cupcakes & Cocktails Class
- Netball Tournament
- Sporting events

Have a look at our latest client event below!

[Click here to watch!](#)

**Georgia Urmson on LinkedIn: #clientevent #events
#clienttreat #bakeoff**

What a week I've had! 🍪 From the Rec Expo to a Great British Bake Off style client event! Check out our highlights video below of an event we put on for...

 linkedin / Mar 22

ACCOUNTANCY
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THE PRESIDENTS — CLUB —

taste the **good** life

Our version of the Big Billers Club.

HIT YOUR ANNUAL TARGET TO QUALIFY FOR OUR PRESIDENTS
CLUB AND GUARANTEE YOURSELF THE TRIP OF A LIFETIME

WHAT DOES THE PRESIDENTS CLUB INCLUDE?

- A place on the Annual Worldwide Trip
 - 4pm finish every Friday
- An extra day off at Christmas
- 4 Michelin Star Lunches

*** We also have constant monthly and quarterly UK based incentives for the whole team ***



SOME SUCCESS STORIES

Sophie



Sophie has been with the company for 6 years. Working in both our London and now Herts office she has consistently been our top biller over this time. The move to Herts hasn't affected her billings in the slightest and in the 3 months to date of 2024 (since her return from Mat leave) she has already billed over 75k from a standing start.

Emmie



Emmie is one of our Associate Directors. Starting her career with us in 2016 as an Associate Consultant, Emmie is a true representation of Accountancy Action and our ethos having only ever worked within our business. She has had many record breaking months and is on track to bill 400K this year. This could be you.

Mark



Mark joined Accountancy Action as an Associate Consultant back in 2013 and has worked his way up our career path to his current position of Associate Director. Mark oversees all offices and is responsible for the training and development of all new trainees.

CAREER PATH

JULY 2024 - JUNE 2025

A5. SALES DIRECTOR

In office 5 days p/w

£75K + 1% Company Billings

A4. ASSOCIATE DIRECTOR

In office 5 days p/w

£75K + 5% Office Profit

A3. SENIOR MANAGER

In office 5 days p/w

£60K + 10% Personal Billings + 6.5%
Office Profit

A2. MANAGER

In office 5 days p/w

£50K + 10% Personal Billings + 8%
Office Profit

A1. LEAD CONSULTANT

In office 5 days p/w

£40K + 15% (£6K SR)
20% from £12.5K to £20K
25% above £20K
+ 1% Office Profit

TEMP:
70% OF BILLINGS
MUST BE FROM YOUR
TEMP RATE
TO QUALIFY FOR
PROMOTION

B3. ASSOCIATE DIRECTOR

In office a min. of 1 day p/w

£50K + 25% (£3.5K SR) OR
£60K + 15% (£4K SR)

B2. SENIOR BUSINESS MANAGER

In office a min. of 3 days p/w

£45K + 15% (£6K SR)
20% from £12.5K to £20K
25% above £20K

Promotion:

£250K Perm Annual
£300K Temp Annual

B1. BUSINESS MANAGER

In office a min. of 3 days p/w

£40K + 15% (£6K SR)
20% from £12.5K to £20K
25% above £20K

Promotion:

£180K Perm Annual
£220K Temp Annual

CHOICE FLOOR

3. SENIOR CONSULTANT

In office a min. of 4 days p/w

£26K Herts/ £30K London + 15% (£6K SR)
20% from £12.5K to £20K - 25% above £20K

Promotion:

£60K over 6 periods Perm
£75K over 6 periods Temp

PLUS evidence of Principal Consultant traits (selling temp
starter over the phone, or selling a soft retainer/ Sharing
the Risk product)

1. ASSOCIATE CONSULTANT

In office a min. of 5 days p/w

£23K Herts / £26K London + 15% (£6K SR)
20% from £12.5K to £20K
25% above £20K

Promotion:

£18K Quarter Perm
£15K Quarter Temp

PLUS 15 visits and evidence of bringing in Client revenue

4. PRINCIPAL CONSULTANT

In office a min. of 4 days p/w

£30K Herts/ £35K London + 15% (£6K SR)
20% from £12.5K to £20K
25% above £20K

Promotion:

£75K over 6 periods Perm
£90K over 6 periods Temp

2. RECRUITMENT CONSULTANT

In office a min. of 5 days p/w

£24.5K Herts / £28K London + 15% (£6K SR)
20% from £12.5K to £20K
25% above £20K

Promotion:

£27K Quarter Perm & Temp
PLUS 20 visits and 5 new Clients to the business

ACCOUNTANCY ACTION

Here is your **BONUS REMINDER**

BILLINGS	PERCENTAGE
£150K - £199K	35%
£200K - £299K	40%
£300K - £400K	45%
£400K +	50%

Your package is made up of:
Your Basic Salary + Commission + a Deferred Bonus.