



Connect with your true potential

Advisory. Tax. Audit.

Connecting you with your true potential

Careers at Nexia Australia

Nabila Burhani, Perth

"I successfully completed a Masters of Commerce, graduating with a Distinction. This would not have been possible without the support of Nexia who provided me with the care and flexibility needed to complete my studies and maintain my career."



Potential

We don't just talk about it.
We nurture it. Cultivate it. Unlock it.
We bring it to life, not just for you,
but *with* you.

Across Nexia, our teams share the same values of integrity, excellence, agility, synergy, and celebration. Our culture prioritises these values over profit margins, and we genuinely support each other and work together in collaboration.

When you join Nexia, you become a valued member of a great community. Where our teams work with trust, respect and honesty. These are second nature in our culture.

Nexia focuses on your overall well-being and strives to make meaningful contributions to the community every day.

Ready to make a positive impact and reach your true potential? Read on to learn how we can make that happen together.

Our world in numbers

North America

197

Offices

1344

Partners

Latin America

61

Offices

115

Partners

Europe, Middle East and Africa

337

Offices

1261

Partners

Asia Pacific

157

Offices

729

Partners

Nexia International - from a local start come global prospects

Nexia Australia

Nexia Australia is part of a leading international full-service accounting network.

With 600 offices across more than 120 countries, including every mainland state and territory in Australia, Nexia truly offers a world of opportunities.

So, no matter what your goals are – we have the local skills, national depth, global reach, and overall experience to get you there.

Flexible, agile, innovative and values-driven, Nexia offers the opportunity of global experience with the personal support of a boutique firm.

You will get to work with a diverse range of clients. From small businesses and for-purpose organisations to ASX-listed powerhouses and high-net-worth individuals, we partner with them all.



How we work with you

We are here to connect you with your true potential. Benefit from the insight, advice and support we provide to navigate you towards success.

We believe that:

- The 'how' and 'why' we do things matter more than just 'what' we do
- Real value begins where most people stop
- The strongest partnerships are built on aligned values

The keys to unlocking your potential



A culture of success

Success is our way of being. We are proud to be a certified 'Great Place to Work', and we know it's our people who make us truly great.

Internationally recognised as a hub for empowerment and inclusivity, we nurture leaders who inspire others to be their best.

Joining Nexia isn't just stepping into a company – it's joining a community. One that is conscious of our impact on society, the environment and individual wellbeing. One that always strives to make a difference.

Our commitment is simple. To create a welcoming and inclusive culture where your story, potential, and hard work is not only seen — it's celebrated.

Pathways to get you there

Nexia puts you in the perfect position to kickstart and advance your career in exciting ways.

We understand that potential is more than just talent.

It's realising what you are capable of and how far you want to go. Even our former Global Chairman began as a cadet right here in Australia.

You will have the chance to explore local, national and international opportunities. Spread your wings through our secondment program or client-side placements, giving you real world experience to fast-track your career.

We are also the right size for you to reach decision-makers who listen. Because you are more than just another employee. You are a valued team member who is encouraged to try, to challenge, to learn from mistakes, and to grow.

With us, you have the power to make a meaningful difference from day one.

The specialist support you need

With specialists within reach, you are equipped with the technical excellence and soft skills needed to propel both your career and personal development.

We invest heavily in you and the tools you need to succeed. Partner-led on a daily basis, we share our knowledge and refine your expertise. We shape the leader within.

Our development programs and conferences, both nationally and globally, are designed to help you excel and connect you with Nexia's and the industry's finest.

Together, we will solve problems and discover opportunities. We will explore innovation and embrace the future. Not only uncovering your potential but actively helping you reach it.

Preparation for tomorrow

Technology is changing our industry, and we work tirelessly to make sure it's a change for the better. But it's more than just having the latest tools.

We invest heavily to equip our teams with the skills they need to adapt.

You will have access to cutting-edge solutions designed to reduce repetitive tasks and supercharge your capabilities. Paired with hands-on experience and a network of experts, Nexia's commitment to innovation opens up opportunities for you to learn, advance and grow.

We are never bystanders to change. We are agile, pro-active and equipped to prepare you for what's next in the industry and in your career.

Thrive in a culture
founded on strong values
and a commitment to
driving progress and
making a positive impact

Rory O'Brien, Canberra

"Nexia's values are a good combination between client service, engaging with your colleagues and enjoying what you do. This sets an environment conducive to having professional achievements while working in a caring family atmosphere. And having fun!"

Our values

Integrity. Excellence. Agility. Synergy. Celebration.

Nexia's success is built on these five fundamental values.

We prioritise them over everything – including profit. Even our margins are set to make a positive impact on the community.

These values also define how we work as a team. Supportive, collaborative and united, we all strive to create an empowering work environment for our people, and great solutions for our clients.



Our commitments

In addition to our values, we are committed to driving progress across our network in three critical areas:

Environmental, social and governance (ESG)

We will raise awareness of the importance of ESG, and implement measures and seek opportunities to develop, improve and lead in this emerging and rapidly evolving space.

Diversity, equity and inclusion

We are committed to fair treatment and the creation of opportunity for all our employees, clients and stakeholders. Increasing and improving diversity, equity and inclusion across the entire network. We strive to continue bridging the gender pay gap and creating real opportunities for women in leadership.

People

We are committed to supporting our people and helping them reach their true potential. We will continue to develop our people's technical and leadership skills, foster their well-being, and provide them with local, national and global opportunities and experiences.



We pride ourselves on the relationships we build with our clients

Services that Nexia delivers

As a full-service firm, we have teams in all key fields. Specialists in their area, they also understand the power of collaboration and synergy.

Core services














- Accounting and tax compliance
- Audit and assurance
- Business advisory
- Corporate advisory
- Financial planning
- Superannuation
- Tax consulting

Specialty services

- Managed services (including, bookkeeping, payroll, HR and IT services)
- Family office
- Forensic accounting
- Information technology consulting
- People advisory
- International solutions
- Mining and energy advisory
- Process automation
- Finance and lending

We are problem solvers and encourage fresh ideas.

Fields and clients that Nexia focuses on

- | | |
|---|--|
|  Aged care and retirement living |  Professional services |
|  Agriculture and rural business |  Real estate and construction |
|  Education |  Retail |
|  For purpose (Not-for-profit) |  Transport and logistics |
|  Government |  Wholesale and manufacturing |
|  Healthcare |  Financial and insurance services |
|  Hospitality |  First Nations people |
|  Mining and resources | |



Your career at Nexia

When you work together, with specialists, you can expect the best.

A career is a journey, not a solitary achievement. It needs nurturing, encouragement and time to flourish.

We know you have plenty of choices. But if you're after a lasting career doing meaningful work, alongside a supportive, innovative and inclusive team, then here's why Nexia could be the perfect fit for you.



- Personalised, empowering and dynamic career pathways and frameworks. Including genuine and realistic promotion opportunities
- Formal and informal development, support and mentoring
- Local, national and international opportunities
- Dynamic, practical graduate and post-graduate opportunities
- Comprehensive on boarding along with ongoing tailored training and development courses to suit your needs
- Flexible work assistance, and mental and physical well-being programs
- Competitive salary and standardised benchmarking for all roles
- Options for global and national secondments and client-side placements
- Attractive benefits packages, including wellness programs and activities, regular social activities, tailored leave opportunities, tech allowances and referral incentives
- Diverse, blue-chip client book across a range of industries
- Access to powerful technology and the latest in innovation
- Partner-led every day with specialists and experts to support you and actively help you craft your career

Career pathways

We don't just offer careers. We build them. Nexia's 'Partnership Pathway' is your roadmap to becoming a leader in the sector – and having an enjoyable and fulfilling career along the way.

Possible opportunities for you

Undergraduate

Graduate

Intermediate

Senior

Supervisor

Manager

Associate Director

Director/Partner

Opportunities beyond accounting

The variety of roles, positions and paths at Nexia is immense.

We work with you to harness your passion, talent and potential to help you achieve your personal career goals. Discover what you're capable of. Imagine how far you could go.

Our position as a leading accounting firm has been built not just on the quality of our accountants, but on all the diverse roles that help us to deliver for our teams and our clients.

Beyond the numbers, Nexia relies on dynamic and passionate specialists. They're in IT, marketing, people and culture, and business development. They're in administrative and front of house roles, internal finance and office management. Most importantly, their role is vital to our teams and our mission.

You don't need to be an accountant to open up a world of opportunities at Nexia.

Personal and professional development

Nexia has the keys to unlock your true potential. With us, you will have access to an array of professional and personal development opportunities.

Alexandra Pepperell, Canberra

"I am excited to see where my future at Nexia takes me. I have always appreciated the firm's ability to celebrate wins and recognise the contributions of individuals and teams, to the firm as a whole."

Are you ready to launch your career? We are.

Completing university studies or about to embark on post-graduate qualifications?

Nexia offers a comprehensive cadet and graduate opportunities with lots of benefits, including:

- Supporting your studies and qualifications
- Networking, mentoring and buddy programs
- Study assistance, paid study and exam leave, and textbook subsidies
- The opportunity to work with clients, and on real tasks, even before you have graduated
- Lifelong learning – from on-the-job training to tailored workshops and seminars
- Continuous promotion opportunities and career guidance
- A balanced lifestyle and enjoyable work environment

Work-life support

It's not just another cliché. A healthy work-life balance is a genuine focus for us. It's because happy, enthusiastic, supported employees are amongst our most powerful assets.

You will be embraced by a culture that emphasises teamwork and communication. Prepare for an environment where 'work' is a positive place to be. Get ready for varied and challenging assignments, celebrations of achievements and encouragement every step of the way.

There's also balance. We know you have a life outside the office. It's why we go to great lengths to foster your overall physical and mental health, provide study leave, and a flexible work policy so you can balance your work, study and social life.

But also, who said that work and play can't mix? Not us. Nexia offers a host of opportunities to connect with colleagues and fill your social calendar. We have got sports teams, charity events, awards nights, celebrations and professional networking opportunities.





Claire Lwin, Darwin

"The flexible study leave has supported my CA program study. The program has definitely developed my technical accounting knowledge and professional skills in a practical way, applying it in my daily work and helping me to grow professionally."

How to unleash your potential with Nexia

You have come this far. Let's take the next big step together.

Before applying

Everyone is different and will suit different work environments. It is important to first ask whether Nexia is right for you.

- Do your values align with Nexia's?
- Are you interested in what we offer?
- Do you want to be hands-on in your career?
- Can you see yourself being a part of a social and collegiate culture?

If you answered yes to all of these, then we'd love to hear from you.

Our inclusive recruitment process

We are committed to a recruitment process that is inclusive and accessible. If you like the sound of what Nexia can offer, and you are keen to join our teams, we encourage you to apply.

It is also a two-way street. We know our applicants have taken time to send us their credentials. That is why we take the time to provide fair consideration and evaluation of every applicant. And we endeavour to provide feedback as soon as possible.

For any questions or assistance, please contact our recruitment team at any stage of the recruitment process.



If you're ready to connect with your true potential, we're ready to make it happen.



Contacts and locations

Adelaide Office

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Brisbane Office

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e: email@nexiabrisbane.com.au
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Canberra Office

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Darwin Office

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Melbourne Office

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If you're looking to unlock your true potential in an environment where you can grow and flourish, we encourage you to apply for our career opportunities at nexia.com.au/apply



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