

# he11o

YOUR FACTSHEET



**Don't just start anywhere.**  
**start here.**



#JOINTHEBASS



# overview

HELLO

VISION, MISSION & VALUES

BUSINESS APPROACH

AUDIT TRAINEESHIP:

OFFERING

CLIENT INDUSTRIES

FAQ'S

VIRTUAL EVENTS

WHY MGI?

## OUR VISION

Being recognised as the leading mid-tier professional services firm, offering a growing array of business solutions, whilst being the trusted partner of choice for those seeking more than just the ordinary.

## OUR MISSION

Being a values-driven organisation offering a comprehensive range of compliance and advisory services. Putting clients first, always.

FINDING GROWTH IN  
**the journey**



OUR VALUES

# what moves us

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## 01

### CLIENT CENTRIC

We adopt a know-your-client approach to business, focussing on personal service and providing innovative, tailor-made solutions.

## 02

### TRUST

We act in a way that engenders trust through open and honest communication.

## 03

### SERVICE EXCELLENCE

We adhere to the ethics and standards of our profession and produce quality work, continually upgrading our knowledge by training and development.

## 04

### POSITIVE ATTITUDE

We take pride in our work as we pursue a common goal. We live our values, contributing positively to the organisation.

## OUR approach

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**01** To partner with business owners and leaders in private organisations who expect and value superior client service.

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**02** To develop trusted relationships with our clients that allow us to provide targeted Compliance, Financial and Advisory services to assist them in achieving their business and personal financial goals.

## OUR philosophy

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To encourage and make time available for more partner and client contact than our larger competitors.

To invest in long-term, value-driven relationships focused on helping our client's progress and prosper.

## OUR clients

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Our focus has always been on privately owned businesses, high net worth families, individuals and non-profit organisations. We have amongst our clients, subsidiaries of listed companies.

We approach your business as if it was our own, and we constantly strive to add value.



#JOINTHEBASS

# student careers

**"Direction is more important than speed. It doesn't matter how fast you're going if you're headed the wrong way."**



AUDIT  
TRAINEESHIP



VACATION  
PROGRAMMES



VIRTUAL  
EVENTS



HEY TRAINEE  
MEET-UPS



COFFEE  
CATCH-UPS



FINANCIAL  
ASSISTANCE

# audit traineeship

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WE OFFER

you

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- Wide Client Industry Exposure
- Hands-on contact with clients and management
- Continuous learning and development opportunities and study support
- A positive and supportive culture
- An open-door policy and commitment to collaboration with all levels of management
- Secondment recommendations after completion of the training contract
- Mentorship Programme: Technical and Personal
- A Digital and Modern working Environment
- Access to Mental Health Counsellors
- Working in and with diverse teams
- A good work-life balance and the flexibility of a hybrid working environment
- Social Events

# CLIENT industries

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Construction

Manufacturing

Hotel &  
Leisure

Investment

Retail

Pharmaceutica  
l

Mining

Financial  
Services

Renewable  
energy

Schools

Legal Firms

Textiles

Chemical

Wine Farms

Export &  
Import

NPO's

Auctioneers

# FAQ'

f r e q u e n t l y   a s k e d   q u e s t i o n s

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## Who is the perfect #Teambass trainee?

- Aligned to our Core Values
- Strong Ethics
- Team player and respectful to others
- A willingness to learn - able to ask many questions
- Grit! Resilience! Problem Solver!
- Has a goal in mind - driven by a purpose = to become a CA(SA)
- Values personal relationships.

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## When should I apply for a Training Contract?

As soon as you are ready and feel comfortable! This will also give you more time to engage with us for longer and join in all the initiatives that our firm has to offer: **Vac Programmes; Coffee Dates; HEY trainee** and any other **Virtual Events** that we host for students. We do not have a deadline date for applications.

**Remember:** We support you making an informed decision, not an influenced one. Take your time!

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## Do you offer bursaries?

We offer Financial Assistance on a discretionary basis as part of our Training Contract application process. Financial Assistance is conditional upon acceptance of a Training Contract.

Financial Assistance is awarded based on Academic Merit and Financial Need. For more information, send us an email: [joinmgi@bassgordon.co.za](mailto:joinmgi@bassgordon.co.za)

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## How many trainees per annual intake

Between 12 - 16 first year trainees each year.

# FAQ'

f r e q u e n t l y   a s k e d   q u e s t i o n s

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### 5

#### How long is the recruitment application process?

This is "HOW WE MOVE":

1. Your online application is reviewed upon receipt.  
Should we wish to meet you, you will receive an email to schedule an interview: in-person or online.
2. Your interview is conducted by our Talent Seekers.  
Your 1 hour interview will cover:
  - ✓ Let's get personal. Getting to know you.
  - ✓ What moves you. Why CA(SA)?
  - ✓ A day in your student life: academics and challenges.
  - ✓ Your Training Contract and Training Office: your expectations?
  - ✓ Delving even deeper... Your self-awareness.
  - ✓ Your turn for questions!
3. A Partner call is set up after a successful interview.
4. Invitation to join HEY trainee.
5. Successful candidates will receive an Offer for a

### “

We try to complete the entire process in no longer than a month.

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#### Can a Trainee study part-time?

Preference is given to students who intend completing their CTA studies prior to commencing their training contract. However, in some instances depending on numbers, we will consider students unsuccessful with their CTA studies to start their training and repeat CTA part-time.

We support part-time students as best we can - you will receive study leave.



# FAQ'

f r e q u e n t l y   a s k e d   q u e s t i o n s

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## Do you offer secondments?

During your final year of the training contract, we will make recommendations for your secondment abroad should that be your wish. We have established relationships with external partnerships who take care of all your secondment needs.

It is safe to say that our MGI Trainees come in high demand - this is the result of great technical training; broad industry exposure; challenging work experiences; and good interpersonal skills gained throughout the training contract.

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## Do you retain trainees?

We believe that trainees who have completed a training contract with MGI, are the best possible CA(SA)'s in the industry - therefore, upon completion of your training, you are an asset to the firm. You need to prove that you are someone the firm wants to retain!

Post training contract, there are career opportunities in both Audit as well as other teams within the firm if operational requirements allow.

Building your career path is a team effort and we want to have open and honest conversations about your future with the firm if this is where you want to stay.

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## What does a day in the life of an audit trainee look like?

Your training contract is regulated by SAICA which sets out the [CA\(SA\) Competency Framework](#) which "Identifies and describes the professional competencies (professional values and attitudes, enabling competencies and technical competencies) that a CA(SA) should demonstrate at entry point to the profession".

Bearing this in mind, every day within your training contract will present you with an opportunity to learn and grow. Trainees assist the managers and partners with planning, executing and finalising audits. You can and should expect a challenging yet rewarding learning experience.

# FAQ'

f r e q u e n t l y   a s k e d   q u e s t i o n s

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## What are the advantages of a medium sized firm?

What our Trainees have to say:

- Broad Exposure to different clients and industries.
- Diverse perspective on Audit as well as other technical areas of expertise: Tax, Accounting.
- More than just a number - chance to be known.
- Intimate relationships with colleagues and hands-on help from Partners.
- Personal client relations / networking opportunities.
- Its more than just a working environment - support/mentorship on various levels: personal; professional; mental.

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Massive exposure to all spheres of a business. Tax calculations, corporate governance, systems that the company uses. Massive networking opportunities with founders of companies and entrepreneurs.

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## What support do you offer trainees?

From day one, you will be immersed in a committed mentorship programme and have direct access to management. The programme is aimed at assisting you in the development of your personal goals, technical knowledge and professional skills. Our first year trainees have access to:

- A Technical Mentor - Managers and/or Supervisors
- A Personal Mentor - Someone to coach you as you navigate through life as a young professional
- A Wolf - you will be a cub to a 3<sup>rd</sup> year trainee "wolf" (Cub-&-Wolf-pack)

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## What do trainees earn?

Our trainees' salaries are based on a Total Cost to Company basis. We observe SAICA's guidelines to ensure that we compensate our trainees fairly and they receive a market-related offer. We do participate in various salary surveys for Cape Town based Audit and Accounting firms / Training Offices.



















# virtual events

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HEY

## student

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You have theory. They have experience.  
It's time you meet up!

HEY trainee is a virtual meetup between MGI SAICA trainees and university students which aims to address relevant questions aspiring CAs(SA) have regarding the industry and their training.

"HEY trainee, what do you do in practice?  
HEY trainee, what type of industries do you work in?  
HEY trainee, [insert your question here]?"

Join us in our virtual boardroom for candid conversations about your future career.

# our recruitment



Bianca



Nadine

## WANT TO CHAT?

## coffee catch-ups

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At MGI Bass Gordon, we aren't afraid to do things differently. Our approach to your future career is very personal. We encourage more regular engagement and personal catch-ups with students, because we know the value of honest relationships.

If you like good coffee and great conversation, schedule a coffee date with our recruitment team. If you are unable to meet us in person at the office, we can catch up online via Teams, or arrange to meet you on campus at our next visit.

**STAY IN TOUCH!**

THE BIG QUESTION

# why mgi?

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PERSONAL TOUCH  
that big firms cannot match



GLOBAL REACH  
across every continent



ENTREPRENEURIAL APPROACH  
from members who are business owners



DECADES OF EXPERIENCE  
founded in 1935

Don't just start anywhere.  
start here.

#JOINTHEBASS



want to schedule an interview, please pop us a mail:

[joinmgi@bassgordon.co.za](mailto:joinmgi@bassgordon.co.za)



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/MGI.BG.GHF



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