

Senior Accountant

Build Your Career with AH Jackson & Co

Established 1945 | 5 Partners | 60 Team Members

A progressive Australian accounting firm built on excellence, integrity, and long-term relationships.

Welcome to AH Jackson & Co

For over 80 years, AH Jackson & Co has provided trusted accounting, taxation, audit and advisory services to Australian individuals and businesses.

With five partners and a team of 60 professionals across Tax, SMSF, Audit and Bookkeeping divisions, we offer the structure and expertise of a well-established firm — while maintaining a supportive, team-focused culture.

We are proud of our history, our client relationships, and the strong professional environment we have built.

Why Join AH Jackson & Co?

We are a firm that values performance, ownership and growth — both for our clients and our people. At AH Jackson & Co, you will:

- Develop strong technical expertise in Australian tax and compliance
- Build meaningful client relationships
- Gain exposure to diverse industries and business structures
- Work within a structured yet supportive environment
- Be part of a team that values accountability and collaboration

THE OPPORTUNITY

We are seeking an experienced **Senior Accountant** who combines strong technical capability with leadership potential.

Senior Accountants play a critical role within the firm. They review work prepared by accountants, mentor junior team members and manage client relationships while ensuring high technical standards.

This role bridges the gap between accountants and managers.

You will work within the following team structure:

- 2 Partners
- 1 Senior Manager



- 2 Assistant Managers
- 3 Senior Accountants
- 8 Accountants
- 2 Administration Assistants

This structure provides clear reporting lines, mentoring support and opportunities for progression.

Character & Personal Attributes We Value

Technical skills matter — but character matters more.

We are looking for someone who:

- Is willing to learn and grow professionally
- Is respectful to colleagues and clients
- Is positive, motivated and brings good energy to the workplace
- Is genuine, honest and trustworthy
- Enjoys a good laugh and contributes to a healthy team culture
- Does not carry a large ego
- Learns from mistakes and does not repeat them
- Understands that mistakes are acceptable — not learning from them is not
- Is open to feedback and keeps an open mind
- Has a strong work ethic
- Wants to work collaboratively in a meaningful team environment
- Does not engage in negative behaviour or speak behind others' backs
- Is confident enough to assert opinions while recognising they may not always be right
- Asks questions when unsure
- Takes initiative to improve systems and processes
- Can align with the team and does not take themselves too seriously

We value maturity, humility and accountability.

Qualifications & Experience

We are seeking candidates who meet the following criteria:

- Bachelor's degree in Accounting, Commerce or Finance
- **CA or CPA qualified or near completion**
- **Approximately 5–8 years' experience in public practice**

WHAT WE EXPECT FROM OUR TEAM

We believe clarity drives performance. Our expectations are transparent and measurable.

Performance Standards



• **65% chargeable time target**

Responsibilities include:

- Reviewing financial statements and tax returns prepared by accountants
- Providing technical guidance to junior staff
- Managing client queries and communication
- Assisting managers with workflow and job allocation
- Supporting training and development within the team

Job Management & Professional Standards

We expect strong organisational and communication skills, including:

- Communicating job priorities with Managers and Senior Accountants
- Taking ownership and responsibility for allocated work
- Managing and updating job lists
- Following firm workpapers and reference systems
- Using checklists and procedures for quality control
- Producing clear and organised workpapers
- Drafting professional client emails using firm templates
- Completing research and presenting solution options
- Working independently while knowing when to seek assistance
- Understanding deadlines and communicating delays proactively
- Demonstrating strong client service standards

Professional pride in the quality of work is essential.

Technical Experience & Capability

Senior Accountants should demonstrate strong capability in:

- Review of financial statements and tax returns
- Division 7A loan calculations
- Family trust distributions
- Company tax provisions
- Capital Gains Tax calculations
- GST reconciliations
- Group structures and inter-entity transactions

Senior Accountants are expected to maintain high technical standards and assist in developing junior staff.

Software Experience

Experience with the following systems would be beneficial:

- MYOB AE
- Knowledge Shop
- CCH CGT Reports
- Xero
- MYOB Online / Essentials
- Microsoft Outlook
- Microsoft Excel

WHAT AH JACKSON CAN OFFER

Professional Development

- CA or CPA course fees paid upon successful completion
- CA membership fees paid for full and provisional members
- Two days paid study leave
- Monthly Tax Banter training sessions
- Quarterly development meetings with Managers and Partners

Incentives & Benefits

- Client Growth Incentive Program — 1/3 of 12 months' billings for new clients
- Annual Challenge with wage bonuses based on lodgement and fee targets
- Birthday leave after five years
- Additional annual leave after five years

Culture & Wellbeing

- Work from home up to two days per week after probation
- Finish at 4:00pm every Friday
- Christmas, Melbourne Cup and quarterly team events
- PerkBox employee benefits program
- Three-screen workstation setups and sit-stand desks
- Subsidised gym membership
- Mental Health EAP Program

Our Core Values

Everything we do is built around:

- Outstanding Service
- Family
- Having Fun

If our values align with yours and you're looking for a long-term role in a supportive, high-performing firm, we'd love to hear from you.