

**RSM** International

global excellence in audit, tax & consulting

# Working within the RSM International network

Information for graduates and interns  
about the RSM International network  
and its member firms.



**Realise your potential**

# Opportunities

This guide provides you with the information you need to know about the RSM International network (RSM) and its member firms. When you begin working for an RSM member firm you also join one of the world's leading audit, tax and consulting networks.

## Working within the RSM network

When you work for an RSM member firm, you are joining a team that spans over 90 countries, 700 offices and has more than 32,500 people. However, you will not just be a number.

RSM member firms are entrepreneurial and dynamic. Employees enjoy the opportunity to work directly with clients, whilst under the wing of more experienced partners and managers

who know that hands-on experience will help you to gain a better understanding of the challenges facing clients.

You will experience first-hand the impact your work will have on their business. You will also have the opportunity to work with many different types and sizes of client in a variety of industries. Your professional development goes hand-in-hand with your sense of enjoyment and fulfilment of your job and so finding the right niche for your job satisfaction and future career is as important to us as it is to you.

Your continued development is paramount. We are different from other networks and your experience of training at an RSM member firm will be unique. The professional development programmes in RSM member firms will keep your career moving in the right direction and offer you many pathways until you reach the top.

## About RSM International

RSM International has developed into one of the most important accounting networks in the world, with strong international professional resources and capabilities. The latest survey conducted by the *International Accounting Bulletin* ranks RSM as the sixth largest network with combined revenues in excess of US\$4bn.

Many of the RSM members are among the leading firms (within the top seven) in their countries, and possess some of the best professional resources and experience available. Clients range from very large multinational corporations to SMEs, family owned enterprises, government organisations, not-for-profit organisations and national and international banks.

In addition to traditional assurance services, there are significant resources and experience in tax, risk advisory, transaction support, IFRS and corporate restructuring and insolvency services.

Quality is the absolute cornerstone for RSM International. Our strict membership criteria and quality assurance policies have enabled the network to develop and grow on a foundation of quality.

RSM has established common professional standards and practices, audit and tax methodologies and manuals, client handling protocols, IT platforms, strengthened control mechanisms and an inspection and quality assurance programme to test and assess compliance. It is an expectation of member firms that they comply with these policies to

ensure peace of mind for employees, clients and fellow member firms.

RSM International is governed by a Board of Directors, which directs the strategy of the network and acts in the interest of all member firms. The Executive Office, based in London, UK, is responsible for implementing the strategy and growing the network collectively by facilitating structured communications channels between member firms and providing the resources and support they require to work with each other and across borders.

RSM member firms are organised into geographic regions for the purposes of administration and quality control programmes and for the coordination of cross-border or multinational team assignments. The regions of RSM are Asia Pacific, Europe, North America, Latin America, the Middle East and Africa.

## International opportunities

By working for an RSM member firm, you are part of the international network. If you choose to get involved, there are many different opportunities available to experience working in an international environment. RSM International has a fully developed international secondment programme, international training programmes, regional and internationally coordinated committees and service line delivery groups. There are also service-based international work groups and international 'champions' initiatives.

We firmly believe that excellent working relationships are built upon close personal relationships and internationally active staff are invited to join the RSM regional and global conferences that are held each year.

The levels of international activity of course depend on the willingness and aptitude of the people involved. RSM member firms and the global network wholeheartedly support individuals who want to participate in international activities. The network was founded, and is now run, by individuals who have a passion for international business and global success.

## Our Vision, Mission & Values

### Vision

For our members to be the provider of choice to internationally active and ambitious organisations who are looking for accounting, tax, consulting and specialist advisory services that will create lasting success and help them reach their goals.

### Purpose

We will surprise you with:

- Our culture of partnering and understanding
- Our relentless pursuit of quality in business
- Our passionate drive for your success

### Values

- Integrity: We will build trust, act ethically and responsibly and respect differences
- Partnering: We are ambitious for each other and for our clients
- Excellence: We will understand first and deliver with quality

### Mission

We will consistently add value to all of our stakeholders by supporting the sustainable growth of our member firms, supporting the continuous development of human talent in our member firms and strengthening and expanding the quality and service capabilities within the global network.



# Speaking from Experience

I started with McGladrey & Pullen, an RSM International member in the USA, directly out of college. You are pushed in so many directions as a student; it can be difficult to know which company is the best choice for you. I knew that I wanted to pursue audit so I started my round of interviews and once I had spoken with McGladrey & Pullen, my choice was made.

I think what drew me to RSM was the sense of community I felt when I interviewed at their offices and spoke with the staff who worked there. I instantly had the feeling that these were people I would enjoy working with and who would take the time to help me. I never once felt like 'one more face' at McGladrey & Pullen. They took the time to make sure I was learning as much as possible and always progressing in my career.

After several years of working for McGladrey & Pullen an opportunity arose to work in London. The plan was always to do two years in the UK and then return to the US to continue my career in audit. What I've discovered is that sometimes you can not plan where life will take you.

For the past four years I have worked for the RSM International Executive Office in London, gaining experience and learning more than I ever thought possible. I am now a manager concentrating on international corporate development. I truly believe that having the opportunity to work or live abroad, even for a short while, changes you for the better in ways you never thought possible.

Had I been just a number, a list of criteria that needed to be checked off, I don't think I would ever have had the opportunities I have had. I am here because I chose to work for McGladrey & Pullen and they supported my ambition to take my career on the international path. Wherever life takes me, I know this is one choice I will always be glad I made.

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