



FINANCE GRADUATE SCHEME

WHO ARE WE?

The Deltic Group is the UK's largest operator of late night bars and clubs. Its brands include Bar & Beyond, ATIK, PRYZM, Fiction, Cameo, Kuda and Vinyl, which each offer a distinctive and exciting night out; as well as a number of unique venues, each with their own identity created especially with their customers in mind.

Created in 2011 and led by Chief Executive Peter Marks, with a total of 3,000 employees across 57 venues, the Group delivered four years of consecutive growth, driven by the company's investment in its premium estate, its people and its customer offering – all of which come together to create exceptional nights out for Deltic customers.

HOW DOES THE SCHEME WORK?

The Deltic Group Finance Graduate scheme is a four-year programme that will develop you into a confident and rounded finance leader, while supporting you to achieve ACCA or CIMA qualification. You'll be based in the Deltic HUB in Milton Keynes and rotate through 4 roles; giving you a wide-ranging insight into our business and financial operations.

STUDY SUPPORT

Deltic will support you through your journey to becoming an ACCA or CIMA qualified accountant. We will cover your tuition and exam fees and you will be able to take paid study leave in the run up to exams.

You will be assigned a third year graduate as a mentor to guide and support you as you learn the business and embark on your studies. In addition, senior members of the Finance Team will always be on hand to offer support and advice.

DELTIC GROUP GRAD SCHEME – EXAMPLE CAREER PATH

YEAR 1

ACCOUNTS PAYABLE/RECEIVABLE

This role supports the AP & AR Manager in numerous aspects. It offers a chance to work directly with our suppliers and customers to ensure that payments are made and received in good time and also in working towards understanding any variances.

OR

TREASURY

This role works alongside the Finance Manager, doing crucial work managing cash as it moves around our estate. The role involves significant contact with colleagues in our venues, as well as our external cash management suppliers and daily interface with banking systems.

YEAR 2

ASSISTANT ACCOUNTANT

Supporting the Company Accountant, this role impacts right across our Balance Sheet and P&L. The role manages and reconciles a large suite of accounts and is also available to provide ad-hoc accounting support and advice on various projects and issues as and when they arise.

OR

SENIOR TREASURY

Take a step up from the first year in the Treasury team and take on an additional level of senior responsibility. This role pushes to further knowledge of the Business' Treasury function while also providing support to the first-year treasury graduate.

YEAR 3

FINANCE BUSINESS PARTNER

In year 3, grads join our Financial Planning and Analysis (FP&A) team as a Finance Business Partner. Partnering with one of our 6 Regional Directors and becoming their prime contact in the Finance Department. FBP's must develop a deep understanding of their region and build trusted relationships with stakeholders in Operations. FBP's are responsible for understanding and reporting on the financial performance of each individual business in their region and are also responsible for all budgeting and forecasting for each venue in their region.

YEAR 4

SENIOR FINANCE BUSINESS PARTNER

In year 4, FBP's step up to the role of Senior Finance Business partner and take on line management responsibility for two other Business Partners, while retaining responsibility for their own region. In addition to this you will also be called on to provide analysis and support directly to the Executive Directors and will also get involved in a number of ad-hoc projects. Reporting directly to the Head of Finance, this year will be challenging & varied and will set you up for your future career as a finance leader.



CASE STUDY

FROM A RECENT GRAD SCHEME LEAVER

“I joined the Deltic Group graduate programme after completing my degree in Accounting and Finance at Birmingham City University.

My key consideration was to work for a business that placed value in an accounting qualification and looked to support and develop graduates throughout their training programme.

I knew immediately after meeting with the team at Deltic that this was the only place that I wanted to be. Once I landed the job there were never any nerves or reservations, just excitement at the thought of joining a vibrant team and beginning my career with the largest nightclub operator in Europe.

From the word go there was always something new to learn and the people were more than willing to invest the time to talk things through with you. I genuinely felt like there was a focus on developing my skills and knowledge on a very individual basis.

One thing that really stands out is Deltic’s commitment to making it a great business to work for. The company culture programme is looked at on a regular basis to ensure that everybody feels like they are valued as individuals and recognised for their commitment to the business. From team building days out, to the annual conference, to club launch nights, they really capture the essence of the industry in everything that they do and sell the experience of a having a great time at every opportunity.

Having completed the graduate programme becoming a qualified ACCA, I joined a leading global consumer goods firm that’s listed on the FTSE250. The Deltic grad programme has provided me with first class training and development opportunities that have opened many doors for me. I will always be grateful for my time with Deltic, knowing that it has provided me with the tools that are necessary for a long and rewarding career.”





WOULD YOU LIKE TO KNOW MORE?

W: delticgroup.co.uk/careers
E: careers@delticgroup.co.uk



DELTA **ELTIC**
GROUP