

MOORE STEPHENS

Member's Brochure

Welcome

Mamas Koutsoyiannis
CEO (Romania/Moldova)
Moore Stephens KSC



We are a group of dynamic, creative, and talented people. We continuously attract talented workforce within a work environment that values unique perspectives, encourages individual growth and treats all employees with respect.

Our vision is to provide high quality professional services to international and local businesses in Romania and the Republic of Moldova. We want to empower the talented youth to pursue a career in finance, audit and consulting services. We will continue provide tools and support to enable you to thrive in your career and become able professionals. Right from the start of your career, you will be encouraged to focus on specialized sectors and areas.

Moore Stephens KSC is a talent driven organization as our team members capture information and insights into how an organization runs and potential areas for improvement. We believe quality is essential but an effective solution for our clients requires the use of technology, innovation, and adaptability and hence you will develop the ability to understand what customers want, change in response to new demands and continuously learn new skills and technologies.

As part of a bigger network with years of legacy, Moore Stephens has grown to be one of the largest international accounting and consulting groups worldwide. By combining our local expertise and experience with the breadth of our worldwide networks, we are able to provide our people the right exposure to learn and develop in their professional career.

We achieved significant growth in the last 2 years by broadening our service lines and identifying new target markets. In the upcoming years we want to drive sustainable growth by focusing on creating value for our stakeholders and Increasing brand awareness through the strategic use of digital and offline media platforms.

We are committed to empowering you further with meaningful, challenging and rewarding opportunities. It will be our pleasure to welcome you to the Moore Stephens KSC Family.

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About us

Moore Stephens KSC is an independent member firm of Moore Stephens International with offices located in Bucharest (Romania) and Chisinau (Moldova). We offer a range of integrated services to help you grow both locally and internationally. The aim of all offered services is to add real commercial value to you and your business.

Our aim is to contribute to the creation of a healthy business environment and to be recognized as one of the most trusted professional services firms in Romania and Moldova by providing bespoke business solutions of the highest international standards. There are 3 offices under the management of Moore Stephens KSC, located in Bucharest, Timisoara and Chisinau, and over 75 professional employees.

Our mission is to:

- Expand opportunities;
- Provide real commercial value to our clients and their business;
- Keep companies of our clients compliant with the Law, rules and regulations.
- Keep our clients competitive;

Professional qualifications



Certified Information Security Manager*
An ISACA® Certification

Certified Information Systems Auditor*
An ISACA® Certification

Certified in Risk and Information Systems Control*
An ISACA® Certification



Discover our values

To meet our mission and vision we are looking forward to build a strong culture, that allows talented people to grow in a healthy performance management system.

Empower People



We engage our people to develop and grow among company. Giving employees our knowledge, resources, authority, opportunity, motivation, as well holding them responsible and accountable for outcomes of their actions.

Innovation



We promote creativity, critical thinking and encourage continuous learning, in order to meet the current business challenges. We set up a laboratory environment where people can test new ideas and learn from experience. We grow people who can have an innovative approach in various situations.

Client-oriented



Our enthusiastic and likeable professionals are providing the right client experience. We grow consultants who are able to easily identify the client's needs and suggest promptly the optimal solution. Also, we seek to anticipate the client's needs by understanding the business and provide feedback.

Our business services

Audit and Assurance

In this department you will need an analytical mind and flexibility to provide audit and accounting services to a broad range of clients. You will work with businesses in a variety of sectors, from financial services, production to technology companies.

Business outsourcing (Accounting, Payroll, HR administration)

Accounting expertise requires a high level of adaptability to the environment and to the challenges of clients. It is also a profession with fast-track career progression opportunities, which enable you to access operational and managerial responsibilities after five years of experience.

Tax consulting

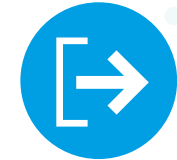
You will be providing bespoke tax services to clients and dealing with queries from compliance through to high-level advisory work. You will prepare tax returns and computations, carry out tax planning/consultancy work, and deal with HMRC, clients and third parties.

IT Audit and Advisory

As part of this department, you will focus on the business impact of technology rather than systems implementation. In our work with international clients, we help organizations assess, manage and optimize information technology risk across a range of areas like information protection, IT Risk and Compliance, Business Resilience.



Audit and Assurance



Business outsourcing



Tax consulting



IT Audit and Advisory



Governance, risk and internal audit



Business Advisory

Life at Moore Stephens

Iuliana Ghitulescu

Audit Senior Associate
Moore Stephens KSC (Romania)



Iuliana Ghitulescu is an audit senior associate at Moore Stephens KSC. Her first role was as a junior auditor in a consultancy in Romania and after a few months of working in audit, she realized that she wanted to pursue auditing as she believes it will give her plenty of opportunities for professional development and will help her to enrich her knowledge in the finance field. Because of her hard work and dedication, she was promoted to audit senior associate within few months of her joining. She loves traveling and enjoys walking around the city in her free time.

Q: Tell us about your experience with Moore Stephens KSC?

A: It's been more than a year since I joined Moore Stephens KSC and I must say it has been a journey full of learnings. Apart from technical skills, Moore Stephens has taught me a lot about the importance of teamwork. I believe "Team" is the keyword in this profession. A united team will always deliver good results. Moore Stephens gives you easier access to Partners and Managers, who will take a direct interest in your development and support you through your training.

Q: Big important lessons you learnt at Moore Stephens KSC?

A: The most important thing that I learned at Moore Stephens is that I have a life outside of work and I need to balance both my personal and professional life in order to be more effective at work. I also believe that in order to succeed in your professional career, you need to build trust in your work and you need a united team. At Moore Stephens, I am gaining technical knowledge and valuable hands-on audit experience through engagement.

Victoria Graur

Accounting Associate
Moore Stephens KSC (Moldova)



Victoria Graur is an associate accounting at Moore Stephens KSC. She joined Moore Stephens KSC as an intern in the accounting department. She started her professional career with Moore Stephens KSC and she has come along way since she joined.

Victoria is one of our most enthusiastic members of our team. Since she joined the team, she always demonstrated initiative, eagerness to learn, and a willingness to work hard. Victoria has a great interest in music and she has learned piano professionally for 4 years. Beekeeping is also one of her hobbies which makes her feel relaxed. As she always says, bees taught her a lot about teamwork and that's the kind of learning she applies at MS team as well.

Q: Tell us about your experience with Moore Stephens KSC?

A: I started my professional journey with Moore Stephens KSC 2 years back and it still feels like yesterday. Working with Moore Stephens KSC is an incredibly unique opportunity where one can find such an extensive collaboration of bright minds all working towards the same goal. The friendly atmosphere of the office makes every working day for me a pleasure. Seeing how hardworking and how motivated my colleagues are, really inspires me. What I love most about working here is that it supports work-life balance.

Q: Big important lessons you learnt at Moore Stephens KSC?

A: Whatever knowledge I have is something that I learned at Moore Stephens KSC as I started my professional career here. Moore Stephens gave me the great platform to gain deeper insights into the accounting industry. There are a plethora of factors that have contributed to my learnings at Moore Stephens KSC. Under the leadership and guidance of my manager, I got exposed to many opportunities and learnt from the best. I also got a chance to work with clients from various backgrounds. According to me, the most valuable thing I learned at Moore Stephens KSC is how to prioritize which I feel is a very important aspect of any profession.

Your first year in Moore Stephens

Once you have stepped in for your #MSJourney, here is an overview of what you will experience during the first year of activity.

First day

From day one you'll be getting to know your new colleagues, hearing from representatives around the firm about what we do, and starting your #MSJourney

Casual Friday

Each Friday, you can dress smart casual and enjoy your work in a more relaxed attire.

Become ACCA student

Register for ACCA qualification and start your studies for the first exams. Your mentor will guide you through the learning process.

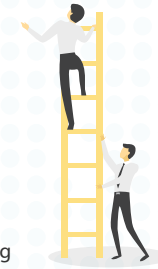


Business trips



Team building

Enjoy a sunny day outside the office together with MS team. Let's connect and get to know each other better, through some fun activities.



Training program

During your #MSJourney, you will go through a constant training program, based on your needs and role.

Be buddy to a new-comer

After a year with the company, it will be your opportunity to guide a new starter and show someone else the ropes!



Assigned to a buddy

You'll have a buddy who will show you the important things like where's good for lunch and how to make a cup of tea. They will answer all your questions or redirect you to the ones who know the right answer.

Happy Friday

Every 3rd Friday of each month, we have team activities outside the office, like going to a pub for drinks, play some board games or attend a social event together.



Have a mentor

You will have an experienced staff member, who will guide and mentor you during the whole experience in MS. You will have regular individual meetings and feedback discussions, which will help you grow as a professional.



First ACCA exam

Go through performance assessment

You will have the chance to participate at the feedback discussions with your team. Here you reflect on your performance, establish new objectives and if ready, embrace a new challenging role.



New Year Party

Let's celebrate together the year's results and welcome a new promising year, with good food, drinks and dance.



Career path

We understand that you'll already be thinking about what's next. At Moore Stephens we encourage you to be passionate about your career, and realize that knowing where you can get to will be key to choosing where you start.

From your first day, you will have the opportunity to sharpen your knowledge and skills, learn about new business practices and processes. Under the supervision of a senior, you investigate specific accounts assigned to you, validate the accounting records, resolve and document any material issues. You participate in client discussions, capitalize your expertise in order to propose potential solutions for a range of issues. At Senior Associate stage, you focus on developing your leadership skills, by coordinating other team members involved in projects.



Intern

Associate

Senior Associate

Senior

Associate Manager

Manager

Senior Manager

Director

Partner

✓ Buddy system

✓ Training program

✓ Mentoring support

✓ Business trips

✓ International exposure

✓ ACCA qualification

✓ Dynamic working environment

You start managing client relationships, administer budget issues and ensure that the manager and partner are adequately informed of all relevant items. You supervise, coach and coordinate the work of associates and semi seniors and review their work products. As Associate Manager, you are more involved in planning, day-to-day control of the team, liaising with clients and completing assignments.

You are responsible for a larger portfolio of clients or business functions. You are establishing contact with clients and nurturing relationships to build the trust and value. At this stage, you start to take an active role in public like participating and facilitating external events, seminars or community projects.

You manage the work of teams and plan the strategy for developing clients' portfolios. As Director, you identify new opportunities for developing the services of the firm, look for new clients and represents the firm. Partners take strategic decisions concerning the firm, plan budgets and achieve the financial objectives. They represent the company in contacts with strategic clients. As a key member of the business community, they are expected to interact with media, as well as facilitate seminars, write consulting articles for our clients and the countries we work in.

At Moore Stephens we offer the opportunity to join the firm receiving full study support towards completing the ACCA (Association of Chartered Certified Accountants) professional qualification.

Benefits of joining ACCA:

- A cost effective and efficient way to increase knowledge and professionalism.
- The ACCA Qualification is not just theory - the exams are practical case studies.
- The qualification equips finance professionals with knowledge and skills which are diverse yet dynamic - the curriculum includes tax, audit and business law as well as the core accountancy subjects.

The ACCA combines the benefits of traditional accounting skills with a wide ranging and forward looking syllabus, which recognises that finance professionals are increasingly required to demonstrate strategic thinking, excellent communication skills, people skills and fluency with information technology.

The ACCA Qualification have flexible study options.

- The Qualification is based on international accounting and auditing standards.

The ACCA has achieved strong recognition worldwide.

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As an ACCA approved employer, besides the practical experience and exposure that you experience in your daily work, we also cover all the first time costs for your tuition and exams, including paid study leaves, online courses, materials and coaching from experienced ACCA members.



Professional Development



Trainee Development - Platinum

Diversity and inclusion

Vikram Jotwani
Senior Business Consultant
Moore Stephens KSC



I spent my growing years in India and decided to pursue a degree in Business early on while trying to plan my career and further course of action post which I took up a campus opportunity to work for a leading healthcare firm in the UAE as an Insurance Business Analyst, a thriving industry in the region.

This was a great decision taken in benefit of my career as the learning at the new workplace was immense. I picked up the nuances of analytics and number crunching while also fine tuning my people skills considering the vast number of professional networking opportunities I was presented with. However, I felt an innate urge to move ahead. To experience more diverse cultures and expand my horizons.

As I was experiencing this shift in my thought process, I received my offer to work with Moore Stephens. The profile was based out of their Romania and Moldova offices. Moving away from my comfort zone wasn't easy, but I took an instinctual decision and stepped foot into the developing economies of Romania and Moldova.

The Transmigration to Moldova was challenging to say the least. From surviving in -17 degree temperature during Moldovan winters as compared to living in 52 degrees temperature during Dubai summers, I felt like I grew up. The greatest challenge, however, was the language barrier. Even the simplest of chores turn into a daunting task when you realise that your English fluency just won't suffice and that you need to speak either Romanian or Russian to communicate but turns out, you speak neither. But a wonderful thing about challenges is that nothing feels more empowering than overcoming them.

I have the opportunity of meeting many talented people from various backgrounds including the social & development sector, international financial institutions and even world renowned development agencies such as the United Nations.



My responsibilities at work involve cooperating with IFIs and donor institutions (incl. European Commission, European Bank for Reconstruction and Development, European Investment Bank, World Bank, United Nations etc.) in Central & Eastern Europe and Eurasia and Supporting Moore Stephens KSC offices in origination and project development, including developing bidding strategy and delivery, identification of relevant resources globally and consortium building.

I also strategize on the value of branding in achieving the company's business objectives and accountable for all content marketing initiatives to drive traffic, engagement, leads, that deliver sales and customer retention; my professional learnings have been extremely diverse and have greatly contributed towards my holistic growth.

Consulting in developing economies such as Moldova and Romania simulate a great learning experience at the start of your career owing to close interactions with clients and networks and greater accountability on projects and assignments. You also receive better mentorship from the management team as there are lesser hierarchical barriers in the process.

Another important aspect I would like to stress upon is the focus on work-life balance which larger cities have lost track of. With advances in the workforce, society is increasingly recognizing the importance of mental peace at the workplace and countries such as Romania and Moldova have a culture that facilitates this further. The commute to work is hassle free, the culture is more open and relaxed and overall, you feel part of one big family with charity activities, sporting activities, and other informal meet-ups.

CSR and social activities

Moore Stephens KSC believes in contributing to the society through social activities. We collaborate with youth organizations and local universities, by supporting the educational system and creating opportunities for young professionals. Our staff is constant involved in different social events and activities.



Selection process

1

Submit your CV

In English at the following address:
Moldova Office
(hr.chisinau@moorestephens-ksc.ro)
Bucharest Office
(hr.bucharest@moorestephens-ksc.ro)

Complete a technical test

If your CV is shortlisted, you will be contacted by our team to complete a test. This helps us to assess your knowledge and some technical skills. It is based on audit, accounting, math and logical questions. It takes around 1h15min to complete it.

2

Interview with HR

If you get the necessary score at your test, you will be invited at the office or via Skype to have a discussion with our HR Manager. We will have the chance to get to know you better and also to tell you more about the company and position that you have applied. Be prepared to address questions, as we appreciate curiosity and proactivity.

3

Interview with Department Manager

The last discussion will be with the Line Manager. He/she will address more technical questions, assess your fit to the department and how aligned are your career objectives with our company's objectives.

4

5

Official Job Offer

Start your adventure now!



#whyMooreStephens
#MSJourney



Contact us:



hr.chisinau@moorestephens-ksc.ro

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