



Grow with us.

Careers at Cutcher & Neale





Contents

- 03 Welcome
- 04 Our manifesto
- 06 Why a career in accounting?
- 08 Discover your unique career path
- 14 How do you get there?
- 16 The epic stories of our true professionals
- 20 Your life at Cutcher
- 24 Pathway to be part of C&N
- 26 About us

Welcome

Welcome to Cutcher & Neale! We're a team of passionate people who believe in working together to achieve incredible things. If you're looking for a place where you can learn, grow, and contribute to something bigger than yourself, you've come to the right place. This careers booklet will introduce you to our values, our people, and the exciting opportunities that await you.

**It all starts
with our
manifesto**➤



Where go-getters and go-givers come to grow.

We are united by a passion for innovation, impact and human potential. Here, ambition and altruism intertwine, inspiring us to reach new heights while lifting others along the journey.

We are go-getters; relentless in our pursuit of excellence and determined to overcome any obstacle. We nurture your potential, providing the resources and support to help you achieve your professional aspirations and enjoy the journey while you are at it.

We are go-givers; fostering a supportive environment where teamwork and recognition are key. We lift each other up, promote balance, and celebrate our shared success. We also take corporate responsibility seriously and are committed to making an impact beyond our workplace.

Together, we create a culture where individuals thrive, and we build a future that inspires.



Why a career in accounting at Cutcher & Neale is the unexpected dream job.

If you love solving puzzles, thinking strategically, and making a real impact, then a career in our accounting and financial services firm might be your perfect match! It's a dynamic field that's constantly evolving, offering exciting opportunities to work in any industry you can imagine.



Here's the deal:

Be the Force Behind the Success: Ever wondered how a luxury hotel chain keeps guests happy or a tech startup launches its next big product? You could be the financial strategist making it happen. From funding clinic expansions to helping non-profits improve efficiency, accountants and financial professionals are essential to every industry.

More than Numbers: Modern financial services are all about solving real-world problems. It's less about number crunching and more about strategic thinking. Think of it as solving a puzzle: you bring the pieces together to create a clear path for smarter decisions and better results.

Skills for Life: Want to negotiate a killer deal? Manage your personal finances like a boss? Create investment opportunities? Financial skills are your secret weapon! You'll learn to think critically, make informed decisions, and understand the language of business – skills that will take you far, no matter what you choose to do.

Always on Demand: The demand for skilled accountants and financial experts is skyrocketing! This puts you in a prime position to secure a rewarding career with excellent job security and plenty of room for growth.

Level Up Your Earning Power: A career in financial services can be seriously lucrative! With the right qualifications and experience, you can open doors to a wide range of exciting career opportunities and job responsibilities.

So, if you're looking for a career that's
challenging, rewarding, and surprisingly exciting,
accounting and financial services might just be
your unexpected dream job!





Discover your unique career path>

We want you to find a career that truly excites you. That's why we bring together diverse teams, all in one place, creating a dynamic environment where you can explore your passions and discover a team that perfectly aligns with your aspirations and personality.

Accounting, Taxation & Financial Services

From keeping track of the money to making sure everything's compliant and above board, you'll make sure companies have the financial power to turn their big ideas into reality. Interested in a specific niche? You can be part of our different teams:



Medico

Medical accounting is all about keeping healthcare finances healthy! You will help doctors, hospitals, clinics, and other medical organisations manage their money wisely, navigate complex regulations, and ensure they can continue providing top-notch care to patients.

Small & Medium Enterprises

Imagine being a trusted advisor to small business owners, helping them make smart money moves and achieve their dreams! You'll be their financial partner, guiding them towards success and making sure they have the resources to grow and thrive.

Is it a good match for me?

If you have a curious mind, strong analytical skills, and love structure and accuracy, then starting your career in accounting, taxation and financial services might be the right move.



Financial Planning & Wealth Management

Want a career where you can make a real difference in people's lives? In Financial Planning & Wealth Management, you'll guide individuals and families towards achieving their dreams – whether it's buying their first home, starting a business, affording frequent travel trips, or retiring comfortably.



Is it a good match for me?

Do you enjoy analysing information, solving problems, and creating strategies to help people reach their goals? As part of this team, you'll have the opportunity to help people make smart choices today that will create a ripple effect for generations to come.



Forensic Accounting

Forensic accountants are like the Sherlock Holmes of the finance world! You'll investigate financial crimes, track down missing money, and help bring justice to those who try to cheat the system.



Is it a good match for me?

Do you love solving puzzles and getting to the bottom of the story behind the numbers? If you're naturally curious, detail-focused and confident explaining complex information in a clear, logical way, this could be your perfect fit



Discover your unique career path >

Residential & Commercial Finance

Want to help people achieve the Great Australian Dream of owning their own home? Or maybe you're interested in the fast-paced world of commercial property, where deals are made, and skylines are shaped? In Residential & Commercial Finance, you'll be a financial guide, helping people and businesses secure the funding they need to purchase property.



Is it a good match for me?

If you have a passion for property, enjoy building relationships, negotiating deals and helping people achieve their goals, then a career in Residential & Commercial Finance could be for you.



Superannuation

Superannuation is all about securing people's financial future! You'll help them grow their savings and enjoy a comfortable retirement. It's a rewarding career where you can make a real difference in people's lives, ensuring they have the financial freedom to live their best lives after retirement.



Is it a good match for me?

If you are great at pursuing long-term goals and have a knack for explaining complex topics in a clear and engaging way, then starting your career in Super is the way to go.



General Insurance

General Insurance is all about helping people and businesses manage risks and stay financially secure when the unexpected happens. As a General Insurance specialist, you'll be a problem-solver, helping people find the right coverage to protect the things they care about most.



Is it a good match for me?

Do you enjoy analysing information, spotting patterns, and solving problems? If you have a curious mind and a knack for uncovering the truth, then a career in General Insurance might be your thing!

Risk Insurance

Think of life's unexpected twists and turns - accidents, illnesses, or even something as serious as losing a loved one. These events can be emotionally and financially challenging. As a Risk Insurance Specialist, you'll be a caring advisor, helping people protect themselves and their loved ones from the unexpected.



Is it a good match for me?

If you're the type of person who thrives on precision, enjoys digging into complex documents, and takes pride in ensuring everything is correct, then this could be a great career path for you to explore.

Business Systems

The Business Systems team is where business meets innovation! As a Business Systems Consultant, you'll be a tech-savvy problem-solver, diving deep into their operations, analysing their needs, and recommending the perfect software and systems to streamline their processes, boost their efficiency, and drive their success.



Is it a good match for me?

If you are fascinated by how technology can improve the way we work and enjoy analysing problems, finding unique solutions and working with a variety of people and systems, then this could be the perfect place to launch your career.

Corporate Services

From finding and nurturing top talent to spreading the word about amazing services, and managing the money that makes it all possible, as part of the Corporate Services team, you'll be a vital part of the engine that drives our success, helping us reach our ambitious growth goals.



Is it a good match for me?

If you have a knack for problem-solving, a strong work ethic, and a desire to contribute to a thriving organisation, then Corporate Services could be the perfect team to start your career.

Discover your unique career path >





How do you get there?

No two career paths look the same –

some are straight and steady, while others take unexpected turns. At Cutcher & Neale, we know that careers are often “squiggly,” shaped by opportunities, challenges, and moments of growth. What matters most is identifying the path that feels right for you and taking deliberate steps to move forward.

Whether you’re just starting out or looking to take your next big leap, planning your career is about balancing curiosity, commitment, and flexibility. With the right mindset and support, you can chart a course that aligns with your strengths, passions, and long-term goals.

Keen on a career in Accounting?



Whether it be taxation and financial services, audit and assurance, financial planning and wealth management, or superannuation, it all begins in the same place. Start building your knowledge by taking electives like business studies, finance, commerce, and economics during your high school years. Then, pursue a bachelor’s degree in a related field such as business, accounting or commerce.

Looking to make a career in Insurance?



Start by building your foundation in electives like business studies at high school. A bachelor’s degree in business will give you a solid start to your professional career, and you go on to complete insurance broking qualifications to make sure you have the skills to get great outcomes.

Ready to get into Residential and Commercial Finance?



Help people reach their property dreams by taking electives that build your foundation in business studies, finance, and economics during your high school years. Then, pursue a bachelor’s degree in a related field, such as Finance, Commerce, or Property Economics.

Do Business Systems sound more like your thing?



Use technology to solve business problems by taking electives like business studies, information technology, and information systems in high school. Then, consider a bachelor’s degree in business, information technology, or a related field.

Is Corporate Services your passion?



To get you started, consider electives like business, communications and finance during your high school years. Then, pursue a bachelor’s degree in a related field such as Business Administration, Marketing, Human Resources, Commerce, or Accounting, depending on where your passions lie.



The epic stories of our true professionals >

At Cutcher & Neale, every team member has a story worth telling.

"I was able to pivot

my entire career within the

same firm."



My time at Cutcher & Neale has been extremely rewarding, it's allowed me to grow professionally, personally, and pivot my career to where my life is headed, not the other way around.

I started with the Marketing Team as a 23-year-old Graphic Designer. It was my first ever 'office job' and I had absolutely no idea what to expect. **From the very get-go I was warmly welcomed, supported to grow and learn, and able to develop some great friendships, as well as offered fantastic opportunities along the way.**

Most importantly for me, was the fact that I was able to have a chat with my team, share that I was looking for something fresh and wanted to take my career in a different direction. They were more than accommodating, and I was able to pivot my entire career within the same firm and am now working toward completing my Bachelor of Commerce (Financial Planning) whilst working in the industry, and getting ample support along the way.

Add to that; the fantastic people you'll meet, endless social activities, continuous development in your role and getting spoilt by our Impact and Engagement Committee, it's truly a rewarding place to build your career.

"I consider myself fortunate.

Why? Because I get to do

what I love every single day."



I'm not used to people being interested in what I do, not even my wife or kids! But let me walk you through a day in the life of a Portfolio Manager...

My journey to my "career nirvana" began in 2004. While studying Commerce at university, I joined Cutcher & Neale as a Trainee Accountant. **Always "good at maths" and fascinated by the share market, I quickly realised my passion lay in investment management.** This led me to a decade-long stint at Colonial First State Global Asset Management (now First Sentier Investors), where I gained invaluable experience in Australian and international equities, as well as global fixed income and credit.

As a Portfolio Manager, my mornings start bright and early. I begin my day by catching up on overnight market developments while enjoying my muesli, yoghurt, and fruit. Mornings are dedicated to 'reading, learning, and thinking,' with publications like the Australian Financial Review, Wall Street Journal, and Bloomberg. **When I talk about loving what I do, this is what I am referring to. Every day brings something new to learn in the relentless pursuit of returns for our clients.**

At the office, the Cutcher & Neale Financial Planning and Wealth Management team and I get to work, full of coffee and ideas. Our typical discussions include: "Did you see that?" or "Should we adjust the portfolio?" We then conduct detailed research and analysis and monitor local markets in Australia and Asia closely during the remainder of the day.

Evenings for me involve family time. I also watch Bloomberg Television to see what investors are focused on leading into a new trading session in the United States and Europe during the night ahead. The next day, I can't wait to start it all over again.



“The firm has been incredibly flexible and supportive throughout my journey, especially when I became a mum of two.”

Nicole Brown Partner, Medico



“They encouraged my ideas and supported my ambition. That’s how I went from bookkeeping to system consulting to leading a thriving division.”

Michael Graham Partner, Business Systems



You know, I almost became a teacher! But a last-minute nudge from my dad and brother steered me towards studying commerce at the University of Newcastle – and I haven’t looked back. Accounting was in my blood, I guess!

Cutcher & Neale came into my life in 2004, thanks to a referral from a friend. They were probably surprised I stayed, given my 1.5-hour commute at the time.

Cutcher & Neale became my professional home, where I climbed the ranks from Intermediate Accountant to Client Service Manager to Associate and finally Partner. Along the way I’ve worked closely with the Medico Partners to grow and lead the team, and had big wins like moving our accounting software from APS to Xero Practice Manager.

When I became Partner, I wasn’t sure it was for me – but I had a fantastic mentor who helped me see my potential and was encouraged to “be bold and brave”. Some days are tough, but all days are rewarding.

The firm has been incredibly flexible and supportive throughout my journey, especially when I became a mum of two. Supporting my family is my “why”; my motivation for coming to work. I worked part-time while building my career, and now, as a full-time professional, I have never missed a special occasion for my children.

Recently, I took the opportunity to move my family to Brisbane for work, which has been both challenging and rewarding. A new city, new adventures!

I’m loving getting to know the team here and enjoying all the social activities.

One of the best things about Cutcher & Neale is the friendships I’ve made.

Even those who have moved on, we’ve stayed close.

Every day is different at Cutcher & Neale. Sure, there’s a learning curve in the early years, but no two career paths have to be the same. Cutcher & Neale values individuality and flexibility, and I love that about this firm.

When I joined Cutcher & Neale 26 years ago, fresh-faced and ready to take on the world, I never could have pictured where I’d be today. Back then, I was juggling labouring jobs with full-time studies at TAFE, working towards an Associate Diploma of Accounting. University wasn’t really my thing – I’ve always been more of a hands-on learner.

Cutcher & Neale gave me my start, a role that blended bookkeeping with system consulting. It was a time of big change in the business world, with old systems on their way out and MYOB becoming the hot new thing. I thrived on that challenge, learning fast and adapting to the changing landscape.

Over the years, my role evolved. I went from rolling out MYOB systems to diving deep into the world of ERP solutions. **I was always pushing boundaries, always looking for ways to grow and learn. And Cutcher & Neale gave me the space to do just that.** They encouraged my ideas and supported my ambition. That’s how I went from bookkeeping to system consulting to leading a thriving division.

Now, I head up a team of amazing professionals who are experts in system integrations, custom reporting, and all things data. We’re helping clients streamline their operations, sometimes reducing their software tools from 26 down to 13! We’re implementing systems that improve data flow and help businesses make smarter decisions. It’s incredibly rewarding to see the impact we make.

My advice to anyone starting their career? Be curious, work hard, and soak up every bit of knowledge you can. You never know what skills will come in handy down the road.

My journey at Cutcher & Neale has been full of unexpected twists and turns, and I wouldn’t trade it for anything. It’s proof that with the right mindset and a supportive environment, you can achieve amazing things. So come join us and forge your own path to success!



Your Life at Cutcher

Career growth

We provide a clear path for career progression with training and development, and study leave. You'll have the support you need to grow your skills and take on more responsibility, ensuring your career evolves alongside your ambitions.

Onboarding

You'll be supported during your first 12 months by your leader, buddy and HR team to ensure you are set up to succeed.

Education Support

You'll have access to course and textbook fee support and study leave for university and other professional courses.

LEAD Program

We provide you with the right skills at the right time in your career. You'll have access to leadership development no matter your title.

Career Pathways

We have clear pathways to progress your career. If your career goal is to make Partner, the expectation of you is clear through our Path to Partnership. We embrace squiggly careers and encourage learning new skills and lateral career moves too.

Pay & Benefits

With competitive salaries, salary packaging, and annual reviews, we ensure you are fairly compensated for your hard work. You'll feel valued, both financially and professionally, as you grow your career with us.

Rewards & Recognition

Your efforts won't go unnoticed. With initiatives like Service Milestone Recognition and Values in Action Awards, we ensure that both your day-to-day contributions and career milestones are recognised and celebrated.



Our core values

TRUSTED ADVISORS



Be honest.
Do it right.
Act in our client's best interest.

ALWAYS INNOVATING



Embrace change.
Be proactive.
Challenge what we do.

TRUE PROFESSIONALS



Build the relationship.
Deliver on promises.
Go above and beyond.

STRONGER TOGETHER



Balance work and life.
Connect as humans.
Show appreciation.

BEYOND CUTCHER



Create positive impacts.
Invest in relationships.
Serve the community.



Work-life Balance

We understand the pressures of transitioning from academia to the workforce, which is why we offer flexible working arrangements and generous leave policies. You'll have the freedom to manage your workload while maintaining a healthy balance between work and life.

Flexible Working Arrangements

Adjust your start and finish times or work from home arrangements to something that works for both you and your team.

Flexi Leave

Claim back any approved additional hours, so you don't miss out on life.

Purchased Leave

Purchase up to 2 additional weeks of annual leave to balance your work and life.

Company Gatherings

Regular team events and celebrations foster strong relationships across the company, helping you feel part of a close-knit team. Our gatherings are a great way to build confidence and connect with colleagues in an engaging, supportive environment.

Social Connection

You'll have plenty of opportunities to engage with your peers, from team-building events to informal gatherings. These social connections help create a network of support, making the transition from graduate to professional smoother.

Health & Wellbeing

We prioritise your health with programs like Healthy Eats food provided, fitness initiatives, flu shots, skin checks and our Employee Assistance Program (EAP) providing mental health support. These initiatives support both your mental and physical wellbeing, helping you stay focused and energised.

Community Impact

We offer opportunities to get involved in meaningful community work through volunteering, fundraising and pro bono services. You'll have the chance to make a difference while developing new skills and expanding your horizons.



What's next?

Pathway to be part of C&N

No matter what stage of your career you are, there is a perfect role for you in the Cutcher & Neale team.

Work experience and professional placements

Are you a high school student?

Use your electives to build your skills by taking on subjects like business studies, finance, commerce and economics then pursue a bachelor's degree in a related field such as business, accounting or commerce. Our teams host work experience placements throughout the year to help high school students gain valuable hands-on experience in a professional environment.

Are you a university student?

Complete your professional work placement with us. Our teams host university students while they complete their professional work placement courses. We work with the universities to match you with the right Cutcher & Neale team so you can make the most of your time with us and achieve your academic goals.

Talk
to us

about work experience or professional work placements by emailing our Careers team at

careers@cutcher.com.au and letting us know what your area of interest is so we can work with you to find the right Cutcher & Neale fit for you. You can also find us at careers fairs and university careers days throughout the year, to have a chat about your career aspirations and how we can help you get there.

Careers at Cutcher

Looking for your next professional role?

No matter what role you are looking for we would love to hear from you. **Our Careers page** is regularly updated to show what positions are available but if the job you want is not listed, just email our Careers team at **careers@cutcher.com.au** and we can let you know when the right opportunity for you opens up.





About us

We provide comfort and clarity in our clients' financial future.

Established in 1953, we are proud to be one of Australia's top 40 accounting and financial services consulting firms. Our success is built on our core values: trusted advisors, always innovating, true professionals, stronger together, and beyond Cutcher.

We recruit the best and brightest who share these values, fostering a culture of dedication and excellence.

You'll join a firm where accounting, financial planning, superannuation, business consulting, risk management, and more come together, creating rich opportunities to learn from and collaborate with experts across our firm.

Connect with us:

 careers@cutcher.com.au

 1800 988 522

 @CutcherNeale

 [company/cutcher-&-neale](https://www.linkedin.com/company/cutcher-&-neale)

 cutcher.com.au



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