



# *What's your Career Pathway for 2024?*

**BMO Professional  
Pathways Program 2024**



## So you're about to make the big leap!

So you're about to make the all-important decision about how to launch into your future career. You might be finishing high-school, be on a gap year, studying full time, or already in a full-time job...If you are at a crossroads ready to dive into a new adventure, then a BMO traineeship might be for you.

At BMO you can have the best of both worlds. We offer you the awesome opportunity to study part-time or externally, while working full-time. So why is that an awesome opportunity? You get to join one of Australia's leading business and accounting firms, and you'll get to learn while you earn!

Joining the BMO team can open up the door to a future that is fulfilling — both personally and professionally. We give you:

- » the chance to grow and learn in a fun and supportive team,
- » security of a good stable job,
- » lots of job perks like study leave, PD allowance, uniforms, networking and social events.
- » good pay - which will allow you to save for your own car, house or travel.

At BMO we'll provide the environment and support to help you achieve your career aspirations and your personal goals.

**you can count on us.**



# Working at BMO is not all about “number crunching”!

The old stereotype of accountants being boring ‘bean counters’ is long gone. Today, accountants have the important role of analysing and presenting information, helping businesses to grow, and assisting individuals achieve their financial goals.

**A modern accountant is:**





# Joining the BMO team



*Accounting Partners David Briese, Kelvin Tyler, Michelle McVeigh and Adrian Rasmussen.*

At BMO, we have a team of over 50 professionals working across a range of roles. We offer a 360 degree approach to business and financial advice including:

- » Accounting & Taxation
- » Financial Planning
- » Business Development
- » Loans & Leasing
- » Bookkeeping
- » Human Resources
- » Marketing & Communication
- » Succession Planning
- » Self Managed Super Funds
- » Conference Facilities

Working with BMO means being part of an organisation that looks at the bigger picture for our clients. BMO offers unique career opportunities within a friendly and flexible workplace. We strive for a professionally and personally rewarding workplace for our team. Training and professional development is something BMO values greatly.

Our team at BMO is like a family. We support, value, and respect one another and recognise everyone's individuality. BMO is an enjoyable place to work with open communication, team meetings, morning teas, pool and table tennis competitions, wellness program, flu vaccination, social club, end-of-financial-year and Christmas parties, and laughter all part of the culture.

If fitness is of interest, you might like to join in with team members' activities on lunch breaks or after work hours such as touch football, netball, walking, pilates and golf.

There are so many features that make BMO great, whether it's our team, our friendly and quality services, or our spacious team room which would have to be the most impressive staff room in the Western Downs! Head to [www.bmo.com.au](http://www.bmo.com.au) for more information on our services, our building and conference rooms, and the all-round enjoyable BMO culture.

# So what does a BMO Accounting Trainee do?



BMO Trainee Accountants commence their role with us as an Client Services Officer This involves working closely with Assistant Accountants, Accountants, Senior Accountants and the Partners in all areas of taxation and accounting work. When you take on the role as a BMO Trainee Accountant, you can be guaranteed you won't just be a "coffee maker" like other larger firms. Our Trainee Accountants are highly respected members of the team, who are given the opportunity to get their teeth into real work very quickly so that they can advance their career. Some of the tasks you will undertake in your first year as a trainee are:

- » Data input and preparation of documents, forms, letters, emails and registrations.
- » Administrative tasks i.e. filing and scanning of clients records, preparation and scanning of legal documents for companies, maintenance of minute books, share registers and other legal records for small companies.
- » Completing Business Activity Statements and Interacting with clients via email and phone.
- » Providing administration support to Partners and Senior Accountants.
- » Learning the system and phones, along with reception, receipting and errands.

As you become more confident in your role, you will continue to advance in your role and on to more complex tasks. How quickly this happens depends on your individual competency and skill development.

## **When does it start?**

The traineeships officially commence from early January 2024.

# The Real Stories

So, is a career at BMO really all it's cracked up to be?  
Don't take our word for it, here's real stories from some of our team members.



## Neo Fallaria

**After completing work experience at BMO in 2022, Neo Fallaria signed up for our Professional Pathways Program and joined the team full time at the beginning of 2023. Neo excelled at Maths and Accounting at school, winning the Excellence in Accounting Award as the highest exiting student in Year 12 accounting in 2022 at Dalby State High School. Neo is now studying a Bachelor of Business and Commerce at University of Sunshine Coast online.**

"I like having the opportunity to improve and further my knowledge in accounting after graduating from school. I wanted to study, but stay in Dalby, so studying online instead of on campus at university works for me. An online degree can be a great option for those who need flexibility, like studying and working at the same time. You complete self-directed online learning materials (podcasts, interviews, simulations, screencasts, recorded discussions and quizzes) at your own pace, at whatever time suits you best. Plus, you still have full access to the facilities and services offered across all the campuses.

I enjoy the variety of different tasks involved with my role as Client Services Officer at BMO and I am looking forward to advancing up to an Assistant Accountant role soon."

# The Real Stories



## Jack Staines

**Jack Staines joined BMO as part of our Traineeship Program at the beginning of 2016 in the role of Client Services Officer. Straight out of high school, where he attended The Southport School, Jack made the move to Dalby to earn while he learned.**

“At school I knew I wanted to work in the accounting industry. Having a passion for rural business and farming, I made the move to Dalby to pursue my career at a regional accounting firm. Receiving a VHA in Accounting at school, put me in good stead to start my career and working at BMO has allowed me to gain real life experience such as client communication that university cannot prepare me for.

I was attracted to the well regarded reputation of BMO as well as the highly considered trainee program. Having completed a Bachelor of Commerce externally through USQ, I have moved into an Accountant role and my goal is to become an Senior Accountant when I complete my CPA studies at the end of this year.

Having friendly and experienced team members around me that have also gone through the traineeship and finished their university degrees really assists me and gives me the confidence to know that I can also achieve it.”



# The Real Stories



## Kiara Pethybridge

**The good culture and referrals from friends and family lead Accountant Kiara Pethybridge to join BMO at the start of 2016. Another member of our Traineeship Program, Kiara finished high school at Dalby State High, has completed studying a Bachelor of Commerce externally through USQ and is now studying for her CPA qualification. Kiara has thrived learning about BMO, the systems and accounting industry and is looking forward to completing her CPA and moving up in her role at BMO.**

“Studying while working full-time has been one of the most challenging yet rewarding things I have done. It has not only taught me good time management skills, but also all the extra knowledge you pick up from working in the industry. Uni doesn’t teach you how to hold conversations, how to engage with clients, or how to deal with different issues that pop up. It is the practical things that are more important, which is what BMO has taught me.

I really enjoy the close team environment that BMO has. It helps keep me motivated to get the job done as well as having fun along the way. Without the support of the other BMO team members studying, I would’ve really struggled with Uni. They help keep me motivated as well as having people around to give you help and advice.”



# The Real Stories



## Ryan Troe

**In just eight years since leaving school, Ryan Troe has advanced his career, completed his degree, finished his CPA studies, bought a car and a house. Professionally, Ryan is a shining example from BMO's Professional Pathways Program, completing his Bachelor of Commerce degree from USQ in just three and half years while working full time. With experience in Clients Services and Accounting roles, Ryan is now building his own client base under the mentorship of the BMO Partners. Ryan started at BMO in 2016 after graduating from Our Lady of the Southern Cross College with excellent accounting results.**

"I enjoy working with the close-knit team at BMO. Working with people who were also studying and working full-time was great because there are other people who could give you a hand with particular subjects and help keep you motivated.

I found that nothing they teach you at uni can prepare you for talking with clients and dealing with the range of issues that come up, it's the practical experience I've picked up through BMO that's put me on track professionally.

Taking on the traineeship at BMO will never be something I regret as it gave me great experience, financial security and a career path."

# The Real Stories



## Sally Brown

**Joining our Professional Pathways Traineeship Program in 2020 after completing some work experience and casual holiday work Sally Brown has fit perfectly into the Client Services Officer role within BMO Financial Solutions.**

With various academic achievements including a USQ Vice-Chancellors Scholarship, Sally is currently Studying a Bachelor of Business majoring in Financial Planning with a second major in Marketing at QUT, allowing her to study for her degree while working full-time to get real world experience.

Graduating high school in 2020 with an ATAR score of 91.6 and a Certificate II in Tourism, Sally was also the highest achieving student Design and a House Captain. With three and half years hospitality experience up her sleeve, Sally now hopes to complete her BMO traineeship having gained the most out of her studies and knowing the university degree will relate to real life scenarios.

Working at BMO sees Sally enjoy the big team environment, along with meeting and connecting with clients.

# The Real Stories From Trainee to Partner



## Adrian Rasmussen



BMO Partner Adrian Rasmussen started his accounting career right where you are now - wondering what avenue he would like to take in life. While he enjoyed farming, he found his flare for maths and problem-solving led him to seek out a career in accounting.

Adrian joined a Dalby accounting firm in 1988 as an Assistant Accountant. That firm later became known as BMO, and Adrian, a quiet achiever, impressively progressed through the ranks to become a partner in 1998. BMO offered Adrian a great training ground and career path. The culture at BMO also allows for Adrian to achieve a work-life balance meaning he can work his own hobby farm and enjoy family time. He also participates in the local community and is currently President of the Dalby State School P&C. If a career path like this appeals to you, why not take your first step and apply to join the BMO team.



## Apply today

Applications for 2024 are now open.  
Email your resume and cover letter to

[careers@bmo.com.au](mailto:careers@bmo.com.au)



So what are you waiting for?

TAKE A STEP  
TOWARDS YOUR  
FUTURE.

**Apply for a traineeship today.**  
**[www.bmo.com.au](http://www.bmo.com.au)**

