



Chartered **Accountants**  
& **Business** Advisors

# GRADUATE DEVELOPMENT PROGRAM

# KICKSTART YOUR CAREER AT LM!

At LM we believe in fostering talent and nurturing the next generation of Business Advisors. If you are eager to kickstart your career in accounting, tax and business advisory, we're excited to hear from you.

Joining our graduate program means embarking on a journey where you'll receive practical experience, ongoing support, and the tools necessary to excel in the Accounting profession. You'll have the opportunity to work alongside experienced professionals, collaborate on meaningful projects, and contribute to the success of our clients.

We are proud to have a dedicated team of more than 90 people across our offices. Our commitment to employing within our communities and the development of young professionals is at the heart of our operations.

# Who we are.

LM was founded in 1972 by Alan Letcher. When brothers Shaun and Dion Moroney joined Alan, the firm evolved into Letcher Moroney.

Throughout its history LM has and continues to prioritise client relationships, developing our people and supporting the communities we operate within. We believe that our success is measured by the professional and personal achievements of our clients.

Today, we operate offices in Adelaide, Streaky Bay, Alice Springs, Ceduna, Port Lincoln, and Darwin, while serving clients across Australia.

In 2025 we transitioned from 'Letcher Moroney' to simply 'LM'. This change reflects our modern approach while honouring our history. Our updated logo, proudly features the tagline "Chartered Accountants & Business Advisors", highlighting the breadth of expertise and services we offer.

# What we do.

LM specialises in providing Taxation and Business Advisory services for small to medium business and corporate entities across a wide range of industries. Our areas of expertise include:

- Accounting & Tax
- Business Advisory
- Succession Planning
- Self Managed Superannuation
- Specialised Tax Advice
- Estate Planning & Executor Assistance
- Systems Integration & Management
- HR Consulting
- Financial Services



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# Mission, Vision & Values

At LM, our mission, vision, and values were thoughtfully designed to be the foundation of our operations.

Our team is dedicated to upholding these standards, fostering a culture of trust, respect, and collaboration. This commitment is evident in the way we engage with our clients, always striving to exceed expectations and build lasting relationships based on mutual respect and shared goals.

## MISSION

To develop long term relationships that support our clients, our people and our communities to be successful



## VISION

To be better than we were yesterday



## VALUES

Honest  
Empathetic

Adaptable  
Consistent



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# Our Graduate Program

Our Graduate Development Program is structured to guide graduates from day one, ensuring equal opportunities and exposure for all participants.

The program complements commerce studies with real-life experience and provides an environment where graduates feel like valued team members rather than just a number.

Regularly planned training sessions for personal and professional development, coupled with a mentor relationship, ensures continuous growth and support throughout the program.

Graduates receive comprehensive guidance and support as they progress through various levels of work whilst being exposed to a diverse range of industries along the way.

The program is committed to helping graduates find areas you are passionate about, enabling you to excel and achieve maximum job satisfaction.

Ultimately, this program will equip you with the skills, experience, and confidence needed to thrive in your Accounting careers and make a meaningful impact at LM.



## **Zoe | Chartered Accountant**

“I started my journey at LM as an Undergraduate Accountant, while simultaneously completing Uni. With the support from LM, I have now gone on to complete my Chartered Accountants accreditation. By undertaking the Graduate Program, I have been provided exposure to a wide variety of industries and clients, which has assisted in expanding my technical knowledge. LM is a friendly environment that supports you in becoming a well-rounded Accountant.”



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# Our Graduate Program



## Remuneration & Benefits:

- A permanent position either full-time or part-time (Min. 3 days per week)
- Paid study leave days for University Exams
- Flexible work arrangements around University timetables
- Chartered Accounting Program financial support
  - CA module fees
  - Paid study leave days
  - Professional membership fees paid
- Regular salary reviews
- Laptop and remote working set up provided
- Employer Provided Income Protection Insurance
- Employer funded Paid Parental Leave (after qualifying period)
- Employee and client referral incentives
- Newly renovated city fringe office location



### **Jake | Chartered Accountant**

"Being able to work in the same industry I studied in benefited my academic performance, while still allowing the flexibility to do meaningful work at LM. The Graduate Program particularly helped, as it exposed me to different work within the firm in which I have gained an understanding of the types of relationships we maintain with our clients."



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# Our Graduate Program

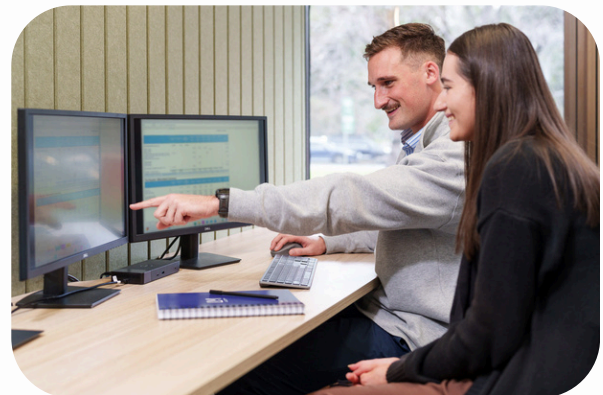


## Training & Growth:

- Structured and comprehensive Graduate Development Program
- Relationships with Directors and Senior Staff where you feel valued
- Internal and external training to build technical knowledge
- Personal and professional development opportunities
- Access to a dedicated mentor and a trainer who will provide guidance, answer questions, and assist you in enhancing your technical skills
- Exposure to clients and businesses across broad industry sectors
- Regular one on one check ins
- Formal annual performance reviews
- Opportunities to attend industry networking events

### Ed | Graduate Accountant

“Upon starting at LM, I received genuine support from the team which made it easy for me to complete my studies while gaining real world experience. What stands out most is how much the LM team cares and not just about the work, but about me personally and my success. That culture of support and encouragement is something I still see every day, and it’s what makes LM such a special place to work.”



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# Our Graduate Program



## Wellbeing, Social & Community:

- Health and Well Being initiatives – Mental Health Day, Flu Vaccinations
- End of month office drinks
- Social Club events
- End of Financial Year and End of Year events
- Regular staff engagement surveys
- Quarterly staff communication updates
- Footy tipping competition
- Sit to Stand desks
- Charity support and volunteering opportunities
- Community sponsorships



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# Career Development

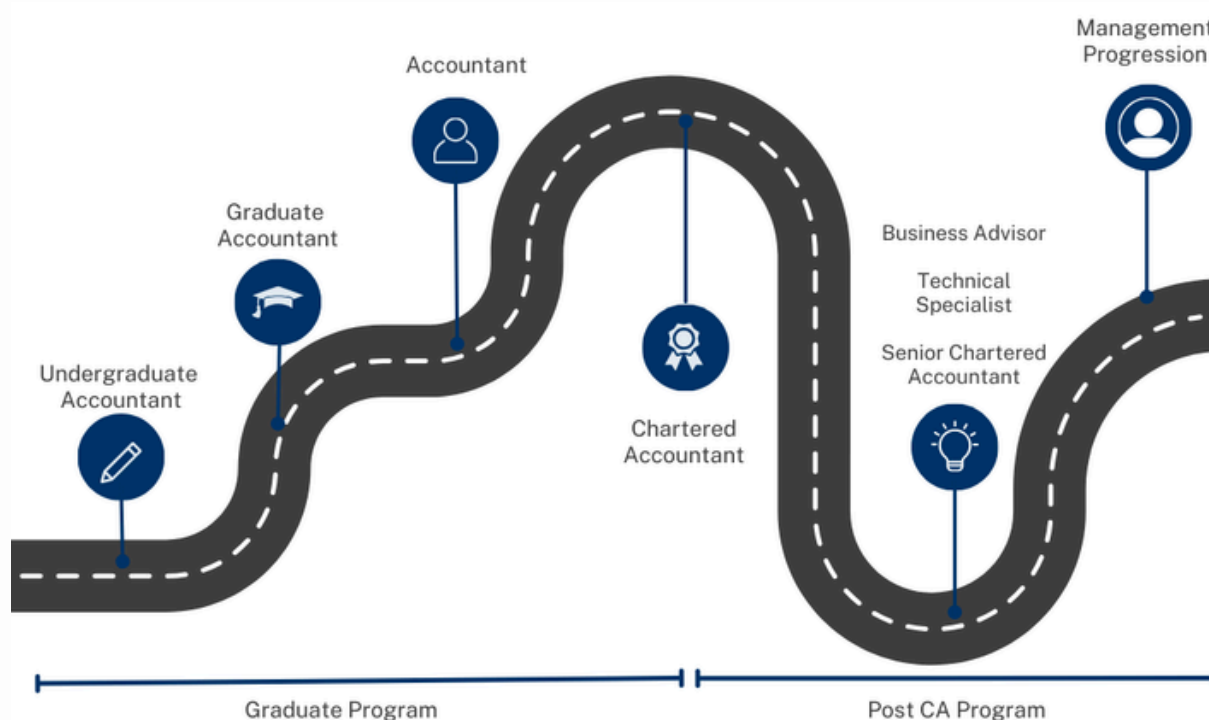
At LM we have structured career pathways in place which clearly illustrate the core competencies and attributes required to progress within the organisation.

Development is a core priority for LM and we actively provide all employees with the tools and support required to develop and grow.

We use development planning alongside 1-on-1 meetings, surveys, performance reviews and other tools to support your development experience.

Creating a Development Plan is an opportunity for you and your manager to build a clear, personalised, and motivating growth plan which is re-visited regularly, updated when needed and always front of mind.

At LM, we are committed to helping our team members advance from undergraduate roles to senior positions within our organisation. We provide the support and opportunities needed for everyone to achieve their career goals.



# How to apply



Visit our website by scanning the QR Code or visiting:

**WEB** | [lmca.com.au/careers/undergraduate-program/](https://lmca.com.au/careers/undergraduate-program/)

**EMAIL** | [lm@lmca.com.au](mailto:lm@lmca.com.au)

Select 'Apply Now'.

Please ensure that you upload a Cover Letter, Resume and Academic Transcript

For further questions or support, feel welcome to contact our LM People Solutions Team at [lm@lmca.com.au](mailto:lm@lmca.com.au)

# Recruitment Process



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# Thank you

Thank you for taking the time to read this document, we hope you found it insightful & informative. At LM, we are dedicated to nurturing the next generation of professionals in accounting, tax, and business advisory.

If you are passionate about pursuing a career in these fields and are looking for a firm that is committed to your professional growth and development, we would love to hear from you. Join us and be part of a team that values innovation, excellence, and the continuous development of its people.

We look forward to your application and the possibility of welcoming you to our dynamic team.

## **ADELAIDE**

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