



Specialisterne Canada is recruiting!

Specialisterne Canada specializes in working with businesses to hire people on the autism spectrum or who identify as neurodivergent. Presently, Specialisterne Canada is working with KPMG to recruit for positions in Accounting and Software Development.

Specialisterne Canada provides recruitment, staffing solutions and management support to businesses interested in creating a more neurodiverse workforce. Specialisterne has an expertise in developing more comfortable processes and work environments where employees can feel productive and supported. We help managers understand the strengths of their employees and implement strategies to help them thrive in the workplace.

KPMG recognizes workforce diversity and inclusion strengthens their business, enriches their culture and enables them to deepen their relationships with their clients, people and communities. They are committed to building a respectful and inclusive workplace that allows everyone to reach their potential. A diverse workforce is key to their success and they strive to create environments where each individual can bring their whole self to work.

Descriptions of the roles are provided below. Applications should be submitted in full no later than **March 7th, 2021**.

***Please note:** Specialisterne is also interested in hearing from individuals with an interest in opportunities in Bookkeeping (remote positions). Individuals who are interested in learning more or being considered are encouraged to email us.*

Role Descriptions

STAFF ACCOUNTANT

Full-time, Permanent

Greater Vancouver Area

Are you looking for an opportunity to apply your knowledge of accounting and Canadian tax processes? Interested in growing your skills and career within an environment that fosters ongoing learning and development? if so, this may be the role for you.

What you will do:

- Prepare files for corporate, individual and trust income tax returns in Taxprep (tax preparation software) according to KPMG's established tax practices and methodologies
- Use standardized templates to prepare end of year financial statements in CaseWare (accounting software)
- Receive guidance and direction from more senior employees and ongoing mentorship to support personal and professional development

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- Provide updates and communicate progress and issues to managers and other team members via email, phone and direct messaging in Microsoft Teams
- Participate in online training courses to support learning, professional development and career progression

In performing this role, you will:

- Have a degree or diploma in Commerce, Business, Finance, Accounting or a similar discipline, or have a related experience or knowledge
- Apply your basic understanding of Canadian accounting and tax principles and procedures to prepare financial statements and tax return files
- Learn how to use applicable software such as Taxprep and CaseWare while applying your computer literacy in all activities
- Be motivated to learn and develop your skills through support from workplace mentors, managers and available training material

Nice to have:

- Previous experience in accounting or a related field
- Experience with Taxprep, CaseWare or similar tax or accounting software
- CPA designation, or working towards one*

**Assurance and tax hours can be obtained through this position for those pursuing their CPA designation. Due to the nature of the role, audit hours cannot be provided.*

TAX SPECIALIST, iDi (Intelligent Delivery & Innovation)

Full-time, Permanent (2 positions available)

Greater Vancouver Area

Do you enjoy being structured and organized? Are you interested in starting or continuing a career in Corporate Tax Compliance? If so, this may be the role for you.

What you will do:

- Customize and share templates with clients to facilitate collection of information required for tax return purposes
- Prepare, review and investigate low to moderate complexity corporate tax returns according to KPMG's standardized tax compliance practices and risk management guidelines
- Receive guidance and direction from more senior employees and ongoing mentorship to support personal and professional development
- Provide updates and communicate progress and issues to managers and other team members via email, phone and direct messaging in Microsoft Teams
- Participate in training courses to support learning, professional development and career progression



In performing this role, you will:

- Have a degree, diploma or certificate in Commerce, Business, Finance, Accounting, or have related experience or knowledge
- Leverage your basic understanding of Canadian accounting and tax principles and procedures to prepare, review, and investigate tax return files
- Apply your strong attention to detail and basic knowledge of Microsoft Excel to complete tasks efficiently
- Be motivated to learn and develop your tax knowledge and technology skills through support from workplace mentors, managers and available training material

Nice to have:

- Previous experience in accounting or a related field
- Previous experience with Taxprep or similar tax compliance software
- CPA designation, or working towards one*

**Tax hours can be obtained through this position for those pursuing their CPA designation. Due to the nature of the role, audit and other assurance hours cannot be provided.*

SOFTWARE DEVELOPER (FULL-STACK)

Full-time, Permanent

Greater Vancouver Area

Does the idea of developing innovative software solutions to solve real-world business problems interest you? Are you interested in an opportunity to develop your skill-set in a dynamic work environment? If so, this may be the role for you.

What you will do:

- Work in a small team of data scientists, data engineers and software developers focused applying data science to develop effective solutions for data management and workflow efficiency
- Facilitate workshops with internal and external business clients to gather, analyze and define software requirements and discuss potential solutions
- Design and develop primarily web and cloud-based applications following an iterative, agile development process to meet client requests
- Perform software QA testing and debugging of code and implement changes as needed
- Participate in daily team stand-ups, sprint planning and sprint retrospective meetings

In performing this role, you will:

- Have a degree or diploma in Computer Science, or have related experience
- Use your knowledge of Python and JavaScript and Git source control and services to develop applications in line with client demands
- Be motivated and able to learn new programming languages and other skills required by the role
- Use your time management skills to manage multiple projects within set timeframes



Nice to have:

- Experience with Azure DevOps, or similar git source control and services
- Experience with Django, Flask, or a similar back-end framework
- Experience with Vue.js, Angular, React, or similar front-end frameworks
- Experience with Azure, or similar cloud computing services

Please note: Both junior and senior candidates are encouraged to apply as the level of responsibility can be adapted to fit the profiles of the hires.

The Recruitment Process

Application

The first step in the recruitment process is for interested candidates to apply for the roles. This will involve completing an online questionnaire as well as submitting their resume to Specialisterne Canada. Instructions for applying are included below. Applicants will be shortlisted for participation in the next step based on a review of each online questionnaire and assessing the likelihood of fit for the roles for which we are recruiting.

Employment Discovery Workshop

The next step in the Specialisterne recruitment process is an Employment Discovery Workshop. It is a hands-on, task-based experience where you will work on specific projects in a virtual setting. It is an opportunity to learn about our approach to hiring, and for us to get to know you – what motivates you, your interests and your skills.

Training Program

Candidates whose profiles are well-suited for the roles for which we are recruiting will be invited to participate in a four-week skills evaluation and training program on the employer's site. It will include case studies, real-life projects, as well as on-site training relevant to the roles and working environment.

Employment

Employment offers are made to the candidates with the best fit. Once accepted, the individuals will transition into their positions at the organization. Specialisterne Canada will provide support where necessary, which may include modifications to the work environment.

Those not selected can have their profiles added to our database for consideration for other more suitable job opportunities in the future.

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To Apply

Please read the role descriptions carefully.

To apply and for more information on our recruitment process visit our website at www.specialisterne.ca/opportunities.

Applications should be submitted in full no later than **March 7th, 2021**.

If you completed a Specialisterne questionnaire in the past, please do so again, as this one has been customized for this recruitment program.

For More Information

Please direct any questions via email to info@specialisterne.ca. If you prefer to speak on the phone, send us an email and we will schedule a call.

For more information about KPMG in Canada, go to kpmg.ca.

For more information about Specialisterne, visit our website specialisterne.ca.

We look forward to hearing from you!