



PKF
NEW ZEALAND

Unlock the full potential of
your business by adding our
**global expertise to
your local knowledge**

**RECRUITMENT
NEW ZEALAND**



Our vision

PKF New Zealand is a network of dynamic local accounting and business development firms with a vision to build our network so that we can serve our clients better. Beyond the provision of high-quality accounting services, our firms are highly regarded as champions for business growth and success.

With member firms in 440 locations across 150 countries, our New Zealand clients can be assured that their trusted business advisers have their backs covered wherever they wish to do business, and have the networks in place to offer a truly international service.

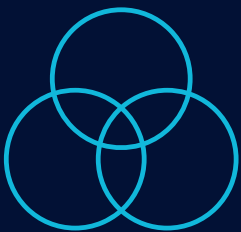
We would like to invite you to join our network.

Our values

Our values guide our interactions, define our beliefs and represent our dedication to common principles, so that we can work together across borders.



Passion:
Be the change



Community:
Belong together



Integrity:
Stay human

Why would you consider joining our Global Network?

Complexity



Business trends are having an effect on the world which New Zealand accountants are working in. With overseas investment in New Zealand increasing, there is a strong focus on international trade and an increasing likelihood that many new business ventures in New Zealand will have an international background. As a key business adviser we acknowledge that globalisation is accelerating the need for business advisers and accountants to have strong global links and networks. The collegiality and resource base provided within a network is valuable to firms working in a complex world.

Fee Growth



Many accounting firms have grasped the opportunity to join an international network and provide clients with world-wide resources. This enables them to punch above their weight in advisory services and truly compete with the big-boys on the world stage. In addition to maintaining existing clients and fee bases, this has opened the door to new business opportunities. Referrals across networks provide opportunities for firms within international networks to grow their turnover and profitability during a time when many clients have been focused on reducing their accounting costs.

Market Approach



Our market is influenced by the perception that an internationally networked firm has more to add to their services than unaligned firms. This is partially due to the strength of recognition generated by a global brand and the belief that our staff are exposed to a wider range of ideas and opportunities. Typically, clients believe that it is important that their trusted business adviser is up-to-date with new ideas and best practice so that they can add real value to their business. This blend of global expertise and local knowledge leads to strong relationships being formed.

Collegiality



You are not alone - as an individual or as a firm! There is solace in the fact that other members are facing or have overcome the same challenges as you. Membership provides access to that knowledge, support and experience. Existing members have noted the feeling of collegiality gained from being a PKF member as being high on their benefit list.

Leverage



As a national and international network, PKF provides members access to negotiated group rates from suppliers and service providers, achieving attractive cost savings and service advantages.

Recruitment



Talented people are always in demand and the opportunities for team training, secondment and transfer are an attraction to a young workforce wanting to maximise their career growth and work across the globe. Typically, our member firms attract better talent and have less staff turnover.

Referrals



Referral opportunities are an attraction to member firms. By working in partnership with a network of other committed and growth oriented businesses, everyone across the network can benefit from a focus on active client referrals and acquisitions.

A strong trans-Tasman network and focus

Many businesses trade and operate in both the Australian and New Zealand markets, and we believe that this will only grow.

PKF members in both countries are increasingly working together to share knowledge and training opportunities at a number of annual events.

Building connections with our Australian colleagues

PKF Australia is a group of like-minded, independent firms focused on providing quality services to decision makers in business and is one of the top 20 accounting firms in Australia.

PKF in Australia has over 70 partners and 600 staff located in Sydney, Melbourne, Brisbane, Perth, Adelaide, Canberra, Hobart, Newcastle, Gold Coast, Tamworth, Walcha and Rockhampton.

Each of these firms are members of the PKF International Network and offer great opportunities, benefits and synergies to clients who are looking at trading or investing in Australia. These synergies are a shared focus not only in the corporate and SME markets, but also in key industry areas.

Having additional technical expertise and resources brings greater value to our clients and we strive to provide our clients with:

- Long-term and responsive relationships
- Reliable and accurate information relevant to their needs
- An unbiased and independent view
- Pragmatic solutions
- An ethical, thorough and systematic approach, and
- A diverse skills base

Our core services include:

Audit and Assurance, Business Advisory, Taxation, Recovery and Insolvency, Corporate Finance and Wealth Creation. We also have a focus on the following key industry sectors:

Hospitality



Mining



Franchise



Pharmacy



Healthcare



Veterinary Care



Not-For-Profit



Local Government



By linking our New Zealand and Australian teams to better serve our clients, we are able to offer a broader view of these two markets and bring together specialist teams with a focus on providing clients with outstanding service. This depth of expertise and aspirations to make a real difference for our clients on both sides of the Tasman provide benefits to both teams.

To find out more about PKF Australia and their offices, go to www.pkf.com.au

12 reasons why you should join the PKF network

01 Local Power

The PKF organisational model is one of a network of truly independent firms. The member firms remain independent of each other, retain their individual local identity and names so enjoy the best of both worlds - connected and yet able to capitalise on local opportunities. The "PKF" name fits easily alongside the individual firm name.

02 International Connections

PKF International has member firms in 440 locations operating in 150 countries. PKF Asia Pacific has Member Firms in 93 locations in 18 countries. PKF Australia has 14 offices and PKF New Zealand has offices in 10 locations.

03 Growth Focus

The PKF New Zealand board has embarked on a plan to increase its effectiveness, and the profitability of its members. To achieve that, more member firms and a wider geographic spread are needed and we are actively approaching suitable firms at this time to provide national coverage - get on board now and help shape the network.

04 Strong Voice

Each new member firm will have a seat on the New Zealand Board, and supportive and enthusiastic new member firms will have influence.

05 Resource Base

The PKF365 intranet resource website and database is extensive. This resource base is building all the time as local firms share their resources.

06 Specialised Support

There are specialist service providers within PKF, such as insolvency and assurance, available for consultation and the provision of knowledge. Members have opportunities to work together on joint assignments.

07 Network Marketing

The PKF New Zealand website promotes PKF members as employers of choice, with the ability to provide better career development opportunities than unaligned or big 4 firms. Secondment opportunities exist for employees to travel and work within the PKF network.

08 An Australian Focus

The member firms of PKF New Zealand and Australia are characterised by an eagerness to share and grow. Members of the respective organisations are invited to join each others' conferences and training occasions. As a result, strong relationships are being developed between individual firms across the Tasman. As trans-Tasman business continues to increase, these relationships will continue to grow.

09 More Knowledge Experience

The opportunity to share knowledge, technical support and industry and service specialisations throughout the New Zealand and international member firms is broad. Members are expected to share freely, and provide assistance to other members needing information about doing business in another country, a new service line, or specialisations. This is an invaluable service and assists members in maximising their ability to provide expert industry specific advice to their clients, and expert technical support for their specialist areas.

10 Quality Standards

PKFI Quality Assurance provides manuals for BAS and Audit work that are comprehensive and fully compliant with international best practice. Adoption of these manuals enables members to achieve high quality standards, and supports the PKFI membership of the Forum of Firms. Adoption of strong core values and member quality assurance standards protect all members from adverse tainting by a non performing member (should one exist).

11 Team Development

Team training and recruitment resources are available and a New Zealand team training seminar is under development. Director/Partner development occurs at the annual conference and business improvement sessions are conducted regularly enabling New Zealand members to benchmark and learn from better models within the network.

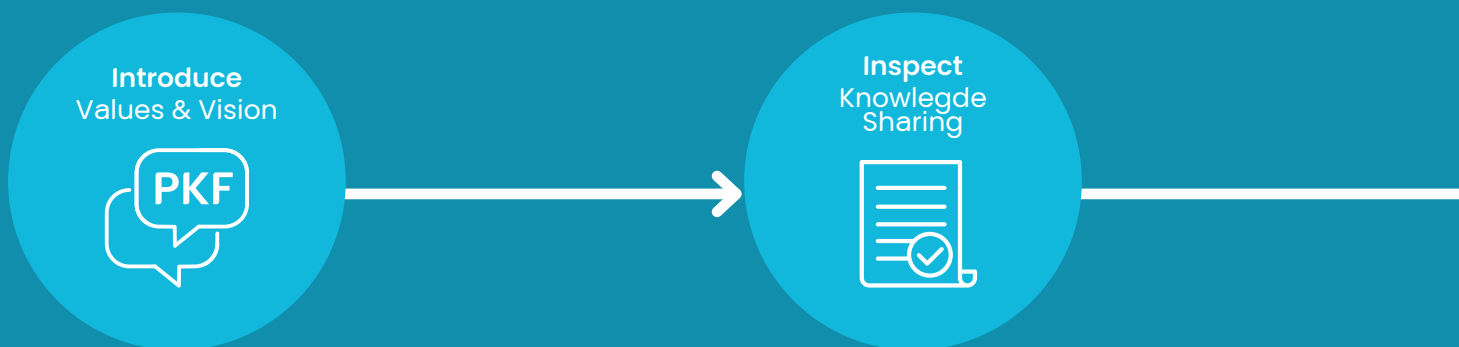
12 The PKF Path

In welcoming new PKF members, we have a defined process where we assess, support and nurture each member so that they can be their very best.

The PKF Path

When joining the PKF family, a new firm typically enters a membership pathway with clearly- defined stages.

The following pages outline the steps and process that provides knowledge and understanding - you about the PKF network and us about your firm. The speed of this progress is shaped by you and we look forward to starting down this pathway.



Stage one: Introduce

Who we are

PKF - Core Focus & Niche

- Core Focus: Attract and retain the best members for PKF
- Niche: Provide enabling resources to our member firms

PKF - 3 Uniques

- **Local identity, global brand**
Your identity is important in your local market. You have worked hard for it. That doesn't change when you join PKF. The PKF brand connects you to global resources and adds international credibility.
- **Real people with passion**
PKF people are passionate about the network, about quality, and about giving their best at all times. Our people are leaders in their fields and highly regarded by their peers, but remain hands on; we believe in having real conversations. And we listen when our members speak.
- **Collaborate to be better**
Being good at what we do is only the start. We do things differently. Collaboration brings world class service without reinventing the wheel. Technology is a critical tool in connecting our people. Regional service centres provide support, when you need it, where you need it.

What we stand for

- PASSION: Be the change
- COMMUNITY: Belong together
- INTEGRITY: Be human

Where we are going

The leading independent global accounting brand.

Stage two : Inspect

Preliminary introductions

Potential member firms are given the opportunity to be introduced to existing members so that the potential member can hear first-hand the experience of being part of the brand.

Pre-admission Review

The first in a cycle of quality assurance reviews to ensure that all members of PKF are capable of meeting the quality core value. Partners and staff are interviewed and processes and procedures are measured against international standards and benchmarks.

Action Plan

The results of the pre-admission review are fed back to the potential member with best practices tips and suggested improvements included as part of the network's commitment to teamwork and helping all members grow.

Regional Board approval and PKFI Board approval.

Join
Joining the
PKF Family



Connect
Creating
Connections



Stage three: Join

New Firm Welcome Pack

New members are provided with a comprehensive Welcome Pack, which includes a summary of membership requirements, resources and services available from PKF, links to PKF Guidance and transitional provisions to ensure a smooth transition into the network.

Introduction to PKF

Building on preliminary introductions, once the new member firm joins, announcements are made both to the press and internally, and existing member firms are introduced to the new firm and their service offerings in order to best leverage the power of the network.

Initial Technical Setup

We obtain and include details of the new member within the various directories on PKF365 and create their "Firm Account" to enable them to maintain their details. We also take new firms through the setup of their branded website and talk through an evaluation of the Model Office components to support the member's IT strategy, should they choose to use that service.

Newsletter Sign-ups

We immediately include all partners of the new firm in our global contacts list on PKF365 and they will each receive emails allowing them to tailor the newsletters they are signed up for. There are a number of newsletters they can choose from including tax, assurance, accounting etc.

Stage four : Connect

PKF Events

A number of international and regional events take place annually. These events provide updates and opportunity to network with other members to further capitalise on global opportunities.

PKF Go

PKF Go is the network's secondment programme allowing for member firm staff to enhance their skills and experience. This is also of great benefit to member firms looking to hire the best talent for their firms as the possibility of international secondment is a great sweetener to any employment offer.

Regional Directorate

PKF International's strategy is headed up in each region by the Regional Boards and implemented by the Regional Directors who provide the primary point of contact for each firm's International Liaison Partner. The Regional Directors work tirelessly to put member firms in contact with those members who can best provide the support required for the growth of both the individual member firm and the network as a whole.

PKF Sectors & PKF Services Networks

A number of sector and service specific work groups are supported within PKF. These networks provide access to specific discussion forums and resources that help support the activities of individual member firms.



Share
Resources
Business and
Initiatives



Stage five: Share

Network Recommendations

PKF International continually works to recommend quality products to member firms. These include:

- External Audit Software
 - CaseWare and CCH
- Internal Audit Software
 - Vision
- IFRS Disclosure checklists
 - Pentana Disclose
- Wiley IFRS Insights website
- ACCA Certificate Courses

PKF Literature and Manuals

PKF makes available various technical literature and manuals to member firms that are useful both for reference and marketing purposes.

These include:

- Worldwide Tax Guide
- Regional Tax Guide
- Doing Business in [country]
- PKF/Wiley Interpretation and Application of IFRS
- PKF Illustrative Financial Statements
- PKF Global Directory

Updates and Best Practices

PKF continually releases guidance, updates and best practice news in response to new standard releases, regulatory developments and industry trends.

PKF Referrals

PKF has developed a referral tracking database that enables Regional Directors to monitor and assist firms in offering their clients seamless support through fellow firms globally.

PKF Clients Sites

In order to make full use of global opportunities, PKF has developed Client Sites that cater for unique global client opportunities and enable both firms and client staff to access a single seamless set of information to enable true global collaboration.

Member Firms



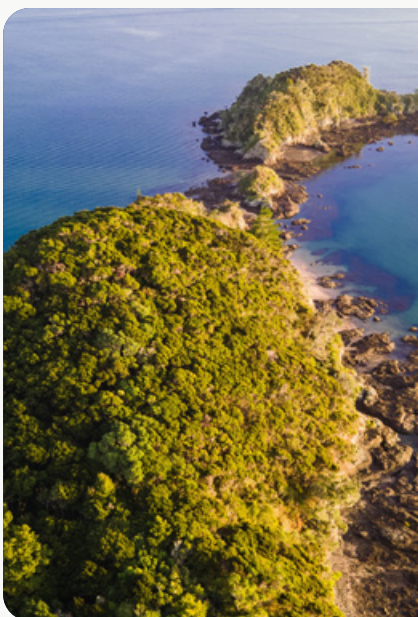
PKF Far North (Kaitaia and Mangonui)

PKF Far North is a well-established Chartered Accountancy practice servicing the beautiful Far North of New Zealand, including Kaitaia, Doubtless Bay and the surrounding areas. The winterless Far North is an area known for beautiful beaches, huge sand dunes, and its history. From offices in Kaitaia and Mangonui our team, led by 2 directors and 24 staff, build great relationships with their clients, to provide taxation and business advice. From auditing through to business coaching and all the taxation compliance work in between we enjoy helping our clients achieve their business goals.



PKF Bay of Islands (Kerikeri)

Our **PKF Kerikeri** Team is comprised of two Directors, Alison Lemon and Jancy Stott, and six Staff Members. As well as being Chartered Accountants, we specialise in Business Development, Business Coaching and Auditing Services. Our firm is based in Kerikeri and we have been providing services for over 60 years to the Bay of Islands, Northland Region (Te Tai Tokerau) – A stunning part of the ‘Winterless North’ that’s home to an abundance of small businesses and holds strong connections to the agricultural and horticultural industries. We are passionate about empowering our clients to manage their businesses and supporting them to achieve their personal and business ambitions.



PKF Bay of Islands (Paihia)

Tēnā koutou

Paihia, te manawa o Pewhairangi. He kuwaha mo nga one me nga wahi ruku, te wahi whanau o te iwi.

‘Paihia the heart of the bay of Islands, known for its sandy beaches, gateway to the dive spots and the birthplace of our Nation’

Located in the centre of Paihia, **PKF Bay of Islands** has been providing accounting, taxation advice, business mentoring and advisory services for over 39 years. Our team of 13 are passionate, professionals with real life business experience and academic qualifications. We believe that every business is unique, that’s why here at PKF Bay of Islands we work with businesses and owners to tailor to their needs and wants in a timely and cost-effective manner.



PKF Corporate Recovery and Insolvency (Auckland)

PKF Corporate Recovery & Insolvency is a boutique insolvency firm. The firm provides specialist advice in respect of corporate recovery and related insolvency issues.

While the firm is small it has a strong reputation and has had a significant number of high profile insolvency engagements in its time. We perform assignments of varying magnitudes both within the Auckland region as well as nationally.

PKF Corporate Recovery is a certified chartered accounting practice, and thus is subject to the regulations of the New Zealand Institute of Chartered Accountants.

PKF Corporate Recovery are members of Chartered Accountants Australia and New Zealand (CAANZ) and Restructuring Insolvency & Turnaround Association of New Zealand (RITANZ).



PKF Withers Tsang (Auckland)

Based in Auckland, **PKF Withers Tsang** was founded in 1998 and currently has 4 partners and 25 staff. We're a vibrant, innovative, forward-focused Chartered Accountancy Firm who can offer services in English, Mandarin and written Cantonese. We have all the insight and acumen you'd expect from a leading firm; our difference is that we place our clients right at the heart of our forward thinking, so we build strong, lasting client relationships. While we're best known for our advice around property investment and development, our expertise extends to tax structuring, compliance, business & asset planning, succession planning, IRD liaison, and much more.



PKF Hamilton

The Waikato is a vibrant and growing community focused on agriculture, industry and services. **PKF Hamilton** is backing its success. With 6 directors and 44 staff we offer accounting, tax audit, business valuations and more. Our experts specialise in supporting businesses in Farming, Financial Services, Health and Not-for-Profit organisations. We're also very involved in our community. You'll find us volunteering for governance roles in charities and sponsoring various events in the fields of art, sport and social services. Our people are actively involved in the community through schools and sporting activities.



PKF Dunedin

PKF Dunedin are Dunedin based, chartered accountants and trusted business advisers specialising in innovative and client-focused business development solutions for small to medium businesses.

Our diverse client base is typically owner-managed businesses which include construction, property, retail, agriculture, investment, tourism, SME's, high net worth individuals, sportspeople and the next generation of business leaders. Directors Alison Glover, Ben McCormack, Howard Tilbury and Peter McCormack, lead a team of 10 specialist accountants and three business management and support staff, who help our clients continue to thrive in Dunedin, Otago and beyond by providing proactive and tailored professional advice.



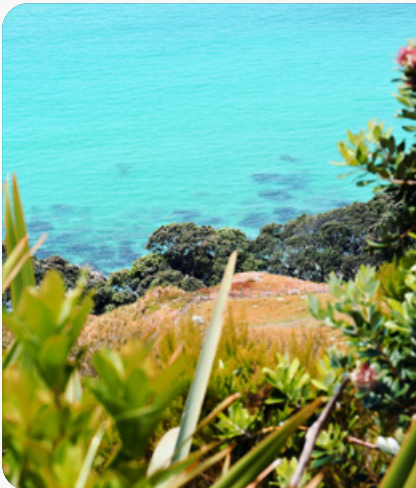
PKF Carr & Stanton (Hawkes Bay)

When it comes to location and lifestyle Hawkes Bay has it all – sea and sand, food and wine, weather and scenery, arts and industry..... the list goes on, so it's no wonder, economically, the region is on the up.

Proudly supporting that growth and having a hand in the success of the businesses that drive it, are locally owned, accountants and business advisors, **PKF Carr & Stanton**.

Our Hastings based PKF member firm, has a specialist rural accounting division and boasts a cross section of the best regional, national and international businesses.

We take the journey with our clients, challenging their thinking, exploring new opportunities, solving problems and co-designing fresh and innovative approaches to ensure that their businesses thrive.



PKF Tauranga

Well established in the beautiful Bay of Plenty with offices in Tauranga and Waihi. Chartered accountants and trusted business advisors specializing in innovative and client-focused business growth services for small to medium businesses. Experience and teamwork enable our 3 directors and 12 staff to work closely with clients, creating value through commercially focused advice that is both practical and decisive.

We cover a range of industries including Manufacturing, Retail, Horticulture, Farming, Education, Property Development, Hospitality, and Tourism.

Inclusive, transparent and passionate about our client's success.



PKF Doyles (Whanganui, Ohakune and Turangi)

We pride ourselves on being part of the rich culture that makes Whanganui what it is today.

The firm was founded on the premise that the entrepreneurial businessperson is looking for service from his or her accounting firm that goes beyond simply processing and presenting numbers.

We recognise that our growth has been due, to a large extent; to the success and growth of the clients we serve. One of the ways we work to ensure the growth and success of our clients is through our business consulting approach to client service.

While our clients desire timely and cost-effective accounting, tax and consulting services, it is equally important that they retain committed professionals that take a personal interest in the success of their total organisation and are capable of 'seeing beyond the numbers'.

We believe we are large enough to have the resources and personnel to resolve the most complicated tax or sophisticated accounting issue, but small enough to give you the personal attention, responsive service, and senior management involvement that all our clients deserve.



PKF Rutherfords (Palmerston North)

PKF Rutherfords has been serving clients mainly in the Manawatu for more than 125 years. Our enduring client relationships have stood the test of time and have been carried on through multiple generations. The importance of our relationship with our clients is reflected in our Mission Statement: Caring for You.

Our team is made up of two Directors, one consultant, and eleven team members. We specialise in Farm accounting, SME accounting, tax planning, succession planning, business development, cloud accounting and app implementation, and Xero.

PKF Rutherfords does all the usual things accounting firms do, and just a bit more. Our modern open plan office reflects our collaborative and forward-looking approach we take with our clients, caring for them, their business, and their future.



PKF Kendons (Wellington)

Locally owned, personalised advice, and innovative services. That's just the start of the **PKF Kendons** difference.

Our business development services are designed to do just that; develop your business. The way we see it, if you're not succeeding, then neither are we. Which is why we take a fully personalised approach and do everything in our power to see your business shine.

At Kendons there is a large emphasis on our core values and culture. We are a close team of around forty, where our people are the focus.

This means that there is a lot of flexibility around work hours and working from home, dressing for your day, your health and wellbeing. There is a lot of support for you to grow and develop your own career as well and get involved in interesting and challenging work.



PKF Goldsmith Fox (Christchurch)

The Canterbury region is dominated by small to medium businesses with many either in the agriculture or tourism sectors or supporting those businesses. **PKF Goldsmith Fox** is a firm of three directors and 20 staff who care deeply about their clients and how we can support them to achieve their goals. We offer a wide range of services to a wide range of clients with a focus on SME's. Our particular business strengths are in the areas of property, investment, education and bloodstock. We have a strong audit team with a broad client base from all over New Zealand and a specialty in retirement villages and aged care facilities.

Find out more

We believe that PKF membership provides aspiring accounting firms opportunities to develop by offering their clients a comprehensive range of resources, support and connections.

To find out more about becoming a PKF member, go to www.pkf.co.nz/our-network/join-us or email cathy.boyd@pkf.co.nz and one of our team will contact you for a confidential discussion.

We look forward to welcoming you to the PKF family.

