



Trainee benefits

Your future. Our commitment.

forv/s
mazars

Welcome to Forvis Mazars

Your next big step begins here

Congratulations on taking the first step toward an exciting and rewarding career in the accounting profession!

At Forvis Mazars, we believe our people are our greatest asset. Your success is our success, and we're committed to supporting you every step of the way as you grow into a qualified professional.

Your growth matters to us. That's why we offer benefits designed to help you learn, thrive and make an impact:

- Financial support for your studies and exams
- Mentorship and coaching from experienced leaders
- Opportunities to learn and grow through challenging assignments, training programs, and exposure to diverse industries

We know balancing work and studies can be demanding, so we've created resources to make your experience fulfilling and manageable. This guide highlights everything available to help you succeed and feel valued as part of our team.

Welcome to a culture built on integrity, collaboration and excellence. We can't wait to see you grow and make your mark.





“Driven by challenge and growth.”



Charl Mairs
Trainee Accountant,
Forvis Mazars, Gauteng

“My experience has been very positive, with supportive colleagues and a welcoming environment. I’ve learned the importance of strong relationships, a positive attitude, and always carrying a smile.”



Sive Tshotwana
Trainee Accountant,
Forvis Mazars, Gqeberha

Study support designed for your success



Your qualification journey is important and we're committed to helping you achieve it.

As a Forvis Mazars trainee, you will receive:

- Paid study leave to prepare for tests, assessments and board exams
- Study leave for your qualifying exams
- Paid IAC and APC board course and exam (first attempt)
- Professional registration support (ACCA and SAICA depending on your programme)
- Access to high quality learning resources
- Internal coaching and mentorship to help you navigate your academic and professional growth

We walk this journey with you – every class, every test, every milestone.



“I am deeply grateful for the incredible study support provided by our audit firm. The firm has consistently supported me by granting study leave whenever needed to ensure I am able to fully focus on my assessments when needed.”



Sonya Jacobs
Trainee Accountant,
Forvis Mazars, Bloemfontein

“Grateful for the support and the strong sense of connection I felt.”



Shilpa Thomas
Trainee Accountant,
Forvis Mazars, Cape Town

Professional development

Your career growth starts now

We empower our trainees with the skills and confidence needed to thrive.

You will experience:

- Structured technical training to build your professional foundations
- Soft skills development through workshops, academies, and on the job learning
- A dedicated mentor and buddy to support your transition

- Career progression opportunities
- Secondment opportunities (local and international, where available)
- Exposure to diverse clients and industries from early in your training
- Paid professional membership

You're not just training – you're growing into the professional you're meant to be.




Professional development
Your career growth starts now



“Forvis Mazars has enabled me to grow my IFRS expertise, strengthened my audit judgement, and built my confidence in delivering quality financial services audits in a fast-paced audit environment with the close support of experienced professionals and teams.”



Gail Mokwatlo
Audit Senior,
Forvis Mazars, Gauteng

A photograph of a man with short dark hair and a beard, wearing a bright yellow button-down shirt. He is pointing his right hand upwards with his index finger. He is looking towards the right of the frame. In the foreground, the back of a woman's head with reddish-brown hair is visible on the left, and the side profile of a man with glasses is visible on the right. The background shows a window with a view of a building.

Wellness benefits

Your wellbeing matters

We care about you – inside and outside the workplace.

Our wellness benefits include:

- Medical aid - CAMAF
- Employee assistance programme for mental, emotional and overall wellbeing

- Wellbeing initiatives such as gym discounts and health awareness days
- Supportive and inclusive environment where your voice is heard

Your health and happiness are central to your success.

Leave benefits

Benefits that support your life and learning

We provide leave benefits designed to help you balance work, study and personal time:

- Annual leave
- Study leave
- Sick leave

- Parental leave
- Bereavement leave
- Family responsibility leave

We believe rest, recovery and time for yourself are essential to long term success.



Additional perks

Rewards, opportunities & culture

Reward & recognition

We celebrate performance, effort and excellence through:

- Impact awards
- Performance bonuses
- Appreciation awards and recognition programmes

Volunteering & social impact

Make a difference through:

- CSR community projects
- Volunteering days
- Social impact initiatives across the firm

Social & culture

A vibrant culture that helps you connect and thrive:

- Office socials & celebrations
- Sports groups and clubs
- Young professionals activities
- Team building events
- Wellness days

Employee referral rewards

- Earn for referring great talent

Travel claims

- For client visits

You'll grow professionally and you'll have fun doing it.

Social and culture

“To the new trainees, I chose Forvis Mazars because I wanted to be more than a number lost in the crowd. It’s now your turn to be more than a number.”



Bradley van Zyl
Trainee Accountant,
Forvis Mazars, Gqeberha



Our EVP

Grow. Belong. Impact.

Grow

We invest in your potential through continuous learning, coaching and real-world experience that shapes your career.

Belong

You're joining a diverse, supportive and collaborative community where everyone has a voice.

Impact

Your work matters – to clients, to communities and to your own professional journey.

You'll contribute to something meaningful from your very first day.

This is what it means to be part of Forvis Mazars.

Grow. Belong. Impact.





Trainee journey map

Your trainee journey

Year 1:

Build your foundations. Learn the ropes. Gain exposure. Meet your clients and teams.

Year 2:

Grow your confidence. Take on more responsibility. Strengthen your technical and soft skills.

Year 3:

Lead engagements. Mentor junior trainees. Prepare for qualification and future pathways.

Beyond qualification:

Choose your path: Audit, Advisory, Tax, industry roles, secondments or leadership tracks. Your career, your journey – we're with you every step.

We're here to support you

Graduate recruitment team

If you have any questions about your training contract, benefits, or the onboarding journey, connect with us:



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Welcome to Forvis Mazars

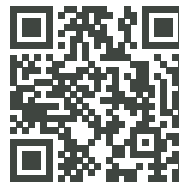
We can't wait to see how your story unfolds.

You're joining a firm that believes in your future and invests in your success.

Here, you will learn, grow, belong and make an impact – in your career and beyond.

Your journey starts now.

Scan the QR code to explore more about life at Forvis Mazars:



Follow us for insights, stories and culture moments:



LinkedIn



Instagram



Facebook



TikTok



Careers website



Hear from our trainees

“Empowered to grow every day.”



Blessing Mavure
Assistant Manager,
Forvis Mazars, Gauteng

“I feel valued, empowered, and inspired by the people and environment at Forvis Mazars.”



Jason Deetlefs
Trainee Accountant,
Forvis Mazars, Bloemfontein

“Growth through real experience.”



Sive Sombo
Trainee Accountant,
Forvis Mazars, Cape Town





“Audit, to me, is about building trust - quietly shaping transparency, strengthening accountability, and moulding me into a disciplined professional with integrity and confidence.”



Onkabetse Tau
Trainee Accountant,
Forvis Mazars, Gauteng

“Growth through real experience.”



Chloe Reddy
Trainee Accountant,
Forvis Mazars, Durban

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Forvis Mazars Group SC is an independent member of Forvis Mazars Global, a leading professional services network. Operating as an internationally integrated partnership in over 100 countries and territories, Forvis Mazars Group specialises in audit, tax and advisory services. The partnership draws on the expertise and cultural understanding of over 40,000+ professionals across the globe to assist clients of all sizes at every stage in their development.

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