

Our Assessment Process

The sift and subsequent interview and assessment stages will review the following criteria:

Essential Criteria	Assessed at Sift	Assessed at Interview / Assessment
1.1 120 UCAS points from three full A levels (A2) or above or equivalent qualifications.	✓	
1.2 Minimum of 5 GCSEs (Grade A*-C), including Maths at grade B or above and English Language at grade C or above.	✓	
2.1 Able to demonstrate motivation and commitment to become an accountant and committed to working within the public sector in Wales.	✓	✓
3.1 Demonstrate effective verbal and written communication skills, including active listening and clear, concise, and accurate information delivery.	✓	✓
3.3 Good interpersonal skills – able to develop and effectively work with others at all levels		✓
4.1 Works effectively, enthusiastically and engaged as a member of a team	✓	✓
5.3 Strong time management skills, including handling multiple audits simultaneously while balancing their ICAEW learning.	✓	✓

5.4 Pro-active approach to your work and studies, taking clear ownership and accountability for own learning and work programme.		✓
5.5 Shows excellent attention to detail while being able to see the bigger picture.	✓	✓
5.6 Be able to demonstrate resilience to balance the demands of working alongside professional training		✓
6.2 Good analytical and problem-solving skills.	✓	✓
6.4 Able to act on own initiative while recognising when guidance is needed and when to seek supervision and support from colleagues.		✓
7.1 Demonstrates proficiency in digital skills, including MS Office software applications such as Teams, Word, and Excel.	✓	✓
7.2 Confident and comfortable working with and analysing data.		✓
7.3 Demonstration of an openness to change in an evolving workplace through the appropriate use of technological and digital enhancements		✓
8.1 Present a confident and professional image, able to		✓

develop and maintain positive and professional working relationships with audited bodies officers and Audit Wales colleagues alike.		
8.2 Displays self-awareness and willingness to learn from experience, continually acquiring and applying new and relevant knowledge and skills.		✓
9.1 Self-aware and a role model for Audit Wales values and behaviours		✓
9.3 An awareness and commitment to equality and diversity		✓
9.4 An awareness and commitment to the arrangements for health and safety		✓