

### ***Employer in the spotlight***



**Name: Quentin Wong**  
**Title: Sole Proprietor**  
**Company: Quentin Wong & Co CPA**

#### ***Making yourself an employer's choice***

What exactly do employers want from their accounting professional staff? Quentin Wong, sole proprietor of Quentin Wong & Co CPA, talks about how technical knowledge and professional qualifications are the success ingredients for accounting personnel wanting to advance their careers.

#### ***Give us a brief introduction to your firm.***

Quentin Wong & Co CPA was founded in 2005 as a sole proprietorship with nine staff members. The firm offers services including accounting, tax, and audit and company secretarial services. Our clients range from manufacturing and trading companies from countries such as Japan and India to local corporations.

#### ***What qualities do you feel AAT graduate Miuky Lam possesses?***

What makes Miuky stand out from other employees is her eagerness to learn. She is a fast learner and shows a strong initiative in acquiring new knowledge. She displays good progress and continuous improvement.

Miuky's performance in communicating with clients, one of her main responsibilities, is particularly commendable. She has demonstrated outstanding communication and language skills, in Putonghua and English, and her professionalism helps us meet clients' needs. She is competent in handling tasks independently, such as maintaining accounts for clients and performing due diligence projects. Her good interpersonal and organizational skills are especially valuable when she is working with her colleagues during business trips to mainland China.

#### ***What are your views on the AAT qualification?***

A number of my employees have undertaken or are currently taking the AAT Examination. In my opinion, the AAT Examination syllabuses are both relevant and comprehensive, covering different areas including tax, accounting and business laws.



In Miuky's case, she gained solid foundation from her AAT Examination studies. More importantly, she is able to apply what she has learned to her daily work. For instance, I can see Miuky is well-versed in taxation and is able to handle clients' enquiries competently. She also keeps up to date with the ever-changing accounting and auditing standards.

***What are the contributing factors to Miuky's promotions?***

Miuky has been promoted twice over the past five years. Her AAT qualification, accompanied by the experience she accumulated over the years, contributed to our decision to promote her from an audit junior to an audit senior in 2007. Last year, she completed the Professional Bridging Examination (PBE). She was promoted to audit supervisor as a result of this attainment together with her excellent performance and leadership skills.

***As an employer, what qualities do you expect of your accounting personnel?***

We have been utilizing HKIAAT's employment placement services in our recruitment exercises for years. It is my view that most of the AAT graduates possess the experience and technical knowledge that we need. We prefer individuals who are proactive and who can work consistently toward improving skills. AAT qualification holders have shown their commitment in continuing their education and their eagerness to learn.

Personalities and attitudes of candidates also influence employers' recruitment decisions significantly. Accounting personnel must be ethical and credible. Attributes such as having a strong sensitivity towards deadlines, being hardworking and reliable are also invaluable traits for any accounting professional. In addition, self-discipline and independence are also important attributes that are valued by all employers, not just those in the accounting sector.

***What is your opinion of Miuky's potential career advancement?***

Miuky is currently studying for the Hong Kong Institute of CPAs' Qualification Programme (QP). I believe that her knowledge as well as experience will grow significantly upon her completion of the QP. She should then be able to take on broader responsibilities and more complicated projects such as pre-IPO projects, from which she will undoubtedly be able to learn more. When she becomes a qualified accountant, she will surely be considered for another promotion!