



Employer in the spotlight

Written by Aldric Chau



Name: Ms Jenny Kun
Title: Sole proprietor
Company: Jenny Kun & Co. CPA

It is never easy for an employer to get the right person for the job. Jenny Kun, the sole proprietor of Jenny Kun & Co. CPA, finds the HKIAAT's Employment Placement Services particularly useful in helping her to recruit AAT graduates. Ms. Kun gives her thoughts on how the AAT qualification can help accounting personnel achieve more.

Tell us about your firm and the nature of its business.

We are a local CPA firm offering auditing, taxation and company secretarial services. We mainly target SMEs in Hong Kong. Although we haven't really explored the mainland company market, quite a number of our clients have factories located across the border where our accounting services are needed.

What are your main roles in the company?

Our business is not big scale. As the sole proprietor, I have to take up quite a number of hands-on roles from staff training and administration to external relations.

How many HKIAAT members/students are currently working in your firm?

What are their job duties and opportunities?

One of our colleagues is a qualified AAT while another is still studying for the AAT examinations. Both of them joined the company as junior accountants. The one who has not yet qualified as an AAT works more on accounting tasks while the qualified staff member handles more auditing jobs as he has more work experience. As soon as the junior member completes all his AAT examination papers and accumulates efficient experience, I will let him learn more about auditing so that he can have a broader work exposure.

When did you first hear about the HKIAAT? What are your views on the HKIAAT's Employment Placement Services (EPS)?

I first learnt about HKIAAT from its official website. I was fascinated by the HKIAAT placement service as it actually enabled me to find the right people for my company. It's an effective online service for employers wanting to recruit personnel in the accounting field as well as for AAT students/members looking for



suitable jobs. Over the years I have been employing staff through the HKIAAT Website. There's always an overwhelming response every time I post a job advertisement there. I'm sure there are many AAT members/students who visit the website and look for jobs there.

What are your thoughts of the job performance of your staff who have an AAT qualification?

They are doing a great job. They have strong sense of responsibility and sound technical knowledge. I am sure that as they spend more time in the profession, they will become highflyers in accounting or any related fields. For instance, my staff member who is currently studying for the AAT qualification can now independently handle book-keeping for a high-quality client. Since auditing requires more experience, we usually pair up a senior colleague with a newly-qualified AAT so that the junior team member can learn through practical experience.

What roles do you think an AAT may play in a CPA firm?

AATs are important as they provide strong support for CPAs and the operations of an accounting firm. There is another CPA in our firm as well as me. We both find that the AATs have been truly helpful. With more experience and a go-getting spirit, I firmly believe that they will have a very bright future.

What kind of recruitment requirements do you have for your staff?

I expect them to have very basic accounting knowledge. It would be good if they had a business academic background. Computer literacy is very important as we need them to use a computer a lot during daily operations. If the staff member is employed to handle auditing tasks, I expect them to be good communicators because auditing requires staff to work with people at all levels.

Do you think that studying for the AAT qualification can help your staff acquire the essential skills at work?

I see my staff putting a great deal of effort into preparing for the AAT examinations. After finishing all the exams they are more familiar with the technical knowledge. But, more impressively, they become stronger in terms of analytical power. This helps them to integrate different information into a solution at work. Of course their computer skills in Word and Excel are of a good standard.

Do you think it is important for your staff members to aim for a professional qualification?

It is indeed very important. When we hire junior staff, we do not expect them to have a professional qualification. But if they plan to work towards this and want to strive for greater achievements, I would strongly recommend that they study for the AAT professional qualification. In our firm, you need to have a professional qualification plus at least two to three years' accounting experience before becoming a senior accountant.