

Graduate Recruitment Journey

Step 1: Online Application and CV

Once you've had a look through the opportunities available, decide which role best fits your aspirations and complete your online application before our closing date of 13th October 2026. Please note that if we receive enough suitable candidates for our assessment centres then applications may close early. If you have any queries or experience any issues with your application, don't hesitate to contact us via studentrecruitment@jcca.co.uk.

Please note that this application will ask for your personal details, academic record and includes a question which will be personal to you. This application form is one of the main deciding factors in selection for our 2nd stage digital interview.

Tip – This is a chance for us to learn about you and why you would like to work for Johnston Carmichael. Take some time to look through our social media profiles and have a look at our website to gain a better understanding of the firm and our values.

Step 2: Digital Interview

If your application is successful, a member of the student recruitment team will reach out to arrange a competency-based video interview which will also include confirmation of your application form details, business line and location preferences. This is also an opportunity for us to get to know a little more about you and for you to ask any questions that you may have. After this stage our team will determine whether your application will be progressed to one of our assessment centres.

Step 3: Assessment Centre

If your application and digital interview are successful, you will be invited to our half day assessment centre. This is an opportunity for us to meet you in person and get to know you better, while giving you the chance to experience our office environment, meet our people, and decide whether the role, firm and culture feel right for you.

The assessment centre will include an individual interview, analysis presentation and group exercise. The interview is an opportunity for us to hear about what you have learned so far and talk about the range of skills you can demonstrate. The analysis presentation requires no previous knowledge, and we allocate time during the assessment centre for you to prepare and then present to two assessors. The group exercise enables you to demonstrate your ability to work as part of a team to achieve a common goal.

Our assessment centres will be held as follows:

- Edinburgh (Audit) – 27th and 28th October
- Edinburgh (Tax and Business Advisory) – 2nd November
- Glasgow - 10th and 11th November
- Aberdeen – 17th November

Tip – Take this opportunity to ask us and our assessors any questions you may have so you can get to know us as well as possible!

After the assessment centre, we will share the outcome with you once the final assessment centre has taken place. Hopefully, it will be good news and you will progress to Step 4!

Step 4: First week!

During your first week you will meet with your buddy (and many more colleagues!) and learn more about your role, the business line, JC and how we operate, and get yourself set up with equipment.

Tip – Starting a new job can be daunting, but if you prepare well and ask the right questions, you'll be off to a great start. Ask us anything you need to before you start your first day. We are here to help and want to make your first day as comfortable as possible.

Step 5: Induction event

We have two graduate intakes a year – January and August.

Our January Induction event will be held in Edinburgh on the 18th January 2027.

For our summer intake, you will be invited to our Johnston Carmichael Welcome Event on 23rd and 24th August 2027. This is a two-day event involving an overnight stay.

Each event provides an opportunity for all of our students across the country to get together in one location to find out more about Johnston Carmichael, build knowledge on what your first few months and years may look like, and create some solid work relationships with fellow colleagues who are also just starting out on their career.

Tip – The most important part of the residential trip is to have fun! We organise team building activities to help you get to know others across the business lines and different offices. Starting your first job in professional services can be nerve wracking but this is where getting to know your colleagues who are at a similar stage can make all the difference.