

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 24 October 2025. 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 five questions around why you would be suitable for one of our graduate roles. This application form is the main deciding factor for selection to our assessment centres.

Tip – This is a chance for us to learn about you and why you would like to work for JC. 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: Screening call

If your application is successful, a member of the student recruitment team will reach out to arrange a video call to confirm 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, the team will determine whether you are suitable to be put forward to one of our assessment centres.

Step 3: Assessment centre

If your application, and screening call, are successful you will be invited to our half-day assessment centre. This is a chance for us to meet you in person, get to know you better and for you to get a feel for our office environment, our people and to find out if the role, firm and culture is right for you.

The assessment centre will include an individual interview, analysis presentation and group exercise. This interview is designed as a way for us to get to know you better and look at 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 (Tax and BA) – 3 November
- Edinburgh – 4 and 5 November
- Glasgow - 11 and 12 November
- Aberdeen – 18 and 19 November
- Inverness – 20 November

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

After the assessment centre you can expect to hear back from us with feedback as to whether your application has been successful or not. Hopefully it is good news, and you will then proceed to step 4!

Step 4: First day

Your first day will be in your local JC office. You will meet with your buddy 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 a little 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

Soon after starting with us, you will be invited to our Johnston Carmichael Welcome Event on 24 August 2026. This is a two-day event involving an overnight stay and 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.